

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

August 3, 2020

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, August 3, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Trikena Simmons, Bryan Dozier, Shirley Threadgill, Sandra Miller attended remotely by phone qualifying under Board Policy #2302 Remote Participation in Board Meetings.

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

Chairman DeBerry read a passage from Matthew 5:41 and Luke 6:38 reminding us to give to him and he will give to you. To be successful we must give, and then some.

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

Six guests spoke to the board regarding school reopening plans during the public comment period. Rev. Demond Hairston spoke on the behalf of the NAACP and a large number of residents. He acknowledged the challenges during this unfamiliar territory before asking the board to begin the school year with classes online known as Plan C. Troy Mayor Sherri Allgood spoke as an educator and a parent asking the board to consider Plan C. Harvest Little noted that this is an extremely difficult decision for the board to make. He stressed that this is not just about children but mankind as well. Mr. Little went on to recommend Plan C as well. Sharon Swanke noted that this virus does not care about a calendar and implored the board to seriously consider Plan C. Two individuals Lorena Corp and Ryan Brown spoke in favor of Plan B where students would attend school face-to-face at 50% capacity. Mrs. Corp asked the board to consider the different learning styles of students as she has one student that thrived with online classes and one child that would not succeed. Mr. Ryan stated that he has concerns with students not receiving face-to-face instruction by teachers' particularly younger students who he does not consider spreaders of the virus.

Mr. DeBerry called upon Dr. Ellis for special recognitions. Dr. Ellis honored Dr. Kevin Lancaster for his upcoming retirement on August 6, 2020. Dr. Ellis stated when he arrived in Montgomery County ten years ago Dr. Lancaster was on the Leadership Team and is still an important member of the team. For some reason he deciding to give it up. His next board meeting he will be attending as a guest. Dr. Ellis thanked him for his valuable help and leadership through the years.

Chairman DeBerry requested to hold the consent agenda until closed session. Bryan Dozier made the motion with Sandra Miller seconding. The motion carried unanimously.

Tracy Grit presented an update for the 2020-2021 Montgomery County Schools Device Program Technology Handbook. Mr. Grit asked the board to consider increasing the cost of device insurance to allow all students access to devices. Since offering insurance parents have not had to cover the cost of damages to their student's device. The school system has been satisfied with this insurance thus far. This increase will allow every student to take a device

home. Bryan Dozier made a motion to approve with Jesse Hill seconding. The motion carried unanimously.

Tracy Grit presented Operational Guidance for Schools to Return. Mr. Grit discussed several aspects surrounding the decision, including the results of a poll with parents. Results from the poll showed that at least 1,388 students were going to choose online learning no matter what the board decided. Several board members had questions before moving to vote. Board member Shirley Threadgill asked if there would be room for students who chose remote learning now to change their minds later. Tracy Grit assured her that students would be able to switch from one to the other. The board discussed in detail how to meet the needs of students without internet access. Board member Bryan Dozier asked if teachers would be required to come to school to teach. Dr. Ellis assured him that would be the case. Board members questioned about tracking the attendance and records of students. Mr. Grit assured them members that teachers would be able to track student participation and will contact parents when needed. Board member Trikena Simmons brought up an issue that has held students back for decades and that is the lack of parental involvement. Simmons noted that often it not the student's fault rather it is the parent's fault that their child is not performing. After discussion with the board. Dr. Ellis stated that he purposefully did not put a slide with a recommendation in the presentation. As your superintendent, I am required to give you a recommendation. I first want to thank the curriculum team who have worked so hard on Plan B. However, we have to look at what is happening in our county. When we started working on the proposed Plan B options we were ranked sixth in the state on a per capita basis. We are now third. I can't with good conscience make a recommendation to bring thousands of students and teachers back together in our buildings. My recommendation is to go with Plan C for a period of six weeks. We will re-evaluate at the October board meeting. Motion to approve the recommendation was made by Trikena Simmons and Bryan Dozier seconding. The board unanimously agreed with his recommendation.

Dr. Ellis asked for Athletics Guidance for High Schools and Athletics Guidance for Middle Schools held until the September meeting. The board unanimously agreed.

Dr. Ellis updated the board on construction at the MCHS site. Every major date has failed to be met. Issues with floors continue and delays make the August date is impossible. The building should be complete by second semester. The next construction meeting is Thursday, August 6, 2020.

During superintendent's remark's Dr. Ellis stated that he has never struggled with anything as a superintendent as much as I have with what the board voted on tonight. You go through a lot of training to be a teacher and to be an administrator. However, no amount of training could have prepared you for what we have dealt with since March. He thanked the board for doing what they think is right. I know what is best academically and I will always do what I know is right for children. That is what was so hard with all of this. But, the one thing in North Carolina General Statute 115C that we must provide for the safety of children. That is the one thing listed above others.

Chairman DeBerry then asked for a motion to go into closed session to discuss personnel and consult the board attorney. Bryan Dozier made the motion, with Tommy Blake seconding. The board approved entering into closed session unanimously.

Following the closed session, the board approved the following items unanimously with a motion by Tommy Blake second by Bryan Dozier.

1) June 1, 2020 Board Meeting Minutes:

MONTGOMERY COUNTY BOARD OF EDUCATION MINUTES

July 6, 2020

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, July 6, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Bryan Dozier, Jesse Hill and Sandra Miller attended by phone qualifying under Board Policy #2302 Remote Participation in Board Meetings, Trikena Simmons and Shirley Threadgill were absent.

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

Chairman DeBerry read a passage from Proverbs Chapter 7, reflecting on childhood.

Chairman DeBerry 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.

Dr. Ellis and Principal Maxine Brown recognized Pobble Byrd for earning National Board Teaching Certification. Dr. Brown stated that Mrs. Byrd is a top-notch teacher and team player. She is honored and very lucky to work with her. Dr. Ellis and Donnic Lynthacum honored Andrea Vuncannon as Employee of the Month. Donnic Lynthacum stated that Andrea has done a tremendous job making sure that our students fed during this pandemic. Andrea has a great working relationship with our cafeteria workers. We are fortunate to have her as an employee and a friend.

Chairman DeBerry requested to hold the consent agenda until closed session. Bryan Dozier made the motion with Sandra Miller seconding. The motion carried unanimously.

Dr. Lancaster updated the board regarding driver's education, athletics and band. The governor delayed his plan to announce guidelines for schools to return this fall. We will review along with other school systems when to start athletics at the end of July. Dr. Lancaster asked for input from the board for driver's education to begin with safety precautions. Students will take classes online. Driving instruction will have only two students and one instructor in a car. Parents must sign a waiver not holding Montgomery County Schools responsible if their student were to become infected during this time. Sandra Miller made the motion with Bryan Dozier seconding to continue with safety protocols. The board unanimously agreed to continue drivers education if strict safety guidelines are enforced.

Tracy Grit presented the Strategic Plan 2025. Goals were presented are to be achieved by the year 2025. Four year co-hort graduation in will increase to or exceed 93% and greater than 95% of all graduates will have received a minimum of two post-secondary credits. Grade level proficiency will increase to meet or exceed 70%. The percentage of MCS schools that meet or exceed READY expected growth targets will remain 100%. MCS composite achievement gap

measure will decrease by 15%. MCS will maintain an overall teacher attendance rate that meets or exceeds 96%. MCS will retain beginning teachers in a 3-year cohort at a rate of 75%. Out of school suspension, incident rate will be reduced by 10%. MCS will increase grant submissions by eight. Teachers will continue use of Triple F methodology into lesson plans and use Framework Measurement tool to improve student lessons. MCS will continue to maintain an adequate fund balance for operations and capital as measured by recommendations from the external auditor and internal budget committee. MCS will complete 25% of the revised five-year facilities plan as measured by project completion documents. MCS will continue to refresh devices and maintain adequate digital access for all students as measured by the plan. Tracy Grit recommended the goals be adopted as our new Strategic Plan 2025. Bryan Dozier made a motion to approve with Jesse Hill seconding. The motion carried unanimously.

MCS Curriculum Team presented their proposed plan for Operational Guidance for Schools to Return. Due to the delay of Governor Cooper's Plan on July 1, this item is tabled until the governor's announcement around July 14. The team has been working on this plan from April until July. Parents have been surveyed by phone calls and online. The team will continue to prepare for an option b alternating days until further notice. Students may request online classes. School systems may choose an option that is stricter than what the governor chooses.

Terri Absher presented Jump Start Summer Program for students who were not on track by the 2019-2020 year-end. Identified students will receive interventions. Students in grades K-3 that did not meet reading level expectations based on diagnostic assessments. Grade four students identified by reading teachers. K-4 math interventions identified by math teacher. IReady diagnostic for reading and math will be administered to each Jump Start participant. Compliance with requirements of an executive order in effect at the time of summer learning program, including requirements on use of public school buildings. If students are unable to participate in the Jump Start Program in the school buildings second and third grade students will receive remote instruction.

Kevin Lancaster presented the MCEC Calendar 2020-2021. Tommy Blake made a motion to approve with Bryan Dozier seconding. The motion carried unanimously.

Dr. Lancaster presented the following policies for approval: Policy 1320/3560- Title I Parent and Family Engagement, Policy 1610/7800- Professional and Staff Development, Policy 2127- Board Member Technology Use- NEW, Policy 2302- Remote Participation in Board Meetings, Policy 2500- Hearings Before the Board, Policy 3410- Testing and Assessment Program, Policy 3460- Graduation Requirements, Policy 3620- Extracurricular Activities and Student Organizations, Policy 4110- Immunization and Health Requirements for School Admission, Policy 4120- Domicile or Residency Requirements, Policy 4230- Communicable Diseases- Students, Policy 4270/6145- Concussion and Head Injury, Policy 4325- Drugs and Alcohol, Policy 5050- Emergency Closings, Policy 6325-Parking Areas For Students, Policy 7240- Drug-Free And Alcohol-Free Workplace, Policy 7241- Drug And Alcohol Testing Of Commercial Motor Vehicle Operators, Policy 7505- Compliance With State Board Of Education Employment Policies, Policy 7550- Absences Due To Inclement weather, Policy 7560- Permitted

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
R. Kevin Lawton, Deputy Superintendent
July 6, 2020**

Supervisors report the acceptance of the following resignations/withdrawals:

Resignation/Withdrawal	School/Assignment	Effective Date
1) Peggy Russell Resignation	West Middle School P.P Child Practitioner	June 15, 2020
2) Vivian Ray Resignation	Green Ridge PK-5th ESL Teacher	July 1, 2020
3) Elizabeth Hatten Resignation	East Montgomery High Counselor	June 24, 2020
4) Robin Lancaster Resignation	Cornell Office Deputy Superintendent	September 1, 2020
5) Riall Baldwin Resignation	Page Street, Child Educ. Instructional Specialist	June 8, 2020
6) Nancy Bristol Resignation	Tom Shuman, Teacher Assistant	June 28, 2020
7) Corey Phillips Resignation	East Montgomery High Assistant Principal	June 30, 2020
8) Reedy Jordan Resignation	West Montgomery High Science Teacher	July 31, 2020

Report of the following transfers:

Transfer Effective Date	From	To	Comments
1) Stephen Howell 06/23/20	Page Street, NEF Counselor	Mary G. Conant High SEF Counselor	
2) Lee Thompson 06/23/20	West Middle High Middle Counselor	League Middle Middle Counselor	
3) Deborah Howlett 07/01/20	3rd Elementary 3rd Teacher	Page Street Elementary 3rd Teacher	

Upward movement approved for the following administrative positions:

Transfer Effective Date	From	To	Comments
1) Stephanie Howell 06/23/20	Page Street, NEF Counselor	Mary G. Conant High SEF Counselor	

MONTEGOMERY COUNTY SCHOOLS PERSONNEL REPORT

Employee ID	Name	Current Position	Comments
1) Stephanie Howell 06/23/20	Stephanie Howell	Mary G. Conant High SEF Counselor	

Supervisors reported the approval of the following administrative positions for the 2020-2021 school year:

- Montgomery County Schools is seeking to hire 100 new positions for the 2020-2021 school year.
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Chairman DeBerry then asked for a motion to go into closed session to discuss personnel and consult the board attorney. Bryan Dozier made the motion, with Tommy Blake seconding. The board approved entering into closed session unanimously.

Following the closed session, the board approved the following items unanimously with a motion by Tommy Blake second by Bryan Dozier.

- June 1, 2020 Board Meeting Minutes;
- Personnel and Auxiliary Reports as follows:

Salary Deductions For Absences and Discipline Of Certain Exempt Employees, Policy 7620- Payroll Deductions, Policy 7900- Resignation. Sandra Miller made the motion to approve with Bryan Dozier seconding. The motion carried unanimously.

Dr. Ellis presented proposed End of the Year Review dates. Board decided to table the review due to lack of data.

Dr. Ellis updated the board on construction at the MCHS site. Dates proposed by Branch Builders are not yet confirmed by Learning Environments and furniture vendor. Overall, we are in good shape to occupy the building in December.

Dr. Ellis in his remarks thanked the Learning Team for their tremendous work with the information provided during these unprecedented times. This team has worked diligently since March to do what is right for our students and parents. Thanks to our teachers and administrators who have to make hard decisions with no right answers.

Chairman DeBerry then asked for a motion to go into closed session to discuss personnel and consult the board attorney. Bryan Dozier made the motion, with Tommy Blake seconding. The board approved entering into closed session unanimously.

Following the closed session, the board approved the following items unanimously with a motion by Tommy Blake second by Bryan Dozier.

- June 1, 2020 Board Meeting Minutes;
- Personnel and Auxiliary Reports as follows:

2020-2021 Budget Resolution:
 The 2020-2021 budget resolution is a result of the approval of the 2020-2021 budget by the Board of Education. The budget resolution is a result of the approval of the 2020-2021 budget by the Board of Education. The budget resolution is a result of the approval of the 2020-2021 budget by the Board of Education.

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2020-2021 Budget Amendment #8

Capital Outlay Funds:

- 4) A net increase of \$100,000 to the Capital Outlay Fund (Fund 6)
- 5) A net increase of \$100,000 to the Capital Outlay Fund (Fund 6)
- 6) A net increase of \$100,000 to the Capital Outlay Fund (Fund 6)

Operating Funds:

- 7) A net increase of \$100,000 to the Operating Fund (Fund 1)
- 8) A net increase of \$100,000 to the Operating Fund (Fund 1)
- 9) A net increase of \$100,000 to the Operating Fund (Fund 1)

Budget Amendment # 8

Category	2020	2021	Change
Local Funds			
State Funds			
Federal Funds			
Total			

Budget Amendment # 8

Category	2020	2021	Change
Operating Funds			
Capital Outlay Funds			
Total			

Budget Amendment # 8

Line Item	Description	Amount	Source
10000	Salaries	10000	10000
20000	Benefits	20000	20000
30000	Travel	30000	30000
40000	Printing	40000	40000
50000	Telephone	50000	50000
60000	Postage	60000	60000
70000	Supplies	70000	70000
80000	Contractual	80000	80000
90000	Capital Equipment	90000	90000
100000	Debt Service	100000	100000
110000	Reserve	110000	110000
120000	Other	120000	120000
130000	Interest	130000	130000
140000	Transfer	140000	140000
150000	Other	150000	150000

- 4) First Health MOU
- 5) Superintendent Contract Extension approved with motion by Bryan Dozier and second by Tommy Blake.

After 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 Monday, August 3, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center.

 Steven W. DeBerry, Chairman

 Dale Ellis, Ed. D., Secretary

2) Personnel and Auxiliary Reports as follows:

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
R. Kevin Lancaster, Deputy Superintendent
August 3, 2020**

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

<u>Certified</u>	<u>Recommended by</u>	<u>Record Check</u>
1) Homar Rodriguez	Chanda Stokes	Pending

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Levonna Morrison Resignation	West High School P.T Teacher Assistant	July 16, 2020
2) Dirk Gurley Resignation	Montg. Central High Principal	July 30, 2020
3) Amy Glover Resignation	Candor Elementary Custodian	August 4, 2020
4) Erin Ingram Resignation	East Montgomery High Band Teacher	August 7, 2020
5) Latisha Allen Resignation	Star Elementary School Custodian	June 30, 2020
6) April Britt Retirement	West Montgomery High EC Inclusion	July 6, 2020
7) Brittney Woodle Resignation	Star Elementary School 4 th Grade Teacher	July 31, 2020
8) Tonya Little Resignation	Troy Elementary School Kindergarten Teacher	July 6, 2020
9) Jarrett Hanks Resignation	East Middle School 8 th Grade Language Arts	July 1, 2020

f. Upon recommendation of the superintendent, approval of recommendation for interim employees:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Ellen Jones 08/01/2020	Central Office Interim Assist. Superin. For Curriculum	Yes	Tracy Grit
2) William Hunter 08/01/2020	Montgomery Central High Interim Head Boys Basketball	Yes	Randy Jordan
3) Danasia Dumas 08/01/2020	Montgomery Central High Interim Head Girls Basketball	Yes	William Hunter

**MONTGOMERY COUNTY SCHOOLS
AUXILIARY REPORT
AUGUST 3, 2020**

Upon recommendation, approval of release from Montgomery County Schools requested for the 2020-2021 school year.

Montgomery County Schools to Richmond County Schools:

- Alexia Watson

10) Jcenne Black Retirement East Middle School Instructional Facilitator March 1, 2021

c. Upon recommendation, approval of principal recommendation for employment of the following probationary contract for the 2020-2021 school year as provided by General Statute 115C-325:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Ann Watson 08/11/2020	West Middle School EC Teacher	Yes	Laura Trumfio

d. Report of the following transfers:

<u>Employee/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Jon LaChance 08/01/2020	East Middle Instr. Facilitator	Montg. Central High Assistant Principal	Corey Phillips
2) Jasmine Goins 08/19/2019	East High School Science Teacher	West High School Science Teacher	Randy Jordan
3) April Cesaro 07/15/2020	Star Elementary PT Media Assist.	Star Elementary Custodian	Latisha Allen
4) Dorothy Lowe 08/01/2020	Mt. Gilead Elem. 4 th Grade Teacher	Troy Elementary K-6 Teacher	Tonya Little
5) Tracy Grit 08/01/2020	Central Office Assist. Supt. of Curr.	Central Office Interim Asso. Supt. for Operations	Kevin Lancaster

c. Upon recommendation, approval of the following administrator:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Anne McLean 08/01/2020	Montgomery Central High Principal	Yes	Dirk Gurley

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
R. Kevin Lancaster, Deputy Superintendent
August 3, 2020**

ADDENDUM

Superintendent reports the termination of employee:

<u>Employee</u>	<u>School Assignment</u>	<u>Effective Date</u>
John Morton	West Middle School	July 30, 2020

3) Service Agreement

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

The next regular meeting will be held Monday, September 14, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary