MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES

November 7, 2016

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, November 7, 2016 at 6:30 p.m. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Ann Long, Bryan Dozier and Sandra Miller. Shirley Threadgill was absent.

Chairman DeBerry called the meeting to order and moved to adopt the agenda as shown. With a motion by Ann Long and a second from Sandra Miller, the agenda was adopted as presented.

Chairman DeBerry opened by with a devotional reading Ephesians 5:20 "Giving thanks always for all things unto God and the Father in the name of our Lord Jesus Christ". With Thanksgiving approaching, this verse reminds us to be thankful and to give thanks when they are justly due. Being grateful brings a degree of happiness and a joyful mind.

West Middle students Grace Reynolds and EJ Pollard led the Pledge of Allegiance to the Flag of the United States of America.

A Resolution of Esteem was presented to the family of John Clyde Norris. Mr. Norris was Personnel Director with Montgomery County Schools for thirty years. The resolution reads: *WHEREAS, our Heavenly Father, in His infinite love and wisdom, saw fit to call home John Clyde Norris on September 17, 2016, and WHEREAS, his services as a Personnel Director with Montgomery County Schools for 30 years were a living testament of his integrity and skill, and WHEREAS, his loss will be deeply felt not only by those with whom he served, but also throughout his entire community and county. NOW, THEREFORE be it resolved that the Montgomery County Board of Education goes on record in expressing a sense of real loss and regret in his passing, that a copy of this resolution be conveyed to his family as an indication of our deepest sympathy and that a copy of the same be filed as a part of the permanent minutes of the board of education.*

Dr. Ellis and John McMillan, Principal at West Middle, recognized Dedie Weaver and Ella Waddell. Mrs. Weaver received the Certified Employee of the Month award, while Mrs. Waddell is Classified Employee of the Month. Mr. McMillan praised both employees as assets to West Middle faculty and students. Both received a certificate for their accomplishment.

Dr. Kevin Lancaster, Deputy Superintendent, presented the 2015-16 North Carolina High School Athletic Association Sportsmanship award to both West and East Montgomery Athletic Departments. The award goes to schools whose coaches, administrators and players exhibit positive behavior and professional conduct on the field and on the sidelines. The certificates were presented to East Principal Tim Addis, East Coach Ben Hammer, West Principal Benjie Brown and West Coach Nick Eddins.

Chairman DeBerry asked for a motion to approve the consent agenda. Bryan Dozier made the motion, with Sandra Miller seconding. The board unanimously approved the following items:

1. Board Minutes from the October 3rd board meeting;
2. Personnel and Auxiliary Reports:

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

Noncertified	Recommended By	Record Check
1. Julia M. Little	Tim Addis	Yes
2. Rachel Benne	Sloan Browning	Yes
3. Jillian Niebler	Sloan Browning	Yes
4. Denia Aguilar Jaimes	Jack Cagle	Yes
5. Gerald Stevens	Donna Kennedy	Yes

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

Resignation/Retirement	School/Assignment	Effective Date
1. Bryant Voncannon Resignation	Mt. Gilead Elementary Kindergarten Teacher	October 7, 2016
2. Laura Richardson Resignation	Mt. Gilead Elementary PT Media Specialist	November 4, 2016
3. Stephanie Corder Resignation	Green Ridge Elementary Custodian	November 4, 2016
4. Tiffany Walz Resignation	West Middle School Career Decisions	November 7, 2016
5. Johnny Seawell Resignation	Candor Elementary EC Teacher	November 30, 2016

c. Upon recommendation, approval of the following probationary contracts for the 2016-2017 school year as provided by General Statute 115C-325:

Contract/ Effective Date	School/ Assignment	Record Check	Replacing
1. Keisha Collins 11/07/2016	East Middle School Physical Education	Yes	
2. Sarah Helms Greene 11/07/2016	Mt. Gilead Elem. Guidance Counselor	Yes	
3. Terran Greene 11/07/2016	Candor Elementary 2nd Grade Teacher	Yes	
4. Crystal Morgan 11/07/2016	Star Elementary 2nd Grade Teacher	Yes	
5. Mayra Saavedra 11/07/2016	Mt. Gilead Elem. Kindergarten Teacher	Yes	Shannon Parsons

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

Employee/ Effective Date	School/ Assignment	Record Check
1. Karen Smith 10/17/2016	Star Elementary P.T Tutor	Yes
2. Dasia Harrington 10/17/2016	Star Elementary P.T Tutor	Yes
3. Cathy Luther 10/14/2016	Central Office Child Nutr. Sub	Yes
4. Anthony Maynor 10/17/2016	Green Ridge Elem. EC Behavior Support	Yes
5. Ashlynne Webb 10/31/2016	Star Elementary P.T Tutor	Yes
6. Matt Wolf 11/01/2016	Green Ridge Elem. P.T Tutor	Yes

e. Report of the following transfers:

Transfer/ Effective Date	From	To
1. Karen Blake 10/05/2016	Green Ridge Elem. Teacher Assistant	Star Elementary Pre-K Teacher Assistant
2. Teresa Sheffield 10/05/2016	Green Ridge Elem. EC Teacher Assist.	Green Ridge Elem. Pre-K Teacher Assistant

f. Upon recommendation, approval of the following coaches for the Spring 2016 sports season:

East Montgomery High School
Glendon Mabe – Assistant Varsity Basketball

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:

Jamaal Wall – Bus Driver	Yes
Bridgette Bennett – Bus Driver	Yes

h. Upon recommendation of the superintendent, approval of recommendation for employment of the following bus drivers, sub drivers and monitors that are dual employees:

Lashonda Douglas – Bus Driver Yes

3. Mobile Unit Sale.

West Middle School Principal John McMillan, introduced teachers Caleb Rushing and Kaitlin Batten to discuss AVID (Advancement via Individual Determination). They explained how using AVID in their classrooms promotes self-esteem and team building, while giving students tools to use in college. The AVID class is an elective, with twenty to twenty-two kids per class.

West Montgomery Principal Benjie Brown introduced teachers April Britt and Linda Anundson, who brought several students to talk about the Beta Club. Mr. Brown began by saying how proud he was of the work they had done. The students presented a power point and discussed projects including the *Joy Prom* and *Sports for All* for the exceptional children class. The Beta Club members serve as mentors, helping with hair and makeup at the prom and teaming with kids during *Sports for All*. They also participate in "Share Night" at Bojangles and CiCi's Pizza to raise money for the club.

The North Carolina School Board Association held a video submission contest for middle and high school students in North Carolina. The subject of the videos were students explaining what is right with public schools. East Middle, West Middle and East Montgomery submitted videos and earned honorable mentions. The videos will be presented at the NCSBA conference on November 16.

Dr. Ellis presented a Truancy Update to the Board. He stated that the Truancy Committee has been working very hard and is affecting truancy in a positive way. The committee consists of school employees, the Department of Social Services and Juvenile Court.

Dr. Ellis then asked the board to approve the graduation dates for 2017. The request was tabled at the October meeting to consider a time change for Montgomery Learning Academy. Sandra Miller made the motion to approve the requested change, with Tommy Blake seconding. Graduation dates and times are as follows: Montgomery Learning Academy June 8 at 6pm, West Montgomery on June 9 at 9am and East Montgomery on June 9 at 7:30pm.

Next on the agenda, Superintendent Ellis presented for approval the merit pay plan for classified employees. Dr. Ellis said that he does not agree with merit pay because it is "a very divisive thing". Feedback was received from the classified committee. The merit plan was built with three components: growth, evaluations and attendance. The merit pay dollars received from the state may only be used for employees paid from state funds, meaning Montgomery County Schools will have to match the amount to compensate employees paid from local funds. Dr. Ellis reminded the board that merit pay is for non-certified employees only; certified employees will receive an increase in their teacher supplement. Bryan Dozier, with Tommy Blake seconding the request, made a motion for approval. The board agreed unanimously.

Dr. Ellis requested approval to move forward with the design and build of the Early College and Advanced CTE Center, the design and build of the Consolidated High School Facility and the design and build of a wing addition at East Middle School. Each request was approved individually. The Early College request motion was made by Tommy Blake with Ann Long seconding. The high school request was made by Sandra Miller with Ann Long seconding. The

motion for a wing addition at East Middle was made by Ann Long and seconded by Tommy Blake. The board approved all three requests unanimously.

Dr. Lancaster also presented several policy codes for first reading. These policies will be listed for approval at the December meeting.

Superintendent Ellis discussed the notes from the Student Advisory Meeting. The students compiled things that they liked and things that they would change about their classrooms and schools. They also listed topics they would like to discuss in future meetings.

Chairman DeBerry then asked for a motion to adjourn and move into closed session to discuss personnel and legal counsel. With a motion by Bryan Dozier and a second from Sandra Miller, the board unanimously approved going into closed session.

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 Sandra Miller, the meeting was duly adjourned.

The next regular meeting will be held on Monday, December 5, 2016 at 6:30 pm.

_____ _____

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