

**GASTON COUNTY
BOARD OF EDUCATION
Regular Session**



**943 Osceola Street
Gastonia, NC 28054
November 17, 2025 5:30 p.m.**

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Agenda Adoption

Type of Item: ☐ Consent ☒ Action ☐ Information

Main Points:

Consideration of Formal Agenda for Monday, November 17, 2025.

Roberts Rules of Order (Revised) adoption of Agenda for meeting sequence and structure.

Fiscal Implications:

None

Recommendation:

Adoption of Agenda

Policy Implications:

Policy Code: 2350 Board Meeting Agenda.

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Dr. Morgen A. Houchard

Department: Superintendent

GASTON COUNTY BOARD OF EDUCATION

Josh Crisp, Chairman, Dallas Township
Lee Dedmon, Gastonia Township
Robbie Lovelace, Cherryville Township
Jeff K. Ramsey, At Large
A.M. Stephens, III, Riverbend Township



Dot Cherry, Vice Chairman At Large
Tod Kinlaw, South Point Township
Brent Moore, Crowders Mountain Township
Janna Smith, Gastonia Township

Dr. Morgen A. Houchard, Superintendent
943 Osceola Street, Gastonia, NC 28054
Monday, November 17, 2025
5:30 p.m.
Agenda
Regular Meeting

I.	Call to Order	
II.	Invocation	
III.	Pledge of Allegiance	
IV.	Character Trait - Kindness	
V.	Agenda Adoption – Action.....	1-3
VI.	Good News – Information.....	4-8
VII.	American Education Week Proclamation - Action.....	9-10
VIII.	Classroom Moment - Information.....	11
IX.	Public Expression – Information.....	12
X.	Approval/Correction of Minutes – Action.....	13-20
	October 20, 2025 Regular Meeting	
XI.	Operations Committee Report – Information.....	21
XII.	Curriculum & Instruction Committee Report – Information.....	22
XIII.	Policy Committee Report - Information	23
XIV.	Budget Resolution - Action	24
XV.	Classified Bonus Payment - Action.....	25
XVI.	Consent Agenda – Action.....	26
	Consent Agenda Item (s) will be adopted with a single motion, second vote, unless a request for removal from the Consent Agenda is heard from a Board Member.	
	A. Recommended Personnel.....	27
	B. Budget Amendments & Budget Transfers.....	28-38
	C. Construction/Repair Change Orders.....	39
	D. Adult Meal Price Increase.....	40
	E. Mental Health Services.....	41
	F. No Nonsense Nurturing.....	42
	G. Proposed Policies.....	43

H. School Improvement Plans (SIP) for All Schools, including those with State or Federal Designations.....	44
I. Contracts.....	45
-Gardner Park Elementary School LED Light Conversion.....	46
-FitFields selected as Design Firm for Renovations.....	47
XVII. Superintendent's Comments	
XVIII. Closed Session – Information.....	48-49
— N.C.G.S. §143-318.11(a)(3) Consultation with Attorney	
— N.C.G.S. §143-318.11(a)(6) Personnel	
XIX. Adjournment	

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Good News

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

Each month, the Communications/Public Information Department compiles "Good News" about our schools, students, employees, and community partners. See attachment.

Fiscal Implications:

None

Recommendation:

None

Policy Implications:

None

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Todd Hagans
Chief Communications Officer

Department: Communications
(Superintendent's Office)

BOARD AGENDA INFORMATIONAL ITEM

DEPARTMENT:

Communications/Public

Information
Department

TOPIC: GOOD NEWS

FOR THE MONTH OF: November 2025

1. Students from **Gaston County Schools** participated in the annual Gaston County Veterans Day parade, which was held in Dallas. The high school JROTC groups marched in the parade along with the all-county marching band that included students from all high schools.
2. **Gaston County Schools** held its annual Marching Band Fanfare on Saturday, November 1 at **Stuart W. Cramer High School**. The event featured performances by all 10 high school marching bands.
3. **Gaston County Schools'** international teachers hosted the "Cultural Extravaganza 2025" on October 25 at Holbrook Middle School. The event featured performances, food, and festivities highlighting the 14 countries that are represented by the school district's international teaching faculty.
4. Three high schools – **Ashbrook**, **Forestview**, and **Highland** – presented a play for the fall semester. **Ashbrook** staged "A Wrinkle in Time," **Forestview** staged "The Play That Goes Wrong," and **Highland** staged "Fright Night: Three Tales of Terror." The plays gave students with an interest in theater an opportunity to learn about what it takes to put on a stage production.
5. **Richard Morris**, an English and psychology teacher at **Forestview High School** and the Gaston County New Teacher of the Year for 2025-2026, is representing **Gaston County Schools** in the N.C. Beginning Teacher of the Year competition, which is coordinated by the N.C. Center for the Advancement of Teaching. The finalists will be announced in December, and they will participate in a week-long professional development program in March, which includes a ceremony to name the state winner.
6. Schools in **Gaston County Schools** are being encouraged to have a flag patrol to give students an opportunity to be responsible for raising and lowering the flag each day. The effort also teaches students about etiquette related to flag display and presentation.
7. **Gaston County Schools** has been awarded a \$15,000 grant from the Duke Energy Foundation to purchase the robot kits for the annual RoboGASTON robotics program. Additionally, sponsorships from Petty Machine Company/Larry Petty, Barbara Yarbrough, Mann+Hummel, and the Gaston County Education Foundation have been secured to cover other event-related expenses. The RoboGASTON district-wide competition is planned for March 28.

8. Gaston County Teacher of the Year, **John Ramos of Forestview High School**, was among the six finalists for the 2025 Carolina Panthers/Bank of America Teacher of the Year program. Chosen as one of the finalists out of more than 4,000 nominations, he was honored during the Panthers game against the Buffalo Bills on October 26.
9. Raycom Sports is producing a news story/documentary about Leonard Hamilton, the Gastonia native who served as the Florida State University basketball coach and had a successful career in college sports. A portion of the story was recorded on November 7 in the gym at **Highland School of Technology** (Mr. Hamilton attended and played basketball at Highland High School, graduating in 1966). The story will be a part of the "ACC Legends" program.
10. **Caleb Gordon of Ashbrook High School** and **Patrick Blee of South Point High School** were named top five finalists in the WSOC-TV Big 22 Player of the Year football contest. The program recognizes outstanding high school football players in the Charlotte area.
11. **Taylor Barr**, a 2019 **Forestview High** graduate and 2023 graduate of the UNC School of the Arts, worked as a movie set designer on the film "The Roofman," which was filmed in Charlotte last year. This was her first major project where she received credit in the film.
12. The following teachers received Ron L. Ensley grants from the Gaston County Education Foundation: **Heather Brown, Rankin Elementary; Christelle Corpin, Stuart W. Cramer High School; Eric Furr, Grier Middle School; Angie Marlow, Rankin Elementary; Jennifer Medici, East Gaston High School; D'Andre Nixon, Grier Middle School; Aristella Torres, Pleasant Ridge Elementary School; Shelby Setzer, W.C. Friday Middle School; and Shay Whitlow, East Gaston High School.** In addition, the Gaston County Education Foundation provided funds for the Gaston Regional Science and Engineering Fair and the RoboGASTON robotics competition.
13. **Ashbrook High School** teacher **Anna Guzauskas** was recognized by the Gaston County Marine Corps recruiter for her outstanding participation in the Marine Corps Educators Workshop at Parris Island. She spent four days this summer learning about the training and discipline of Marine recruits and returned ready to share lessons of service and leadership with her students.
14. **HH Beam Elementary** students raised \$11,500 during their annual Color Run on October 10 to help fund a new playground. Because they passed their \$10,000 goal, students duct-taped principal **Beth Crosby** and assistant principal **Leah Somers** to the cafeteria wall during lunch. The school also held a Hispanic Heritage Parade on October 15 to end its celebration of Hispanic Heritage Month and received a \$1,000 donation from the Kiwanis Club of Gastonia to support families at Thanksgiving.
15. The **Bessemer City High School** Pride of the Hive Marching Band competed at the Cavalier Classic hosted by East Burke High School and earned first place in drum major, color guard, general effect, and overall in the class, along with second place in percussion and music.

16. The **Carr Elementary** “Leader in Me Habit 2 - Begin with the End in Mind” students of the month were recognized at the Dallas town council meeting.
17. **Carr Elementary** first grade teacher **Kaylan McCaskill** is serving as a volunteer Teacher Ambassador. She supports teachers at **Carr Elementary** and across North Carolina by helping post their DonorsChoose classroom requests.
18. As part of a Veterans Day project, **Chapel Grove Elementary** fifth graders talked to veterans and later shared what they learned with the veterans they interviewed. The celebration continued with a schoolwide parade featuring waving American flags, smiling faces, and thank-you cards from students.
19. **Cherryville Elementary** celebrated Veterans Day with a special parade through the school to honor all veterans in the community. Students lined the hallways waving American flags, smiling, and sharing thank-you signs as they showed their appreciation.
20. **John Chavis Middle School’s** Career and Technical Education Department hosted a career fair. The event highlighted careers featured in the Paxton-Patterson College and Career Ready Lab and included five guest speakers: a special agent with the N.C. State Bureau of Investigation, a nurse practitioner, a representative from the Cherryville Fire Department, a hairdresser from Cherryville, and a Gaston County Police Department officer, who demonstrated a drone.
21. The **Cherryville High School** marching band earned top honors at the Freedom Classic band competition. In Class 1A, the band won first place overall, first in percussion, second in color guard, and third in drum major. The band also earned first place in music performance, general effect, and visual performance, along with a superior rating and a score of 82.645.
22. Students at **Costner Elementary** were recognized for “Leader in Me Habit 2 - Begin with the End in Mind.” The student-leaders set goals, make plans, and stay focused on their dreams by thinking ahead and working hard to turn their vision into reality.
23. The **Stuart W. Cramer High School** Raging Storm Marching Band earned a superior rating at the Newton-Conover Southeastern Classic. The band was named Grand Champion among the 1A, 2A, and 3A classes. In Class 2A, they placed first overall, first in music, percussion, and color guard, and second in drum major and just one point away from first. The band also earned the second-highest overall score out of 19 bands. In addition, the band earned first place overall in Class 3A, along with second place in drum major, percussion, and visual performance. Out of all 16 bands in Classes 1A-5A, they placed second overall.
24. The **Stuart W. Cramer High School** girls golf team finished as the runner-up in the 4A state championship at Longleaf Golf and Family Club. Sophomore **Winsley Crofts** placed third in individual play, posting a score of 77, and **Audrey Leazer** received the sportsmanship award. The team posted an overall score of 256 in round one; round two was suspended due to weather and later canceled.

25. The **East Gaston High School** Marching Warriors had an outstanding finish to the season, earning top honors at two competitions. At the Fred T. Foard competition, the band earned first place in percussion, color guard, music, marching, general effect, and drum major, along with first overall in Class 3A and second overall in the entire competition. At their final competition at East Burke, the band earned first place in color guard, music, marching, general effect, and drum major, along with second in percussion, third overall, and the Spirit Award for pride, positivity, and unity on and off the field. The Marching Warriors finished the 2025 season undefeated in overall class placement.
26. **Gaston Early College of Medical Sciences** student **Mariam Raja** was named a finalist for the Next-Gen Award of the Year, which is an honor presented by My Brother's Keeper Charlotte-Mecklenburg and Northeastern University in Charlotte. The award recognizes young leaders who are making a difference in their communities. Mariam was nominated for the award by school counselor **Desiree Lackey**. In addition, she has worked for the past year and a half with Gaston College psychology professor Hisayo Gallo on a research project studying how the sense of smell is connected to Alzheimer's disease.
27. The **Hunter Huss High School** band competed in the BandBEAT Regional Championship presented by Yamaha. The Huskies placed 14th overall among North Carolina and South Carolina bands and eighth among North Carolina bands.
28. **Hunter Huss High School** won first place in the Mount Holly Lantern Festival.
29. The **North Gaston High School** Marching Wildcats finished the season strong with an outstanding performance at the Fred T. Foard Tiger Classic competition. The band earned first place in drum major, color guard, percussion, music, marching and movement, general effect, and overall in Class 1AA. Out of 16 bands, the Marching Wildcats tied for second in drum major and placed seventh overall.
30. **Page Primary** held a beautification day that involved families helping improve the school grounds by planting flowers and starting a drainage project on the playground.
31. The **South Point High School** girls golf team won the 5A state championship at Stonebridge Golf Club, earning its second consecutive team title. Senior **Madison Pruden** was the runner-up in individual play with a score of 118 through 27 holes, and **Sophia Travenski** received the sportsmanship award. The team posted an overall score of 379, shooting 242 in round one and 137 through nine holes in round two before weather conditions ended play.
32. The **York Chester Middle School** band was chosen to perform at the Disney Imagination Campus next spring.

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: American Education Week Proclamation

Type of Item: ☐ Consent ☒ Action ☐ Information

Main Points:

Each November, schools and communities across the country observe American Education Week to celebrate public education and honor the professionals who work to ensure that all children receive a quality education.

This year's American Education Week observance is November 17-21, 2025.

To recognize American Education Week in Gaston County Schools, a proclamation (see attachment) is presented to the Gaston County Board of Education for consideration and approval.

Fiscal Implications:

None

Recommendation:

Approval of the proclamation will serve as the Board of Education's recognition of American Education Week in Gaston County Schools.

Policy Implications:

None

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Todd Hagans, Chief Communications Officer

Department: Communications/Public Information (Superintendent's Office)

PRIDE



PROCLAMATION

American Education Week in Gaston County Schools

WHEREAS, American Education Week is a time for the community to celebrate public education and honor the professionals who work to ensure that all students receive a quality education – something that cannot be taken away from them and provides hope, possibilities, and opportunities for a meaningful and successful life; and

WHEREAS, the first American Education Week was observed in 1921, and since then, schools and communities across the United States have championed the belief that public education is a pillar of our democracy and a cornerstone of American opportunity; and

WHEREAS, the theme for American Education Week focuses on the importance of togetherness and collaboration among students, teachers, families, and other members of the school family in support of a teaching and learning environment where everyone can discover, grow, and thrive regardless of their background or circumstances; and

WHEREAS, we are proud of our public schools in Gaston County, which serve as an integral part of our community and cultivate our future leaders through opportunities for students in academics, athletics, the fine arts, Career and Technical Education, extracurricular activities, and other areas.

NOW, THEREFORE, BE IT RESOLVED that the Gaston County Board of Education is proud to proclaim November 17-21, 2025 as

American Education Week

in Gaston County Schools and encourages everyone to show their support by engaging in special activities that bring attention to the importance of our schools and also expressing their appreciation for the outstanding education that our public schools provide to children.

BE IT FURTHER RESOLVED, that this proclamation be made a part of the minutes of the Board of Education, adopted this the seventeenth day of November, 2025.

Joshua D. Crisp, Chairman
Gaston County Board of Education

Morgen A. Houchard, Superintendent
Gaston County Schools

Gaston
COUNTY SCHOOLS

shaping our future

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Classroom Moment

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

Information will be shared about the JROTC programs available in several of our high schools. Gaston County Schools currently has the following JROTC programs in place: Air Force (Ashbrook); Army (Hunter Huss and North Gaston); Marines (East Gaston); Navy (South Point).

Fiscal Implications: N/A

Recommendation: N/A

Policy Implications: N/A

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Dr. Bryan Denton & Kevin Doran, Executive Directors of Secondary Instruction

Department: Academic Services

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Public Expression

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

The Board of Education agenda has been made available to the public for review. Citizens wishing to speak before the Board about an agenda item or other topic may do so during Public Expression.

Fiscal Implications:

None

Recommendation:

The Board of Education will establish time (30 minutes) during the regular monthly meeting for Public Expression. Any citizen not heard during this time may be heard at the end of the business session.

Policy Implications:

Policy Code: 2310 Public Participation at Board Meetings.

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Todd Hagans
Chief Communications Officer

Department: Communications
(Superintendent's Office)

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Approval/Correction of Minutes

Type of Item: ☐ Consent ☒ Action ☐ Information

Main Points:

Approval of Minutes from:
October 20, 2025 (Regular Meeting)

Efficient consideration of matters pertinent to the successful operation of the school system.

Fiscal Implications:

None

Recommendation:

The Board will approve accurate minutes consistent with the Open Meetings Law.

Policy Implications:

Policy Code: 2320 Compliance with the Open Meetings Law.

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Dr. Morgen A. Houchard

Department: Superintendent

Gaston County Schools
Board of Education
Monday, October 20, 2025
Meeting 5:30 p.m.
Regular Meeting

MINUTES

The Gaston County Board of Education met in a regular session on Monday, September 15, 2025, at 5:30 p.m. in the Board Room, 943 Osceola Street, Gastonia, NC. The meeting was live on Spectrum Cable Channel 21 and The Gaston County Board of Education YouTube page. Those Board Members in attendance were: Chairman Josh Crisp, Vice Chairman Dot Cherry, Lee Dedmon, Robbie Lovelace, Brent Moore, Jeff Ramsey, Janna Smith, and A.M. Stephens III. Tod Kinlaw was absent and excused.

Additional attendees include: Superintendent Dr. Morgen A. Houchard, Attorney Sonya McGraw, Associate Superintendents Gary Hoskins and Tonya Kales, Chief Communications Officer Todd Hagans, and Board Clerk Cindy Beck.

Chairman Crisp called the meeting to order at 5:30 p.m. and welcomed everyone.

Invocation

Bobby Holtsclaw, Cherryville Christian Fellowship, led the invocation.

Pledge of Allegiance

Students Valentina Giler and Anderson West, both eighth graders at Cramerton Middle School, led the Pledge of Allegiance.

Character Trait

Hilty Alexander (4th) and Ben Cass (5th), New Hope Elementary, reported on the Character Trait of Responsibility.

Agenda Adoption - Action

The Board considered Agenda Adoption – Action

Motion to adopt the Agenda as presented was made by Mr. Brent Moore; seconded by Mr. A.M. Stephens III, motion carried unanimously. (8-0)

Good News - Information

Mr. Todd Hagans presented the Good News for October:

Gaston County Schools' AIG Local Endorsement (G.A.L.E.)

In compliance with the North Carolina Academically and Intellectually Gifted state standards, 14 of our classroom teachers recently completed a year-long coursework titled "Gaston County Schools AIG Local Endorsement" or "G.A.L.E." to obtain credentials to work with our gifted students.

The G.A.L.E. coursework is designed to highlight and promote best instructional practices and provide training for educators. In addition to the coursework, the teachers had to complete 12 modules on gifted topics and conduct a case study.

- Sierra Jenkins, Belmont Middle School
- Michael Solomon, Belmont Middle School
- Morgan McCarey, Cramerton Middle School
- Sarah Snipes, Cramerton Middle School
- Lacey Pruett, John Chavis Middle School
- Sydney Russell, John Chavis Middle School
- Sarah Word, John Chavis Middle School
- Emily Trakas, East Gaston High School
- Morgan Hannifin, W.C. Friday Middle School
- Jasmin Melton, Holbrook Middle School
- Taylor Helms, Pinewood Elementary School
- James Prince, Southwest Middle School
- April Deal, Stanley Middle School
- Mary Bowen, Springfield Elementary School

Mr. Hagans recognized and commended teachers for earning the G.A.L.E. endorsement, noting their extra effort and the positive impact this achievement will have on the AIG program and students.

Ms. Dot Cherry presented a plaque of recognition to each teacher.

Cramerton Middle School - Paideia Classroom Certification

With us this evening from Cramerton Middle School are teachers Sidney Cole, Andrea Miers, Brooke Richardson, Misty Medlin, and Brenda Bradley.

Cramerton is our Paideia School in Gaston County, and in May, Cramerton achieved an important milestone by advancing from the “Paideia Seminar” level to the distinguished “Paideia Classroom Certification” level.

This is the second of three stages in the Paideia certification and accreditation process. At this stage, teachers work to use the three main parts of Paideia teaching in every classroom. These include direct instruction to share information, coaching to build academic skills, and seminar discussions to explore ideas and values.

Together, these approaches create a strong and balanced learning experience. Earning Paideia Classroom Certification means that high expectations and fairness are a part of every lesson, thus setting the foundation for the final stage of the certification process — the Paideia Project.

This accomplishment highlights the school’s strong commitment to fostering a learning environment where students and teachers engage in meaningful discussion, critical thinking, and creative exploration.

The Paideia approach serves as the foundation of Cramerton’s Gifted and Talented Academy and continues to inspire academic excellence and a love of learning throughout the school community.

Mr. A.M. Stephens II presented a plaque of recognition to the group.

Cramerton Middle School National Banner Unified Champion School

Next, we would like to recognize the Unified Champion School Club at Cramerton Middle School. With us this evening are Principal Aimee Tolleson, Mindy Townsend, Christy Dearing, Jennifer Pugh, and Carrie Curtis. Recently, the club earned the National Banner School title, which is a significant recognition from the Special Olympics for promoting a sense of community, involving everyone, and showing acceptance, kindness, and understanding within the school.

Over the past year, Cramerton Middle has hosted a variety of activities that brought all students together, including a unified volleyball event and weekly club meetings that focus on fun, friendship, and teamwork. Students have also participated in Special Olympics events such as the unified track and field contest and a unified basketball game.

Cramerton is the second school in Gaston County to receive this honor from the Special Olympics. The first was Ashbrook High School, which earned the recognition two years ago. We commend the students and staff at Cramerton Middle for their outstanding dedication to inclusion and unity.

Mr. A.M. Stephens presented a plaque of recognition to the group.

Upcoming reminders:

First, the annual fundraising campaign for the United Way of Gaston County begins next Monday, October 27, 2025, and runs through Friday, November 7, 2025. We want to thank our schools, students, employees, and parents in advance for their support, and with everyone's help, we can meet or even surpass our fundraising total this year of \$125,000. Funds that are contributed go to support the United Way's programs that focus on education, financial stability, and health and wellness in our community.

Vote for Caleb Gordon and Patrick Blee

Second, we have some exciting news to share. You may recall having Caleb Gordon of Ashbrook High School and Patrick Blee of South Point High School a couple of months ago when we recognized them for being named to the WSOC-TV Big 22 Player of the Year contest.

Thanks to everyone voting, we are pleased to announce that both Caleb and Patrick are two of the five finalists. Now, it is time to vote again in the finalists round. Voting will run until 10:00 a.m. next Monday, October 27. So go to the WSOC-TV website and vote every day for Caleb and Patrick as they vie for Player of the Year honors.

And, Chairman Crisp, that completes our "good news" recognition for the month of October.

National Principals Month Proclamation – Action

Chairman Crisp recognized Mr. Todd Hagans, who reported that October is National Principals Month. Mr. Hagans read the National Principals Month Proclamation.

Motion

The Motion was made by Mr. Brent Moore, seconded by Mr. Jeff Ramsey, that the Board

Approve National Principals Month Proclamation

A vote was taken, and a motion to approve the item as presented carried unanimously. (8-0)

Classroom Moment

Executive Director Kevin Doran introduced the *No-Nonsense Nurturer* training, currently active in 10 elementary and middle schools, with 2 more joining midyear. This research-based approach to classroom management aims to improve student engagement and school culture.

Greer Middle School piloted the program last spring, contributing to the school's improvement from not meeting to exceeding growth expectations.

Mr. Doran was joined by Principals Jamie Wallace and William Winston, along with three recognized teachers: Ms. Crystal Hall (Holbrook Middle), Ms. Kayla Lipscomb (Grier Middle), and Davia Steven-Stewart (Woodhill Elementary).

The training uses a four-step framework:

1. **Give Precise Directions**
2. **Use Positive Narration**
3. **Implement Accountability Systems**
4. **Build Strong Relationships**

A short video demonstrated the model in action.

Thanks were extended to the Gaston County Education Foundation for funding the program. The team emphasized the program's positive impact on student engagement and overall classroom culture.

(View PowerPoint)

Public Expression – Information

Aaron Jordan
441 Neal Road

Bessemer City, NC 28016

Re: Policy and Procedure for investigating unwanted comments and contact from a teacher to a student.

Approval/Correction of Minutes – Action

Motion to adopt minutes of September 15, 2025, as presented was made by Mrs. Janna Smith; seconded by Ms. Dot Cherry, motion carried unanimously. (8-0)

Operations Committee Report – Information

Brent Moore is chair of the Operations Committee, and members are Dot Cherry, Lee Dedmon, and Tod Kinlaw. Ms. Dot Cherry provided a summary report of topics considered and discussed at the most recent meeting.

(View report)

Curriculum & Instruction Committee Report – Information

Mr. Jeff Ramsey is chair of the Curriculum & Instruction Committee, and the members are Robbie Lovelace, Janna Smith, and A.M. Stephens III. Mr. Jeff Ramsey provided a summary report of topics considered and discussed at the most recent meeting.

(View report)

2025-2026 Academic Services Path Forward

Presented by: Associate Superintendent Tonya Kales and Executive Directors Anarah Henderson, Tyler West, Bryan Denton, and Kevin Doran

The team shared the district's strategic plan to improve teaching and learning, centered on three core areas: **Leading, Teaching, and Learning**. The overall goal is to improve student outcomes and support educators system-wide.

Key Goals: The Team shared the following goals: Increase student proficiency in core subjects, Improve school academic growth, Reduce low-performing schools, Raise graduation rates, Support and boost ACT/WorkKeys results

Leading:

Executive Directors provide coaching and monthly school visits. A feedback system and redesigned admin meetings support instructional leadership.

Teaching:

Refined curriculum guides, targeted professional development, and improved PLCs support teacher growth, especially for new educators.

Learning:

Regular interim assessments and the use of SchoolNet provide immediate data to guide instruction. Teachers engage in full-day planning sessions for data analysis and collaboration.

Districtwide Commitment:

The strategy is implemented across all schools to ensure consistency, while still allowing teachers flexibility in their instructional style.

Consent Agenda – Action

The Board considered the Consent Agenda:

- A. Recommended Personnel
- B. Budget Amendments & Budget Transfers
- C. Construction/Repair Change Orders--none
- D. First Semester Final High School Exams 2025-2026
- E. Contracts
 - 1. Replacement of the Intercom System at Woodhill Elementary due to Electrical Storm Damage
 - 2. Lightspeed Systems Renewal
 - 3. Cisco SMARTNet Renewal
 - 4. School Staff Chromebook Purchase

Motion to adopt the Consent Agenda as presented was made by Mr. Jeff Ramsey; seconded by Mr. A.M. Stephens III. Motion carried unanimously. (8-0)

Superintendent's Comments

Superintendent Houchard addressed the Board and shared several important updates:

Superintendent Houchard officially announced that Don and Mary Doctor have generously donated the former Armstrong Athletic Club property, located on Robinwood Road in Gastonia, to Gaston County Schools. The property, valued at over \$2 million, will be transformed from a gymnasium into a multi-purpose facility for academic programs, workshops, and events for teachers, administrators,

students, and the community. A ribbon-cutting and grand opening ceremony is scheduled for January. The Board expressed its sincere appreciation to Don and Mary Doctor for their significant contribution to the district.

October is designated as North Carolina Countdown to College Month. During this time, high school counselors actively encourage students to complete college applications and financial aid forms. Of particular note is College Application Week, during which many colleges and universities waive application fees. Students and parents were encouraged to take advantage of this opportunity and reach out to their school counselors for guidance on the application process.

A recent Parent Advisory Council meeting was held at Gaston Early College High School. The meeting was well-attended, with 68 parents representing various schools across the district. Superintendent Houchard delivered a presentation highlighting accomplishments and academic initiatives within Gaston County Schools. The district's strategic plan was introduced, and parents participated in small-group discussions to provide valuable feedback on both the current draft and future considerations. Parental input from the meeting will be incorporated into the ongoing development of the strategic plan. Superintendent Houchard expressed appreciation to the parents for their engagement and support.

The Board was informed that the Annual Gaston County Marching Band Fanfare will be held on Saturday, November 1st, from 3:00 p.m. to 7:00 p.m. at the stadium of Stuart W. Cramer High School. Tickets are \$10.00. The event will feature performances from all ten Gaston County high school marching bands, and community attendance is encouraged.

Report cards for the first nine weeks will be distributed on Thursday. Additionally, there will be no school for students or staff on Tuesday, November 11th, in observance of Veterans Day. The district recognizes and honors the contributions of veterans to our nation and community.

Closing Remarks

Chairman Crisp thanked Superintendent Houchard for the update and reiterated his appreciation for the continued support from the Gaston County Schools community.

The next scheduled meeting will be held on Monday, November 17, 2025.

Closed Session

Chairman Crisp asked the Board to consider going into Closed Session under N.C.G.S. §143-318.11(a)(6) Personnel and N.C.G.S. §143-318.11(a)(3) Consultation with Attorney.

Motion to go into Closed Session was made by Ms. Dot Cherry; Mr. Brent Moore seconded, and the motion carried unanimously. (8-0)

The Board went into Closed Session at 6:39 p.m.

The Board returned to Open Session at 7:42 p.m.

Adjournment

All business having been conducted, Motion to adjourn was made by Mr. A.M. Stephens III; seconded by Mrs. Janna Smith, and motion carried unanimously. (8-0)

The Board Meeting adjourned at 7:43 p.m.

Approved:

Josh Crisp, Chairman
[Corporate Seal]

Morgen A. Houchard, Secretary

Date Approved: _____

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Operations Committee Report

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

The Gaston County Board of Education's Operations Committee meets regularly to discuss operations-related projects and issues. Brent Moore is Chair of the committee and members are Dot Cherry, Lee Dedmon and Tod Kinlaw. A report of the Operations Committee's actions and discussions will be made at the Board meeting by a member of the Committee.

Fiscal Implications:

As indicated in the report.

Recommendation:

Committee recommendations are reflected in the report.

Policy Implications:

Policy Code: 2230 Board Committees

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Gary F. Hoskins, CFO and
Associate Superintendent

Department: Finance

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Curriculum & Instruction Committee Report

Type of Item: ☐ **Consent** ☐ **Action** ☒ **Information**

Main Points:

The Gaston County Board of Education's Curriculum & Instruction Committee meets regularly to discuss curriculum and instruction-related topics and issues. Jeff Ramsey is chair of the committee and members are Robbie Lovelace, Janna Smith and A.M. Stephens III. A report of the Curriculum & Instruction Committee's actions and discussions will be made at the Board meeting by a member of the Committee.

Fiscal Implications:

As indicated in the report.

Recommendation:

Committee recommendations are reflected in the report.

Policy Implications:

Policy Code: 2230 Board Committees

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Curriculum and Instruction Committee

Department: Curriculum and Instruction

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Policy Committee Report

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

The Gaston County Board of Education's Policy Committee meets regularly to discuss policy updates and revisions. Dot Cherry is chair of the committee, and members are Janna Smith and A.M. Stephens III. A report of the Policy Committee's actions and discussions will be made at the Board meeting by a member of the Committee.

Fiscal Implications:

As indicated in the report.

Recommendation:

Committee recommendations are reflected in the report.

Policy Implications:

Policy Code: 2230 Board Committees

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Curriculum and Instruction Committee

Department: Curriculum and Instruction

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Adoption of 2025-2026 GCS Budget Resolution

Type of Item: ☐ Consent ☒ Action ☐ Information

Main Points:

There is currently no comprehensive State budget for 2025-2026 fiscal year. However, the GCS 2025-2026 Budget Resolution is based on information presented in the base State budget, recurring funding from previous State budgets and provisions included in the "mini" budgets passed by the General Assembly that impact the current fiscal year. The Budget Resolution also includes anticipated funding from local sources, federal grants, and other miscellaneous sources of income. Any changes to the GCS budget will be reflected in our Budget Amendments and Budget Transfers reports that are presented to the Board each month.

Fiscal Implications:

2025-2026 Gaston County Schools Budget

Recommendation:

Approve the 2025-2026 GCS Budget Resolution.

Policy Implications:

Policy Code: 8110 Budget Resolution

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Gary F. Hoskins, CFO and
Associate Superintendent

Department: Finance

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Classified Employee Bonus

Type of Item: ☐ Consent ☒ Action ☐ Information

Main Points:

In recognition of the important work of our classified (hourly) employees, the Board of Education has historically paid an annual bonus to eligible classified employees in November. These workers include bus drivers, teacher assistants, clerical support, school nutrition workers and other hourly employees. If approved, the bonus will be paid to eligible classified employees on November 21st.

To qualify for the bonus, a classified employee must meet ***all*** of the following conditions: 1) be employed by June 2, 2025, 2) work at least 50% or more on a regular basis, and 3) be an existing permanent employee. The bonus is subject to federal and state income taxes at the supplemental rate, FICA, and retirement. If the employee qualifies for the bonus, but works less than full-time, the amount of the bonus will be prorated to reflect the percentage of time worked by the employee.

Fiscal Implications:

The annual bonus is expected to cost approximately \$1.4 million, which includes employer paid taxes and retirement. This will be paid from local funds which are included in the current operating budget.

Recommendation:

Approve the payment of the classified employee bonus

Policy Implications:

NA

Strategic Goal Alignment:

Goal 3. Every employee is capable and committed to the education of the whole child.

Submitted by: Gary F. Hoskins, CFO and
Associate Superintendent
for Finance and Operations

Department: Finance

Agenda Item

Meeting Date: 11/17//2025

Agenda Item Title/Topic: Consent Agenda

Type of Item: ☒ **Consent** ☒ **Action** ☐ **Information**

Main Points:

Approval of the Consent Agenda by the Board for the following items:

- A. Recommended Personnel
 - B. Budget Amendments & Budget Transfers
 - C. Construction/Repair Change Orders
 - None
 - D. Adult Meal Price Increase
 - E. Mental Health Plan
 - F. No Nonsense Nurturing -1.5-2.0
 - G. Proposed Policies
 - H. School Improvement Plans (SIP) for All Schools, including those with State or Federal Designations.
 - I. Contracts
 - Gardner Park Elementary School LED Light Conversion
 - FitFields selected as Design Firm for Renovations

Fiscal Implications:

As stated in each Agenda item.

Recommendation:

Consent items will be adopted with a single motion, second and vote, unless a request for removal from the Consent Agenda is heard from a Board member.

Policy Implications:

Policy Code: 1010 Board Authority and Duties.

Strategic Goal Alignment:

Goal 1. Every student will graduate prepared for post-secondary opportunities.

Submitted by: Dr. Morgen A. Houchard

Department: Superintendent

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Recommended Personnel

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

In accordance with the provisions of G.S. 115C-276(j), "It shall be the duty of the Superintendent to recommend and the Board of Education to elect all principals, teachers, and other school personnel in the administrative unit." It is also within the powers of the Board to hear requests for approved leave, retirement and resignations or terminations in accordance with employment and dismissal regulations.

Fiscal Implications:

N/A

Recommendation:

Approve personnel as recommended.

Policy Implications:

Policy Code: 7100 Recruitment and Selection of Personnel.

Strategic Goal Alignment:

Goal 3. Every employee is capable and committed to the education of the whole child.

Submitted by: Dr. Morgen A. Houchard

Department: Human Resources

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Budget Amendments and Budget Transfers

Type of Item: ☒ **Consent** ☒ **Action** ☐ **Information**

Main Points:

Budget amendments are needed to adjust the approved budget to reflect actual changes in revenue and budget transfers are needed to transfer money to proper expenditure codes as requested by fund managers.

Fiscal Implications:

Makes adjustments to the 2025-2026 budget.

Recommendation:

Approval of the attached listing of recommended budget amendments and transfers.

Policy Implications:

Policy Code: 8300 Fiscal Management Standards

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Gary F. Hoskins, CFO and
Associate Superintendent

Department: Finance

Gaston County Schools
Changes in Appropriations
2025-2026 Budget Resolution - October
Transfers Between Functions

State Public School Fund

Function	Description	Expense Increase	Expense Decrease
51000	Regular Instructional Services	54,869	
53000	Alternative Programs and Services		5,734
54000	School Leadership Services		1,738
58000	School-Based Support Services		4,728
61000	Support and Development Services	1,728	
65000	Operational Support Services		44,397
		<u>56,598</u>	<u>56,598</u>

Explanation: These transfers adjust budgeted amounts per requests from fund managers/principals.

Gaston County Schools
Changes in Appropriations
2025-2026 Budget Resolution - October
Transfers Between Functions

Local Current Expense Fund

Function	Description	Expense Increase	Expense Decrease
51000	Regular Instructional Services	10,320	
53000	Alternative Programs and Services		1,000
54000	School Leadership Services		1,120
58000	School-Based Support Services	2,000	
61000	Support and Development Services		8,200
65000	Operational Support Services		18,500
66000	Financial and Human Resource Services		15,600
67000	Accountability Services	15,600	
68000	System-Wide Pupil Support Services	16,500	
		<u>44,420</u>	<u>44,420</u>

Explanation: These transfers adjust budgeted amounts per requests from fund managers/principals.

Gaston County Schools
Changes in Appropriations
2025-2026 Budget Resolution - October
Transfers Between Functions

Federal Grants Fund

Function	Description	Expense Increase	Expense Decrease
52000	Special Population Services	9,106	
53000	Alternative Programs and Services		23,463
58000	School-Based Support Services	2,566	
62000	Special Population Support and Development Services		9,106
63000	Alternative Programs and Services - Support and Development Services	19,105	
65000	Operational Support Services	1,226	
81000	Payments to Other Governmental Units	566	
		<u>32,570</u>	<u>32,570</u>

Explanation: These transfers adjust budgeted amounts per requests from fund managers/principals.

Gaston County Schools
Changes in Appropriations
2025-2026 Budget Resolution - October
Transfers Between Functions

Restricted Grants Fund

Function	Description	Expense Increase	Expense Decrease
52000	Special Population Services		2,500
62000	Special Population Support and Development Services	2,500	
65000	Operational Support Services	1,451	
66000	Financial and Human Resource Services		1,451
		<u>3,951</u>	<u>3,951</u>

Explanation: These transfers adjust budgeted amounts per requests from fund managers/principals.

Gaston County Schools
Changes in Appropriations
2025-2026 Budget Resolution - October
Proposed Expenditures and Sources of Revenue

State Public School Fund

#	Function	Description	Expense Increase (Decrease)	Revenue Increase (Decrease)
1	31000	Revenue - State Public School Fund		(30,974,100)
	51000	Regular Instructional Services	(30,974,100)	
		This amendment budgets funds for the Classroom Teachers allotment - Restart Funding - DPI Allotment Revision # 26 - FY26 (PRC0001)		
2	31000	Revenue - State Public School Fund		(1,644,867)
	51000	Regular Instructional Services	(1,644,867)	
		This amendment budgets funds for the K-5 Program Enhancement Teachers allotment - Restart Funding - DPI Allotment Revision # 26 - FY26 (PRC0004)		
3	31000	Revenue - State Public School Fund		(2,081,200)
	54000	School Leadership Services	(2,081,200)	
		This amendment budgets funds for the School Building Administration allotment - Restart Funding - DPI Allotment Revision # 26 - FY26 (PRC0005)		
4	31000	Revenue - State Public School Fund		(1,815,723)
	58000	School-Based Support Services	(1,815,723)	
		This amendment budgets funds for the School Health Personnel-Position allotment - Restart Funding - DPI Allotment Revision # 26 - FY26 (PRC0006)		
5	31000	Revenue - State Public School Fund		(1,716,484)
	58000	School-Based Support Services	(1,716,484)	
		This amendment budgets funds for the Instructional Support Personnel - Certified allotment - Restart Funding - DPI Allotment Revision # 26 - FY26 (PRC0007)		
6	31000	Revenue - State Public School Fund		(1,335,086)
	51000	Regular Instructional Services	(1,335,086)	
		This amendment budgets funds for the Teacher Assistant allotment - Restart Funding & ABC Transfer - DPI Allotment Revision # 26 - FY26 (PRC0027)		
7	31000	Revenue - State Public School Fund		37,997,350
	51000	Regular Instructional Services	32,383,943	
	54000	School Leadership Services	2,081,200	
	58000	School-Based Support Services	3,532,207	
		This amendment budgets funds for the Restart Schools' allotment - Restart Funding - DPI Allotment Revision # 26 - FY26 (PRC0037)		

8	31000	Revenue - State Public School Fund		(11,491,250)
	51000	Regular Instructional Services	(11,491,250)	
	This amendment budgets funds for the Classroom Teachers allotment - International Faculty Exchange Teachers - DPI Allotment Revision # 30 - FY26 (PRC0001)			
9	31000	Revenue - State Public School Fund		11,491,250
	51000	Regular Instructional Services	11,491,250	
	This amendment budgets funds for the International Faculty Exchange Teachers allotment - ABC Transfer - DPI Allotment Revision # 30 - FY26 (PRC0020)			
10	31000	Revenue - State Public School Fund		(1,250,000)
	51000	Regular Instructional Services	(1,250,000)	
	This amendment budgets funds for the Disadvantage Students Supplemental allotment - ABC Transfer - DPI Allotment Revision # 28 - FY26 (PRC0024)			
11	31000	Revenue - State Public School Fund		(900,000)
	51000	Regular Instructional Services	(900,000)	
	This amendment budgets funds for the Classroom Materials & Instructional Supplies allotment - - ABC Transfer - DPI Allotment Revision # 28 - FY26 (PRC0061)			
12	31000	Revenue - State Public School Fund		(5,750,000)
	53000	Alternative Programs and Services	(5,750,000)	
	This amendment budgets funds for the At-Risk Student Services allotment - ABC Transfer - DPI Allotment Revision # 28 - FY26 (PRC0069)			
13	31000	Revenue - State Public School Fund		7,900,000
	51000	Regular Instructional Services	7,900,000	
	This amendment budgets funds for the Dollars-Certified Personnel allotment - ABC Transfer - DPI Allotment Revision # 28 - FY26 (PRC0010)			
14	31000	Revenue - State Public School Fund		518,877
	51000	Regular Instructional Services	177,862	
	52000	Special Population Services	69,380	
	53000	Alternative Programs and Services	21,053	
	54000	School Leadership Services	38,709	
	58000	School-Based Support Services	58,274	
	61000	Support and Development Services	1,768	
	62000	Special Population Support and Development Services	8,751	
	63000	Alternative Programs and Services - Support and Development :	1,039	
	64000	Technology Support Services	11,495	
	65000	Operational Support Services	86,954	
	66000	Financial and Human Resource Services	6,620	
	67000	Accountability Services	5,554	
	68000	System-Wide Pupil Support Services	6,401	

	69000	Policy, Leadership and Communication/Public Information Servi	25,017	
	This amendment budgets funds for the Non-Contributory Emp Benefits Allotment - FY26 (PRC009)			
15	31000	Revenue - State Public School Fund		117,877
	54000	School Leadership Services	117,877	
	This amendment budgets funds for the Principal and Other Teacher Performance allotment - DPI Allotment Revision # 30 - FY26 (PRC0048)			
16	31000	Revenue - State Public School Fund		6,000
	65000	Operational Support Services	6,000	
	This amendment budgets funds for the Replacement School Stop Arm Carmeras allotment - DPI Allotment Revision # 30 - FY26 (PRC0087)			
Total State Public School Fund Amendments			(927,356)	(927,356)

Gaston County Schools
Changes in Appropriations
2025-2026 Budget Resolution - October
Proposed Expenditures and Sources of Revenue

Local Current Expense Fund

#	Function	Description	Expense Increase (Decrease)	Revenue Increase (Decrease)
1	48900	Local Sources - Restricted		1,864,238
	51000	Regular Instructional Services	1,864,238	
		This amendment budgets funds for the E-Rate allotment FY26 (PRC519)		

Total Local Current Expense Fund Account

<u>1,864,238</u>	<u>1,864,238</u>
------------------	------------------

Gaston County Schools
Changes in Appropriations
2025-2026 Budget Resolution - October
Proposed Expenditures and Sources of Revenue

Federal Current Expense Fund

#	Function	Description	Expense Increase (Decrease)	Revenue Increase (Decrease)
1	36000	Federal Revenue		131,207
	53000	Alternative Programs and Services	104,388	
	63000	Alternative Programs and Services - Support and Development Services	13,470	
	65000	Operational Support Services	20,918	
	81000	Payments to Other Governmental Units	(7,569)	
	This amendment budgets funds for the Title IV, Part B - 21st Century Grant Allotment - FY26 (PRC0110)			
2	36000	Federal Revenue		(16,510)
	52000	Special Population Services	(16,510)	
	This amendment budgets funds for the IDEA - Special Needs - Target Assistance Allotment - FY26 (PRC0118)			

Total State Public School Fund Amendments

<u>114,697</u>	<u>114,697</u>
----------------	----------------

Gaston County Schools
Changes in Appropriations
2025-2026 Budget Resolution - October
Proposed Expenditures and Sources of Revenue

Restricted Grants Fund

#	Function	Description	Expense Increase (Decrease)	Revenue Increase (Decrease)
1	48900	Revenue - State Public School Fund		3,893
	51000	Regular Instructional Services	3,893	
	This amendment budgets funds for the Career Technical Education - Program Support allotment - FY26 (PRC0014)			
2	48000	Local Sources - Restricted		4,375
	52000	Special Population Services	4,375	
	This amendment budgets funds for the Academically or Intellectually Gifted allotment - FY26 (PRC0034)			

Total Restricted Grants Fund Amendments

<u>8,268</u>	<u>8,268</u>
--------------	--------------

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Construction/Repair Change Orders

Type of Item: ☒ **Consent** ☒ **Action** ☐ **Information**

Main Points:

Attached is a listing of construction and repair change orders that were submitted since the last Board meeting. Any change orders that were less than \$100,000 were approved by the Superintendent or his designee in accordance with Board Policy 9030 – Facility Construction. Change orders greater than \$100,000 must be approved by the Board.

Fiscal Implications:

All change orders were prefunded prior to recommendation for approval.

Recommendation:

Approval of the attached listing of construction/repair change orders.

Policy Implications:

Policy Code: 9030 Facility Construction

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Bessie Harvey, Assistant
Superintendent of Operations

Department: Facilities

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Adult Meal Price Increase

Type of Item: ☒ **Consent** ☒ **Action** ☐ **Information**

Main Points:

The School Nutrition Program is recommending a transition from fixed meal pricing to an à la carte rate structure. This change is necessary to ensure compliance with federal regulations, which require adult meal prices to meet or exceed the federal reimbursement rate, as adult meals are not subsidized. Based on findings from our September 18, 2025 technical review, Gaston County Schools is currently out of compliance with this requirement.

Fiscal Implications:

None

Recommendation:

Approval to move from set meal pricing to à la carte rate.

Policy Implications:

Policy Code 6220: Operations of School Nutrition Services

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Bessie Harvey, Assistant
Superintendent of Operations

Department: Operations

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Mental Health Services

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

Update compliance with Social and Emotional Learning and School Mental Health State Board of Education Policy SHLT 003. This policy requires each Public School Unit (PSU) to develop a local improvement plan for promoting student health and well-being. A targeted school improvement plan was presented to the Board of Education on November 3, 2025, outlining the support for social emotional learning and school mental health of all students and staff in Gaston County Schools.

Fiscal Implications:

Continue to identify resources needed to support the plan as it develops. Staff will evaluate resources and seek BOE approval as required.

Recommendation:

Continue compliance with State Board of Education Policy SHLT 003.

Policy Implications:

Following SBOE Policy SHLT 003

Strategic Goal Alignment:

Goal 3. Every employee is capable and committed to the education of the whole child.

Submitted by: Dr. Rebekka Powers,
Assistant Superintendent

Department: Student Support Services

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: No Nonsense Nurturer Professional Development 1.5-2.0

Type of Item: ☒ **Consent** ☒ **Action** ☐ **Information**

Main Points:

- Presented at the November 3rd Curriculum and Instruction
- No Nonsense Nurturer is a Professional Development opportunity for school staff.
- It provides a framework for classroom management and creating a strong school culture.
- Provides teachers and administrators with a four-part model that focuses on student engagement.
- Teachers and administrators will receive in-person training as well as follow-up meetings.
- This is an extension of the initial professional development provided in August.

Fiscal Implications:

Grant provided to the district for the No Nonsense Nurturer training for our Innovation Schools — elementary and middle schools.

Recommendation:

Approve a contract for up to \$150,000 that is funded by federal and state sources and will be used in our schools to support our teachers in leading and managing student behavior and high expectations for learning.

Policy Implications:

None

Strategic Goal Alignment:

Goal 3. Every employee is capable and committed to the education of the whole child.

Submitted by: Rebekka Powers,
Assistant Superintendent

Department: Student Support Services

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Board Policy Updates

3210 - Parental Inspection of and Objection to Instructional Materials

3310 - School Trips

3515 - Religious-Based Exemptions from School Programs

4020 - Parental Involvement

4120 - Domicile or Residence Requirements

5070 - Public Records - Retention, Release, and Disposition

6130 - Administering Medicines to Students

6172 - Emergency Epinephrine Auto-Injector Devices

6390 - Transportation Service-Vehicle Contracts

7100 - Recruitment and Selection of Personnel

7730 - Personnel Files

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

The Policy Committee of the Board met and reviewed the proposed updates on October 29, 2025. The recommended updates were presented to both the Operations Committee and the Curriculum and Instructions Committee on November 3, 2025. The Policy Committee recommends these updates for approval by the full Board of Education.

Recommendation:

Board of Education approval of proposed policy updates.

Policy Implications:

Board of Education Policies will be updated as recommended and approved by the Board.

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Sonya McGraw, Attorney

Department: Legal/Superintendent

Agenda Item

Meeting Date: November 17, 2025

Agenda Item Title/Topic: School Improvement Plans (SIP) for All Schools including those with State or Federal Designations

Type of Item: ☒ **Consent** ☐ **Action** ☐ **Information**

Main Points:

Gaston County Schools' Vision, Mission, Goals, and Beliefs have been communicated to all stakeholders through multiple channels. School administrators and School Improvement Teams (SITs) have participated in professional learning sessions designed to support the development of individual School Improvement Plans (SIPs) for each school. These plans are intentionally aligned with the district's Vision, Mission, Goals, and Beliefs to ensure coherence, strategic focus, and consistency in advancing student achievement across all schools. Implementation of the plans will be monitored and supported by the Superintendent and members of the Academic Services Team.

All schools have developed their improvement plans using the state's NCStar platform, and the plans are publicly accessible through each school's website. Schools identified with state or federal designations, including those classified as *Low Performing*, must have their plans approved by the Gaston County Board of Education and submitted to the North Carolina Department of Public Instruction for review.

Fiscal Implications:N/A

Recommendation: Approval of the School Improvement Plans for All Schools including those with State or Federal Designations

Policy Implications: N/A

Strategic Goal Alignment:

Focus Area: High Quality Teaching and Learning

Submitted by: Kelly Cunningham

Department: Academic Services

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Contracts and Expenditures >\$100,000

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

The attached listing of contracts and expenditures more than \$100,000 was reviewed by staff and recommended for approval by the Board, or are contracts less than \$100,000 but recommended to the Board for approval.

Fiscal Implications:

All contracts and expenditures will be paid using bond funding, capital proceeds or operational savings.

Recommendation:

Approval of Contracts with the Board.

Policy Implications:

Policy Code: 8640 Contracts with the Board.

Strategic Goal Alignment:

Healthy, Safe, and Responsible Schools.

Submitted by: Gary F. Hoskins, CFO and
Associate Superintendent

Department: Finance

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: FitFields selected as Design Firm for Forestview Stadium Renovations

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

After completing an RFQ selection process, FitFields was selected to be the sports field architectural firm for the Forestview High School Stadium Renovation project. The renovation will include all new sub drainage throughout the stadium, new track, and a synthetic turf field. FitFields needs to go under contract with GCS for soft costs to begin design work and prepare to go out for bid.

Fiscal Implications:

The estimated cost for this project is \$149,600.00.

Recommendation:

Authorization to move forward with contract for FitFields.

Policy Implications:

Policy Code 9200 – Care and Maintenance of Facilities

Strategic Goal Alignment:

Goal 5. Every student has the opportunity to learn in a safe school environment.

Submitted by: Bessie Harvey, Assistant
Superintendent of Operations

Department: Operations

Agenda Item

Meeting Date: 11/17/2025

Agenda Item Title/Topic: Gardner Park Elementary School LED Light Conversion

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

As we continue working our way through the Facilities Electrical Department's list of elementary schools that need LED Light Conversions, Gardner Park is the next scheduled school to be completed. The existing lighting is outdated, fragile, and expensive to replace.

Fiscal Implications:

The project was awarded to LightServe at \$113,762.40.

Recommendation:

Authorization to move forward with LED conversion at the listed elementary school.

Policy Implications:

Policy Code 9200 – Care and Maintenance of Facilities

Strategic Goal Alignment:

Goal 5. Every student has the opportunity to learn in a safe school environment..

Submitted by: Bessie Harvey, Assistant
Superintendent of Operations

Department: Operations

Agenda Item

Meeting Date: 11/17//2025

Agenda Item Title/Topic: Closed Session

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

Closed sessions shall be held when required to permit a public body to act in the public interest as permitted by law.

– N.C.G.S. §143-318.11(a)(6) Personnel

– N.C.G.S. §143-318.11(a)(3) Consultation with Attorney

In order to consult with the Board's attorney and protect the attorney client privilege, and to receive advice with respect to the lawsuits captioned:

—19-CVS-3893 McKinney et al. vs. Goins and The Gaston County Board of Education

—21-CVS-5017 Lukinoff vs. Barber and The Gaston County Board of Education

—21-CVS-5018 Brittain vs. Beason and The Gaston County Board of Education

—21-CVS-5019 Long vs. The Gaston County Board of Education

—3:23-CV-643-RJC-DCK Roger Perkins vs. The Gaston County Board of Education

—25-CVS-4393 Tuno vs. The Gaston County Board of Education

—Any other legal matters.

Fiscal Implications:

TBD

Recommendation:

Board to consider information provided in Closed Session in accordance with G.S. §143-318.11.

Policy Implications:

Policy Code: 2610 Board Attorney

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Sonya McGraw, Attorney **Department:** Legal/Superintendent's Office

Last Name	First Name	Category	School	Position
Adamovicova	Viktoria	Hire	Lowell Elementary School	Teacher Assistant
Adams	Stephanie	Hire	Highland School of Technology	Business Education Teacher
Adams	Sarah	Hire	Tryon Elementary School	Fifth Grade Teacher
Adams	Jamiya	Hire	Gardner Park Elementary School	Teacher Assistant
Allen	Charlee	Hire, Resignation	Robinson Elementary School	First Grade Teacher
Baker III	Willard	Hire, Resignation	Warlick Academy	Bus Driver
Bame	Anne	Hire	Southwest Middle School	Chorus Teacher
Beam	Maggie	Hire	Cherryville Elementary School	Pre K Teacher
Blackburn	Viridiana	Hire	Hunter Huss High School	Allied Health Teacher
Blake	Tyler	Hire	H.H. Beam Elementary School	Fifth Grade Teacher
Bolin	Crystal	Demotion, Resignation	School Nutrition	Sub Cafeteria Assistant
Bolt	Katie	Hire	Pleasant Ridge Elementary School	ATR Lead Teacher 2
Bost-Thompson	Bralicia	Demotion	Southwest Middle School	Sub Bus Driver
Bowers	Jeffrey	Resignation	Carr Elementary School	Custodian
Bowers	Jeffrey	Resignation	Carr Elementary School	Summer Custodian
Brady	Sarah	Transfer	Stuart W. Cramer High School	Allied Health Teacher
Bridges	Jacklyn	Hire	Bessemer City Central School	EC Teacher Assistant
Brown	Raquan	Hire	North Gaston High School	Assistant Boy's Basketball Coach
Bumgarner	Jennifer	Rehire an Employee	Tryon Elementary School	Tutor
Byers	Lekisha	Promotion	School Nutrition	Cafeteria Assistant
Calvache Ortiz	Lesly	Hire	South Point High School	Spanish Teacher
Campbell	Marcus	Hire	York Chester Middle School	Boys Basketball Coach
Carper	Chadwick	Rehire an Employee	Cramerton Middle School	Interim Assistant Principal
Carter	Heather	Hire	Pinewood Elementary School	Custodian
Carter	Regine	Resignation	North Gaston High School	English Teacher
Clancy	Kathleen	Transfer	School Nutrition	Cafeteria Assistant
Crowder	Kara	Demotion	North Gaston High School	Behavior Lab Assistant
Darby	Olivia	Hire	Sherwood Elementary School	Custodian
Davis	Brandon	Hire	Forestview High School	Assistant Wrestling Coach
Dillon	Penelope	Rehire an Employee	Pleasant Ridge Elementary School	Speech Language Pathologist
Dilly	Tarita	Hire	Career and Technical Education	Career Development Coordinator
Dunlap	Thomas	Rehire an Employee, Resignation	Hawks Nest Steam/Webb Street	Fourth Grade Teacher/EC Teacher Assistant
Echevarria	Andres	Hire	Grier Middle School	Boys Soccer Coach
Ellico	Caitlin	Hire	Belmont Central Elementary School	Second Grade Teacher
Elmore	Emily Ann	Hire	Hunter Huss High School	Band Assistant
Etheridge	Juandetta	Transfer	School Nutrition	Cafeteria Assistant
Evans	Abby	Promotion	School Nutrition	Cafeteria Manager
Falls	Deanna	Hire	School Nutrition	Roving Cafeteria Assistant
Fishman	Arianne	Hire	Lingerfeldt Elementary School	EC Teacher - Adapted Curriculum
Freucher	Anita	Resignation	Pleasant Ridge Elementary School	EC Teacher - General Curriculum
Fulton	Sarah	Hire	Holbrook Middle School	Chorus Teacher
Gabarrere Inestroza	Eda	Resignation	School Nutrition	Central Production Assistant
Garcia Guevara	Celina	Transfer	School Nutrition	Cafeteria Assistant
Garrett	Amanda	Demotion	Bessemer City Middle School	PowerSchool Data Manager
Garrison	Sydney	Transfer	School Nutrition	Cafeteria Assistant
Giani	Chynna	Hire	Gardner Park Elementary School	Teacher Assistant
Gibson	Jennifer	Hire	Bessemer City Primary School	Second Grade Teacher
Gilreath	Andrea	Rehire an Employee	Ashbrook High School	English Teacher
Glance	Michael	Hire	Hunter Huss High School	Assistant Football Coach
Glenn	Marvin	Rehire an Employee	Holbrook Middle School	Bus Driver
Glenn	Donessa	Rehire an Employee	Webb Street School	Bus Monitor
Green	Dylan	Hire	Holbrook Middle School	Baseball Coach
Green	Emily	Transfer	W.A. Bess Elementary School	Speech Language Pathologist
Green	Danielle	Transfer	Bessemer City Middle School	Teacher Assistant - Behavior Lab
Guerrero	Addison	Hire	Bessemer City Middle School	Art Teacher
Harmon	Kimberly	Transfer	Warlick Academy	Behavior Specialist
Harris	Tabitha	Hire	Webb Street School	EC Teacher Assistant
Harwell	Richard	Hire	Belmont Middle School	Seventh/Eighth Grade Social Studies Teacher
Hatten	Bridget	Transfer	School Nutrition	Roving Cafeteria Assistant
Hill	Elizabeth	Rehire an Employee	Bessemer City Central School	Tutor
Hook	Hunter	Hire	Stuart W. Cramer High School	EC Teacher - General Curriculum
Hope	Shona	Transfer	School Nutrition	Cafeteria Assistant

Last Name	First Name	Category	School	Position
Houze	Kayla	Rehire an Employee	Holbrook Middle School	Assistant Cheerleading Coach
Howell	Lindy	Hire	School Nutrition	Roving Cafeteria Assistant
Hoyle	Keyazhia	Rehire an Employee	York Chester Middle School	Financial Secretary
James	Veronica	Hire	School Nutrition	Sub Cafeteria Assistant
Janik	Stanley	Promotion	Forestview High School	English Teacher
Jennings	Nina	Demotion	Grier Middle School	Custodian
Jeter	Patricia	Transfer	Carr Elementary School	EC Teacher Assistant
Jones	Willie	Hire	Forestview High School	Campus Security Associate
King	Matthew	Hire	Bessemer City Middle School	Head Boys Soccer Coach
Kinsey	Lisa	Resignation	North Belmont Elementary Sch	Teacher Assistant
Klouse	Cindy	Demotion	School Nutrition	Sub Cafeteria Assistant
Lara	Esther	Transfer	School Nutrition	Cafeteria Assistant
Lebron	Miguel	Hire	Bessemer City Central School	Bus Driver
Ledford	Amy	Transfer	Carr Elementary School	Teacher Assistant
Lee	Erica	Resignation	Pleasant Ridge Elementary Sch	Teacher Assistant
Leone	Lu Anne	Hire	Pleasant Ridge Elementary Sch	Teacher Assistant
Link	Krystle	Hire	York Chester Middle School	Sixth Grade Language Arts Teacher
Mabry	Pamela	Hire	Academic Services	Teacher Support Facilitator
Madden	Taylor	Resignation	School Nutrition	Roving Cafeteria Assistant
Mahmud	Dina	Hire	School Nutrition	Roving Cafeteria Assistant
Mauney	Robin	Transfer	School Nutrition	Cafeteria Assistant
MCCarey	Jeremy	Resignation	Carr Elementary School	Fifth Grade Teacher
McElhaney	Monique	Hire	Facilities	Facilities - Custodian Floater
McFadden	Amma	Transfer	School Nutrition	Cafeteria Assistant
McFadgion	Maurice	Hire	Facilities	Custodian
McKee	Dustin	Hire	North Gaston High School	Science Teacher
Miller	Tameka	Resignation	South Point High School	Bus Driver
Miralles	John Michael	Hire	Bessemer City Middle School	Eighth Grade Language Arts Teacher - EPI
Mitchell	Roxie	Transfer	School Nutrition	Lead Cafeteria Assistant
Morales	Melissa	Transfer	School Nutrition	Cafeteria Assistant
Murrell	Kimberly	Rehire an Employee	Pleasant Ridge Elementary Sch	School Counselor
Nakos	Emily	Hire	New Hope Elementary School	Speech Language Pathologist
Niati	Generose	Transfer	School Nutrition	Cafeteria Assistant
Nicholson	Sean-Michael	Hire	Bessemer City High School	Campus Security Associate
Norris	Tamela	Rehire an Employee	Hawks Nest STEAM Academy	Student Specific Support Aide
Ortiz	La-Niyah	Hire	Gaston Virtual Academy	Teacher Assistant
Osorno Cano	Julian	Resignation	Belmont Middle School	Spanish Teacher - EPI
Otten	Rachel	Hire	North Gaston High School	EC Teacher - General Curriculum
Overcash	Julia	Hire	North Belmont Elementary Sch	Second Grade Teacher
Page	ARious	Hire	Grier Middle School	Seventh Grade Language Arts Teacher
Parker	Kristen	Promotion	School Nutrition	Lead Cafeteria Assistant
Pervine	Stacie	Rehire an Employee	Highland School of Technology	Science Teacher
Phillips	Tyler	Hire	Cramerton Middle School	Head Basketball Coach
Phillips	Nikole	Hire	North Gaston High School	Leadership Teacher
Pressley	Letrasky	Hire	Hunter Huss High School	Assistant Boys Basketball Coach
Rankin	Aliyah	Resignation	H.H. Beam Elementary School	Fourth Grade Teacher
Rhoney	Rexana	Rehire an Employee	Bessemer City Primary School	ESL Teacher
Richards	Angela	Hire	School Nutrition	Roving Cafeteria Assistant
Riley	Myra	Resignation	School Nutrition	Cafeteria Assistant
Robinson	Cheryl	Transfer	School Nutrition	Cafeteria Lead
Rodriguez Torres	Elba	Resignation	School Nutrition	Cafeteria Assistant
Rogers	Kristen	Hire	School Nutrition	Roving Cafeteria Assistant
Rojas Coronel	Anyella	Hire	Gardner Park Elementary School	Kindergarten Teacher
Ruppert	Candice	Hire	Webb Street School	EC Teacher - Adapted Curriculum
Russell - Gonzales	Shannon	Promotion	School Nutrition	Lead Cafeteria Assistant
Samuels	Shalisha	Resignation	Mount Holly Middle School	EC Teacher Assistant
Sanders	Leechetta	Hire	School Nutrition	Sub Cafeteria Assistant
Savage	Erica	Hire	Grier Middle School	6th Grade Science/ Social Studies Teacher
Selph	Kristen	Promotion	School Nutrition	Cafeteria Assistant
Shaver	Cristal	Rehire an Employee	School Nutrition	Sub Cafeteria Assistant
Shields	Beverly	Resignation	Webb Street School	EC Teacher - Adapted Curriculum
Showers	Rodnita	Hire	Pleasant Ridge Elementary Sch	EC Teacher

Last Name	First Name	Category	School	Position
Sinclair	Katherine	Hire	School Nutrition	Roving Cafeteria Assistant
Smith	Brandon	Hire	Woodhill Elementary School	PE Teacher
Smith	Wanda	Transfer	Bessemer City Central School	Speech Language Pathologist
Splawn	Tommi	Resignation	Tryon Elementary School	Teacher Assistant
Stancil	Kirby	Rehire an Employee	Kiser Elementary School	Tutor
Stilwell	Shay	Rehire an Employee	Bessemer City Central School	EC Teacher Assistant
Suttenfield	Paris	Resignation	Cramerton Middle School	Assistant Principal
Swift	Geoffrey	Resignation	Forestview High School	English Teacher
Tart	Tanya	Promotion	H.H. Beam Elementary School	Bus Driver
Taylor	DaQuesha	Rehire an Employee	H.H. Beam Elementary School	Fourth Grade Teacher
Taylor	Dana	Hire	Catawba Heights Elementary	Instructional Coach
Taylor	Bryce	Hire	York Chester Middle School	Seventh Grade Math Teacher
Thurman	Asha	Hire	Forestview High School	ESL Teacher
Tidwell	Erin	Transfer	School Nutrition	Cafeteria Assistant
Tracy	Tiffany	Promotion	School Nutrition	Cafeteria Assistant
Vaughn	Alica	Hire	Webb Street School	Bus Monitor
Wallace	Meredith	Resignation	North Gaston High School	Lead Bus Driver
Waters	Micah	Hire	Hawks Nest STEAM Academy	Teacher Assistant
Watson	Tonette	Hire	Elementary Instruction	A.S.P.I.R.E. After School Tutor Non-Certified-Woodhill
Watts	Preston	Hire	Grier Middle School	Custodian
Weaver	Kellie	Transfer	School Nutrition	Cafeteria Assistant
Williamson	Mikeya	Resignation	Holbrook Middle School	Head Baseball Coach
Wilson	Chandler	Hire	Bessemer City Primary School	Kindergarten Teacher
Winston	Freda	Rehire an Employee	South Point High School	Bus Driver
Wright	Gregory	Promotion	Facilities	Grounds Keeper
Wright	Taylor	Transfer	W.A. Bess Elementary School	Kindergarten Teacher Assistant
Wright	Kelley	Retirement	Brookside Elementary School	Receptionist
Yatko	Valerie	Retirement	Superintendent's Office	Director of Business Partnerships

