MONTGOMERY COUNTY BOARD OF EDUCATION

MINUTES

February 4, 2013

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, February 4, 2013, at 6:30 p.m. Board members were present as follows:

Steven W. DeBerry, Chair
Tommy Blake, Vice Chair
Bryan Dozier
Jesse Hill
Ann Long
Sandra Miller
Shirley Threadgill

Chairman DeBerry called the meeting to order and asked for a motion to approve the agenda as shown. With a motion from Ann Long, and a second from Jesse Hill, the agenda was adopted with unanimous approval from the board.

Opening remarks by Chairman DeBerry were about Thomas Edison not listening to negatives. You can handle disappointment, but never let hope yield to discouragement. He was taught this from his father and it served him well.

The Pledge of Allegiance to the Flag of the United States of America was led by Montgomery Learning Academy Students, Jose Juan Munoz and Kelly Dunlap.

A motion by Bryan Dozier and a second by Shirley Threadgill was made to naming the football field at West Montgomery High School to honor Coach James Wesley Garmon. The board unanimously approved the motion. Chairman DeBerry went on to present the family of Coach Garmon a plaque with the following Resolution of Esteem and all gave him a moment of silence in respect of his contributions to Montgomery County Schools.

JAMES WESLEY GARMON

WHEREAS, our Heavenly Father, in His infinite love and wisdom, saw fit to call home James Wesley Garmon on January 10, 2013, and

WHEREAS, his services as a teacher and coach to the Educational System of Montgomery County were a living testimonial 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 deep sympathy; and that a copy of the same be filed as a part of the permanent minutes of the board of education.

HEREWITH, we honor “Coach Garmon” with naming the football field at West Montgomery High School in his name. Montgomery County Board of Education hereby proclaims the **James Garmon Field** to be a permanent part of the history of Montgomery County Schools from this day forth.

With no one signing up to address the board, the meeting proceeded to other recognitions.

The Montgomery County's Schools Community Partnership Award went to Harold VanDerveer who helped fund the updating of the auditorium at WMHS and a 52 inch television for the West Montgomery High School cafeteria. Montgomery County Schools thanks and appreciates you for your support.

Holly Henn was recognized on her achievement of Certified Trainer of Reading Foundations.

Celebrate National School Counseling Week of February 4-8, 2013 was announced with letting our counselors know how much their work is appreciated.

Youth Leadership Montgomery Class of 2013, led by Chrissy Haynes was introduced. The following members of the group were in attendance: Monica Poole, Kaylan Galloway, Susanna Kornegay, Cody Weber, Austin Moore, Ashton Massey, Meredith Massey, and Braxton Pratt.

The agenda moved forward to the consent agenda. With a motion from Sandra Miller, along with a second from Tommy Blake, the board unanimously approved the consent agenda as follows:

1. Minutes from the January 7, 2012 regular meeting of the Montgomery County Board of Education
2. Personnel and Auxiliary Reports as follows:

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

Noncertified	**Recommended By**	**Record Check**
1) Gloria Atkins	Jack Cagle	Yes

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

Resignation/Retirement	**School/Assignment**	**Effective Date**
1) John Ward Resignation	Transportation Department Director	01/14/2013
2) Stephannie Willis Resignation	Green Ridge Elementary Pre-K Teacher	01/14/2013
3) Holly Berriman Resignation	East Montgomery High School EC Teacher	02/08/2013
4) Ashley Asbill Resignation	Green Ridge Elementary Teacher Assistant	01/16/2013
5) Randy High Resignation	East Montgomery High School PE Teacher	01/22/2013
6) LeAnne Purvis Resignation	Central Office Occupational Therapist	02/28/2013

c. Report of the following transfers:

Transfer/ Effective Date	From	To	Replacing
1) Jerry Scott	Candor Elem. Custodian	Central Office Maintenance Dept. Painter 1	Tonya Harris
2) Angela Leak 1/22/2013	West Montg. High Teacher Asst.	East Montg. High Teacher Asst.	
3) Priscilla Lockhart 01/22/2013	Troy Elementary One-on-One	Green Ridge One-on-One	
4) Beverly Talbert 02/01/2013	Green Ridge Elem. 2nd Grade Teacher	Mt. Gilead Elem. 2nd Grade Teacher	New Position

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) Rindi DeVogt 01/08/2013	Candor Elementary Interim Art Instructor	Yes	Katie Trogdon
2) Genice Greene 01/09/2013	County Office Child Nutrition Sub	Yes	
3) Tiffany Smith 01/07/2013	County Office Child Nutrition Sub	Yes	
4) Tina Glover 01/07/2013	County Office Child Nutrition Sub	Yes	

e. Upon recommendation, approval of the following interim probationary contracts for 2012-2013 as provided by General Statute 115C-325:

Contract/ Effective Date	School/ Assignment	Record Check	Replacing
1) Charity Watkins 01/16/2013	East/West High Schools Bible Teacher	Yes	Bruce Lax
2) Mike Loutzenheiser 02/01/2013	East Montgomery High EC Inclusion Teacher	Yes	Holly Berriman

f. Upon recommendation of the superintendent, approval of recommendation for employment of the following bus driver/sub driver for the 2012-2013 school year that is not dual employee: Edwin Allen Ingram

Upon recommendation approval of the following student transfers is requested.
Richmond County Schools to Montgomery County Schools
Destiny Hernandez, Gilberto Hernandez

Upon recommendation approval of the following overnight school trips is requested.

March 1-3, 2013 – West Montgomery High School AFJROTC to Northside High School, Cherry Point, NC for drill meet
April 25-27, 2013 – West Montgomery High School AFJROTC to Kitty Hawk, NC

June 22-28, 2013 – West Montgomery High School AFJROTC to Fayetteville State University, Fayetteville, NC for Cadet Officer Leadership School.
August 4-10, 2013 – West Montgomery High School AFJROTC to East Carolina University, Greenville, NC for Summer Leadership School.

Upon recommendation approval of the following Montgomery County School students for early graduation is requested.

Montgomery Learning Academy - Azaria Barrett, Aaron Medlin
East Montgomery High School - Harley Morris, Steven Nathan Loflin, Julian Shepherd Kentay Crump
West Montgomery High School - Drameco Kindle, Jr.

Todd Beane, Principal at Montgomery Learning Academy, along with teacher, Ruby Parsons gave an overview of Apex Learning. Apex Learning is an online, self-paced program for nontraditional students. It offers tutorials, study guides, activities, quizzes and exams. There is a midterm and a final exam. Student Jeffari Whitaker needed some extra credits to graduate and this allowed him to work from home. TJ Preslar has worked really hard and appreciates APEX learning and is able to focus well on it. Trent Starnes used an English assignment to translate to a RAP video which conveyed the meaning and content of the poem The Raven, by Edgar Allen Poe.

Rodney Neal and Alisha Ellis presented Montgomery County Schools technology plan. This plan provides training for our technology assistants. Each school will have its individual plan which will be include PLC agenda, personalized training for teachers, websites and knowledge of how to use it. The walk through will help develop the technology plan for each class. We will highlight each Techie Teacher to show the achievement we have. We will provide training where it is needed.

Superintendent Ellis presented the recommendation for taking a Saturday if a snow day is needed. If more than one day is needed, that will require further analogy of the schedule to see if spring break would be taken in lieu of snow days. With a motion from Sandra Miller, along with a second from Ann Long the board unanimously approved the snow day plan.

Superintendent Ellis presented K12 Solutions, Inc. which provides dogs to detect weapons and drugs in Montgomery County's middle and high schools. This will be done as training for the company with no funding from Montgomery County Schools. A motion for approval was made by Bryan Dozier, with a second from Shirley Threadgill with unanimous approval from the board.

Next, Dr. Ellis presented an agreement from the Town of Troy to use some of Montgomery Learning Academy's parking when the town has tournaments. Some logistics need to be worked out with Montgomery Motors who leases some of the spots, but that will be done before final agreement is in place. With a motion from Bryan Dozier, along with a second from Tommy Blake, the board unanimously approved the agreement.

Kevin Lancaster presented the following policy for final approval. With a motion from Ann Long, along with a second from Sandra Miller this policy was unanimously approved by the board.

- Policy Code 6420 Contracts With the Board

These policies and regulations are presented for first reading and will be approved at the March 4, 2013 Montgomery County Board of Education meeting.

- o Policy Code 3470/4305 Alternative Learning Programs/Schools
- o Policy Code 4351 Short Term Suspension
- o Policy Code 4600 Student Fees

Board member, Jesse Hill thanked the administrators for putting the ad in the newspaper for updating and repairing, the roofing, carpeting, boilers and air conditioners at Montgomery County Schools resulting from funding from the ¼ cent sales tax.

Superintendent Ellis remarks are quoted as shown. "With the recent Board of Education visits to our schools, I was very proud of the job our school teams and teachers are doing with the PDSA process. It is very clear that we are making the transition from a teaching system to a student-focused learning system very rapidly and effectively.

With anything new, change is often very hard. One thing is abundantly clear; there is only so much time in the day, so our teachers are to be commended for the amount of time and effort that local and state changes have taken for them to make. The bottom line is this: will our students be more successful….I think the answer to that question is a resounding yea.

The expectations of teachers are higher now than they have ever been. The job is harder than it has ever been and it is only going to get harder. The accountability is forever weighing down on all of us and it will only get heavier as time goes on. I recently blogged on the impending inclusion of standard 6 in our state's teacher evaluation model. When fully implemented, standard 6 will be the ultimate measure of accountability in our state. It will be standard 8 for principals and me. We are accountable too. In the future, if teachers cannot illustrate clearly that their teaching practices positively impact student learning, they will not have a job. If principals and I cannot illustrate clearly that we are positively impacting student learning, we will not have a job either.

As the Superintendent of Montgomery County schools, it is my job to give teachers the tools they need to get the job done at the highest level. Ultimately, I feel the PDSA is that tool. When used effectively, teachers will be able to show a clear correlation between effective teaching practices and student results. We do classroom walkthroughs to provide coaching on the process so all of our teachers will be able to move forward positively and students can get results that they are proud of. After all, student success is our primary goal. I am excited about the possibilities for our teachers moving forward.

In light of the increased time and effort of our teachers and classified employees as well with cuts to our system, my number 1 operational goal moving forward will be to seek an increase in the certified and classified salary supplement. It will be our goal to seek a 6% supplement for teachers and a 2% supplement for classified personnel. It may not be possible this year or even the next, but I feel it is imperative to start that conversation as early as possible. While such an increase will be small in nature, I feel it is important to reward these valuable employees who work so hard for our children. While this gesture may be a small one, it is the best way I know to say THANK YOU!"

With a motion from Bryan Dozier, along with a second from Shirley Threadgill, the board unanimously approved going into closed session to discuss personnel.

Upon reconvening, Chairman DeBerry then asked for a motion to adjourn. With a motion from Bryan Dozier along with a second from Jesse Hill, the board duly adjourned.

The next regular meeting will be held on Monday, March 4, 2013.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary

MONTGOMERY COUNTY BOARD OF EDUCATION

MIDYEAR REVIEW RETREAT

FEBRUARY 28, 2013

The Montgomery County Board of Education convened in its midyear review session on Thursday, February 28, 2013, at 6:00p.m. with the following members present:

Steven S. DeBerry, Chair
Tommy Blake, Vice Chair
Bryan Dozier
Jesse Hill
Ann S. Long
Sandra Miller
Shirley M. Threadgill

Chairman DeBerry called the meeting to order and asked for a motion to accept the agenda as presented. With a motion from Sandra Miller, along with a second from Jesse Hill, the board unanimously approved the agenda.

Superintendent Ellis welcomed everyone His comments included looking at what changes will be coming on a state level. Dr. Ellis also introduced some Strategic Plan and Common Core Values changes for discussion later. He then proceeded to turn it over to the Global Competitive Students portion of the meeting and Dr. Sue Hatley.

Sue Hatley gave a review of Globally Competitive Students which encompasses, the graduation rate, AMO, ABC Expected Growth, most recent assessment data.

Kevin Lancaster gave an update of 21st Century Professionals/Healthy & Responsible which includes the goals for highly qualified percentage of NCLB highly qualified criteria, teacher retention, OSS suspension rate, and attendance rate.

Lindsay Whitley gave an update on Leadership Guides Innovation, which includes goals for partnerships, and parent contacts.

Kathy Johnson gave an update on 21st Century Systems, which includes audit finding goals, maintaining an adequate fund balance, and adequate facilities.

Dale Ellis ended with the proposed changes to be recommended at the Monday, March 4, 2013 Board of Education meeting encompassing the Strategic Plan and redefining Core Values.

Chairman DeBerry asked for a motion to adjourn. With a motion from Tommy Blake, along with a second from Sandra Miller, along with unanimous approval from the board, the meeting was adjourned.

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Steven W. DeBerry, Chair

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Dale Ellis, Ed. D., Secretary