

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

August 4, 2025

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, August 5, 2024, at 6:30 pm in the Montgomery County Schools Boardroom. Board members present were Anne Evans– Board Chair, Lynn Epps – Vice Chair, Angela Smith, Isai Robledo, Tommy Blake, Cindy Taylor and Bryan Dozier.

Board Chair Anne Evans called the meeting to order. Ms. Evans moved to adopt the agenda as submitted. Bryan Dozier made the motion with Tommy Blake seconding. The agenda was accepted with unanimous approval from the board.

Board Chair Anne Evans read a passage. The beginning of a new school year is more than just lessons and schedule, it is a new start to build, shape and inspire. Each new school year is a reset with new faces, challenges, and potential. This is the beginning of new growth and cultivation of futures. Whether you are leading a class, preparing meals, cleaning hallways, or supporting students behind the scenes, you are part of the mission. Let this year be a reminder that every beginning holds the promise of transformation.

Board Chair Evans 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.

Board Chair Evans called upon Vice-Chair Lynn Epps for the presentation of a Resolution of Esteem for Betty Oliver. A Resolution of Esteem was presented to her family for her twenty-two years of service with the Montgomery County Schools. Ms. Oliver passed away on February 23, 2025. Vice-Chair Epps read the resolution as follows:



Board Chair Evans then stated that the next item on the agenda was the consent agenda. Board Chair Evans requested to hold the consent agenda until after closed session. The board approved unanimously.

Board Chair Evans then called upon Wade Auman for the Curriculum presentation. Mr. Auman began his presentation with a Math Curriculum update. The Curriculum team submitted sample content from each vendor to staff for review. Amplify Desmos Math was the data informed selection. Because this is such a new curriculum, we decided to purchase a one year subscription. They will provide online resources for both teacher and student as well as provide a workbook for each student. Mr. Auman provided an update on the Consolidated Federal Plan considerations for our Title I. He first discussed the funds that we are required to set aside for parent and family engagement, homeless and foster, and administrative costs. Our elementary schools are identified as Title I. Teaching positions, instructional supplies, and tutoring are all funded by Title I in our elementary schools. This year each elementary school will be allotted funding based on a per pupil allotment formula. Each principal will develop and submit a budget that aligns with the SIP, to Mr. Auman and Dr. Roseboro for approval. Submission of this plan is due August 31, 2025. The CTE plan update was to highlight just some of the pathways Montgomery County Schools has to offer students as well as the partnership pathways we offer. The final update that Mr. Auman provided was the State Updates. He stated that we are aligned with State Legislation on creating and maintaining student career plans, the upcoming computer science requirements, and the continued focus on concentration. Our state plan has been submitted and approved.

Board Chair Evans then called upon Dr. Roseboro for the End of Year Review possible dates. Per the board requests, we have provided updated EOY review dates. The dates provided to the board were October 16, October 21, and October 23. After discussion, Board Chair Evans asked for a motion to approve a date for the review. Isai Robledo made a motion to approve October 23 for the EOY review date. Cindy Taylor seconded the motion. The board approved unanimously.

Board Chair Evans then called upon Dr. Emily Shaw for the HR Update presentation. Dr. Shaw stated that we are in good shape for the 25-26 school year. We have 18 certified and 8 classified new hires with most of our resignations coming in June but were no more than usual. We have a total of thirty-five beginning teachers with ten of those being EC beginning teachers. The EC positions are the most difficult to fill with certified people, so we are trying to provide extra support in those areas. Our total number of vacancies has actually improved since this update was completed with Mt. Gilead and Green Ridge filling a couple of their listed vacancies.

Board Chair Evans then called upon Matthew Woodard for the Operations Update presentation. Mr. Woodard provided an update on the pre-opening school operations and maintenance being performed at all our schools. Due to budget concerns, we did lose nine positions from our custodial staff last school year, which increases the workload among our remaining staff members. Our custodial and maintenance staff have been working tirelessly to make sure that every school is ready for the first day of school. Mr. Woodard provided the checklist for operations and maintenance in preparation for the 25-26 SY. Mr. Woodard also just returned from a school safety conference. He stated that the focus now is on eliminating bullying and changing the culture to prevent the actions from happening, not waiting until they have taken place to address the threat. Mr. Woodard also stated that he will be sitting down with Dr. Roseboro to prioritize some of the central office facilities' needs for the board to review. Dr.

Roseboro stated that we are also researching ways to help support maintenance with vendors that come in to help once or twice a year to help provide support.

Board Chair Evans then called upon Mitch Taylor for the Finance Update presentation. Mr. Taylor stated that our goal each year is to manage expenses in a way that our fund balance does not have to be utilized. During the 2024-25 SY our district incurred several large expenses. We also lost the Sandhills Mental Health grant and the TSL grant. This resulted in the use of \$1.2 million of fund balance. The \$725,000 expenses that occurred in 2024-25 will not re-occur during the 2025-26 SY and the remaining deficit will be addressed in the current year. The local county appropriation did give the district a 7% increase in funding, which will help with budget shortfalls. We were also notified by the state that some of the federal grant funding that was placed on hold has been approved for release. However, the State of NC has not passed a budget which will hinder our budget planning process and the ELISE grant for some of our high need elementary schools expired in June of this year. Mr. Taylor stated that we are continuing to seek ways to optimize our current funding while also seeking new sources of revenue. Board members expressed concern about making sure that we have a plan and are addressing issues ahead of time instead of waiting until it happens.

Board Chair Evans then stated that the NCSBA is offering LEAD Training and that she will be forwarding this information to board members. Please let Ms. Davis know if you would like to register to attend the training.

Board Chair Evans called upon Dr. Karen Roseboro for her Superintendent's Update. Dr. Roseboro stated that we have had a very busy two weeks with team building to ensure that we are on the path for continuous improvement. We completed our district improvement planning with help from the NCDPI Office of School Transformation. Our leadership team identified the three highest areas of improvement: defined roles and responsibilities, communication barriers, and need for data driven decisions to improve student achievement at the school level. Each department also provided updates for our principals. We also had a very successful Back to School Bash with over 700 attendees. Special thanks to Ms. Lynthacum and the Operations team for their outstanding planning of this event. Dr. Roseboro also provided an update on our signage, noting House Bill 959, for the new cell phone policy. These signs will be posted at all our schools and on our social media. Also, our Central Office staff will be on-site to support our principals during the first ten days of school. We will also be starting our Listening Tours on August 25, 2025, for the Mt. Gilead/West Middle school families.

Board member Tommy Blake stated that the new principal for Candor Elementary, Darrick Pettiford, was present and requested that he be introduced. He also made a request that moving forward that we invite our new principals to the board meeting for an introduction.

Ms. Epps commented that as we move forward that we should all show grace while we go through the many challenges of change. Ms. Smith also stated that she would like to thank Dr. Roseboro for the vision she has given to our staff and the energy it has provided for everyone.

Board Chair Evans then asked for a motion to go into closed session to discuss personnel and consult the board attorney. Bryan Dozier made the motion, with Cindy Taylor seconding. The board approved entering closed session unanimously.

Upon returning to the open session, the following consent agenda items were approved after the closed session with a motion by Bryan Dozier and seconded by Cindy Taylor. The board approved, with Dr. Isai Robledo abstaining from the vote.

- 1) Board Minutes from July 14, 2025
- 2) Personnel Report

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
Emily Slaw, Assistant Superintendent for Human Resources
August 4, 2025**

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

Resignation/Retirement	School/Assignment	Effective Date
1) Chloee Spivey Resignation	Green Ridge Elementary 3 rd Grade Teacher	July 9, 2025
2) Andrea Lomax Resignation	Page Street Elementary Teacher Assistant/Bus Driver	July 16, 2025
3) Heather Morton Resignation	Mr. Gilead Elementary P.T. Teacher Assistant	July 16, 2025
4) Haley Adkins Resignation	East Middle P.T. Media Assistant	June 11, 2025
5) Colby Garner Resignation	Green Ridge Elementary 4 th , 5 th Grade Teacher	July 21, 2025
6) Katie Black Resignation	Montg. Central High Teacher Assistant/Bus Driver	July 25, 2025
7) Sherry Jacobs Resignation	West Middle Teacher Assistant/Bus Driver	July 28, 2025

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

Non-Certified	Record Check
1) Kathy Ison	Yes
2) Brittany Jordan	Yes
3) Frances Ryan	Yes
4) Fabiola Argulano	Yes
5) Cheryl Johnson	Yes
6) Jeffia McAulley	Yes
7) Wendy DeMaio	Yes
8) Nancy Townsend	Yes

7) Amy Glover 8/5/2025	Star Elementary Child Nutrition	Star Elementary Assistant Manager
8) Jessica Peole 8/4/2025	All Locations Child Nutr. Sub	Montg. Central High P.T. Child Nutrition
9) Salena Lopez 8/4/2025	All Locations Child Nutr. Sub	Montg. Central High P.T. Child Nutrition
10) Patricia Lilly 8/4/2025	Montg. Central High Child Nutr. Sub	Montg. Central High P.T. Child Nutr.
11) Catherine Wooley 8/11/2025	Candor Elementary 3 rd Grade Teacher	Star Elementary 3 rd Grade Teacher
12) Linda McLendon 8/5/2025	Troy Elementary Child Nutr. Sub	Troy Elementary P.T. Child Nutr.
13) Susan Lassier 7/28/2025	Troy Elementary Child Nutr. Asst. Man	Troy Elementary Child Nutr. Manager

c. Upon recommendation, approval of principal recommendation for employment of the following probationary contracts for the 2025-2026 school year as provided by General Statute 115C-325:

Employee/ Effective Date	School/ Assignment	Record Check	Replacing
1) Tonya Little 8/11/2025	Green Ridge Elementary 3 rd Grade Teacher	Yes	Chloee Spivey
2) Audrey Earlow 8/11/2025	Candor Elementary 4 th Grade Teacher	Yes	Sarah Sharrill
3) Kathy Bodien 8/11/2025	Candor Elementary Kindergarten Teacher	Yes	Sara Comer
4) Dominique Elliott 8/11/2025	East Middle 6 th Grade ELA Teacher	Yes	Grant Hinson
5) April Coleman 8/11/2025	Central Office School Social Worker	Yes	
6) Mary Devibar (EPI) 8/11/2025	West Middle 7 th , 8 th Grade Math	Yes (via EPI)	

9) Megan Beane	Yes
10) Holly Maness	Yes
Certified	Record Check
1) Cynthia Mergan	Yes
2) Sara Comer	Yes

e. Upon recommendation, approval of principal recommendation for employment of the following cer. sub teachers:

Employee/ Effective Date	School/ Assignment	Record Check	Replacing
1) J'la Hinson 8/11/2025	East Middle Except. Child Inocl. Teacher	Yes	Haley Adkins
2) Shelby Williams 8/11/2025	West Middle Except. Child Inocl. Teacher	Yes	Mandy Georgepal
3) Hayden Waddell 8/11/2025	West Middle 6 th Grade Sci/Social Stu. Teacher	Yes	

d. Report of the following transfers:

Transfer/ Effective Date	From	To	Replacing
1) Roger Little 8/18/2025	Star Elementary Custodian/Bus Dri.	Central Office Gen. Maintenance Tech II	Jed Scott
2) Renee Howell 8/5/2025	Montg. Central High Child Nutr. Manag.	Star Elementary Child Nutr. Manager	
3) Alice Noah 8/11/2025	Montg. Central High Child Nutrition	Star Elementary Child Nutrition	
4) Kelly Brewer 7/24/2025	Troy Elementary P.T. Child. Nutrition	Troy Elementary E.T. Asst. Manager	
5) Barbara Parsons 7/24/2025	West Middle Child Nutr. Manager	Montg. Central High Child Nutr. Manager	
6) Teresa Wallace 7/24/2025	Star Elementary Child Nutr. Asst. Man.	West Middle Child Nutr. Manager	

f. 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) Sarah Dover 8/1/2025	Green Ridge Elementary Except. Childr. TA/Bus Driver	Yes	
2) Nicole Callahan 8/1/2025	Montg. Central High First Responder	Yes	Olivia Chappell
3) Jamie Calloway 8/1/2025	Green Ridge Elementary Except. Childr. TA/Bus Driver	Yes	Laura Wilson
4) Haley Henley 8/1/2025	Green Ridge Elementary Lsp. Childr. Self Cont./Bus Dri.	Yes	Andrea Lomax
5) Jholibet James 8/1/2025	West Middle P.T. Media Assistant	Yes	Frica Suarez
6) Holly Freeman 8/1/2025	Troy Elementary PE Teacher Assistant/Bus Dr.	Yes	Toshia Little
7) Carmen Alexander 8/11/2025	All Locations Child Nutr. Sub.	Yes	
8) Dani Yungundreis 7/28/2025	Candor Elementary Child Nutr. Asst. Manager	Yes	Tabitha Blake

g. Upon recommendation, approval of the following coaches:

<u>Montgomery Central High</u>
Issac Parks – Football Assistant

3) Auxiliary Report:

MONTGOMERY COUNTY SCHOOLS
AUXILIARY REPORT
August 4th, 2025

Upon recommendation, approval or release from Montgomery County Schools requested for the 2025-2026 school year.

Montgomery County Schools to Moore County Schools

4) Soliant Client Services Agreement:

CLIENT SERVICES AGREEMENT Education Division



Soliant Health, LLC (the "Company"), and Montgomery County Schools whose primary location is 441 Page Street, PO Box 427, Troy, MO 27171 (the "Client") enter into this non-exclusive Client Services Agreement for the purpose of referring and placing Company's employees (the "Consultants" or "Consultants") with Client. This Agreement will govern the overall terms of the relationship, which separate Client Assignment Confirmation (Addendum A) for each placement will outline specific details as to ratios, personnel, assigned disciplines, and assignment lengths.

- Scope of Services.**

The Company, a staffing agency in the business of providing supplemental staff to the public and private education sector, will use its commercially reasonable efforts to provide Consultants to Client on a temporary basis or, if specifically requested by Client, for permanent placements. The parties agree that Company cannot guarantee the result or performance of the Consultants placed on a temporary or permanent basis. Client understands that it currently holds and agrees to all initiatives all requirements necessary to operate its business and to utilize the Consultants in the positions assigned. If a Consultant is unable to complete the specified assignment, Company will use its commercially reasonable efforts to find a replacement in a timely manner.
- Independent Contractor.**

The parties agree that the relationship of each to the other is that of an independent contractor. All Consultants will remain employees of the Company, which is solely responsible for providing and maintaining payroll services for any Consultant placed with Client, maintaining payroll records, and withholding and remitting all payroll taxes and social security payments, unless the parties otherwise agree to in writing. Company does not intend to use subcontractors in providing services. Should the need to use a subcontractor arise, the Company will notify Client in advance of the assignment to receive approval.
- Term of Agreement.**

This Agreement begins on the date of the latest signature below ("Effective Date") and remains in effect for a period of one (1) year, unless terminated earlier in accordance with the provisions of this Agreement. Following the initial term, this Agreement will automatically renew for successive one-year periods, if either party elects not to renew, all obligations under this Agreement will cease at the end of the current term, except for any provisions that expressly or by their nature survive termination.
- Telephone Services.**

Company, at Client's request, may provide telephone services through its third-party provider Voovision. Should utilization of Voovision occur, Client will receive Addendum A - Telephones Assignment Confirmation which outlines specific terms and conditions regarding Voovision's telephone services.
- Insurance.**

Company will maintain at least the following minimum amounts of insurance:
General Liability - \$2,000,000 per occurrence and \$4,000,000 aggregate;
Workers Compensation - in accordance with state requirements;
Employer's Liability - \$1,000,000;
Excess Liability over General Liability and Employer's Liability - \$5,000,000 per occurrence and \$5,000,000 aggregate;
Professional Liability - \$1,000,000 per occurrence and \$2,000,000 aggregate;
Sexual Abuse and Harassment - \$1,000,000 per claim and \$5,000,000 aggregate.
- Competency and Licensing.**

Company will make reasonable efforts to present only Consultants qualified for their discipline based on the applicable Department of Education licensing and certification requirements, professional standards, and Client requirements for the discipline placed with Client. The Company will conduct pre-employment screenings to provide Consultants who meet the applicable standards and Client requirements. To assist in these efforts, Client will provide Company with all necessary standards and Client requirements for each discipline a Consultant may work in. Client acknowledges that it possesses the unique and necessary knowledge to assess the qualifications of any Consultant referred to work with Client, and Client agrees that it has the ultimate responsibility of approving a Consultant's licensure, certification, and qualifications as acceptable for Client in the assigned discipline. To the end, Company will make available to Client all necessary Consultant records that Company may disclose over any of Client's discipline, facilities or any other information Client or Company to assist in the assignment decision. If Client becomes aware of any notices, findings, or information, including but not limited to fingerprint search results, that may negatively impact the start or continuation of an assignment, Client will notify Company and necessary details regarding the situation. Failure to notify Company may result in the termination of this Agreement and any consent of future assignments.
- Credentialed and Deboarding.**

Consultants assigned to Client must pass all required background checks, fingerprinting and security screenings in accordance with federal, state, and local requirements as applicable to Client and the assigned discipline. Client will confirm that Consultants meet these requirements prior to the start of an assignment.

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CLIENT SERVICES AGREEMENT Education Division



Client acknowledges that Consultants must complete Company's onboarding and credentialing processes prior to the start of an assignment, and Client agrees that Consultants may not provide any services prior to their completion of onboarding and credentialing. Company will provide Client with written notice of Consultant's completion of onboarding and credentialing and Consultant's authorization to begin work. If Client authorizes a Consultant to begin work before completion of the onboarding and credentialing process, Client accepts full responsibility for such authorization. Client agrees to indemnify, defend, and hold harmless Company from all liabilities, losses, damages, costs, and expenses arising due to Consultant's performance of services during such period and agrees that in no event will Company be liable to Client for the Client or to authorize work without Company's written approval and confirmation of completion of onboarding and credentialing.

- On-Site Responsibility.**

Client will provide Consultants with information to all Client specific policies, procedures, and processes necessary to conduct services, including but not limited to safety policies and procedures, and Client will provide all necessary support, facilities, training, direction, and resources for Consultants to successfully complete the assignment. Client acknowledges that Company does not provide special education, therapy, nursing, or related services and only provides candidate identification and placement services. As such, the provision of Consultant's services is not supervised by Company. Client will provide Consultant and Company written notice and cost information of the Client supervisor assigned to each Consultant. At all times, Consultants are subject to Client policies, supervision, and control for the work performed and services provided. Client is responsible for Consultant's adherence to the applicable standards of practice and Client requirements and any other Client is responsible for determining the appropriate services to be provided by Consultant. Client will not allow Consultant, at any time, to perform work or professional services that are outside the scope of the above and responsible lines of their assigned position, and Client will not allow Consultant to perform work at any location other than the location(s) agreed upon with Company. Client will not allow, request, or require that Consultants use any automobile, regardless of ownership, or Consultant's personal devices in performance of any work for Client without the written consent of Company. Client acknowledges that any deviation from Client's policies and procedures, as outlined to Consultant, shall be immediately reported in writing and directly to Company so it may offer correction and/or counseling to the Consultant.
- Administrative Responsibilities.**

Client is responsible for ensuring Consultants to Client's policies and procedures regarding the submission of any paperwork required for reimbursement by funding entities such as Medicaid, Medicaid, or health insurance. Such paperwork may include, but is not limited to, patient care plans, comprehensive personal history, individual education plan, or Client specific program plans. Should Consultant fail to submit paperwork as required by Client's policies and procedures, Client will notify Company in writing within three (3) business days of Client's knowledge of the alleged failure. Failure to timely notify Company or notify Company before an assignment ends regarding any Client failure will be deemed to constitute work under paperwork non-compliance.
- Work-Related Injuries.**

Where required by federal, state, or local law, Client acknowledges it is responsible for providing and maintaining medical and non-medical services to Consultants in accordance with such laws. Client will maintain control over Client's workplace. If Client operates in such a jurisdiction, Client will provide a written policy outlining Client's requirements and procedures to Company and Consultant, and Client will provide appropriate training to Consultants so they may comply with such policy. Client agrees to indemnify Company for any payments or other expenses incurred by Company relating to Client's failure to properly administer any legally required medical or non-medical services. Client will immediately notify Company in writing if it is unable or unable to provide or coordinate legally required medical and non-medical services. In such an event, Company may immediately terminate any or all current and future assignments with Client. In the event of any claims regarding medical and non-medical compliance, Client and Company will cooperate in good faith to resolve the matter in accordance with applicable laws and best practices. If necessary, the parties will work together to determine an appropriate resolution.
- Workplace Conditions and Reporting of Work-Related Injuries.**

Client will maintain a safe working environment and provide all applicable personal protective equipment as deemed necessary for the positions to which Consultants are assigned. Client remains liable for facilities and equipment compliance with all applicable federal, state, and local safety and health laws, regulations, and standards, including but not limited to all applicable workplace safety standards. Client agrees it is responsible for providing all necessary safety training and equipment to Consultants, and for Client's compliance with applicable health and safety requirements, including those established by Client. Client agrees compliance with all applicable workplace safety obligations, including general training on the recognition, avoidance, and reporting of workplace safety hazards, and cooperation with workplace safety investigations, such occurrences will be maintained by Client and will be acceptable to Company. In the event of a workplace injury, incident, or occurrence, strict attention shall be paid to ensure that the incident is reported to the appropriate reporting department as per Client protocol. Consultant will immediately report any workplace injury, incident, or occurrence to Company for the purpose of reporting such event to Company's workers' compensation carrier. If Client's reporting requirements change during the term of this Agreement, Client is responsible for providing written notification of such change to both Company and Consultants.

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CLIENT SERVICES AGREEMENT
Education Division



12. **Electronic Signatures, Counterparts, and Authority.**
This Agreement and any related documents may be executed and delivered electronically, including by email or electronic signature software. Signatures transmitted electronically will be considered valid and binding as if they were original signatures.

This Agreement may be executed in one or more counterparts, each of which will be deemed an original but all of which together will constitute one and the same agreement. A signed copy of this Agreement transmitted by electronic means (such as email or other electronic means) will have the same legal effect as an original signed copy.

The parties entering this Agreement represent that they have the proper authority to bind their respective party. If Client is entering into this Agreement on behalf of any additional affiliated bodies, Client represents and warrants the power of attorney to bind those bodies to the terms of this Agreement. As such, Client will be jointly and severally liable under this Agreement for the obligations of such additional affiliated bodies.

13. **Severability and Waiver.**
If any provision of this Agreement is found to be invalid, illegal, or unenforceable by a court of competent jurisdiction, the remaining provisions will continue in full force and effect. When possible, the parties agree to negotiate in good faith to replace any invalid or unenforceable provision with a legally enforceable one.

If either party fails to perform any provision of this Agreement or it is considered a breach of that provision or any other provision, and a waiver of any right(s) under this Agreement in oral writing and signed by the non-breaching party, no waiver of any default will be deemed a waiver of any subsequent default.

14. **Entire Agreement.**
This Agreement and any associated Assignment, Confirmation or Order represent the entire agreement between the parties and supersede any prior understandings or agreements, written or oral, between the parties with respect to the subject matter hereof. The parties acknowledge that they were given the opportunity to discuss this Agreement with legal counsel. Should any provision of this Agreement require legal interpretation, the interpretation shall not rely on any oral conversation between the parties (including any verbal agreement) but shall be based on the written language of the Agreement and the limitations contained herein. This Agreement may not be modified, amended, or waived, except by a written agreement of the parties.

This Agreement and associated Assignment, Confirmation contain terms that may vary or differ when agreed upon in writing by both parties. (Please return all pages of this Client Services Agreement)

CLIENT ID - CLIENT NAME

170257 - Montgomery County Schools	Soliant Health, LLC
<i>Dr. Karen Resch</i> 2/15/2025	Signature _____ Date _____
Dr. Karen Resch	Signature _____ Title _____
Principal	Signature _____ Title _____
Superintendent	Signature _____ Title _____
_____	Signature _____ Title _____

Version 1.0 July 2023



ADDENDUM #1 - SOLIANT HEALTH, LLC TO USE BLAZERWORKS, LLC'S SERVICES



This Addendum applies to the Client Services Agreement (the "Agreement") between Soliant Health, LLC ("Soliant") and Montgomery County Schools ("Client") and defines Soliant's use of BlazerWorks, LLC's ("BlazerWorks") services, and Client's agreement to use same. BlazerWorks services refer to the services provided by BlazerWorks so why in its role as the preferred workforce solutions manager. For good and valuable consideration described herein, effective upon execution of this Addendum, BlazerWorks will have the responsibility for applying and managing Client's contingent contract staff ("Contract") workforce. BlazerWorks shall comply with the service requirements as described in the Agreement, specifically BlazerWorks will administer and manage the process of identifying and securing Consultants through Soliant, or through Secondary Staffing Partners ("SSP") as set forth herein.

I. **Services**
BlazerWorks is an MSP that manages client contingent contract staff at no cost to the Client. In such capacity, BlazerWorks will act as the preferred workforce solutions manager for Client to provide Consultants. During the term of the Agreement, communications regarding the day to day activity and professional operations of the services outlined in the Agreement will be conducted between BlazerWorks and Client.

II. **Order Fulfillment Process**
Job Orders. As needed Client will notify BlazerWorks of its staffing needs for all Consultants when such needs arise, and BlazerWorks will have the opportunity to fill those staffing needs. BlazerWorks may supply Consultants through Soliant, or through one or more SSPs. In the event BlazerWorks is unable to fill any particular job order, it shall notify Client and shall have no obligation to fill such order.

Identification and Qualification. BlazerWorks service includes identifying and qualifying: 1) Consultants; and 2) SSPs that are capable of providing Consultants, according to the requirements specified by Client.

Subcontracting. With respect to the provision of any Consultant who is not an employee of Soliant, BlazerWorks will execute a subcontractor agreement with the appropriate SSP employing such Consultant for the provision of the Consultant. The subcontractor agreement will conform to the terms of the Client Services Agreement.

Payment. All Soliant and other SSP invoices will be collected as part of the BlazerWorks' service and consolidated into one invoice. BlazerWorks will submit this single consolidated invoice to Client for the Consultant's provided pursuant to this Agreement. BlazerWorks shall pay Soliant and all other SSPs the amount invoiced within 15 days of receipt of payment from Client.

CLIENT ID - CLIENT NAME

By: _____	By: _____
Printed Name: _____	Printed Name: _____
Title: _____	Title: _____
Date: _____	Date: _____



ADDENDUM A
Terms of Teleservices Assignment
Equipment Provided

This Terms of Teleservices Assignment is subject to the terms and conditions of that certain Client Services Agreement between the parties outlined below.

Assignment Details
Soliant Health, LLC ("Soliant" or the "Company") will contract with VocVision for the provision of telepractice services to Client. Client will pay Soliant for the hours worked by Contracted Telepractice Provider under the following terms:

Contracted Telepractice Provider:	<i>Sara Lynn Wadley</i>
Client:	Montgomery County Schools
Assignment Start Date:	08/11/2025
Assignment End Date:	05/22/2028
Position:	Title - TVI
Hours per Week:	20.5
Bill Rate per Hour:	\$59.00 (Net Rate is \$46.25/hr)
Technology Fee:	\$0.00
Miscellaneous:	N/A

- Sales tax will be added to professional fees if any tax is applicable and client is not a tax-exempt entity.
- Client agrees to approve Contracted Telepractice Provider's weekly log of service. Logs will be submitted on a weekly basis by Telepractice Provider for Client review and approval. Service Contracted Telepractice Provider to submit personnel or weekly log to show proof of completed work. Client agrees to notify Soliant in writing within three (3) business days of alleged failure. Client's failure to notify Soliant in writing within the three (3) day period shall constitute Client's acceptance.
- Client acknowledges Additional Terms and Conditions as applicable to telepractice services and the provision thereof.
- Client acknowledges that Contracted Telepractice Provider will be providing and using their own equipment in performance of duties.

By: 170257 - Montgomery County Schools
Print Name: *Dr. Karen Resch* *Dr. Karen Resch*
Title: *Superintendent*
Date: *2/15/2025*

Rev 10/2023



Additional Terms and Conditions
VocVision Equipment Policies

Telepractice Provisions:

- Client Responsibilities.** Client agrees to the following items to facilitate VocVision's provision of Services:
 - Client shall be responsible for providing a secure environment for VocVision hardware and software (Equipment) located and operated at Client's designated location(s).
 - Client will provide suitable infrastructure to support the proper operation of the Equipment, including network connectivity equal or superior to DSL access.
 - Client warrants that its facilities and operations will comply at all times with all federal, state and local safety and health laws, regulations and standards.
 - Client warrants that it will not use the Equipment for any purpose other than as contemplated hereunder and acknowledges that VocVision is not responsible for any damages associated with such impermissible use.
 - Client agrees to provide appropriate local support to facilitate remote Contracted Telepractice Provider's ability to fulfill the responsibilities outlined in Duties and Responsibilities below.
- Scheduling.** Client agrees to the minimum hours of Services per week as stipulated in Attachment A Terms of Teleservices Assignment and will schedule the appropriate number of school sessions and other related services each week to meet or exceed the minimum hours requirement. Client and Contracted Telepractice Provider shall agree on a weekly schedule for Services which will be loaded into the VocVision system. Any revisions to the schedule must be submitted to the VocVision on Operations Department via email to VOC@VOCVISION.COM for Service the following week. VocVision requires a 24-hour notice to cancel scheduled Services. One cancellation without notice is permitted per school year. Additional cancellations with less than 24-hour notice will be billed at the regular rate. Both the VocVision Contracted Telepractice Provider and equipment to complete connectivity (e.g., equipment, services, services, etc.) during any such cancellation terms.
- Administrative Responsibilities.** Client shall be responsible for ordering Contracted Telepractice Provider's policies and procedures regarding the submission of any required paperwork which must be reviewed for reimbursement by funding agencies such as Medicare, Medicaid or health insurance. Such paperwork may include, but is not limited to, individual education plans or other specific program plans. During the contractual assignment term, Contracted Telepractice Provider to submit paperwork as required per Client policies and procedures. Client must notify VocVision in writing within three (3) business days of alleged failure. Failure to notify VocVision within the three (3) day period shall constitute Client's acceptance. Client shall be responsible for payment due to non-compliance by Contracted Telepractice Provider. Client shall contact the VocVision Client Support Center within three (3) business days following the conclusion of a contracted assignment. Client shall contact VocVision in writing no later than the completion of additional paperwork is received from the Contracted Telepractice Provider. Failure to notify VocVision prior to the fourth (4th) day after conclusion of the assignment will result in any Client claim to be withheld until the appropriate non-compliance by Contracted Telepractice Provider.

- Duties and Responsibilities**
The duties and responsibilities of Contracted Telepractice Provider include, but are not limited to the following:
- Collaborates with the school district to identify students who may require accommodations, suggest resources, as well as any physical, sensory, cognitive, behavioral, or medical conditions that determine the best-fit student may receive through telepractice.
 - Collaborates with the school district to determine assessment needs - including their potential barriers and limitations - in the telepractice setting, and to develop a plan to assess student's appropriateness.
 - Monitor effectiveness of services and modifies evaluation and treatment plans as needed.
 - Maintain appropriate documentation of all clinical services in a format consistent with professional standards and client requirements.
 - Complies with state and federal regulations to maintain student privacy and security.
 - Provides behavior management strategies to students as appropriate.
 - Provides information and counseling to families and school personnel as needed.

VocVision Damaged Equipment Policy
If, during the course of contracted services, VocVision computer equipment, including damage or is missing components (keyboard, mouse accessories, etc.), it should be reported immediately to the VocVision Client Support Center at 1-800-776-7000. Replacement equipment will be shipped to Client as requested. The cost of equipment or replacement equipment (including shipping) will be charged to Client, but in no case shall exceed \$1,000 per unit.

At the end of the VocVision contract period, all equipment must be returned in original packaging within 10 days of completion of services. All returned equipment will be inspected for both physical and internal damage. Equipment that is found to be damaged, VocVision reserves the right to withhold from Client the cost of repairing or replacing the damaged equipment. If no Client claim exists, VocVision will bill Client for such charges and will provide supporting documentation of all costs.

Packaging
All packaging boxes are considered subject to the VocVision equipment terms contained herein. VocVision and its affiliates do not accept damaged packaging. Packaging should be stored and used in good condition during the course of the contract and must be used for shipping at the conclusion of services. If VocVision packaging is lost or damaged, Client is solely responsible for obtaining replacement packaging to ensure uninterrupted use of equipment to VocVision. It is strongly recommended the use of a professional packaging and shipping service, such as the UPS Store or a FedEx retail location.

Rev 02/2025



ADDENDUM A
Terms of Tele services Assignment
Equipment Provided

This Terms of Tele services Assignment is subject to the terms and conditions of that contain Client Services Agreement between the parties outlined below.

Assignment Details
 Soliant Health, LLC ("Soliant" or the "Company") will contract with Vocovision for the provision of telepractice services to Client. Client will pay Soliant for the hours worked by Contracted Telepractitioner under the following terms:

Contracted Telepractitioner:	<u>Brent Long</u>	
Client:	Montgomery County Schools	
Assignment Start Date:	<u>08/11/2025</u>	Assignment End Date: <u>05/22/2026</u>
Position:	Tele - SLL	
Hours per Week:	30.0	
Bill Rate per Hour:	<u>\$42.50</u>	Est Rate is an <u>estimate</u>
Technology Fee:	\$0.00	

One Vocovision station per full time position at no cost. Additional stations can be provided with a \$1500 per unit (replaceable deposit and \$200 per unit non-refundable configuration and shipping charge. Deposit will be refunded to the school district upon return of the station(s) in working condition within 15 days of the assignment being completed.

- Miscellaneous: N/A
- Sales tax will be added to professional fees if required by state law and client is not otherwise exempt.
 - Client agrees to accept Contracted Telepractitioner's weekly bill of service. Long will be submitted on a weekly basis by Telepractitioner for Client review and approval. Should Contracted Telepractitioner fail to submit paperwork or weekly bill to show proof of work done, Client agrees to notify Soliant in writing within three (3) business days of alleged failure. Client's failure to notify Soliant in writing within three (3) day period will negate any Client making it up to.
 - Client acknowledges Additional Terms and Conditions as applicable to telepractice services and the permission thereof.
 - Client acknowledges that Contracted Telepractitioner will be working and using their own equipment in performance of duties.

By: 176257 - Montgomery County Schools
 Print Name: Dr. Kevin Roseboro Dr. Kevin Roseboro
 Title: Superintendent
 Date: 8/15/2015



Additional Terms and Conditions
Vocovision Equipment Policies

- Telepractice Provisions:**
- Client Responsibilities.** Client agrees to the following items to facilitate Vocovision's provision of Services:
 - Client shall be responsible for providing a secure environment for Vocovision hardware and software ("Equipment") to be used and operated on Client's designated location(s).
 - Client will provide sufficient "space" to support the proper operation of the Equipment, including network connectivity equal or superior to DSL service.
 - Client agrees to the following technical specifications to comply with all federal, state and local safety and health laws, regulations and standards:
 - Client warrants that it will not use the Equipment for any person other than an authorized licensee and acknowledges that Vocovision is not responsible for any damages associated with such inappropriate use.
 - Client agrees to provide appropriate local support to both the remote Contracted Telepractitioner's ability to file the responsibility for the Equipment and associated use.
 - Scheduling.** Client agrees to the minimum hours of Services per week as stipulated in Addendum A. Terms of Tele services Assignment and will schedule the reporting number of student sessions and other related services each week to meet or exceed the minimum hours of service. Client and Contracted Telepractitioner will agree upon a weekly schedule for Services which will be loaded into the Vocovision system. Any revisions to the schedule must be submitted to the Vocovision Operations Department no later than 12:00 PM EDT Friday for Services the following week. Vocovision requires a 24-hour notice to cancel scheduled Services. One cancellation without notice is permitted per school year. Additional cancellations in excess of two (2) cancellations will be billed at the regular rate. Note that Vocovision Contracted Telepractitioners are encouraged to complete their paperwork (i.e., paperwork, planning, etc.) on their own time during any such cancellation time.
 - Administrative Responsibilities.** Client shall be responsible for ensuring Contracted Telepractitioner's Client's policies and procedures regarding the submission of any reusable paperwork which must be included for reimbursement by funding entities such as Medicaid, Medicaid or health insurance. Such paperwork may include, but is not limited to, individual education plans or Client-specific program plans. During the contracted assignment, should Contracted Telepractitioner fail to submit paperwork as required per Client's policies and procedures, Client must notify Vocovision in writing within three (3) business days of alleged failure. Failure to notify Vocovision within the three (3) day period shall negate any Client claim to withhold payment due to paperwork non-compliance by Contracted Telepractitioner. Within three (3) business days following the conclusion of a contract assignment, Client shall conduct a final review to determine whether the completion of additional paperwork is needed from the Contracted Telepractitioner. Failure to notify Vocovision prior to the fourth (4th) day after conclusion of the assignment will negate any Client claim to withhold payment due to paperwork non-compliance by Contracted Telepractitioner.

- Duties and Responsibilities**
 The duties and responsibilities of a Contracted Telepractitioner include, but are not limited to the following:
- Collaborates with the school district to identify student's communication characteristics, support resources, as well as any physical, sensory, cognitive, behavioral and instructional needs to determine the best fit student may receive through telepractice.
 - Collaborates with the school district to determine access needs, resources, including their potential bond to and limitations in the telepractice setting, and develops plans to assess students appropriately.
 - Implements appropriate services used for telepractice and treatment plans as needed.
 - Maintains appropriate documentation of delivered services in a format consistent with professional standards and client requirements.
 - Complies with state and federal regulations to maintain student privacy and security.
 - Facilitates behavior management strategies to students as appropriate.
 - Provides information and counseling to families and related personnel as needed.

Vocovision Damaged Equipment Policy
 In using the assets of contracted services, Vocovision considers equipment, supplies, damage or its missing components (keyboards, mice and accessories, etc.) it would be reported immediately to the Vocovision Operations Department at 1-800-778-7875. Replacement equipment will be shipped to Client as needed. The cost of repairing or replacing the equipment (including shipping) will be charged to Client, but in no case shall exceed \$100 per case.

At the end of the Vocovision contract period, all equipment must be returned in original packaging within 15 days of completion of Vocovision services. All returned equipment will be inspected for both physical and internal damage. If equipment is found to be damaged, Vocovision reserves the right to bill Client for the cost of repairing or replacing the damaged equipment. If no Client deposit is made, Vocovision will bill Client for such charges and will provide supporting documentation of all costs.

Packaging
 All equipment, boxes and containers used by the Vocovision services are considered property of Vocovision and must not be discarded. Packaging should be stored and kept in good condition during the course of the contract and must be used for return shipping at the conclusion of services. If Vocovision packaging is lost or damaged, Client is solely responsible for obtaining replacement packaging to ensure undamaged return of equipment to Vocovision. In such cases, we strongly recommend the use of a professional packaging and shipping service, such as the UPS Store or a FedEx retail location.

REV 02/2016

Rev. 02/2015

5) MCS Retainer Contract-Tharrington Smith Services:

CONTRACT FOR THE PROVISION OF LEGAL SERVICES
BETWEEN THE MONTGOMERY COUNTY SCHOOLS
AND THARRINGTON SMITH, L.L.P.

This Contract for the Provision of Legal Services ("Contract") is made and entered by Tharrington Smith, L.L.P. ("Tharrington Smith"), a law firm and limited liability partnership organized and existing under the laws of North Carolina with corporate offices at 150 Fayetteville Street, Suite 1900, Raleigh, North Carolina 27601, and the Montgomery County Board of Education (the "Board of Education"), a body corporate organized and existing under the laws of North Carolina with general control and supervision of the Montgomery County Schools, a local school administrative unit with corporate offices at 441 Page Street, Troy, NC, 27371.

1. **General Legal Services.** Upon request of the Superintendent or any authorized designee of the Board of Education or Superintendent, Tharrington Smith will provide legal services on behalf of the Montgomery County Schools at the following hourly rates: (1) \$250 per hour for partners; (2) \$225 per hour for associates; and (3) \$110 per hour for paralegals. Tharrington Smith will submit bills monthly for services rendered during the preceding one-month period at the hourly rates stated above with no additional retainer fee. On July 1 of each year thereafter, the hourly rate will automatically increase by \$5 unless otherwise agreed to by the parties.

2. **Costs.** Any out-of-pocket expenses, including photocopies, postage, court costs, title insurance, long-distance telephone calls, and similar expenditures incidental to the provision of legal services will be billed at Tharrington Smith's actual cost. Mileage for car travel incidental to the provision of legal services will be billed at the then-prevailing Internal Revenue Service mileage rate.

3. **Background Checks.** Per section 14-208.18 of the North Carolina General Statutes, Tharrington Smith shall conduct sex offender registry checks on each of its owners, employees, agents, or subcontractors who will enter Montgomery County Schools property or attend any official, school-sponsored event of the Montgomery County Schools while providing services pursuant to this contract. The registry checks shall include the State Sex Offender and Public Protection Registration Program, the State Sexually Violent Predator Registration Program, and the National Sex Offender Registry. Tharrington Smith shall provide written certification upon request that any of its individual owners, employees, agents, or subcontractors is not listed on any of these registries and shall not assign any individual who is listed on any of these registries to provide legal services pursuant to this contract. Upon request from the Montgomery County Board of Education or Superintendent, Tharrington Smith will provide sufficient background information about any of its individual owners, employees, agents, or subcontractors assigned to perform services under this contract so that the Board of Education or Superintendent may run a criminal background check on such individual(s). The Board of Education or Superintendent may, in their sole discretion, prohibit any individual representative of Tharrington Smith from providing services under this contract based on the results of any such background check.

4. **Restricted Companies Lists.** Tharrington Smith represents that as of the date of execution of this contract, it is not included on the list of companies determined to be engaged in

investment activities in Iran by the North Carolina State Treasurer pursuant to N.C. Gen. Stat. § 147-86.58 or on the list of companies determined to be engaged in a boycott of Israel by the North Carolina State Treasurer pursuant to N.C. Gen. Stat. § 147-86.81.

5. **Confidentiality Records.** Tharrington Smith will respect the confidentiality of any legally confidential records it obtains from Montgomery County Schools and will release such records to third parties only in accordance with law. Specifically, Tharrington Smith acknowledges that any "education records" about specific students or "personally identifiable information" derived from such records, as those terms are defined by the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g and 34 C.F.R. Part 99, are subject to FERPA's confidentiality and disclosure requirements. While Tharrington Smith may be provided access to such records and information pursuant to this Agreement, its use of such records and information will be limited to institutional functions of Montgomery County Schools (namely, the provision of legal services) that Montgomery County Schools is "outsourcing" to Tharrington Smith pursuant to 34 CFR 99.31(a)(1)(B). Tharrington Smith further agrees that all such records and information shall remain under the direct control of Montgomery County Schools and subject at all times to all applicable FERPA requirements, including confidentiality and disclosure requirements.

6. **Records Retention.** Montgomery County Schools understands that Tharrington Smith is not responsible for maintaining copies of Montgomery County Schools records to ensure compliance with any applicable document retention rules and that, absent written notice to the contrary, any documents provided to Tharrington Smith in connection with the provision of legal services are presumed to be duplicates of documents maintained by Montgomery County Schools. Montgomery County Schools authorizes Tharrington Smith to destroy any records obtained in connection with the provision of legal services when the firm deems necessary and appropriate, except as to original documents with legal significance (such as deeds, wills, or stock certificates) and documents received by Tharrington Smith on behalf of Montgomery County Schools that were not also provided directly to Montgomery County Schools (such as court filings received in litigation), which will be returned or produced to Montgomery County Schools prior to Tharrington Smith's deletion or destruction of the relevant client files. Montgomery County Schools agrees to provide Tharrington Smith with copies of documents, rather than originals, when feasible and to clearly identify any original documents with legal significance at the time they are provided to the firm.

7. **Term.** This Contract becomes effective upon execution and will continue in effect until terminated by either party upon thirty (30) days' written notice. Nothing in this Contract shall be construed to require the Board of Education or administration of Montgomery County Schools to request legal assistance from Tharrington Smith on any particular matter(s) prior to the termination of this Contract.

8. **Miscellaneous.** This Contract expresses the entire agreement between the parties regarding the provision of legal services by Tharrington Smith to the Montgomery County Board of Education and Montgomery County Schools and supersedes any prior agreements, written or oral, on the same subject. It may be revised only by written agreement of both parties.

THARRINGTON SMITH, L.L.P.

MONTGOMERY COUNTY BOARD OF EDUCATION

By: Patricia Robinson

By: Anne Evans, Board Chair

Date: 8/4/2025

Affest: Dr. Karen Ruschbu, Superintendent

Date: 8/4/2025

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

Finance Officer: [Signature] Date: 8.5.2025

6) Amplify Education Invoice:

Amplify. 55 Washington Street, Suite 800, Brooklyn, NY 11201-1071

Amplify. 55 Washington Street, Suite 800, Brooklyn, NY 11201-1071

Please remit your payment to: ***We assess a 2.5% surcharge for credit and debit card payments. The surcharge is non-refundable.***

Please remit your payment to: ***We assess a 2.5% surcharge for credit and debit card payments. The surcharge is non-refundable.***

Amplify Education, Inc. P.O. Box 392294 Pittsburgh, PA 15251-9294

Amplify Education, Inc. P.O. Box 392294 Pittsburgh, PA 15251-9294

Bill To: MONTGOMERY CO SCHOOL DISTRICT PO Box 427 Troy NC 27371-0427 United States

For Period: 7/1/2025 - 6/30/2026

For Period: 7/1/2025 - 6/30/2026

Contracted Customer: Montgomery Co School District 441 Popo Street TROY NC 27371 United States

PO NUMBER: 6200000071_Y26 BILL NUMBER: INV-183808 CONTRACT: PQ 250612-443447 BILL DATE: 7/24/2025 SUBTOTAL: \$159,856.00 SALES TAX: \$2,992.21 TOTAL: \$162,848.21 AMOUNT DUE: \$162,848.21 DATE DUE: 8/23/2025

Table with columns: PRODUCT, SERVICE DESCRIPTION, SEQ #, QTY, PRICE, TOTAL PRICE. Lists various Amplify products and their associated costs.

Table with columns: CUSTOMER ID, NAME, CURRENCY, TERMS, INVOICE NUMBER, PRODUCT, SERVICE DESCRIPTION, SEQ #, QTY, PRICE, TOTAL PRICE. Detailed line items for the invoice.

Table with columns: PRODUCT, SERVICE DESCRIPTION, SEQ #, QTY, PRICE, TOTAL PRICE. Detailed line items for the invoice.

Invoice Payment Options: Go to https://www.amplify.com/invoice-payment

1 of 3

Invoice Payment Options: Go to https://www.amplify.com/invoice-payment

2 of 3

Please email your payment to: *****We issue a 25% surcharge for credit and ACH card payments. This surcharge is non-refundable.*****

Amplify Education, Inc.
 P.O. Box 208204
 Middleburg, VA 22122-0204

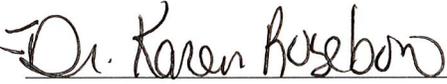
For Period: 7/1/2025 - 6/30/2026

PRODUCT	SERVICE DESCRIPTION	SEQ #	QTY	PRICE	TOTAL PRICE
PT02162276 PKC	Amplify Essential Math-G2 Systems: Computational Set	41	252	\$17.61	\$4,413.72
PT02162287 PKC	Amplify Essential Math-G2 Systems: Computational Set	42	251	\$17.61	\$4,420.11
PT0221	Amplify Essential Math-G2 Program: Observation for Teachers (1 Day Onsite)	43	5	\$2,550.00	\$12,500.00
PT0226	Amplify Essential Math-G2 & Strengthen Focus Training II (1 Day Onsite)	44	5	\$1,700.00	\$8,500.00
PT0232	Amplify Essential Math-G2 Coaching Session II (1 Day Onsite)	45	5	\$1,200.00	\$6,000.00
PT0239	Amplify Essential Math-G2 Align Program Overview for Teachers (1 Day Onsite)	46	3	\$1,500.00	\$4,500.00
PT0245	Amplify Essential Math-G2 Align Strengthen Focus Training II (1 Day Onsite)	47	3	\$1,500.00	\$4,500.00
PT0248	Amplify Essential Math-G2 Align Coaching Session II (1 Day Onsite)	48	3	\$1,200.00	\$3,600.00
	Subtotal				\$52,836.00
	District				
	Tax Total (N)				\$2,992.21
	Total				\$162,848.21

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

The next regular meeting will be held on Monday, September 8, 2025, at 6:30 pm at the Montgomery County Central Office.


 Anne Evans, Board Chair


 Karen Roseboro, Ed. D., Secretary