

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

August 7, 2017

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, August 7, 2017 at 6:30 p.m. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Ann Long, Shirley Threadgill and Bryan Dozier. Sandra Miller was absent.

Chairman DeBerry called the meeting to order and moved to adopt the agenda as shown. Ann Long made the motion with Tommy Blake seconding. The agenda was accepted with unanimous approval from the board.

Chairman DeBerry opened by reading a devotional on Charles Goodyear. Mr. Goodyear used his wisdom to push through poverty and stumble upon a refined process of bulking rubber to become a well-known tire producer.

Chairman DeBerry led the Pledge of Allegiance to the Flag of the United States of America.

A Resolution of Esteem for two former employees, Geneva Haywood Hinson and Juanita Draughn Beasley, was presented to the board. Chairman DeBerry read the resolutions as follows:

**MONTGOMERY COUNTY BOARD OF EDUCATION
RESOLUTION OF ESTEEM
FOR**

Geneva Haywood Hinson

WHEREAS, our Heavenly Father, in His infinite love and wisdom, saw fit to call home Geneva Haywood Hinson on June 19, 2017 and

WHEREAS, her dedication to Montgomery County Schools as a Bus Driver and Child Nutrition employee, was a living testament of her integrity and skill, and

WHEREAS, her loss will be deeply felt not only by those with whom she served, but also throughout her 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 her passing; that a copy of this resolution be conveyed to her 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.

**MONTGOMERY COUNTY BOARD OF EDUCATION
RESOLUTION OF ESTEEM
FOR**

Juanita Draughn Beasley

WHEREAS, our Heavenly Father, in His infinite love and wisdom, saw fit to call home Juanita Draughn Beasley on June 19, 2017 and

WHEREAS, her dedication to Montgomery County Schools as a Teacher's Assistant for twenty-six years, was a living testament of her integrity and skill, and

WHEREAS, her loss will be deeply felt not only by those with whom she served, but also throughout her 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 her passing; that a copy of this resolution be conveyed to her 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.

MONTGOMERY COUNTY BOARD OF EDUCATION

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary

Tommy Blake ~ Bryan Dozier ~ Jesse Hill
Ann S. Long ~ Sandra Miller ~ Shirley M. Threadgill

AUGUST 2017

MONTGOMERY COUNTY BOARD OF EDUCATION

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Ann S. Long ~ Sandra Miller ~ Shirley M. Threadgill

AUGUST 2017

Chairman DeBerry asked to hold the consent agenda for closed session. The board agreed.

Superintendent Ellis and Dr. James presented a power point on Duel Immersion, a magnet program that teaches a second language to students in grades kindergarten through fifth grade. The target language would be Spanish, with classes containing 23 to 25 students. Students would not be required to participate and would be an opt-in for parents.

In order to decrease possible charges to parents for repairs, Dr. Ellis and the i3 Team recommends implementing a technology fee. The suggested amount is \$45, which includes insurance through Worth Avenue. The board made a counter recommendation to lower the fee to \$30, with the option to purchase the insurance, if the parent wishes. The insurance would be between the insurance company and parent, not through the school system. Parents would be allowed to make payments toward the \$30 technology fee throughout the school year. Chairman DeBerry asked for a motion to approve the fee. Mr. Dozier made the motion and Mr. Blake seconded, followed by unanimous approval from the board.

Superintendent Ellis asked that the board hold a meeting November 8 to review the findings of the AdvancED Committee. Ms. Long made the motion to approve, while Mr. Blake seconded. The board approved the date unanimously.

Dr. Ellis then presented to the board the final Montgomery Central Logo survey results. The board reviewed all entries at the July board meeting. Dr. Ellis asked Brent Thompson, logo designer, to submit three or four variations of the board favorite to present to the community for final selection. After the vote, the choice of the public was option 6, which includes the yellow wolf, letters "MC" and trees in the background. This logo will be the standard, but variations may be used. Mr. Dozier made the motion to approve the logo with Mrs. Threadgill seconding. The board unanimously approved the logo selection.

Next on the agenda, Dr. Ellis asked for approval of the logo for the Early College. The logo is a phoenix with the words Montgomery County Early College around it in red and navy. Mrs. Long made the motion to approve with Mr. Blake seconding. The board approved the logo unanimously.

Dr. Lancaster presented policy code 2310 *Public Participation at Board Meetings* for approval. This code was presented for first reading at the July meeting. Bryan Dozier made the motion to approve the policy with Shirley Threadgill seconding the motion. The board approved unanimously.

In his *Superintendent Remarks*, Dr. Ellis spoke on a groundbreaking ceremony for Montgomery Central, the Mt. Gilead community back to school rally and the looming teacher shortage.

Chairman DeBerry then asked for a motion to go into closed session to discuss personnel. Bryan Dozier asked for the motion, with Shirley Threadgill seconding. The board approved entering into closed session unanimously.

While in closed session, the board approved the following consent items with a motion by Bryan Dozier and a second by Sandra Miller:

1. Board Minutes from the July 10th board meeting;
2. Personnel and Auxiliary reports:

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

<u>Non-Certified</u>	<u>Recommended By</u>	<u>Record Check</u>
1) Janet Sistare	Kevin Lancaster	Yes
2) Haley Ritzheimer	Teresa Dunn	Yes
<u>Certified</u>		
1) Ravon Sheppard	Chris Jonassen	Yes
2) Sabrena Conrad	Benjie Brown	Yes
3) Bethany Gordon	Della Ingram	Yes
4) Jane Drzewicki	Ellen Jones	Yes
5) Amanda Carrick	Tim Addis	Yes
6) Ryan Brock	Chris Jonassen	Pending
7) Ayleen Padilla	Laurie Brown	Yes

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Elizabeth Lariviere Resignation	Candor Elementary 4 th Grade Teacher	August 6, 2017
2) Emily DeSpain Resignation	Candor Elementary ESL Teacher	July 13, 2017
3) Matthew German Resignation	East Montgomery High French Teacher	June 20, 2017
4) Scott Tyson Resignation	West Middle School 8 th Grade Social Studies	July 5, 2017
5) Dawn Valler Resignation	Mt. Gilead Elementary 2 nd Grade Teacher	July 21, 2017
6) Cody McMaster Resignation	West Middle School 6 th Grade Science	July 22, 2017
7) Amy Kirk Resignation	Page Street Elementary 8 th Grade Teacher	July 26, 2017
8) Catherine Collins Resignation	Star Elementary School 1 st Grade Teacher	July 12, 2017
9) Shirley Collins Resignation	Star Elementary School 2 nd Grade Teacher	August 30, 2017
10) Jay Myrick	West Montgomery High	August 29, 2017

14) Katie Hinson 08/22/2017	West Middle School 8 th Grade Social Studies	Yes	Caleb Rushing
15) Tara Coggins 08/22/2017	East Montgomery High French Teacher	Pending	
16) Mary Stone 08/22/2017	West Middle School 6 th Grade Science	Pending	Cody McMaster

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

1) Matthew DeHart 08/22/2017	Central Office PT Technician	Yes	Wade Auman
2) Steve Salyer 08/22/2017	Mt. Gilead Elementary Custodian	Pending	
3) Lenica Jimenez 08/22/2017	Troy Elem/Page Street Elem Translator	Yes	

e. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Kristy Kissell 08/22/2017	Candor Elem. Teacher Assistant	Green Ridge Elem. Teacher Assistant	
2) Shanelle Greene 08/22/2017	Troy Elementary Teacher Assistant	Mt. Gilead Elem. Teacher Assistant	
3) Darthelia Ingram 08/22/2017	Mt. Gilead Elem. Teacher Assistant	East Montgomery Teacher Assistant	
4) John Morton 08/22/2017	Troy Elementary EC Teacher	West Middle School Teacher Assistant	
5) Martha Lalor 08/22/2017	Page Street Elem. Teacher Assistant	Troy Elementary Teacher Assistant	
6) Regina Thomas 08/22/2017	Page Street Elem. Teacher Assistant	Troy Elementary Teacher Assistant	
7) Selena Valdovinos 08/22/2017	Candor Elementary Receptionist	Candor Elementary Data Manager	Holly Beaman
8) Tonia Thomas 08/22/2017	East Middle School 6-8 PLTW	East Middle School 6 th Grade Science	Deborah Robins
9) Mary Jo Mingin	Candor Elementary	East Montgomery High	Julie Buchikos

	08/22/2017	EC Teacher	EC Teacher	
10)	Lori Little 07/01/2017	Mt. Gilead Elem. PT Custodian	Mt. Gilead Elementary FT Custodian	Kevin Bennett
11)	Jennifer Loza 08/22/2017	Page Street Elem. PT Media	Candor Elem./East High Receptionist/Interpreter	
12)	Teresa Wallace 08/22/2017	Candor Elementary PT Cafeteria Asst.	Troy Elementary FT Cafeteria Assistant	
13)	April Mabe 08/15/2017	Star Elementary Assist. Manager	Star Elementary School Child Nutrition Manager	Mary Haywood
14)	Linda Hogan 08/15/2017	Star Elementary Child Nutr. Asst.	Star Elementary Assistant Manager	April Mabe
15)	Mary Haywood 08/22/2017	Star Elementary Child Nutr. Manager	Green Ridge Elementary Child Nurtition	Kathy Munoz
16)	Genice Greene 08/14/2017	Star Elementary PT. Child Nutr.	Page Street Elementary FT Child Nutri.	Linda Hogan
17)	Hazel Blake 08/15/2017	All Locations Child Nutr. Sub.	Candor Elementary PT Child Nutri.	
18)	Sara Ceneski 08/01/2017	West Middle School 7 th Grade Math Teacher	West Middle School Instructional Facilitator	Chanda Stokes
19)	Crystal Shepherd 08/22/2017	Star Elementary School PT Media Assistant	Page Street Elementary PT Media Assistant	Jennifer Loza

f. Upon recommendation, approval of the following administrative contract:

Principal-Annual 12-month term commencing August 14, 2017 and ending June 30, 2019

Jennifer Beck, Star Elementary School

Assistant Principal-Annual 11-month term commencing August 1, 2017 and ending June 30, 2019

Rikki Baldwin, Page Street Elementary/Mt. Gilead Elementary

g. Upon recommendation, approval of the UNCGA beginning teacher induction program. Program cost is approximately \$1,100 per teacher, and will include 11 teachers. Signed agreement is for the period of July 1, 2017 through June 30, 2017

Upon recommendation, approval of release from Montgomery County Schools requested for the 2017-2018 school year.

Montgomery County to Asheboro City Schools

Montgomery County to Cabarrus County

Montgomery County to Moore County

3. Journey Counseling Contract;
4. East Middle School Classroom Addition Contract.

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

The next regular meeting will be held on Monday, September 11, 2017 at 6:30 pm.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary

**MONTGOMERY COUNTY BOARD OF EDUCATION
END OF THE YEAR
REVIEW MINUTES**

Tuesday, August 22, 2017

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, Ann Long, Sandra Miller and Shirley Threadgill. Staff members present included Dr. Dale Ellis, Dr. Kevin Lancaster, Dr. Takeda Legrand, Dr. Jeff James, Dr. Jack Cagle, 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 Bryan Dozier and a second from Shirley Threadgill, the board unanimously approved the agenda. Chairman DeBerry turned the meeting over to Superintendent Dale Ellis.

Superintendent Ellis welcomed everyone to the meeting. Dr. Ellis opened the meeting with an update on the clearing and grading phase of Montgomery Central. Morris-Berg Architects has qualified and recommended the lowest bidder, Branch Civil, Inc., as the contractor for this phase. Dr. Ellis asked for a motion to approve the recommendation. Ann Long made the motion and Tommy Blake seconded. The board approved unanimously.

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 2014-2015, with the period ending 2017. All related performance data aligned to the Strategic Plan is 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.

Dr. Jeff James gave a review of globally competitive students, which encompasses the graduation rate, Annual Measurable Outcomes (AMO) and Ready Expected Growth. The graduation rate continued its upward trend from 87.5% to 89.8%, 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 rate increase. Numbers are expected to continue an upward climb. As for Ready Expected Growth, eight of nine schools met or exceeded growth. Schools that met growth include Star, Green Ridge, Candor, Page, East Middle and West Montgomery while Mt. Gilead and East Montgomery 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 and Healthy and Responsible Students. This section includes goals for teacher satisfaction and attendance, ethical violations, teacher retention, pregnancy rate and Out of School (OSS) suspension rate. The current teacher satisfaction survey states that nine out of 10 teachers are happy with Montgomery County Schools, which led to fewer transfer requests this school year. Strengths include an open door policy with administration, high visibility of administrators and raising the teacher supplement by ten percent this year. Weaknesses include principal turnover, larger class size and a lack of teacher assistants and other support positions. Teacher attendance had a slight decrease. Twelve teachers had perfect attendance, which is up from seven last year. This year, we had twenty-two ethical violations, most of which were non-certified staff. Ethics trainings continue for all staff members twice per year and an updated video is almost complete. Out of school suspension rates rose from 1,686 last year to 1,863 this school year. MLA as an option and in-school suspension programs being maintained at the school level have improved our OSS rate. Issues dealt with were less severe; there were just more of them. Improving was the pregnancy rate. The rate

fell by 16.8% and our state rate dropped from second place to fifth. Areas of prevention include Draw the Line-Respect the Line, the Healthy Living curriculum and increased involvement of school personnel.

Katie Hursey updated the Board on the Leadership Guides Innovation portion, including grants and parent contacts. MCS received over eleven million in grants for the 2016-17 school year. The goal is to continue to obtain grants that benefit all grade levels, creating new resources for our students. The total number of parent contacts remain high. Contacts include phone calls, emails and texts. Positive contacts with at-risk students and families is a priority.

Chief Financial Officer, Mitch Taylor, reviewed 21st Century Systems, which includes audit findings, goals, maintaining adequate fund balance and adequate facilities. There were no findings or comments in the audit this year, crediting good communication between the finance department and schools. An adequate fund balance was maintained. Weaknesses stem from enrollment being down due to charter school growth, resulting in \$19,940 per month in local funds leaving our system. In addition, flexibility in funds has been all but cut by the General Assembly. Concerning facilities, collaboration between commissioners is as good as can be remembered. Increased partnership with the college increases the county outlook for educational improvement. Early College and Central High School should be completed by 2019. Capacity to expand technology is limitless due to the expansion of fiber networks.

Dr. Ellis looked ahead to the Strategic Plan for 2020. Possible goals for the new strategic plan will be gathered by sending a survey to the public in September. Expectations will be updated and changes will be made to the mission and vision statement and core values. Final approval will be sought from the board at the October meeting.

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

The next regular meeting will be held on Monday, September 11, 2017 at 6:30 pm.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary