MONTGOMERY COUNTY BOARD OF EDUCATION
END OF THE YEAR REVIEW
MINUTES

Thursday, September 6, 2018

The Montgomery County Board of Education convened the End of the Year Strategic Plan Review on Tuesday, August 22, 2017 at 5:30 p.m. Board members present were as follows: Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Bryan Dozier, Jesse Hill, Sandra Miller and Shirley Threadgill. Ann Long was absent. Staff members present included Dr. Dale Ellis, Dr. Kevin Lancaster, Dr. Takeda Legrand, Dr. Tracy Grit, Mitch Taylor, Katie Hursey and Pam Cameron.

Chairman DeBerry called the meeting to order and asked for a motion to accept the agenda as presented. With a motion by Sandra Miller and a second from Bryan Dozier, the board unanimously approved the agenda. Chairman DeBerry turned the meeting over to Superintendent Dale Ellis.

Dr. Ellis and his executive team presented the power point, "Preparing for Excellence". The power point reviewed strategic goals and challenges for Montgomery County Schools. The first year in this strategic planning cycle is 2017-2018. All related performance data aligned to the Strategic Plan was presented as part of our focus on accountability, assuring the board and community that we will not hide from data. Several goals were met and surpassed. Montgomery County Schools has much to be proud of in all areas.

Tracy Grit gave a review of globally competitive students, which encompasses the graduation rate, Career and College Ready and Ready Expected Growth. The graduation rate continued its upward trend from 89.8% to 90%, remaining above the state and region. Parent communication, community liaison and social workers, differentiated diplomas at Montgomery Learning Academy (MLA) and the high schools, Career and Technical Education (CTE), the work of student assistant teams and closely monitoring attendance are credited with the stable rate. Numbers are expected to continue an upward climb. College and Career Ready saw an increase of two percent, concentrating on ACT/Workkeys test preparation. As for Ready Expected Growth, eight of nine schools met or exceeded growth. Schools that met growth include Candor, Page, Star, West Middle and West Montgomery while Mt. Gilead, Green Ridge, East Middle and Montgomery County Early College exceeded growth. Opportunities for improvement include continuing to work on improvement at the middle school level and refining the intervention process to ensure students get the help they need.

Dr. Kevin Lancaster gave an update of 21st Century Professionals, Healthy, and Responsible Students. This section includes goals for teacher satisfaction and attendance, ethical violations, teacher retention, and Out of School (OSS) suspension rate. The teacher attendance rate dropped from 92.7% to 91.8% last year. Keys to improvement include schools and district providing incentives and certificates to recognize perfect attendance. Weaknesses include younger teaching populations leading to more maternity leave days, snow days and less workdays in the spring, teacher pay and new teachers having more choices in school districts. Beginning teacher retention improved from fifty percent to sixty-seven percent. This year, we had one dismissal due to an ethical violation. Ethics trainings continue for all staff members twice per year and an updated video is complete.

Katie Hursey updated the Board on the Leadership Guides Innovation portion, including grants and digital instruction. MCS received $600,000 in grants for the 2017-18 school year. The goal is to continue to obtain grants that benefit all grade levels, creating new resources for our students. The digital instruction goal was well exceeded by five times. We increased teacher knowledge through Ambassadors and Diplomats training, although teacher turnover means we have to do the same base levels of training all over again. Next steps for improvement include finding more time for student collaboration, and increasing creativity in the use of technology.

Chief Financial Officer, Mitch Taylor, reviewed 21st Century Systems, which includes audit findings, goals, maintaining adequate fund balance and adequate facilities. Montgomery County Schools maintains a very strong fund balance, particularly for a system of our size due to strong community support and donations, increasing interest rates and the experienced staff in the finance department. Weaknesses stem from enrollment remaining down due to charter school growth, contract service prices increasing and less flexibility in the use of state funds. Concerning facilities, FirstHealth Dental Centers are operating successfully, Montgomery Early College had an exceptional first year, the East Middle wing is in use and sales tax revenue is meeting, and in some cases exceeding, expectations.

After a question and answer session, Chairman DeBerry gave a motion to adjourn. Sandra Miller approved the motion with Jesse Hill seconding. The meeting was adjourned.

The next regular meeting will be held on Monday, October 8, 2018 at 6:30 pm.

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Steven W. DeBerry, Chairman Dale Ellis, Ed. D., Secretary

MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES

September 10, 2018

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, September 10, 2018 at 6:30 pm at Mt. Gilead Elementary. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Tommy Blake, Sandra Miller and Bryan Dozier. Shirley Threadgill and Ann Long were absent.

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

Chairman DeBerry read a devotional reminding us that things always work out.

Mt. Gilead Elementary students Chloe Ellis and Marian Bowden led the Pledge of Allegiance to the Flag of the United States of America.

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

Superintendent Ellis recognized Ashley Williamson from West Middle School. Mr. Williamson was awarded the DARE Educator of the Year award at the June DARE association conference.

Superintendent Ellis also recognized Jeff Branch, who has been the DARE Officer for many years. Mr. Branch will be retiring this year. Dr. Ellis thanked him for his many years of commitment to the children of Montgomery County. Mr. Branch introduced Larry Johnson and Shetty Diggs as the new DARE officers for Montgomery County.

Dr. Ellis and Sloan Bourgeois, Principal, introduced the certified and classified Employees of the Month for Mt. Gilead Elementary. Mandy Hall, Instructional Facilitator, is the certified employee and Shenelle Green, Kindergarten Assistant and Bus Driver, is the classified employee. Mrs. Bourgeois said that both ladies go above and beyond each and every day and that she is proud to have them at Mt. Gilead Elementary.

Chairman DeBerry asked the board for approval of the consent agenda. With a motion by Sandra Miller and a second by Jesse Hill, the board approved unanimously. The board approved the following items:

1) August 6, 2018 Board Meeting Minutes;
2) Personnel and Auxiliary Reports as follows:

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

Certified	**Recommended By**	**Record Check**
1) Laura Hannaford	Janet Deaton	Yes
2) Christopher Williams	Wade Auman	Yes
3) Jay Myrick	Amy Reynolds	Yes
4) Maria Inman	Carla Miller	Yes
5) LeeAnn Finicum	Laurie Brown	Yes

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

Resignation/Retirement	School/Assignment	Effective Date
1) Anita Mashburn Resignation	Green Ridge Elem. Guidance Counselor	August 13, 2018
2) Ernesto Robledo Resignation	Troy Elementary School Spanish Teacher	August 17, 2018
3) Claire Russell Resignation	Star Elementary School 2nd Grade Teacher	August 2, 2018
4) Terran Greene Resignation	Candor Elementary School 2nd Grade Teacher	July 30, 2018
5) Michelle Hinson Resignation	West Montgomery High EC-Self Contained Teacher	August 31, 2018
6) Jamin Neiderhofer Resignation	Central Office Project Manager	October 7, 2018
7) Tawanda White Resignation	Green Ridge Elementary Child Nutrition	August 16, 2018
8) Dakota Dunn Resignation	Candor Elementary School Custodian/Bus Driver	August 13, 2018
9) Brenda Glover Retirement	Candor Elementary School Child Nutrition	August 20, 2018
10) Corey Crane Resignation	East Montgomery High Culinary Arts Teacher	September 12, 2018
11) Jody Cullers Resignation	Mt. Gilead Elementary 4th Grade Teacher	September 14, 2018
12) Carmen Little Resignation	Green Ridge Elementary 5th Grade Teacher	August 31, 2018

c. Upon recommendation, approval of the following ***one year*** probationary contracts for the 2018-2019 school year as provided by General Statute 115C-325:

Contract/ Effective Date	School/ Assignment	Record Check	Replacing
1) William Hunter 08/21/2018	East Montgomery High Science Teacher	Yes	Mollie Williams

2)	Tanya Morris 08/21/2018	Green Ridge Elementary 2nd Grade Teacher	Yes	Maggie Dupree
3)	Elijah Templeton 08/21/2018	Candor Elementary 5th Grade Teacher	Yes	Ashley Williams
4)	Janet Mitchell 08/21/2018	East Middle School 6th Grade Sci./S.S	Yes	Cindy Sweet

d. Upon recommendation of the superintendent, approval of recommendation for employment of the following non-certified personnel:

	Employee/ Effective Date	**School/ Assignment**	**Record Check**	**Replacing**
1)	Daniel Abernathy 09/17/2018	Central Office Grounds Keeper I	Yes	David DeBerry
2)	Arcenia Matias 08/21/2018	Troy Elementary School P.T EC Assistant	Yes	
3)	Kimberly Goodwin 08/13/2018	Candor Elementary PT Child Nutrition	Yes	Hazel Blake
4)	Ana Hernandez 08/21/2018	Troy Elementary School PT Interpreter	Yes	Sara P. Hernandez
5)	Lakeisha Gibson 08/27/2018	West Middle School PT EC One on One	Yes	
6)	Karen Francis 08/27/2018	All Locations Child Nutrition Sub	Yes	
7)	Sara Comer 08/16/2018	Candor Elementary PT Media Assistant	Yes	Wanda Blue
8)	Wesley Maynor 08/28/2018	Candor Elementary PT Custodian	Yes	Dakota Dunn
9)	Grant Hinson 08/21/2018	Troy Elementary PT EC One on One Asst.	Yes	
10)	Wanda Blue 08/21/2018	East Middle School PT One on One	Yes	
11)	Letha Dumas 08/21/2018	Candor Elementary PT Custodian	Yes	Dakota Dunn

12) Ashley Vernon 09/04/2018	All Locations Child Nutrition Sub.	Yes	

e. Report of the following transfers:

Transfer/ Effective Date	From	To	Replacing
1) Darthelia Ingram 08/21/2018	East Montgomery Teacher Assistant	Green Ridge Elem. Teacher Assistant	Sandra Pegues
2) Sandra Pegues 08/21/2018	Green Ridge Elem. Teacher Assistant	East Montgomery Teacher Assistant	Darthelia Ingram
3) Helen Nicholson 08/21/2018	Troy Elementary EC Assistant	Page Street Elem. EC Assistant	
4) Janet Blackmon 08/21/2018	Page Street Elem. Guidance Counselor	West Montgomery Guidance Counselor	Logan Jordan
5) Shakria Legrand 08/21/2018	Mt. Gilead Elem. PT Teacher Assistant	Troy Elementary PT Teacher Assistant	
6) Mary Ingram 08/20/2018	Candor Elem. Guidance Counselor	Green Ridge Elem. Guidance Counselor	Anita Mashburn
7) Chris Hadlock 08/20/2018	East High School Distance Learning	Mont. Co. Ea. College Distance Learning Coordinator	
8) Michael Dowdy 08/21/2018	Green Ridge Elem. Behavior Support	West High/West Midd./MLA Behavior Support	
9) Krystal Kimrey 08/21/2018	Various Locations Behavior Support	East High/EMS/Star/Troy/Page Street/Green Ridge Behavior Support	
10) David Whitsell 08/21/2018	East Montgomery Digi. Learning Coach	East Montgomery Instructional Facilitator	
11) Hazel Blake 08/21/2018	Candor Elementary PT Child Nutrition	Green Ridge Elementary PT Child Nutrition	

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

1) Candace Jones 08/20/2018	Green Ridge Elem. Communities in Schools Director	Yes	Jessica Blake

g. Upon recommendation of the superintendent, approval of recommendation for employment of the following bus drivers, sub drivers and monitors that are not dual employees:

1)	Francine Davis	Bus Monitor	Yes
2)	Liborio Garcia	Bus Driver	Yes
3)	Kenston Scott	Bus Driver	Yes

h. Upon recommendation, approval of the following Fall coaches for the 2018-2019 school year:

West Montgomery High School:
Jason Hensley – Assistant Football

West Middle School:
Jamie Masis – Cheerleading

The following overnight field trips are requested:

West Montgomery High School:
Travel Tracker# 2137 – National Beta Club
Great Wolf Lodge, Concord NC – 10/08/18 – 10-09/18

West Montgomery High School:
Travel Tracker# 2158 – NC Beta Club Convention
Koury Convention Center, Greensboro NC – 2/07/19-2/08/19

Upon recommendation, approval of release from Montgomery County Schools requested for the 2018-2019 school year.

Montgomery County to Home Schools
Montgomery County to Montessori Charter
Montgomery County to Richmond County Schools
Montgomery County to Stanly County Schools

3) Montgomery Learning Academy Accountability Model; and
4) Alternate Care Site MOU between Page Street and First Health.

Mt. Gilead Elementary teacher Sharon Sides discussed notebooks in the classroom. She implemented them last year in her first grade classroom. The notebooks are used to keep samples from writing to see where the students start and to see their improvement at the end of the year. The notebooks also keep up with students' behavior and academic goals. Mrs. Sides shares the writing samples with parents during conferences, to highlight the improvements of their child.

Dr. Takeda LeGrand presented a graduation review for Montgomery Learning Academy. The number of students who did not graduate within four years from MLA for the 2018-19 school year was thirteen. This was up from the previous year's eleven. Principal Amy Reynolds is keeping a close watch on the data. Information will be shared with the board each year. This item was an action item. Sandra Miller made the motion to approve with Tommy Blake seconding.

Superintendent Ellis asked the board for approval of Policy #4601 Collection of Student Fees and Charges. Over the past two board meetings, feedback has been gathered and changes have been made to this policy. A letter discussing school system changes, a signature page, a copy of the new policy and the poverty guidelines for 2018 (for fee waiver) was given to parents at open house. This year, there will be a technology fee of twenty-five dollars for kindergarten through second grade and forty dollars for third through twelfth grade. This includes insurance to cover each device. Sandra Miller made the motion to approve the policy change, with Tommy Blake seconding. The board approved the change unanimously.

Superintendent Ellis presented an update on construction at the site. The CTE building is behind schedule due to weather and footing issues. The high school progress has been good focusing on underground utilities and footings. It remains on schedule. Dr. Ellis said the site is easier to access if any board members would like a tour.

During *Superintendent Remarks,* Superintendent Ellis commented that Hurricane Florence was approaching and severe weather was in the forecast for our area at the end of the week. There will be shelter set up by the Red Cross at Page Street Elementary, with bus service available. The governor has declared a state of emergency, so the state will cover funds used for this event. With parents depending upon us keeping their kids safe, we will start making calls home tomorrow. This is a significant storm to watch. If a shelter is needed on the East Side of the county, East Montgomery is the chosen location.

Chairman DeBerry then asked for a motion to go into closed session to discuss personnel. Sandra Miller made the motion, with Jesse Hill seconding. The board approved entering into closed session unanimously.

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

The next regular meeting will be held on Monday, October 1, 2018 at 6:30 pm at the Central Office Boardroom.

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Steven W. DeBerry, Chairman Dale Ellis, Ed. D., Secretary