

# MONTGOMERY COUNTY BOARD OF EDUCATION

## MINUTES

March 4, 2013

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, March 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 the change to approve the consent agenda after the closed session. With a motion from Ann Long, and a second from Shirley Threadgill, the agenda was adopted with unanimous approval from the board with this change.

Opening remarks by Chairman DeBerry were about friendship. Friendship is the golden strand that holds humans together. It is not proud, it is loyal in adversity, it is a shining jewel in happy days.

The Pledge of Allegiance to the Flag of the United States of America was led by Green Ridge Elementary Students, Ladaris Perry and Janet Sanchez.

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

Montgomery County Schools awarded its Community Partnership Award to Macedonia Presbyterian Church. They have provided supplies for the teachers, baskets of candy with notes of encouragement. Montgomery County Schools thanks you!

Regional Science Fair Winners Advancing to State Level are Iris Johnson – Page Street Elementary, and David Steed – Candor Elementary. Honorable Mentions are Raul Sierra-Jaimes – Green Ridge Elementary, and Colin Cleveland – Star Elementary. Congratulations to all.

Next to be recognized is the Montgomery County Schools Spelling Bee Winner - Kaylin Parter - West Middle School. Also recognized were the schools winners and Montgomery County Schools Spelling Bee Participants; Cristian Munoz - Candor Elementary School, Bryanna Gardner - Mt. Gilead Elementary School, Kaylin Parter - West Middle School, Taylor Jones - Page Street Elementary School, and Levi Sells - Star Elementary School.

Youth Leadership Montgomery County students who were not at the previous Board of Education meeting were recognized.

Green Ridge Elementary was the school highlighted this month. Principal Donna Kennedy introduced Lead EC Teacher, Angela Dawkins-Greene and EC Teacher, Literacy Facilitator and NCSIP Coordinator, Patrice Monroe who gave a presentation on corrective reading. Students are given immediate feedback on their needs. This program is designed to accelerate students at risk. It is used at 3<sup>rd</sup> grade and above and students are being helped by this program. Students are pleased and so are parents.

Sue Hatley then spoke on implementing school performance grades. The state board will meet soon and what has been in place might change again. Expectations were raised significantly in 2012 and 2013. We could see meaningful differentiation but have everything on a level playing field. We could see EVAAs growth, Standard 6 for teachers, but also equity for public charter schools.

Phillip Brown then presented the survey results for past East and West High School graduates. Strengths were: exposure to online learning which gave financial savings, ROTC provided discipline, career and tech education and SEED were positive. Weaknesses were: more on financial literacy, career and college planning, higher level math classes, scholarship and college financing options, differentiation, rigor and toughness of classes. Opportunities are: financial literacy, career and college planning, higher level math classes, college financing, differentiation PDSA, more rigor, common core and PDSA. We will continue to gather feedback from graduates to guide improved direction.

Superintendent Ellis presented a change to add High Ethical Standards and Service and Safety Driven to the core Value and Strategic Plan. With a motion from Bryan Dozier along with a second from Sandra Miller along with unanimous approval from the board, this was approved.

Next Superintendent Ellis proposed having an Ethics PDSA. With a motion from Bryan Dozier, along with a second from Shirley Threadgill, the board unanimously approved this addition.

Kevin Lancaster brought forth the 2013-2014 Montgomery County School Calendar for approval. With a motion from Tommy Blake with an amendment to add a footnote which adds Saturdays in lieu of snow days, along with a second from Sandra Miller, the 2013-2014 school calendar was approved unanimously by the board as shown below after the consent agenda items.

Next to be brought forth for approval are the policies shown below. With a motion from Tommy Blake, along with a second from Ann Long and with unanimous approval from the board, these policies were approved.

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

The following group of policies were presented for study to be approved at the April 8, 2013 Board of Education meeting.

- Policy Code 4130            Discretionary Admission
- Policy Code 4130-R        Discretionary Admission  
(admission and transfer of students)

Superintendent Ellis's gave the following remarks.

"Recently, the school system has had to deal with a series of unforeseen and unfortunate ethical lapses by employees. Dealing with such matters is very troubling and difficult to explain. Some matters simply defy explanation. Yet, it is our duty to deal with them. Ethical issues with employees draws into question the trust of the community more so than anything else we have to deal with. We want the public to trust us, to trust our handling of these difficult matters, and to trust us when we say that safety is a top priority. As I have mentioned before, as a father, I can assure you that I take this matter to heart.

I have often told the Board of Education that our school system is a very defensive place. I do not say this for it to be taken as a bad thing. But some of our people often struggle with constructive criticism and some do not feel that improvement is possible in certain circumstances. As a matter of personal responsibility, I think improvement is always possible. I try to lead by example when talking about improvement. I know I have improvement to make in many areas and most of the battle is won when acknowledgement is granted that there is an issue and it needs to be fixed.

The issue with ethical lapses needs to be fixed. No stone was left unturned to ascertain if other employees knew about these latest incidents. After a thorough investigation I do not think so. It is possible that other students knew about it, so it is imperative to me that we build a culture that will report such incidents so they can be handled. I can assure you that we handle such incidents...in closed conjunction with law enforcement.

Max and I are continuing with our ethics training at all schools. As witnessed in our ethics PDSA tonight, that is just the first of many steps we will be taking. When you look at the newspapers across this state, you see a growing trend that is very troubling to everyone. We see it in all areas of society, people in positions of trust who do things that are wrong. I was talking to a school last week and pointing out the multiple instances of school employees that had ethical violations but also the financial advisory that stole from clients and the church treasurer that embezzled money...all positions of trust that violated that trust. As a school system, we cannot afford to have ethical incidents anymore. We must regain the trust of our community.

We do have a totally separate but related cultural issue that we must also acknowledge. I am by no means seeking to blame anyone, but we do have a culture among some young people that says that sexual activity at a young age is ok. We have the data that shows that we are number 2 per capita in the state in the number of teenage pregnancies. We have worked with the Health Department on a grant to work on this issue, but they recently withdrew from providing this service for some reason. The data suggests that ignoring the problem is the last thing we need to do. There is much more work to be done on this issue so we, as a school system, will pick it up. A goal was added to our Strategic Plan tonight. We must identify ways to stem that tide. We have a culture where it is taboo to talk about sexual activity and apparently to report it even if one knows it is wrong. Simply put, that has to stop.

We have covered much tonight that we will be doing in this school system to deal with re-culturing our school system. Ethical behavior by our employees will be one of our top values. I will see to that if I do nothing else. I have been very focused on instruction and facilities this year, but, I have the ability to focus on these cultural issues as well. Part of being a person of integrity begins with acknowledging that a problem exists and accepting responsibility for it. The drive to get past defensiveness starts at the top and I hope to lead by example on this issue. As Superintendent, the buck stops with me. I accept responsibility for the recent lapses in ethical conduct by our employees. And I accept full responsibility in doing everything that I can to fix it.”

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

Upon reconvening, Chairman DeBerry then asked for a motion to approve the Consent Agenda. With a motion from Bryan Dozier and a second from Sandra Miller, the board unanimously approved the information as follows.

- 1) Minutes from the February 4, 2013 regular meeting and the February 28, 2013 board retreat/review meeting of the Montgomery County Board of Education meeting.

## 2) Personnel and Auxiliary Reports as follows:

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

<u>Noncertified</u>	<u>Recommended By</u>	<u>Record Check</u>
1) Rachel Wiles	Heather Seawell	Yes

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Kathy Tyson Resignation	Mt. Gilead Elementary School Technology Assistant	02/15/2013
2) Veronica Leak Resignation	Mt. Gilead Elementary School Teacher Assistant	02/22/2013

- Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Fannie Cagle 02/21/2013	Central Office Transportation Dept.	Troy Elementary Teacher Assistant	Lee Ann Coyle
2) Dustin Braddock 02/20/2013	MLA EC One-on-One	West Montgomery ISS Coordinator	Russ Brown
3) Lee Ann Coyle 02/25/2013	Troy Elementary Teacher Assistant	Green Ridge Elem. Teacher Assistant	Ashley Asbill
4) Russ Brown 02/13/2013	West Montgomery ISS Coordinator	Central Office Assistant Transportation Director	
5) Barbara Parsons 03/01/2013	West Montgomery Child Nutrition	West Montgomery Child Nutrition Assistant Manager	Evelyn Barringer

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

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Josephine Greene 02/12/2013	Central Office Child Nutrition Sub	Yes	
2) Anthony Maynor 02/08/2013	Candor Elementary Custodian	Yes	Jerry Scott

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

<u>Contract/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Christopher Kingston 02/11/2013	East Middle School PE Teacher	Yes	Lawrence Zaccherio
2) Terry Appen Start Date TBD	East Montgomery High PE Teacher	Yes	Randy High

- f. Superintendent reports termination of employee:

<u>Employee</u>	<u>School Assignment</u>	<u>Effective Date</u>
1) Evelyn Barringer	West Montgomery High School Child Nutrition Manager	02/14/2013

Upon recommendation approval of the following student transfers is requested.

Montgomery County Schools to Stanly County Schools  
Brody Pearce Campbell Bladen Cole Gentle Colton Mikesell

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

April 11-12, 2013 – West Montgomery High School HOSA to HOSA State Conference, Greensboro, NC  
April 25-27, 2013 – East Montgomery and West Montgomery AFJROTC “Curriculum in Action” trip to Havelock and Kill Devil Hills NC  
May 17-19, 2013 – West Middle School 8<sup>th</sup> grade Beta Club to Atlanta, GA.  
June 12-14, 2013 – West Middle School 7<sup>th</sup> grade Beta Club to Washington, D.C.

3) Next on the consent agenda are budget amendments 7, 8, 9, and 10 as follows below

4) The following change order request for the Middle School Roofs is in the consent agenda

#7

#### State Fund

Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 4th day of March 2013, passed the following resolution.

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2013.

<b>Expense Code</b>	<b>Description of Code</b>	<b>Increase</b>	<b>Decrease</b>
1.5000.003	Salary - Non Instructional Support	3,355	
1.6000.003	Salary - Non Instructional Support	3,245	
1.6000.056	Transportation	200,364	
1.3100	Allocation State Public School Funds	206,964	
<b>Explanation: Adjustments made for actual revenues and expenditures.</b>			
Total Appropriation in Current Budget		\$	26,493,485
<b>Amount of Increase</b>		\$	<b>206,964</b>
Total Appropriation in Current Amended Budget		\$	26,700,449

#8

**Local Fund**

Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 4th day of March 2013, passed the following resolution.

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2013.

Expense Code	Description of Code	Increase	Decrease
2.5000.009	Longevity Pay		9,862
2.6000.009	Longevity Pay	9,694	
2.7000.009	Longevity Pay	168	
Explanation: <b>Adjustments made for actual revenues and expenditures.</b>			
Total Appropriation in Current Budget			\$ 8,551,538
Amount of Increase			\$ -
Total Appropriation in Current Amended Budget			\$ 8,551,538

#9

**Capital Outlay Fund**

Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 4th day of March 2013, passed the following resolution.

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2013.

Expense Code	Description of Code	Increase	Decrease
4.6000.120	Purchase of Replacement Buses	82,714	
4.3400.120	SPSF Bus Replacement	82,714	
Explanation: <b>Adjustments made for actual revenues and expenditures.</b>			
Total Appropriation in Current Budget			\$ 106,922
Amount of <b>Increase</b>			\$ 82,714
Total Appropriation in Current Amended Budget			\$ 189,636

<b>Federal Fund #10</b>			
<b>Montgomery County Administration Unit</b>			
The Montgomery County Board of Education at a meeting on the 4th day of March 2013, passed the following resolution.			
Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2013.			
<b>Expense Code</b>	<b>Description of Code</b>	<b>Increase</b>	<b>Decrease</b>
3.5000.049	IDEA Preschool Part B	25,114	
3.5200.017	Vocational Education	2,614	
3.5000.104	Title III - Language Acquisition	13,000	
3.5000.050	Title I Lea Basic Program	2,125	
3.5000.105	Title I School Improvement		40
3.5000.051	ESEA Title I - Migrant Regular	40,594	
3.6000.051	ESEA Title I - Migrant Regular		40,614
3.8000.049	IDEA Preschool Part B	11,785	
3.8000.017	Vocational Education		1,251
3.8000.104	Title III - Language Acquisition		12,199
3.8000.050	Title I Lea Basic Program		2,125
3.8000.105	Title I School Improvement	40	
3.8000.051	ESEA Title I - Migrant Regular	26	
3.3600.051	ESEA Title I - Migrant Regular	6	
3.3600.049	IDEA Preschool Part B	36,899	
3.3600.017	Vocational Education	1,363	
3.3600.104	Title III Language Acquisition	801	
<b>Explanation: Adjustments made for actual revenues and expenditures.</b>			
Total Appropriation in Current Budget			4,337,694
<b>Amount of Increase</b>			<b>39,069</b>
Total Appropriation in Current Amended Budget			4,376,763


**AIA® Document G701™ – 2001**
**Change Order**

<b>PROJECT</b> (Name and address): East and West Middle Schools Roof Replacement  East Middle School 1834 S. US 220-Alt Hwy Biscoe, NC 27209  West Middle School 129 Hwy 109 South Mt. Gilead, NC 27306	<b>CHANGE ORDER NUMBER:</b> 001 <b>DATE:</b> February 21, 2013	<b>OWNER:</b> <input checked="" type="checkbox"/> <b>ARCHITECT:</b> <input checked="" type="checkbox"/> <b>CONTRACTOR:</b> <input checked="" type="checkbox"/> <b>FIELD:</b> <input type="checkbox"/> <b>OTHER:</b> <input type="checkbox"/>
<b>TO CONTRACTOR</b> (Name and address): Lafave's Construction Co., Inc. P.O. Box 8146 Landis, NC 28088	<b>ARCHITECT'S PROJECT NUMBER:</b> 12C-137 <b>CONTRACT DATE:</b> October 9, 2012 <b>CONTRACT FOR:</b> Roof Replacement	

**THE CONTRACT IS CHANGED AS FOLLOWS:**

(Include, where applicable, any undisputed amount attributable to previously executed Construction Change Directives)  
Provide masonry through wall flashing replacement or hat channel subframing and flush seam metal wall panel cladding over existing masonry walls as indicated in the drawings attached to email dated January 8, 2013.


East Middle: \$61,084.00  
West Middle: \$63,722.00  
Refund of Contingency Allowance: \$40,000.00  
Refund of Unused Quantity Allowances: \$13,990.00  
Total: \$70,816.00

The original Contract Sum was	\$ 1,479,823.00
The net change by previously authorized Change Orders	\$ 0.00
The Contract Sum prior to this Change Order was	\$ 1,479,823.00
The Contract Sum will be increased by this Change Order in the amount of	\$ 70,816.00
The new Contract Sum including this Change Order will be	\$ 1,550,639.00

The Contract Time will be unchanged by Zero (0) days.  
The date of Substantial Completion as of the date of this Change Order therefore is November 11, 2013

**NOTE:** This Change Order does not include changes in the Contract Sum, Contract Time or Guaranteed Maximum Price which have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

**NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.**

REI Engineers ARCHITECT (Firm name) 1927 J.N. Pease Place, Suite 201, Charlotte, North Carolina 28262 ADDRESS  BY (Signature) Jeremiah Webster (Typed name) February 21, 2013 DATE	Lafave's Construction Co., Inc. CONTRACTOR (Firm name) P.O. Box 8146, Landis, NC 28088 ADDRESS  BY (Signature) Joe Lafave (Typed name) DATE	Montgomery County Schools OWNER (Firm name) 441 Page Street, Troy, North Carolina 27371 ADDRESS  BY (Signature) Bill Mingin (Typed name) DATE
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July						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	W	R	R	W	24
25	26	27	28	29	30	31

September						
S	M	T	W	T	F	S
1	H	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November						
S	M	T	W	T	F	S
					1	2
3	4	5	6	X	W	9
10	H	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	A	H	H	30

December						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	X	N	N	21
22	A	H	H	H	A	28
29	A	A				

### Montgomery County Schools 2013-2014

August 21,22 Required Workdays  
 August 20,23 Optional Workdays  
 August 26 First Day for Students  
 September 2 Labor Day Holiday  
 September 16 Interim reports for High Schools  
 September 25 Interim reports for Elementary & Middle Schools  
 October 7 End of 1st 6 Weeks  
 October 28 End of 1st 9 Weeks/Interim for High Schools  
 \*November 7 ALL Schools-Parent Conf. Report Cards until 7:00  
 November 8 Workday  
 November 11 Veterans' Day Holiday  
 November 20 High School Report Cards  
 November 20 End of 2nd 6 Weeks  
 November 27 Annual Leave  
 November 28,29 Thanksgiving Holiday  
 December 4 Interim reports for Elementary & Middle Schools  
 December 18 Interim reports for High Sch.  
 \*December 18 Early Dismissal  
 December 19, 20 No Days  
 December 24,25,26 Christmas Holidays  
 December 23,27,30,31 Annual Leave  
 January 1 New Year's Day Holiday  
 January 2 Student's Back to School  
 January 17 End of 1st Semester  
 January 20 Martin Luther King, Jr. Holiday  
 January 21 Optional Work Day  
 January 22 Required Work Day  
 January 23 Start of 2nd Semester  
 February 11 Interim reports for High Sch.  
 February 17 No Day  
 February 21 Interim reports for Elementary & Middle Schools  
 February 28 No Day  
 March 7 End of 4th 6 weeks  
 \*March 13 ALL Schools-Parent Conf. until 7:00 pm  
 March 14 Required Work Day  
 March 28 No Day  
 April 1 End of 3rd 9 Weeks/Interim reports for High Schools  
 April 18 Annual Leave  
 April 21 Easter Holiday  
 April 22,23,24 Annual Leave  
 April 25 Holiday In Lieu of Memorial Day  
 April 30 End of 5th 6 Weeks  
 May 2 High School Report Card  
 May 7 Interim reports for Elementary & Middle Schools  
 May 17 Interim reports for High Schools  
 May 26 Annual Day  
 \*June 13 Last Day for Students  
 June 16 Required Work Day

#### SNOW MAKE-UP DAYS

Jan 21,22 Feb 17,28  
 March 14,28 May 26  
 April 18

X-1/2 Day Students Released Two Hours Early  
 N- No School Day

January						
S	M	T	W	T	F	S
			H	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	H	W	R	23	24	25
26	27	28	29	30	31	

February						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	N	18	19	20	21	22
23	24	25	26	27	N	

March						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	X	R	15
16	17	18	19	20	21	22
23	24	25	26	27	N	29

April						
S	M	T	W	T	F	S
	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	A	19
20	H	A	A	A	H	26
27	28	29	30			

May						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	A	27	28	29	30
31						

June						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	X	14
15	R	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

A-Annual Day R-Required Workday  
 W-Optional Workday H-Holiday

Chairman DeBerry then asked for a motion to adjourn. With a motion from Bryan Dozier, along with a second from Shirley Threadgill, the meeting was duly adjourned.

The next regular meeting will be held on Monday, April 8, 2013.

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Steven W. DeBerry, Chairman

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Dale Ellis, Ed. D., Secretary