

GASTON COUNTY
BOARD OF EDUCATION
REGULAR SESSION



Shaping Our Future

943 Osceola Street, Gastonia, NC 28054
September 18, 2023
5:30 p.m.

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Agenda Adoption

Type of Item: ☐ Consent ☒ Action ☐ Information

Main Points:

Consideration of Formal Agenda for Monday, September 18, 2023.

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

Fiscal Implications:

None

Recommendation:

Adoption of Agenda

Policy Implications:

None

Strategic Goal Alignment:

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

Submitted by: Dr. Stephen Laws

Department: Superintendent

GASTON COUNTY BOARD OF EDUCATION

Jeff K. Ramsey – Chairman

Dot Cherry – Vice Chairman

Josh Crisp, Dallas Township
Lee Dedmon, Gastonia Township
Dot Guthrie, Gastonia Township
Tod Kinlaw, South Point Township



Robbie Lovelace, Cherryville Township
Brent Moore, Crowders Mountain Township
A.M. Stephens, III, Riverbend Township

943 Osceola Street, Gastonia, NC 28054

Monday, September 18, 2023

5:30 p.m.

Agenda

Regular Meeting

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Agenda Item

Meeting Date: 9/18/2023

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/Public Information (Superintendent's Office)

BOARD AGENDA INFORMATIONAL ITEM

DEPARTMENT: Communications/Public
Information Department

TOPIC: GOOD NEWS

FOR THE MONTH OF: September 2023

1. The following students were selected as a College Board National Recognition Program award winner: **Naami Abbey, Daniel Duffy, Lilly Friday, James Gunter, and William Peyton of Forestview; Andre Gaddy and Evelyn Gutierrez Lira of Gaston Early College of Medical Sciences; Mia Cipriano, Micah Cipriano, Catherine Coronel Nava, Ryan Cruz Trujillo, Sofia Dorantes, Mauro Maya-Castro, Joshua Mendoza, Aileen Pena, Luna Peterkin, Elijah Sherrill, Erica Tetteh-Ocloo, and Stephanie Xalocan, Highland; Malaysia Friday-Scales, Hunter Huss; and Elias Pulliam, Aidan Tobin, and Alexander Villarreal of South Point.** The students earned the recognition for their academic achievements in school and outstanding performance on the PSAT/NMSQT, PSAT 10, and/or Advanced Placement (AP) exams.
2. Forty-six teachers in **Gaston County Schools** completed the year-long “Gaston County Schools AIG Local Endorsement” (G.A.L.E.) program to earn credentials to work with academically and intellectually gifted students. The teachers are **Cheryl Adams, Belmont Central Elementary; Ali Airhart, Belmont Middle; Susan Allen, Chavis Middle; Kierstin Backes, Belmont Central Elementary; Jessica Barnes, Pleasant Ridge Elementary; Brittany Beam Henderson, Chavis Middle; Caroline Belcher, York Chester Middle; Erin Braswell, Belmont Central Elementary; Brandi Bridgeman, Belmont Central Elementary; Catherine Brooks, Belmont Central Elementary; Amy Brown, Belmont Central Elementary; Penny Cable, Pleasant Ridge Elementary; Abbigail Coleman, Chavis Middle; Crystal Dean, York Chester Middle; Taunia Fascella, Belmont Central Elementary; Elonia Forde, Holbrook Middle; Angelita Gonzalez, Belmont Central Elementary; Miranda Graham, Belmont Central Elementary; Crystal Hall, Holbrook Middle; Shedeiky Hamilton-Barnes, Holbrook Middle; Christina Harris, Belmont Central Elementary; Amber Jefferies, W.C. Friday Middle; Jorge Hero, Holbrook Middle; Joshua Kaskay, Stanley Middle; Ceara Killian, Belmont Central Elementary; Anna Lawing, Belmont Central Elementary; Devon Mastria, Belmont Middle; Margaret McLain, Belmont Central Elementary; Jennifer Medici, Stanley Middle; April Murray, Belmont Central Elementary; Meredith Padgett, Pleasant Ridge Elementary; Kim Parrish, Belmont Central Elementary; Daniel Poole, Mount Holly Middle; Laura Rayfield, York Chester Middle; Blair Rice, Cramerton Middle; Courtney Robinson, Pleasant Ridge Elementary; Kristin Ross, Belmont Central Elementary; Misty Sigmon; Chavis Middle; Brittany Southard, Belmont Central Elementary; Lindsay Swayney, Grier Middle; Cassie Sylar, Belmont Central Elementary; Lisa Vaughn, Belmont Central Elementary; Deron Wilson, Holbrook Middle; LaTara Wilson, Belmont Central Elementary; Caleb Winburn, Cramerton Middle; and Heather Woods, Belmont Central Elementary.**

3. Six schools achieved a graduation rate of 90 percent or higher: **Gaston Early College High School**, (100 percent); **Highland School of Technology**, (99.2 percent); **South Point High School**, (94.2 percent), **Cherryville High School**, (93.2 percent); **East Gaston High School**, (91.9 percent); and **Forestview High School**, (90.4 percent). **Cherryville** and **East Gaston** had the most significant increases when compared to the previous year.
4. The following students were recognized as semifinalists in the National Merit Scholarship program: **Sean Adams** of **Ashbrook High School** and **Kieran Wood** of **Highland School of Technology**.
5. The following high schools were recognized as an ejection-free school by the North Carolina High School Athletic Association: **Ashbrook High School**, **Forestview High School**, **Highland School of Technology**, **Hunter Huss High School**, and **North Gaston High School**. The recognition acknowledges the schools' commitment to good sportsmanship.
6. **Ashbrook High School** junior **Arianna Martell** joined The Society of Torch & Laurel, which is an honors program for high school students. The program helps students with guidance, motivation, and tools for making good decisions about their future. In addition, Arianna was chosen to serve as a delegate to the Congress of Future Medical Leaders held in June at the University of Massachusetts in Boston. The Congress of Future Medical Leaders is an honors-only program for high school students who want to become physicians or pursue medical research. During the three-day program, Arianna joined students from across the country and heard from famous scientists, learned about new medical technology, and had the opportunity to watch a surgery.
7. **Jeff Thompson**, the resource officer at **Bessemer City High School**, was recognized for his quick actions in aiding a student who was choking and providing assistance to the school's athletic director who had sustained an ankle injury while cutting grass.
8. **Brookside Elementary** received a donation of school supplies from the Gaston County Veterans Council.
9. The **Cherryville High School** cheerleading team earned recognition during the 2022-2023 sports season for having the third highest team grade point average in the state. The honor was in addition to the cheerleaders winning three state-level championships. **Wendy Holt** serves as the cheerleading coach.
10. Members of the **Cherryville High School** football team took time to welcome and greet students at **W.B. Beam Intermediate School** as they arrived at school.
11. Life Church purchased most of the items on the Amazon wish list for **Cramerton Middle School's** carpentry class. Additionally, members of the church painted and arranged the carpentry classroom to make it nice for students.

12. The **W.C. Friday Middle School** band was selected to perform at the Disney Imagination Campus. **Cindy Owens** is the school's band director.
13. **Gardner Park Elementary** received a donation of school supplies from Tindol Subaru, and six teachers received grants of \$500.
14. **Gaston Early College of Medical Sciences** junior **Autumn Queen** was elected to serve as the treasurer for the Gaston College Student Government Association.
15. **Hawks Nest STEAM Academy** received a North Carolina Outdoor Grant in the amount of \$15,000 to help support the creation of an outdoor classroom area. Teacher **Suzanne Raxter** applied for the grant. The outdoor classroom space will enhance the school's ability to conduct STEM/STEAM instruction in an outdoor environment.
16. **Highland School of Technology** was ranked the eighth best school in North Carolina by U.S. News and World Report.
17. **Tyler Fuentes** of **Hunter Huss High School** was recognized as one of the young artist winners in the Professional Educators of North Carolina (PENC) art competition.
18. The Carolina Panthers and Classroom Central hosted an encouragement pep rally at **Lingerfeldt Elementary**. Students enjoyed fun activities featuring Sir Purr and the Carolina Panthers Top Cats while learning about the importance of reading, healthy eating and living, and doing their best in school. The school also received supplies through the David and Nicole Tepper Foundation's backpack distribution program.
19. **Lingerfeldt Elementary** received the donations of school supplies from Praise Day Church, Fresh Start Church of God, Tabernacle Baptist Church, the Denton family, Martin Marietta Materials, Ben Bryant, the Galloway family, and Zeta Phi Beta Sorority - Beta Mu Zeta Chapter.
20. **Pinewood Elementary** received a generous donation of school supplies and a financial contribution from Cook Memorial Presbyterian Church.
21. **Stanley Middle School** resource officer **Jonathan Pullen** is credited with performing the Heimlich maneuver to help a student who was choking.
22. On "K is for Kindness Day," students from **South Point High School** read books to students at **Belmont Central Elementary** and **Page Primary**. This special day serves as a tribute to the memory of Kay Searce, who happened to be the grandmother of one of the participating students. Searce had an impressive 31-year career as a teacher in the **Gaston County Schools** and generously volunteered her time at both **Page Primary** and **Belmont Central** while her grandsons were students there.

Agenda Item

Meeting Date: 9/18/23

Agenda Item Title/Topic: Classroom Moment

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

A+ Schools of North Carolina is a whole-school transformation model that views the arts as fundamental to teaching and learning. A+ schools develop a creative culture in which the state's mandated curriculum is taught through collaboration and multi-discipline integration, with the arts continuously woven into every child's learning experience. A+ Schools were first established in North Carolina in 1995; A+ Schools is a signature program of the North Carolina Arts Council. A+ is the longest-running, arts-based whole-school reform model in the nation. W.A. Bess became an A+ school during the 2019 - 2020 school year, and Pinewood and Ida Rankin became an A+ school during the 2020 - 2021 school year.

Fiscal Implications:

N/A

Recommendation:

Continued support for the A+ initiative.

Policy Implications:

N/A

Strategic Goal Alignment:

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

Submitted by: Derrick Jackson, Executive Director for Elementary Instruction

Department: Elementary Services

Agenda Item

Meeting Date: 9/18/2023

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) at the beginning of 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:

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)

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Approval/Correction of Minutes

Type of Item: ☐ Consent ☒ Action ☐ Information

Main Points:

Approval of Minutes of:

August 1, 2023 (Work Session)

August 21, 2023 (Regular Meeting)

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

Fiscal Implications:

None

Recommendation:

None

Policy Implications:

Validation of Board Proceedings.

Strategic Goal Alignment:

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

Submitted by: Dr. Stephen Laws

Department: Superintendent

Gaston County Schools
Board of Education
Tuesday, August 1, 2023
Meeting 5:30 p.m.
Work Session

MINUTES

The Gaston County Board of Education met in a work session on Tuesday, August 1, 2023 at 5:30 p.m. in the Board Room, 943 Osceola Street, Gastonia, NC. Those Board Members in attendance were: Chairman Jeff Ramsey, Vice Chairman Dot Cherry, Josh Crisp, Lee Dedmon, Dot Guthrie, Tod Kinlaw, Robbie Lovelace (absent), Brent Moore (absent), and A.M. Stephens III (via phone).

Additional attendees include: Attorney Sonya McGraw, Associate Superintendent Gary Hoskins, Chief Communications Officer Todd Hagans, Chief Technology Officer Aaron Slutsky and Board Clerk Dana Luoto.

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

Agenda Adoption - Action

The Board considered Agenda Adoption – Action

Motion to adopt the Agenda as presented was made by Mr. Lee Dedmon; seconded by Mr. Josh Crisp; motion carried unanimously. (7-0)

Recognition of Associate Superintendent

Interim Superintendent Laws recognized Dr. Melissa Balknight who will be leaving Gaston County Schools.

Chairman Ramsey presented a clock to Dr. Melissa Balknight to show the Board's appreciation for Dr. Balknight's years of faithful service to Gaston County Schools.

Superintendent Search Process, North Carolina School Boards Association – Information

Chairman Ramsey introduced Mr. Sam Thorp, NCSBA - Assistant Legal Counsel for Superintendent Searches who presented a PowerPoint on the Superintendent Search Process. Discussion occurred.

(View PowerPoint)

Board Policy Updates – Information

Chairman Ramsey recognized Mrs. McGraw who reported recent changes require revisions to GCS policies. Staying current on board policies keeps us in alignment with North Carolina State Board of Education policies and NC law. This item will come before the Board as a Consent Item at the August 21, 2023 Board of Education Meeting. Draft policies will be posted on the GCS web page for review by the general public.

Consent Agenda - Action

The Board considered the Consent Agenda:

Contracts

- Lawn Maintenance/Landscaping Services – 53 Schools
- Contract Transportation – Conexion Mobility Group
- Contract Transportation – FTS Transport
- Contract Transportation – American Alternative Transportation
- Contract Transportation –Carolina Specialty Transport

Motion to adopt the Consent Agenda as presented was made by Ms. Dot Cherry; seconded by Mrs. Dot Guthrie motion carried unanimously. (7-0)

Chairman Ramsey reported that the TIPS Program started today and we welcomed almost 100 new teachers to the program.

Chairman Ramsey welcomed Dr. Beth Folger as Interim Associate Superintendent.

Chairman Ramsey reported that school starts back for employees on Monday, August 7 as an Optional Teacher Workday and the first day of school for students is Wednesday, August 16, 2023.

Closed Session

Chairman Ramsey 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; seconded by Mr. Lee Dedmon; motion carried unanimously. (7-0)

The Board went into Closed Session at 6:05 p.m.

The Board returned to Open Session at 6:33 p.m.

Motion

The Motion was made by Ms. Dot Cherry; seconded by Mr. Lee Dedmon that the Board

Award a two-year contract for the following:

Melissa Knick – Principal

Meghann Sneed – Assistant Principal

A vote was taken and motion to approve the item as presented carried unanimously. (7-0)

Chairman Ramsey reminded everyone that school starts Wednesday, August 16 and we are still hiring and are offering teachers a hiring bonus.

Interim Superintendent Laws announced that Melissa Knick will be Principal at Southwest Middle School and Meghann Sneed will be Assistant Principal at Bessemer City High School.

Adjournment

All business having been conducted, Motion to adjourn was made by Mr. Lee Dedmon; seconded by Mr. Josh Crisp motion carried unanimously. (7-0)

The Board Meeting adjourned at 6:33 p.m.

Approved:

Jeff K. Ramsey, Chairman
[Corporate Seal]

Stephen C. Laws, Secretary

Date Approved: _____

Gaston County Schools
Board of Education
Monday, August 21, 2023
Meeting 5:30 p.m.
Regular Meeting

MINUTES

The Gaston County Board of Education met in a regular session on Monday, August 21, 2023 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 Jeff Ramsey, Vice Chairman Dot Cherry, Josh Crisp, Lee Dedmon, Dot Guthrie, Tod Kinlaw, Robbie Lovelace, Brent Moore, and A.M. Stephens III.

Additional attendees include: Interim Superintendent Dr. Stephen Laws, Attorney Sonya McGraw, Interim Associate Superintendent Beth Folger and Associate Superintendent Gary Hoskins, Chief Communications Officer Todd Hagans, Chief Technology Officer Aaron Slutsky and Board Clerk Dana Luoto.

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

Invocation

Interim Superintendent Laws read a devotional thought and had a moment of silence.

Pledge of Allegiance

Interim Superintendent Laws led the Pledge of Allegiance.

Chairman Ramsey welcomed Mrs. Robbie Lovelace back.

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. (9-0)

Good News – Information

Mr. Todd Hagans recognized Angela Sanders of Southwest Middle School. Ms. Sanders teaches Business, Information Technology, and Computer Science. This summer Ms. Sanders was recognized as the Technology Student Association's Chapter Advisor of the Year at the National TSA Conference in Louisville, Kentucky. The TSA club focuses on supporting students who are interested in science, technology, engineering, and math.

Ms. Dot Cherry presented Ms. Sanders a Recognition Plaque.

Mr. Todd Hagans recognized administration, staff and students at Carr Elementary School. In May, Carr Elementary achieved the distinction of becoming a "Leader in Me" Lighthouse School. Only 650 schools around the world have received this prestigious certification. Carr Elementary was designated as a "Leader in Me" school during the 2019-2020 school year – this coincides with the four Dallas area

schools being “Leader in Me” schools. The “Leader in Me” program teaches students the skills they need to do well in our competitive, global society

Mr. Josh Crisp presented Carr Elementary a Recognition Plaque.

(View PowerPoint)

Operations Committee Report – Information

Brent Moore is chair of the committee and members are Dot Cherry, Lee Dedmon and A.M. Stephens III. Chairman Ramsey recognized Ms. Dot Cherry of the Operations Committee who provided a summary of topics considered and discussed at the most recent meeting.

(View report)

Curriculum & Instruction Committee Report – Information

Dot Guthrie is chair of the committee and members are Josh Crisp, Tod Kinlaw and Robbie Lovelace. Chairman Ramsey recognized Mrs. Robbie Lovelace of the Curriculum & Instruction Committee who provided a summary of topics considered and discussed at the most recent meeting.

(View report)

Public Expression – Information

Mayor Rick Coleman
210 N. Holland Street
Dallas, NC 28034

RE: Residential Growth in the Dallas Area

Barbie Stokes
4013 Hanks Creek Lane
Belmont, NC 28012

RE: Introduce Moms for Liberty

Approval/Correction of Minutes

The Board considered Approval/Correction of Minutes – Action

Motion to adopt minutes of July 10, 2023 as presented was made by Mr. A.M. Stephens; seconded by Mr. Tod Kinlaw; motion carried unanimously. (9-0)

Official Depository Designation- Action

Chairman Ramsey recognized Mr. Gary Hoskins who reviewed the official depository designation as required by G.S. §115C-444(a).

Motion

The Motion was made by Mr. Lee Dedmon; seconded by Mr. Josh Crisp that the Board

Approve Official Depositories for Each School/Department

A vote was taken and motion to approve the item as presented carried unanimously. (9-0)

Appointment of School Treasurers - Action

Chairman Ramsey recognized Mr. Gary Hoskins who reviewed the appointment of school treasurers as required by G.S. §115C-448(a).

Motion

The Motion was made by Mr. A.M. Stephens III; seconded by Mr. Tod Kinlaw that the Board

Approve Treasurers for Each School

A vote was taken and motion to approve the item as presented carried unanimously. (9-0)

Annual Surplus Report – Information

Chairman Ramsey recognized Mr. Gary Hoskins, who reviewed the Annual Surplus Report. We have received \$42,556 from the sale of surplus items for the 2022-2023 school year.

Superintendent Search Process, North Carolina School Boards Association – Information

Chairman Ramsey reported that Board Members met earlier today in a Special Meeting to discuss the next steps of the Superintendent Search. The Board is reviewing applications.

Superintendent's Comments

Interim Superintendent Laws reported last week was a special week with the opening of schools. The annual SRO Breakfast was held last week at Hunter Huss High School and Rankin Lake Baptist Church provided a Teacher Appreciation Breakfast for teachers and staff members in the Dallas area and feeder schools.

Interim Superintendent Laws reported that beginning in September the Board will cease committee meetings and begin work session format meetings. The first Work Session will be held on Tuesday, September 5 beginning at 4:30 p.m. The location of the meeting will be announced at a later time.

Chairman Ramsey wished a Mr. Josh Crisp a Happy Birthday.

Closed Session

Chairman Ramsey 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; seconded by Mrs. Dot Guthrie; motion carried unanimously. (9-0)

The Board went into Closed Session at 6:20 p.m.

The Board returned to Open Session at 7:05 p.m.

Motion

The Motion was made by Ms. Dot Cherry; seconded by Mrs. Dot Guthrie that the Board

Award a two-year Principal contract for the following:

Dr. Sharon Potts

A vote was taken and motion to approve the item as presented carried unanimously. (9-0)

Adjournment

All business having been conducted, Motion to adjourn was made by Mr. Lee Dedmon; seconded by Mr. Josh Crisp motion carried unanimously. (9-0)

The Board Meeting adjourned at 7:06 p.m.

Approved:

Jeff K. Ramsey, Chairman
[Corporate Seal]

Stephen C. Laws, Secretary

Date Approved: _____

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: 2023-2024 Budget Update

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

Our 2023-2024 fiscal year started on July 1, 2023. However, the State has not yet approved their budget for the 2023-2024 fiscal year. We will provide an update on the status of the State budget. We will also discuss how not having a State budget will impact Gaston County Schools.

Fiscal Implications:

Provides funding for Gaston County Schools for the 2023-2024 fiscal year.

Recommendation:

N/A

Policy Implications:

Board Policy 8100 – Budget Planning and Adoption

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

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

Department: Finance

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: NC Accountability Model Results

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

ACTION TO DATE:

NC Accountability Model Results and School Performance Grades were released on September 6, 2023 by the North Carolina State Board of Education.

CURRENT STATUS:

For the 2022-2023 school year, Gaston County Schools maintained their School Performance Grade and 73% of schools met or exceeded academic growth.

Fiscal Implications:

None

Recommendation:

Information Item

Policy Implications:

None

Strategic Goal Alignment:

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

Submitted by: Rebekka Powers

Department: Accountability/Testing

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Business Advisory Council Meeting Update

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

A summary will be shared of the Business Advisory Council Meeting held on September 13, 2023. General Statute 115C-170 requires local boards to meet regularly with local business leaders. This meeting was held in the Board of Education room.

Fiscal Implications:

N/A

Recommendation:

N/A

Policy Implications:

GS 115C-170 – Business Advisory Councils

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Brett Buchanan, Director

Department: Academic Services

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: CTE Update

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

The Gaston County Schools CTE Director will present information associated with implementing a CTE Career Exploration Center at Forest Heights. The concept originated from Gaston County Schools students participating in the Be Pro Be Proud initiative as well as the Junior Achievement experience located in Charlotte, NC. The Career Exploration Center will borrow ideas from both entities to provide a permanent, in house career exploration experience available to 50+ Gaston County Schools at Forest Heights. It will include, but not be limited to, the following career awareness education opportunities: virtual reality, face to face, in person community, business, educational partner experiences as well as other potential uses aligned with future DPI portrait of a graduate expectations. An example calendar will be provided to illustrate the total volume of students that could access the center for career exploration each year.

Fiscal Implications:

Existing funds would be used create this student opportunity.

Recommendation:

Support the implementation of a CTE Career Exploration Center at Forest Heights.

Policy Implications:

Other: Policy or General Statute.

Strategic Goal Alignment:

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

Submitted by: Brett Buchanan, CTE Director **Department:** Academic Services

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Superintendent Selection Process, North Carolina School Boards Association

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

The Gaston County Board of Education continues to work with the N.C. School Boards Association (NCSBA) to facilitate a nationwide superintendent search process that will select the next superintendent for Gaston County Schools.

The superintendent vacancy was advertised for a period of eight weeks in advance of the application submission deadline on August 7, 2023. NCSBA has been responsible for assembling the submitted application materials and presenting them to Board of Education members. Now, the Board is responsible for reviewing the application materials, choosing the candidates to participate in a first round of interviews, and selecting the questions that will be used during the interviews. To aid in the interview process, NCSBA staff will conduct internet and social media searches of the candidates selected for interviews in compliance with applicable legal standards.

As part of the superintendent search process, a survey was conducted to gain input from stakeholders. More than 3,400 surveys were submitted, and the survey data has been made available for the Board to review and take into consideration as it begins the review of application materials and conducts the first round of interviews. The survey data also has been made available on the Gaston County Schools website.

Fiscal Implications:

The Board of Education is responsible for costs associated with the superintendent search services being provided by the NCSBA.

Recommendation:

The Board of Education will continue its work with the NCSBA that will result in the selection of the next superintendent for Gaston County Schools.

Policy Implications:

The Board of Education will continue to follow any applicable policies and procedures that relate to conducting the superintendent search process.

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Todd Hagans **Department:** Communications/Superintendent's Office

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Board Policy Updates

Type of Item: ☐ Consent ☐ Action ☒ Information

Main Points:

On August 16, 2023, the North Carolina General Assembly overrode Governor Cooper's veto of Senate Bill 49, the Parents' Bill of Rights, and ratified it as Session Law 2023-106. As such, Gaston County Board of Education policies need to be revised. This Board understands the importance of parent involvement in their child's education, and our current policies largely provide for such involvement. However, we need to update several of our policies to reflect recent changes in law.

Appropriate staff have reviewed the revisions and recommend adoption after a period of review has passed. Here is a link for a complete list of the policies to be revised: <https://www.gaston.k12.nc.us/Page/7495>.

The draft Board Policy Updates will be placed on the Gaston County Schools website, under the Board of Education tab, for general review and consideration pending approval by the Board.

This matter will come back to the Board for approval at its next meeting.

Fiscal Implications:

None

Recommendation:

Board of Education will review recommended proposed policy revisions.

Policy Implications:

Policies will be revised as approved by the Board of Education.

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Sonya C. McGraw

Department: Legal

2023 PLS Special Updates

[illegible]

Agenda Item

Meeting Date: 9/18/2023

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
- D. Contracts
 - Kiser Elementary School — Boiler Renovation Amendment
 - Grier Middle School — Commissioning the MEP Systems
 - All Pre-K and Elementary Schools — Playground Mulch
 - Grier Middle School — Lawn Maintenance and Landscaping Services
 - South Point High School — Architect for Athletic Facilities Improvement
 - Hunter Huss High School — Architect for Athletic Facilities Improvement
 - FinalSite Website and Communication Platform
 - Agency Contracts

Fiscal Implications:

None

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:

None

Strategic Goal Alignment:

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

Submitted by: Dr. Stephen Laws

Department: Superintendent

Agenda Item

Meeting Date: 9/18/2023

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:

Necessary and appropriate personnel will be provided to assure successful administration of schools.

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Dr. Stephen Laws

Department: Human Resources

Agenda Item

Meeting Date: 9/18/2023

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 2023-2024 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
for Finance and Operations

Department: Finance

**Gaston County Schools
Changes in Appropriations**

**2023-2024 Initial Budget - July
Transfers Between Functions**

State Public School Fund

| Function | Description | Expense Increase | Expense Decrease |
|----------|-----------------------------------|---------------------|---------------------|
| 5100 | Regular Instructional Services | | 23,200 |
| 5200 | Special Population Services | | 95,750 |
| 5300 | Alternative Programs and Services | 1,550 | |
| 5800 | School-Based Support Services | 99,750 | |
| 6100 | Support and Development Services | 14,000 | |
| 6500 | Operational Support Services | 3,650 | |
| | | <u>118,950</u> | <u>118,950</u> |

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

**Gaston County Schools
Changes in Appropriations**

**2023-2024 Initial Budget - July
Transfers Between Functions**

Local Current Expense Fund

| Function | Description | Expense Increase | Expense Decrease |
|----------|---------------------------------------|---------------------|---------------------|
| 5100 | Regular Instructional Services | | 26,604 |
| 5400 | School Leadership Services | 3,086 | |
| 5500 | Co-Curricular Services | | 85,562 |
| 5800 | School-Based Support Services | 1,062 | |
| 6500 | Operational Support Services | 24,018 | |
| 6600 | Financial and Human Resource Services | 84,000 | |
| | | <u>112,166</u> | <u>112,166</u> |

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

**Gaston County Schools
Changes in Appropriations**

**2023-2024 Initial Budget - July
Transfers Between Functions**

Federal Grants Fund

| Function | Description | Expense Increase | Expense Decrease |
|----------|-----------------------------------|---------------------|---------------------|
| 5100 | Regular Instructional Services | | 2,524,245 |
| 5300 | Alternative Programs and Services | 91,210 | |
| 5800 | School-Based Support Services | 2,433,035 | |
| | | <u>2,524,245</u> | <u>2,524,245</u> |

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

**Gaston County Schools
Changes in Appropriations**

**2023-2024 Initial Budget - July
Transfers Between Functions**

Restricted Grants Fund

| Function | Description | Expense Increase | Expense Decrease |
|----------|---|---------------------|---------------------|
| 5200 | Special Population Services | | 788,927 |
| 5800 | School-Based Support Services | 784,927 | |
| 6200 | Special Population Support and Development Services | 4,000 | |
| | | <u>788,927</u> | <u>788,927</u> |

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

**Gaston County Schools
Changes in Appropriations**

**2023-2024 Initial Budget - July
Proposed Expenditures and Sources of Revenue**

State Public School Fund

| # | Function | Description | Expense | Revenue |
|---|----------|--|------------------------|------------------------|
| | | | Increase (Decrease) | Increase (Decrease) |
| 1 | 3100 | Revenue - State Public School Fund | | 808,958 |
| | 6500 | Operational Support Services | 808,958 | |
| | | This amendment budgets funds for the 'Restart Schools' initial allotment (PRC0037) | | |

Total State Public School Fund Amendments

| | |
|---------|---------|
| 808,958 | 808,958 |
|---------|---------|

Gaston County Schools
Changes in Appropriations

2023-2024 Initial Budget - July
Proposed Expenditures and Sources of Revenue

Federal Current Expense Fund

| # | Function | Description | Expense Increase (Decrease) | Revenue Increase (Decrease) |
|---|----------|---|-----------------------------------|-----------------------------------|
| 1 | 3600 | Federal Revenue | | 6,020 |
| | 6300 | Alternative Programs and Services | 6,020 | |
| | | This amendment budgets funds for the Title I, Part A Grant - FY24 (PRC050) | | |
| 2 | 3600 | Federal Revenue | | 61,730 |
| | 7200 | Nutrition Services | 61,730 | |
| | | This amendment budgets funds for the Child Nutrition Grant - FY24 (PRC053) | | |
| 3 | 3600 | Federal Revenue | | 1,000,000 |
| | 5200 | Special Population Services | 500,000 | |
| | 5840 | School-Based Support Services | 500,000 | |
| | | This amendment budgets funds for the IDEA Title VI-Handicapped (DEC) Grant - FY24 (PRC060) | | |
| 4 | 3600 | Federal Revenue | | 8,100 |
| | 5200 | Special Population Services | 8,100 | |
| | | This amendment budgets funds for the State Improvement (DEC) Grant - FY24 (PRC082) | | |
| 5 | 3600 | Federal Revenue | | 225,000 |
| | 5300 | Alternative Programs and Services | 217,816 | |
| | 8100 | Payments to Other Governmental Units | 7,184 | |
| | | This amendment budgets funds for the ESEA Title I - School Improvement Grant - FY24 (PRC105) | | |
| 6 | 3600 | Federal Revenue | | 151,969 |
| | 5300 | Alternative Programs and Services | 151,969 | |
| | | This amendment budgets funds for the Title I - School Improvement Emergency Aid Grant - FY24 (PRC115) | | |

Federal Current Expense Fund

| # | Function | Description | Expense Increase (Decrease) | Revenue Increase (Decrease) |
|---|--|--------------------------------------|-----------------------------------|-----------------------------------|
| 7 | 3600 | Federal Revenue | | (1,813,342) |
| | 5100 | Regular Instructional Services | (1,515,778) | |
| | 8100 | Payments to Other Governmental Units | (297,564) | |
| | This amendment adjusts the ESSER III Covid Grant funds to actual - FY24 (PRC181) | | | |
| 8 | 3600 | Federal Revenue | | 77,700 |
| | 5800 | School-Based Support Services | 77,700 | |
| | This amendment budgets funds for the ARP ESSER III - Cyberbullying and Suicide Grant - FY24 (PRC192) | | | |

Total Local Current Expense Fund Account

| | |
|-----------|-----------|
| (282,823) | (282,823) |
|-----------|-----------|

Gaston County Schools
Changes in Appropriations

2023-2024 Initial Budget - July
Proposed Expenditures and Sources of Revenue

Restricted Grants Fund

| # | Function | Description | Expense Increase (Decrease) | Revenue Increase (Decrease) |
|---|---|---------------------------------------|-----------------------------------|-----------------------------------|
| 1 | 4800 | Local Sources - Restricted | | 2,369,472 |
| | 6600 | Financial and Human Resource Services | 2,369,472 | |
| | This amendment budgets the Central Office Administration funds for FY24 (PRC002) | | | |
| 2 | 4800 | Local Sources - Restricted | | 52,681 |
| | 7200 | Nutrition Services | 52,681 | |
| | This amendment budgets the Child Nutrition funds for FY24 (PRC035) | | | |
| 3 | 4800 | Local Sources - Restricted | | 348,990 |
| | 5100 | Regular Instructional Services | 348,990 | |
| | This amendment budgets the Administrative Partnership Program funds for FY24 (PRC360) | | | |
| 4 | 4800 | Local Sources - Restricted | | 500 |
| | 6600 | Financial and Human Resource Services | 500 | |
| | This amendment budgets the Human Resources - ID Badges funds for FY24 (PRC528) | | | |
| 5 | 4800 | Local Sources - Restricted | | 5,000 |
| | 5100 | Regular Instructional Services | 5,000 | |
| | This amendment budgets the Secretaries Summer Conference funds for FY24 (PRC545) | | | |
| 6 | 4800 | Local Sources - Restricted | | 2,790 |
| | 5100 | Regular Instructional Services | 2,790 | |
| | This amendment budgets the Commissioners' School Grant funds for FY24 (PRC607) | | | |
| 7 | 4800 | Local Sources - Restricted | | 3,973 |
| | 6500 | Operational Support Services | 3,973 | |
| | This amendment budgets the Insurance Reimbursement funds for FY24 (PRC840) | | | |
| | | | <u>2,783,406</u> | <u>2,783,406</u> |

Total Restricted Grants Fund Amendments

Agenda Item

Meeting Date: 9/18/2023

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

Department: Operations

GCS CHANGE ORDER NOTIFICATION

In accordance with GCS Board Policy 9030 - Facility Construction, all construction and repair change orders approved by the Superintendent shall be reported to the Board. The project change requests (PCR) and change orders (CO) listed below were approved by the Superintendent, or his designee, since the previous Board meeting.

| Presented to BOE | Contractor's Name | Project name | Description of Change | Contract Amount | Change Order Amount |
|---------------------|-------------------|--------------|-----------------------|--------------------|---------------------------|
| 09-18-23 | None | | | | |

Agenda Item

Meeting Date: 9/18/2023

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

Policy Implications:

Board Policy 8640

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

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

Department: Finance and Operations

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Kiser Elementary School — Boiler Renovation Amendment

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

In October 2022, the Board of Education awarded a contract to Carolina Air Solutions to renovate the boiler at Kiser Elementary School. This project will improve air quality and air flow at the school. The original scope will be expanded to provide additional electrical and piping to support the new controls for the building automation system.

Fiscal Implications:

The original Carolina Air Solutions, Inc. contract will increase from \$286,557 to \$325,582, an increase of \$39,025. We are using ESSER III funds for this project.

Recommendation:

Approve the amendment for the additional electrical and piping to support the new controls for the building automation system for the Kiser Elementary boiler renovation.

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: Morgen Houchard, Executive
Director of Auxiliary Services

Department: Auxiliary Services

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Grier Middle School — Commissioning the MEP Systems

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

Main Points:

A request for qualifications (RFQ) was advertised for commissioning services for the mechanical, electrical and plumbing (MEP) systems at the new Grier Middle School. Commissioning is a process that checks and documents the design, installation and testing of a building's systems according to the requirements of the owner. Four vendors responded to the RFQ and our internal committee selected Hanson Professional Services, Inc. to provide commissioning services for the MEP systems of the new Grier Middle School.

Fiscal Implications:

Hanson Professional Services, Inc. has submitted a proposal in the amount of \$153,266 to complete the commissioning for the MEP systems at the new Grier Middle School. This will be paid using school bond funds.

Recommendation:

Award Hanson Professional Services, Inc. the contract for commissioning of the MEP systems for the new Grier Middle School

Policy Implications:

Policy Code: 9030 Facility Construction

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Morgen Houchard, Executive
Director of Auxiliary Services

Department: Auxiliary Services

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: All Pre-K and Elementary Schools — Playground Mulch

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

All Pre-K and elementary school playgrounds are required to have IPEMA certified playground mulch. Playground mulch has to be replaced annually. Also, we may have to add some additional mulch during the year to maintain the required depth.

Fiscal Implications:

Mulch Life has provided a quote to provide all Pre-K and elementary school playgrounds with IPEMA certified mulch for \$105,662. Mulch Life has the ability to provide the mulch on all the playgrounds and to provide the paperwork showing that the mulch is IPEMA certified. This will be paid using local capital outlay funds.

Recommendation:

Award the contract to Mulch Life to install the IPEMA certified mulch at all our Pre-K and elementary school playgrounds.

Policy Implications:

Policy Code: 9210 Care and Maintenance of Grounds and Outdoor Equipment

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Morgen Houchard, Executive
Director of Auxiliary Services

Department: Auxiliary Services

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Grier Middle School — Lawn Maintenance and Landscaping Services

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

Prior to 2021, each school was responsible for their lawn maintenance. This often resulted in existing school personnel, such as custodians, spending time on lawn maintenance rather than their regular duties. During the 2021-2022 fiscal year, our Facilities Department bid out the lawn maintenance and landscaping services for all of our school locations to professional third-party vendors. The contracted service was for one year and included two one-year options. Last year, we exercised our first option to extend the previous contract for the Grier Middle School ground maintenance for July 1, 2022 through June 30, 2023. This year, since Grier Middle School has a large portion of their property dedicated to the construction of the new building, we rebid the lawn maintenance and landscaping services for Grier. There were four vendors that bid on the services at Grier with Home Turf Landscaping presenting the lowest bid at \$25,300.

Fiscal Implications:

The cost of lawn maintenance and landscaping services for Grier Middle School will be \$25,300. This covers the period from September 2023 through June 2024. Local funds will be used to pay for this service.

Recommendation:

Approve the Grier Middle School lawn maintenance and landscaping services contract with Home Turf Landscaping.

Policy Implications:

Policy Code 9210: Care and Maintenance of Grounds and Outdoor Equipment

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Morgen Houchard, Executive
Director of Auxiliary Services

Department: Auxiliary Services

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: South Point High School – Architect for Athletic Facilities Improvements

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

A request for qualification was prepared in order to select an architect to design, develop plans and perform construction administration for improvements to the athletic facilities at South Point High School. The winning architect was Hord, Coplan, Macht (HCM) Architecture.

Fiscal Implications:

HCM Architecture proposed a cost of \$110,000 for the South Point High School athletic facility improvement project. State funds have been provided for this project.

Recommendation:

Approve a contract with HCM Architecture to design, develop plans and perform construction administration for the South Point High School athletic facilities improvement project.

Policy Implications:

9200: Care and Maintenance of Facilities

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Morgen Houchard, Executive
Director of Auxiliary Services

Department: Auxiliary Services

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: Hunter Huss High School – Architect for Athletic Facilities Improvements

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

A request for qualifications was prepared in order to select an architect to design, develop plans and perform construction administration for improvements to the athletic facilities at Hunter Huss High School. The winning architect was Little Diversified Architecture.

Fiscal Implications:

Little Diversified Architecture proposed a cost of \$137,000 for the Hunter Huss High School athletic facility improvement project. State funds have been provided for this project.

Recommendation:

Approve a contract with Little Diversified Architecture to design, develop plans and perform construction administration for the Hunter Huss High School athletic facilities improvement project.

Policy Implications:

9200: Care and Maintenance of Facilities

Strategic Goal Alignment:

Other: Policy or Gen Statute. See above.

Submitted by: Morgen Houchard, Executive
Director of Auxiliary Services

Department: Auxiliary Services

Agenda Item

Meeting Date: 9/18/2023

Agenda Item Title/Topic: FinalSite Website and Communication Platform

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

Blackboard, which has been acquired by FinalSite, is the current platform for the Gaston County Schools website and mass communications. We have been working with FinalSite to update and enhance our existing website. As a part of this enhancement, we would enter into a three year contract which would include the core communications platform, setup and creative services, a premium support plan and a mobile communication app for mass notifications.

Fiscal Implications:

A three-year contract with FinalSite for \$155,804 per year. Last year we paid Blackboard \$201,000 for similar services. These funds will be paid from local proceeds.

Recommendation:

Approve a three year contract with FinalSite to provide website and communications for Gaston County Schools.

Policy Implications:

N/A

Strategic Goal Alignment:

Goal 4. Every school has up-to-date technology to support teaching and learning.

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

Department: Finance

Agenda Item

Meeting Date: 09/18/2023

Agenda Item Title/Topic: Agency Contracts

Type of Item: ☒ Consent ☒ Action ☐ Information

Main Points:

On May 15, 2023, the Gaston County Schools Board of Education approved contracting outside agencies to provide a variety of services to support students, all as more particularly described below. Through the Request for Proposal process, we moved forward with awarding contracts to 15 of the 20 vendors who submitted proposals. Due to increased vacancies, the need to contract with additional agencies who participated in our Request for Proposal process is necessary in order to staff appropriately. We would like to add the remaining five agencies to our existing contract:

- Aequor Healthcare Services
- ProCare Therapy
- Stellar Therapy Services
- Sunbelt Staffing
- Thrive Skilled Pediatric Care

Gaston County Schools will utilize the following comprehensive contract services:

Fully Certified/Licensed Related and Support Service Providers for grades PK-12 to include:

- Speech Language Pathologists
- Speech-Language Pathology Assistants
- Physical Therapists
- Physical Therapy Assistants
- Occupational Therapists
- Occupational Therapy Assistants
- School Psychologists
- School Audiologists
- Orientation and Mobility Specialists
- Teachers of the Deaf and Hard of Hearing
- Teachers of the Blind and Visually Impaired
- Sign Language Interpreters

- Spoken Language Facilitators
- Special Education Teachers
- Special Education Assistants (Paraprofessionals)
- Board Certified Behavioral Analysts
- Registered Behavior Therapists
- Licensed Music Therapists
- School Nursing Services
- Skilled Nursing (RN, LPN, CNA)
- Security Personnel
- Mental Health Therapists / Clinicians
- Social Workers
- Other positions as needed

Board Certified Behavior Analyst/Registered Behavior Technician

- Provide behavior supports for special education students
- Assist with FBAs and BIPs
- Keep adequate records for progress monitoring
- Participate in appropriate professional development as requested by the district
- Provide ongoing collaboration and consultation with special education staff and administrators
- Other duties as assigned

Direct Instructional Staff (General, Adaptive Curriculum, Deaf and Hard of Hearing, Blind and Visually Impaired)

- Provide direct and indirect instructional support for PK-12 grade special education students based on the 180-day Gaston County Schools Calendar
- Develop and implement Individualized Education Plans (IEP) for students in grades PK-12
- Participate in IEP meetings
- Perform case management duties
- Provide research-based interventions within specific areas of need
- Conduct ongoing progress monitoring
- Provide direct instruction in one or more core content areas (reading, math, and writing)
- Use required or recommended Direct Instructional Programs
- Participate in appropriate professional development as requested by the district
- Keep adequate records including but not limited to service delivery logs, progress monitoring data, progress reports
- Monitor instruction and services provided by assigned paraprofessional staff

- Demonstrate organizational and management skills in the classroom
- Other duties as assigned

Instructional and Behavioral Paraprofessional Staff

- Provide direct and indirect instructional support for PK-12 grade special education students based on 180 day Gaston County Schools Calendar under the direction/supervision of a Licensed Special Education Teacher or Department for Exceptional Children Administrative Staff
- Participate in appropriate professional development as requested by the district
- Assist with adequate records including student performance data and service delivery logs
- Other duties as assigned by the supervising teacher or administrator

Mental Health Clinicians

- Provide access to in-school or outpatient mental health services
- Provide consultation for teachers and other staff regarding services for students receiving mental health support
- Provide alternative therapeutic setting on-site to address intervention and prevention
- Serve as a liaison between schools and mental health agency

Related and Support Services Staff (Physical Therapy, Occupational Therapy, Speech Therapy, Music Therapy, Sign Language Interpreters, Spoken Language Facilitators, Orientation and Mobility Specialists, School Audiologists, Mental Health Therapist/Clinicians, Social Worker),

- Provide direct and indirect instructional support for PK-12 grade special education students based on the 180-day Gaston County Schools Calendar
- Develop and implement Individualized Education Plans (IEP) for students in grades PK-12
- Participate in IEP meetings
- Perform case management duties
- Provide research-based interventions within specific areas of need
- Conduct ongoing progress monitoring
- Participate in appropriate professional development as requested by the district
- Keep adequate records including but not limited to service delivery logs, progress monitoring data, progress reports
- Monitor instruction and services provided by assigned therapy assistants
- Increase educational and functional accessibility allowing students to receive the full benefit of free and appropriate public education (FAPE).

- Provide consultation for teachers and other school staff on student-specific needs.
- Provide direct and indirect interventions as specified in student-specific IEPs and Plans of Care
- Demonstrate organizational and management skills

School Nursing Services

- The full-time nurse assigned to all schools to meet the acute needs of students
- Manage our comprehensive medical care program
- Reduce and eliminate health-related barriers to the educational process for students and staff

Skilled Nursing Services (RN, LPN, CNA)

- Increase the accessibility of the educational environment for students who would otherwise be unable to attend school due to their medical issues
- Provide consultation for teachers and other school staff on student-specific health needs
- Provide direct and indirect skilled medical interventions as specified on a physician-directed medical plan of care

Security Associates

- Provide security for schools during arrival, dismissal, and throughout the day
- Coordinate a comprehensive school safety program
- Work with local law enforcement agencies and School Resource Office

Fiscal Implications:

The additional vendors will not have an impact on the previously approved fiscal implications. The fiscal implications will remain the same. With the total annual fiscal implications not to exceed \$7,500,000.

Recommendation:

Approve the use of additional staffing agencies to provide contracted services over the next three school years.

Policy Implications:

N/A

Strategic Goal Alignment:

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

Submitted by: Jill S. Payne,
Executive Director of Student Support Services
Stacy H. Huffman,
Executive Director of Exceptional Children's Program
Morgen Houchard,
Executive Director of Auxiliary Services

Department: Academic Services

Agenda Item

Meeting Date: 9/18/2023

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:

—22-CVS-2828 Greene vs. Golden and The Gaston County Board of Education et al.

—20-CVS-3924 The Gaston County Board of Education vs. Shelco, et al.

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

—21-CVS-5016 Bostic vs. Phroneberger 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

—23-CVS-812 NCAE et al. vs. The Gaston County Board of Education

—Any other legal matters.

Fiscal Implications:

N/A

Recommendation:

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

Policy Implications:

N/A

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 |
|------------------|-------------|--------------------|---|
| Abernathy | Savanna | Promotion | Pleasant Ridge Elementary School |
| Abromaitis | Anna | Rehire an Employee | Grier Middle School |
| Ackerman | Holly | Promotion | Hunter Huss High School |
| Acosta | Precina | Hire | Pleasant Ridge Elementary School |
| Adams | Shannon | Promotion | North Belmont Elementary School |
| Akers | Amber | Hire | Gaston Early College High School |
| Alarcon Gallardo | Bernardita | Hire | Ida Rankin Elementary School |
| Allen | Sarah | Hire | Ida Rankin Elementary School |
| Anthony | Evelyn | Hire | North Belmont Elementary School |
| Aquino | Richelle | Hire | Forestview High School |
| Arevalo Garcia | Wendy | Hire | South Point High School |
| Armstrong | Abigail | Hire | Pleasant Ridge Elementary School |
| Badillo | Sandra | Promotion | Pleasant Ridge Elementary School |
| Bailey | Dianna | Promotion | Pleasant Ridge Elementary School |
| Balknight | Melissa | Resignation | Superintendent's Office |
| Barbosa | Michelle | Hire | Department for Exceptional Children |
| Barker | Landen | Hire | Bessemer City Central School |
| Barnett | Quetonnia | Promotion | York Chester Middle School |
| Baron | Mc Nairline | Hire | Southwest Middle School |
| Barrett | Mallory | Hire | Bessemer City Primary School |
| Beam | Monica | Hire | Kiser Elementary School |
| Becker | Amanda | Hire | Cramerton Middle School |
| Bell | Melanie | Hire | Mount Holly Middle School |
| Bellamy | Joshua | Hire | Forestview High School |
| Bendeck Fragozo | Brayam | Hire | York Chester Middle School |
| Benfield | Joshua | Hire | Holbrook Middle School |
| Benson | Laura | Promotion | Ashbrook High School |
| Benson | William | Hire | York Chester Middle School |
| Berry | Kimberly | Promotion | North Belmont Elementary School |
| Biela | Christine | Hire | Stuart W. Cramer High School |
| Bingham | Brittany | Promotion | Bessemer City High School |
| Black | Mario | Rehire an Employee | Holbrook Middle School |
| Blake | Victoria | Promotion | Costner Elementary School |
| Bodie | Diana | Hire | North Gaston High School |
| Bogle | Franklin | Rehire an Employee | Gaston Early College of Medical Science |
| Bolch | Angela | Hire | Webb Street School |
| Bowers | LeeAnna | Hire | Springfield Elementary School |
| Bowlin | DeAnne | Hire, Resignation | Bessemer City Middle School |
| Bowman | Stephanie | Demotion | East Gaston High School |
| Brady | Stacy | Rehire an Employee | Mount Holly Middle School |
| Bratyanski | Mary | Hire | North Gaston High School |
| Bridges | Karley | Hire | Bessemer City Primary School |
| Brooks | Lisa | Transfer | Southwest Middle School |
| Brooks | Valerie | Hire | Pleasant Ridge Elementary School |
| Brown | Alexis | Hire | Webb Street School |
| Brown | Kaylee | Resignation | John Chavis Middle School |

| Last Name | First Name | Category | School |
|-----------------|------------|--------------------|-------------------------------------|
| Brown | Rachel | Resignation | Hunter Huss High School |
| Bryan | Bethany | Hire | Student Support Services |
| Bryant | Renee | Hire | Pinewood Elementary School |
| BRYSON | ANGELA | Transfer | School Nutrition |
| Bryson | Jetta | Promotion | Catawba Heights Elementary School |
| Bryson | Joanne | Transfer | School Nutrition |
| Buchanan | Cynthia | Hire | School Nutrition |
| Bugay | Adrian | Hire | Stanley Middle School |
| Bullington | Jeppie | Retirement | Human Resources |
| Buonocore | Nicole | Hire | Hunter Huss High School |
| Burnett | Cynthia | Hire | J.B. Page Primary School |
| Busby | Erin | Transfer | W.C. Friday Middle School |
| Busch | Emily | Hire | W.A. Bess Elementary School |
| Caballero | Valerie | Hire | Kiser Elementary School |
| Cabrera | Marissa | Hire | J.B. Page Primary School |
| Cangemillo | Lisa | Hire | Brookside Elementary School |
| Canipe | Douglas | Hire | Warlick Academy |
| Cannon | Donna | Hire | John Chavis Middle School |
| Cardenas Teran | Jose | Hire | John Chavis Middle School |
| Cardona | Crisel | Hire | H.H. Beam Elementary School |
| Carey | Yvette | Transfer | Grier Middle School |
| Carpenter | Maegan | Rehire an Employee | John Chavis Middle School |
| Carsner III | Richard | Hire | Cramerton Middle School |
| Carswell | Susan | Transfer | John Chavis Middle School |
| Carvajal Cortes | Luis | Hire | Pleasant Ridge Elementary School |
| Cassell | Lester | Hire | Facilities |
| Cavender | Shannon | Transfer | Costner Elementary School |
| Chewning | Sabrina | Hire | North Belmont Elementary School |
| Chopamba | Oscar | Hire | Southwest Middle School |
| Christina | Nicole | Transfer | Holbrook Middle School |
| Christopher | Annie | Hire | Webb Street School |
| Clanton | Keyanna | Hire | Department for Exceptional Children |
| Clevenger | Susan | Hire | Bessemer City Primary School |
| Cloninger | Emily | Rehire an Employee | York Chester Middle School |
| Cobb | Joshua | Transfer | Ashbrook High School |
| Cochran | Katherine | Transfer | Holbrook Middle School |
| Cogdill | Lyndsey | Hire | Webb Street School |
| Coggins | Henry | Resignation | Ashbrook High School |
| Cole | Patrick | Hire | H.H. Beam Elementary School |
| Coleman | Abbigail | Hire | John Chavis Middle School |
| Coleman | Leigh | Hire | Warlick Academy |
| Collao | Tonya | Hire | School Nutrition |
| Conger | Julia | Promotion | New Hope Elementary School |
| Conner | Tisha | Transfer | Chapel Grove Elementary School |

| Last Name | First Name | Category | School |
|------------------|--------------|--------------------|---|
| Cook | Deann | Promotion | School Nutrition |
| Cook | Hannah | Hire | Tryon Elementary School |
| Cooke | Shannon | Transfer | School Nutrition |
| Coombs-Hanson | Marjorie | Hire | Holbrook Middle School |
| Cooper | Mary | Hire | Holbrook Middle School |
| Cordeiro | Laverne | Hire | Department for Exceptional Children |
| Craig | Keely | Add Employee Work | Forestview High School |
| Crawford | Amber | Rehire an Employee | Springfield Elementary School |
| Crawford | Latisha | Promotion | School Nutrition |
| Crawford | Sabrina | Promotion | Carr Elementary School |
| Cray | Dawn | Hire | Stuart W. Cramer High School |
| Crayton | LaElice | Hire, Resignation | Bessemer City Middle School |
| Crosby | Shania | Promotion | Pinewood Elementary School |
| Crosse Robinson | Erica | Hire | Stanley Middle School |
| Culbertson | Mark | Rehire an Employee | H.H. Beam Elementary School |
| Cunag | Ellarie Jane | Hire | Edward D. Sadler, Jr. Elementary School |
| Cuniglio | Rose | Hire | Department for Exceptional Children |
| Czerkis | Shawn | Resignation | W.C. Friday Middle School |
| Davis | Gzamia | Rehire an Employee | Hunter Huss High School |
| Davis | Jenna | Hire | W.A. Bess Elementary School |
| Defilippo | Philip | Rehire an Employee | Mount Holly Middle School |
| Dellinger | Ilene | Hire | Department for Exceptional Children |
| DeMar | Ashley | Promotion | Cherryville Elementary School |
| Denton | Sara | Transfer | Catawba Heights Elementary School |
| Devine | Audrey | Rehire an Employee | Springfield Elementary School |
| Diaz Rodriguez | Angela | Hire | Holbrook Middle School |
| DiBuono | Jill | Hire | Southwest Middle School |
| Dixon | Betsy | Transfer | Department for Exceptional Children |
| Dixon | Regina | Resignation | Brookside Elementary School |
| Dong | Xinbin | Hire | Southwest Middle School |
| Dy | Maria | Hire | Ashbrook High School |
| Edwards | Stephen | Hire | Pleasant Ridge Elementary School |
| Eller | Erica | Hire | J.B. Page Primary School |
| Elmore | Cherry | Resignation | Stanley Middle School |
| Elwell | Elizabeth | Promotion | Lingerfeldt Elementary School |
| Ennis | Norda | Hire | Stanley Middle School |
| Estate of Watson | Donna | Death | North Gaston High School |
| Estudillo | Kyle | Hire, Resignation | Facilities |
| Felske | Martha | Hire | Pleasant Ridge Elementary School |
| Fennell | Hannah | Hire | Sherwood Elementary School |
| Ferguson | Austin | Hire | Brookside Elementary School |
| Ferlenda | Olivia | Promotion | Forestview High School |
| Ferro | Matthew | Hire | Ashbrook High School |
| Fischer | Debra | Hire | Bessemer City Primary School |
| Flake | Victoria | Hire | Sherwood Elementary School |
| Fletcher | Erin | Promotion | Chapel Grove Elementary School |

| Last Name | First Name | Category | School |
|---------------|------------|--------------------|-------------------------------------|
| Fogarile | Jessica | Hire | New Hope Elementary School |
| Ford | Gary | Retirement | South Point High School |
| Forgan | Elizabeth | Rehire an Employee | New Hope Elementary School |
| Fortun | Norman | Hire | Ashbrook High School |
| Fraley | Carmen | Hire | York Chester Middle School |
| Franks | Amy | Promotion | School Nutrition |
| Frazeur | Gracie | Hire | Sherwood Elementary School |
| Fulgencio | Nelia | Hire | Holbrook Middle School |
| Fuller | Ty-le | Rehire an Employee | Southwest Middle School |
| Gaboda | John | Hire | W.C. Friday Middle School |
| Galloway | Michelle | Hire | Lingerfeldt Elementary School |
| Gantt | Kellston | Hire | North Gaston High School |
| Garcia | Elsa | Resignation | South Point High School |
| Gardner | Michael | Promotion | W.C. Friday Middle School |
| Gardner | Tiffany | Promotion | Southwest Middle School |
| Garrison | Sarah | Hire | Cherryville Elementary School |
| Gates | Michael | Hire | W.C. Friday Middle School |
| Gemina Tortal | Marvelous | Hire | Woodhill Elementary School |
| Gephart | Cheryl | Hire | Mount Holly Middle School |
| Gibson | Caleb | Promotion | Belmont Middle School |
| Gibson | Grant | Hire | Ashbrook High School |
| Gilbert | Christine | Hire | W. Blaine Beam Intermediate School |
| Gillespie | Kristen | Hire | Hunter Huss High School |
| Glenn | Jasmine | Hire | School Nutrition |
| Goins | Shekinah | Transfer | Pleasant Ridge Elementary School |
| Gomez Orozco | Maria | Hire | H.H. Beam Elementary School |
| Good Jr | Haskle | Hire | North Gaston High School |
| Gooden | Etonia | Promotion | Highland School of Technology |
| Goodwin | Christy | Transfer | Bessemer City Primary School |
| Gosnell | Jennifer | Resignation | Lingerfeldt Elementary School |
| Graham | Amie | Rehire an Employee | East Gaston High School |
| Grant | Evie | Hire | Ashbrook High School |
| Graser | Kate | Hire | Department for Exceptional Children |
| Gray | Avery | Hire | Forestview High School |
| Gray | Chrisean | Hire | Southwest Middle School |
| Green | Antoinette | Hire | East Gaston High School |
| Green | Danielle | Hire | Bessemer City Middle School |
| Green | Michelle | Promotion | Carr Elementary School |
| Greene | Anita | Resignation | H.H. Beam Elementary School |
| Gregory | Shannon | Promotion | Ida Rankin Elementary School |
| Griffin | Kimberly | Hire | North Belmont Elementary School |
| Griffin | Richard | Promotion | Ida Rankin Elementary School |
| Griffin | Stephanie | Resignation | School Nutrition |
| Groleau | Chelsea | Resignation | H.H. Beam Elementary School |
| Grubbs | Lisa | Hire | W.A. Bess Elementary School |
| Grush | Keith | Hire | Bessemer City High School |

| Last Name | First Name | Category | School |
|--------------|------------|-------------------|---|
| Halago | Precilla | Hire | Costner Elementary School |
| Hall | Rotasha | Hire | Edward D. Sadler, Jr. Elementary School |
| Hamblin | Carole | Promotion | Hunter Huss High School |
| Hamm | Janet | Promotion | Mount Holly Middle School |
| Hannifin | Morgan | Hire | W.C. Friday Middle School |
| Hardin | Isha | Resignation | Pleasant Ridge Elementary School |
| Harmon | Rekita | Hire | Highland School of Technology |
| Harper | Joshua | Hire | Bessemer City Middle School |
| Harris | Angela | Promotion | York Chester Middle School |
| Harris | Christal | Resignation | Cherryville High School |
| Harris | Johnita | Resignation | Woodhill Elementary School |
| Harris | Keith | Promotion | York Chester Middle School |
| Hartung | Allison | Hire | Belmont Central Elementary School |
| Harvel | Allyson | Hire | York Chester Middle School |
| Harvey | Shumyia | Hire | School Nutrition |
| Hastings | Madison | Promotion | Lowell Elementary School |
| Hay | Darcy | Transfer | Cherryville Elementary School |
| Hayden | Sherry | Promotion | Lingerfeldt Elementary School |
| Haye Ellison | Monique | Hire | Pleasant Ridge Elementary School |
| Haywood | Kyle | Promotion | North Gaston High School |
| Haywood | Satina | Hire | Ashbrook High School |
| Hedger | Laurel | Add Employee Work | Stanley Middle School |
| Hedgpeth | Alexandra | Hire | Bessemer City Middle School |
| Helms | Kristy | Hire | Edward D. Sadler, Jr. Elementary School |
| Helms | Phyllis | Resignation | School Nutrition |
| Henderson | Myra | Resignation | W. Blaine Beam Intermediate School |
| Hendrick | Paige | Resignation | Student Support Services |
| Hendricks | Jessica | Hire | John Chavis Middle School |
| Hendrix | Jennifer | Hire | Mount Holly Middle School |
| Henry | Ashley | Promotion | Gardner Park Elementary School |
| Henry | Edna | Hire | Hunter Huss High School |
| Henry | Jeffery | Hire | Cherryville High School |
| Herrin | Kirstin | Hire | Belmont Middle School |
| Hettler | Christine | Promotion | Ida Rankin Elementary School |
| Hiatt | Janet | Promotion | Department for Exceptional Children |
| Hill | Caroline | Promotion | Cramerton Middle School |
| Hilton | Marsha | Resignation | School Nutrition |
| Hobbs | Dazoria | Hire | J.B. Page Primary School |
| Holeman | Victoria | Demotion | Pleasant Ridge Elementary School |
| Hopkins | Martha | Hire | School Nutrition |
| Hornsby | Rachel | Hire | School Nutrition |
| Horton | Daniel | Promotion | Facilities |
| Houser | Kiersten | Hire | Stuart W. Cramer High School |
| Howard | Andrew | Transfer | South Point High School |
| Hudson | Jessica | Hire | W. Blaine Beam Intermediate School |

| Last Name | First Name | Category | School |
|----------------|------------|--------------------|---|
| Hueitt | Mahagany | Hire | Bessemer City Middle School |
| Huff | Faith | Hire | Grier Middle School |
| Hughes | Diasha | Hire | Edward D. Sadler, Jr. Elementary School |
| Humphries | Windi | Resignation | Cherryville Elementary School |
| Hunt | Ashelin | Hire | Southwest Middle School |
| Hurst | Amanda | Hire | McAdenville Elementary School |
| Jamison | Tayanna | Hire | Highland School of Technology |
| Jarvis | Ashley | Hire | Pinewood Elementary School |
| Jefferies | Mildred | Hire | School Nutrition |
| Jeffries | Lateka | Promotion | Lingerfeldt Elementary School |
| Jenkins | Michael | Hire | W.C. Friday Middle School |
| Jessup | Anna | Promotion | Cherryville Elementary School |
| Jewett | Duane | Hire, Resignation | South Point High School |
| Johnson | Doneen | Transfer | Ashbrook High School |
| Johnson | Janeice | Hire | Holbrook Middle School |
| Johnson | Mark | Hire | Cherryville High School |
| Johnson | Priscilla | Resignation | Southwest Middle School |
| Jones | Efterpy | Resignation | Academic Services |
| Jones | Jennifer | Hire | South Point High School |
| Jones | Jordan | Hire | Belmont Middle School |
| Jones | LaToya | Hire | Holbrook Middle School |
| Jones | Shaverra | Hire | Pleasant Ridge Elementary School |
| Jones-Brown | Swontoshia | Hire | Kiser Elementary School |
| June | Angela | Rehire an Employee | School Nutrition |
| Kelly-Forsythe | Yanique | Hire | Pleasant Ridge Elementary School |
| Kellyman | Khadian | Hire | Pleasant Ridge Elementary School |
| Kendrick | Ayla | Hire | Robinson Elementary School |
| Kennedy | Brittany | Hire | Carr Elementary School |
| Kennedy | Tina | Hire | Pleasant Ridge Elementary School |
| Kerr | Kate | Hire | John Chavis Middle School |
| King | Emma | Hire | New Hope Elementary School |
| Kirby | Gabrielle | Hire | Tryon Elementary School |
| Kirk | Mollie | Hire | W.A. Bess Elementary School |
| Kirstner | Hunter | Resignation | H.H. Beam Elementary School |
| Kyei | Noah | Hire | Ashbrook High School |
| Lancaster | Jennifer | Transfer | John Chavis Middle School |
| Lang | Macey | Hire | Sherwood Elementary School |
| Lanich | Kristin | Promotion | Ida Rankin Elementary School |
| Lawson | Amber | Transfer | Costner Elementary School |
| Ledford | Jennifer | Transfer | Sherwood Elementary School |
| Leggett | Nathaniel | Hire | Belmont Middle School |
| Lemons | Richard | Resignation | Ashbrook High School |
| Leon | Madellenne | Transfer | W.A. Bess Elementary School |
| Leopard | Amy | Transfer | East Gaston High School |
| Lindsay | Urania | Hire | Warlick Academy |
| Lineback | Matthew | Hire | Ashbrook High School |

| Last Name | First Name | Category | School |
|----------------|------------|--------------------|---|
| Lineberger | Jami | Hire | Carr Elementary School |
| Little | Andrea | Hire | Southwest Middle School |
| Locke | Lauren | Transfer | Warlick Academy |
| Long | Tera | Hire | W.C. Friday Middle School |
| Loudon | Juhye | Promotion | Catawba Heights Elementary School |
| Lowe | Laura | Hire | W.A. Bess Elementary School |
| Lowery | Desmond | Hire | Bessemer City High School |
| Lowery | Jayla | Hire | Bessemer City Middle School |
| Lowery | Yvette | Transfer | Southwest Middle School |
| Lucas Honorato | Ana | Hire | Forestview High School |
| Lynn | Rita Kay | Hire, Resignation | Department for Exceptional Children |
| Mabe | Angelique | Hire | Webb Street School |
| Magdadaro | Harlene | Hire | H.H. Beam Elementary School |
| Maldonado | Angelica | Hire | Edward D. Sadler, Jr. Elementary School |
| Mann | Rebeca | Resignation | Bessemer City Middle School |
| Marcelo | Danica | Hire | Stanley Middle School |
| Marquez | Carlos | Hire | Cramerton Middle School |
| Martin | Kristin | Transfer | Bessemer City Primary School |
| Mathis | Zacharie | Rehire an Employee | Holbrook Middle School |
| Matthews | Kayla | Hire | Lowell Elementary School |
| Mauldin | Kellie | Transfer | Grier Middle School |
| Mayhew | Makayla | Promotion | Hunter Huss High School |
| Mays | Kim | Resignation | School Nutrition |
| Mazon | Megan | Rehire an Employee | Stanley Middle School |
| McClellan | Kristi | Hire | W.A. Bess Elementary School |
| McCorkle | Nikki | Transfer | School Nutrition |
| McCraw | Mary | Hire | Gaston Early College High School |
| McCue | Angela | Hire | Ida Rankin Elementary School |
| McDaniel | Julian | Transfer | Holbrook Middle School |
| McDowell | Janis | Hire | Woodhill Elementary School |
| McDowell | Kaela | Hire | H.H. Beam Elementary School |
| McGee | April | Promotion | Hunter Huss High School |
| McGill | Shanikie | Hire | School Nutrition |
| McKee | Allison | Promotion | Academic Services |
| McKnight | Linda | Promotion | Highland School of Technology |
| McKnight | Linda | Promotion | Highland School of Technology |
| McKoy | Heather | Promotion | Human Resources |
| McLaughlin | Verlia | Hire | Pleasant Ridge Elementary School |
| McNeil | Sabrina | Resignation | Bessemer City Primary School |
| Medlock | Roger | Hire | South Point High School |
| Meeks | Joshua | Hire | Pleasant Ridge Elementary School |
| Meeks | Tarsha | Hire | H.H. Beam Elementary School |
| Mellon | Brent | Retirement | North Gaston High School |
| Melton | Jasmin | Hire | Holbrook Middle School |
| Mendonca | Kayla | Hire | Department for Exceptional Children |
| Metcalf | Teran | Hire | Costner Elementary School |

| Last Name | First Name | Category | School |
|-----------------|-------------|--------------------|---|
| Miller | Anna | Transfer | Mount Holly Middle School |
| Miller | Tameka | Hire | Forestview High School |
| MILLS | IRIS | Rehire an Employee | Hunter Huss High School |
| Mitchell | Jayne | Promotion | Hawks Nest STEAM Academy |
| Mitchell | Whitney | Promotion | Carr Elementary School |
| Molamphy | Maria | Hire | Cramerton Middle School |
| Molla | Angela | Promotion | Lingerfeldt Elementary School |
| Monk | Chasity | Hire | Woodhill Elementary School |
| Montalvo | Melissa | Transfer | Southwest Middle School |
| Montgomery | April | Hire | W.A. Bess Elementary School |
| Moore | Dawn | Resignation | Warlick Academy |
| Moore | Jennifer | Promotion | Bessemer City High School |
| Moore | Mary | Rehire an Employee | School Nutrition |
| Mopada | Loreto | Hire | Holbrook Middle School |
| Moran | Tracy | Resignation | Stanley Middle School |
| Morell | Nelissa | Transfer | Lingerfeldt Elementary School |
| Morrison | Cathy | Transfer | Bessemer City Central School |
| Morrison | Kenya | Hire | School Nutrition |
| Moser | Alexis | Resignation | Department for Exceptional Children |
| Moss | Chapel | Resignation | Cherryville High School |
| Motsinger | Donna | Transfer | Holbrook Middle School |
| Moyer | Marigrace | Hire | Cherryville High School |
| Mucci | Kylie | Hire | Mount Holly Middle School |
| Muhammad | Treasure | Demotion | Sherwood Elementary School |
| Myers | Elizabeth | Hire | Ashbrook High School |
| Myers | Maria | Hire | School Nutrition |
| Nanney | Elissa | Hire | Tryon Elementary School |
| Nath | Felecia | Hire | W.C. Friday Middle School |
| Nations | Jennie | Hire | Carr Elementary School |
| Neal | Victoria | Hire | Warlick Academy |
| Noderer | Deborah | Resignation | School Nutrition |
| Norman | Valorie | Hire | Chapel Grove Elementary School |
| Notario | Callie | Promotion | Lowell Elementary School |
| Nuestro | Leah | Hire | H.H. Beam Elementary School |
| Ocampo | Frederick | Hire | Edward D. Sadler, Jr. Elementary School |
| Odom | Malazia | Promotion | Sherwood Elementary School |
| Oglesby | Carlise | Hire | Warlick Academy |
| Oliphant | Tonnell | Retirement | Hunter Huss High School |
| Oros | Carlos | Promotion | North Gaston High School |
| Otero Martinez | Pamela | Hire | North Gaston High School |
| Owens | Lynnette | Hire | Brookside Elementary School |
| Page | Christopher | Hire | Hunter Huss High School |
| Pannetta | Gregory | Hire | Mount Holly Middle School |
| Parker | Darby | Hire | Pleasant Ridge Elementary School |
| Parra Rodriguez | Angelica | Hire | Chapel Grove Elementary School |
| Parrish | Laura | Hire | South Point High School |

| Last Name | First Name | Category | School |
|---------------|------------|--------------------|---|
| Parton | Beth | Transfer | School Nutrition |
| Patel | Maliha | Hire | Ashbrook High School |
| Patterson | Jason | Hire | Tryon Elementary School |
| Patterson | Meridith | Promotion | Ashbrook High School |
| Patton | Latoeya | Hire | Mount Holly Middle School |
| Pearson | Susan | Promotion | School Nutrition |
| Peay | Cecil | Hire | School Nutrition |
| Peek | Sydney | Hire | W.A. Bess Elementary School |
| Penado | Sherlyn | Demotion | H.H. Beam Elementary School |
| Pettiford | Michelle | Transfer | Hunter Huss High School |
| Pharr | Jessica | Hire, Transfer | Bessemer City Primary School, Ashbrook |
| Pierce | Benjamin | Resignation | Cherryville High School |
| Pinckney | Samuel | Resignation | Hunter Huss High School |
| Pineros | Laura | Resignation | Lingerfeldt Elementary School |
| Pinkham | Mariaenith | Promotion | Tryon Elementary School |
| Plummer | Mary | Hire | W.C. Friday Middle School |
| Poole | Sherri | Resignation | Chapel Grove Elementary School |
| Pope | Katherine | Hire | Southwest Middle School |
| Poston | Megan | Hire | Costner Elementary School |
| Poteat | Joshua | Transfer | North Gaston High School |
| Potts | Sharon | Transfer | H.H. Beam Elementary School |
| Powell | Gloria | Transfer | Pleasant Ridge Elementary School |
| Powell | William | Resignation | Stuart W. Cramer High School |
| Powell Duffus | Tanisha | Hire | Edward D. Sadler, Jr. Elementary School |
| Power | Heather | Transfer | School Nutrition |
| Primeau | Angel | Hire | Sherwood Elementary School |
| Prince | James | Hire | Southwest Middle School |
| Pruitt | Timothy | Rehire an Employee | Cherryville High School |
| Purington | Joseph | Hire | Pleasant Ridge Elementary School |
| Putnam | Vicki | Hire | Grier Middle School |
| Quitay | Marialos | Hire | Holbrook Middle School |
| Rafidi | Katherine | Hire | Brookside Elementary School |
| Raimey | Jason | Hire | Ashbrook High School |
| Raines | Allison | Hire | Cherryville High School |
| Rainey | Lazelma | Transfer | Holbrook Middle School |
| Ramsey | Brooke | Transfer | Department for Exceptional Children |
| Rashayi | Milicent | Hire | Ashbrook High School |
| Raupp | Robert | Hire | W.C. Friday Middle School |
| Rayne | Tracy | Promotion | Gardner Park Elementary School |
| Redd | Markeith | Promotion | Southwest Middle School |
| Redfearn | Rodney | Transfer | W.C. Friday Middle School |
| Redlinger | Lashay | Hire | School Nutrition |
| Reid | Wanda | Promotion | Grier Middle School |
| Reinhardt | Kelli | Hire | Cherryville High School |
| Reyes Lucas | Rosaura | Hire | Cramerton Middle School |
| Rice | Lucretia | Transfer | Student Support Services |

| Last Name | First Name | Category | School |
|----------------|-------------|--------------------|--------------------------------------|
| Richardson | Kelth | Hire | Stanley Middle School |
| Rico | Diamond | Hire | Southwest Middle School |
| Riley | Mary | Retirement | Department for Exceptional Children |
| Rimmer | Andrew | Resignation | Bessemer City Primary School |
| Ritch | Summer | Promotion | Hawks Nest STEAM Academy |
| Rivera | Ariel | Hire | East Gaston High School |
| Roberts | Courtney | Hire | Holbrook Middle School |
| Roberts | Lashanda | Transfer | Woodhill Elementary School |
| Robinson | Laura | Hire | North Gaston High School |
| Rodriguez | Anahi | Hire | Belmont Central Elementary School |
| Roseboro | Clarissa | Rehire an Employee | W. Blaine Beam Intermediate School |
| Rosenburg | Diamond | Hire | Pleasant Ridge Elementary School |
| Ross | Destiny | Resignation | Grier Middle School |
| Ruguva | Kudakwashe | Hire | Holbrook Middle School |
| Salalac | Cari | Transfer | Holbrook Middle School |
| Salamone | Aubrey | Resignation | Department for Exceptional Children |
| Sams | Marisa | Hire | Department for Exceptional Children |
| Sanders | Dashona | Hire | Hunter Huss High School |
| Sanders | Reshaunda | Promotion | Pinewood Elementary School |
| Santillanes | Vanesa | Promotion | W.A. Bess Elementary School |
| Sayco | Noel | Hire | Hunter Huss High School |
| Scott | Teresa | Hire | Lingerfeldt Elementary School |
| Shaver | Cristal | Hire | School Nutrition |
| Shelton-Harper | Cara | Hire | Bessemer City Middle School |
| Shen | Su | Transfer | School Nutrition |
| Sherer | Monica | Promotion | York Chester Middle School |
| Sherer | Sonterria | Hire | Warlick Academy |
| Shields | Kemoya | Hire | Pleasant Ridge Elementary School |
| Showers | Rodnita | Hire, Transfer | H.H. Beam Elementary School, Pleasan |
| Siemion | Miah | Hire | W.C. Friday Middle School |
| Simpson | Barbara | Hire | Sherwood Elementary School |
| Skibo | William | Hire | John Chavis Middle School |
| Small | Tracey | Hire | Ashbrook High School |
| Smith | Kenniel | Rehire an Employee | Holbrook Middle School |
| Smith | Lagretta | Resignation | School Nutrition |
| Smith | Lagretta | Resignation | School Nutrition |
| Smith | Marty | Promotion | Warlick Academy |
| Smith | Quintarro | Resignation | New Hope Elementary School |
| Smith | Ryan | Transfer | Warlick Academy |
| Smith | Windy | Hire | School Nutrition |
| Sneed | Meghann | Promotion | Bessemer City High School |
| Snipes | Christopher | Hire | John Chavis Middle School |
| Solorzano | Gilbert | Hire | North Gaston High School |
| Sowersby | Susan | Transfer | Southwest Middle School |
| Spake | Tabatha | Add Employee Work | Highland School of Technology |
| Speller- | Bridget | Promotion | Sherwood Elementary School |

| Last Name | First Name | Category | School |
|----------------|------------|--------------------|---|
| Spicola | Heather | Hire | Technology Support Services |
| Spivey | Lore | Hire | Holbrook Middle School |
| Sprouse | Tyler | Hire | Stuart W. Cramer High School |
| Spurrier | Kelsey | Resignation | South Point High School |
| Stark | Valerie | Promotion | Hunter Huss High School |
| Steer | Darlane | Resignation | Tryon Elementary School |
| Stephen-Rabess | Amyrose | Resignation | Holbrook Middle School |
| Stephens | Erica | Hire | Mount Holly Middle School |
| Steppe | Sarah | Promotion | Cherryville Elementary School |
| Sterling | Natasha | Hire, Resignation | School Nutrition |
| Streeper | Markida | Promotion | Catawba Heights Elementary School |
| Suttenfield | Paris | Promotion | Grier Middle School |
| Swanson | Savannah | Hire | W.A. Bess Elementary School |
| Tabieros | Julieta | Hire | Southwest Middle School |
| Tate | Lera | Promotion | Carr Elementary School |
| Tate | Rovahnda | Rehire an Employee | Cramerton Middle School |
| Tate | Verna | Promotion | Career and Technical Education |
| Taylor | Taron | Hire | Southwest Middle School |
| Taylor Folkes | Sue-Ann | Hire | Pleasant Ridge Elementary School |
| Templeton | Daphne | Promotion | Grier Middle School |
| Tessnear | Molly | Promotion | Woodhill Elementary School |
| Tharp | Elizabeth | Hire | Robinson Elementary School |
| Thomas | Ayllissa | Transfer | School Nutrition |
| Thomas | Haley | Promotion | School Nutrition |
| Thomas | Jessica | Transfer | Ida Rankin Elementary School |
| Thomas | Stacey | Transfer | Kiser Elementary School |
| Thomas | Tammy | Demotion | Pinewood Elementary School |
| Thomas | Trishawna | Hire | Highland School of Technology |
| Thomason | Bonita | Transfer | McAdenville Elementary School |
| Thompson | Andrea | Transfer | Southwest Middle School |
| Thornburg | Amy | Hire | Department for Exceptional Children |
| Tinana | Rianne | Hire | H.H. Beam Elementary School |
| Tinapay | Suzette | Hire | Edward D. Sadler, Jr. Elementary School |
| Tingas | Arnel | Hire | Edward D. Sadler, Jr. Elementary School |
| Towell | Karen | Transfer | Bessemer City Primary School |
| Trainham | Jeffrey | Promotion | York Chester Middle School |
| Trantham | Kelly | Resignation | W.C. Friday Middle School |
| Troina | Michael | Transfer | Catawba Heights Elementary School |
| Troutman | Kerri | Hire | Ida Rankin Elementary School |
| Truesdale | Juaquisha | Hire | Elementary Instruction |
| Trujillo | Shined | Promotion | Lowell Elementary School |
| Truong | Phon | Hire | School Nutrition |
| Tuft | Breona | Hire | Cherryville High School |
| Tuttle | Amber | Transfer | H.H. Beam Elementary School |
| Tynan | Karessa | Hire | Mount Holly Middle School |
| Ugat | Jerwin | Hire | Holbrook Middle School |

| Last Name | First Name | Category | School |
|----------------|------------|-------------------|--------------------------------------|
| Urriago Triana | Jaime | Hire | Ashbrook High School |
| Uy | Dulce | Hire | Edward D. Sadler, Jr. Elementary Sch |
| Vajh | Myschan | Hire | Warlick Academy |
| Vernitsky | Heather | Promotion | Springfield Elementary School |
| Waisome | Christygay | Hire | Grier Middle School |
| Waites | Jessica | Hire | Carr Elementary School |
| Walker | Tawana | Transfer | Woodhill Elementary School |
| Walker | Tony | Resignation | Elementary Instruction |
| Wallace | Joanna | Hire | Bessemer City Middle School |
| Wallace | Maranda | Promotion | Bessemer City Middle School |
| Wallace | Samanda | Hire | Belmont Middle School |
| Walton | Kaitlyn | Hire | Stuart W. Cramer High School |
| Warner | Crystal | Promotion | Belmont Middle School |
| Waters | Hailey | Promotion | W.A. Bess Elementary School |
| Watkins | Brittany | Hire | H.H. Beam Elementary School |
| Weathers | Kaylin | Hire | Gardner Park Elementary School |
| Weaver | Dustin | Hire | Stuart W. Cramer High School |
| Webb | Jaime | Hire | Stanley Middle School |
| Weinert | Marlene | Hire, Resignation | South Point High School |
| Wester | Miles | Hire | Department for Exceptional Children |
| White | Kelsha | Hire | Grier Middle School |
| White | Marcia | Promotion | Holbrook Middle School |
| White | Sara | Transfer | Pleasant Ridge Elementary School |
| Whitmire | Charlotte | Transfer | Cherryville Elementary School |
| Wilcox- | Vickie | Transfer | School Nutrition |
| Williams | Aeliese | Hire | Kiser Elementary School |
| Williams | Alicia | Hire | Holbrook Middle School |
| Williams | Ashalia | Hire | Gardner Park Elementary School |
| Williams | Lolita | Resignation | Academic Services |
| Williams | O'Bryan | Resignation | Grier Middle School |
| Williams | Teresa | Hire | School Nutrition |
| Wilson | Robin | Hire | W.C. Friday Middle School |
| Wilson | Scottie | Hire | Ashbrook High School |
| Wilson | Timothy | Hire | Sherwood Elementary School |
| Withers | Kevin | Transfer | South Point High School |
| Wood | Lathan | Promotion | Pleasant Ridge Elementary School |
| Woods | Matthew | Hire | Belmont Middle School |
| Woolridge | Yolanda | Hire | South Point High School |
| Wooten | Michael | Transfer | Stuart W. Cramer High School |
| Word | Sarah | Hire | John Chavis Middle School |
| Worley | Alexis | Promotion | Cherryville Elementary School |
| Wray | Crystal | Promotion | Costner Elementary School |
| Wright | Breanna | Hire | Mount Holly Middle School |
| Yancey | Peggy | Transfer | Hunter Huss High School |
| Young | Terry | Demotion | North Gaston High School |