

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

July 11, 2016

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, July 11, 2016 at 6:30 p.m. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Ann Long and Shirley Threadgill. Sandra Miller and Bryan Dozier were 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 Jesse Hill, the agenda was adopted as presented.

Chairman DeBerry opened with a devotional by reading from Ephesians 6:12: *For we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places.* One of golf’s greatest players, Bobby Jones, was only five years old when he first swung a golf club. By the age of twelve, he was winning club tournaments. At the time, he was known for his hot temper, earning him the nickname “Club Thrower.” Jones became friends with a man named Grandpa Bart, who worked part-time in the club pro shop. Bart had been an excellent golfer, but had retired when arthritis gripped his hands. After Bobby lost the National Amateur Tournament at the age of fourteen, he said, “Bobby, you are good enough to win that tournament, but you’ll never win until you can control that temper of yours. You miss a shot, you get upset and then you lose.” Bobby knew Grandpa Bart was right and he set to work to improve, not his swing, but his mood swings. When Bobby won a major tournament at age twenty-one, Grandpa Bart said, “Bobby was fourteen when he mastered the game of golf, but he was twenty-one when he mastered himself.” Chairman DeBerry reminded us that if we do not master our temper, our temper would master us.

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

Dr. Ellis presented the Central Office Employee of the Month for July to Pam Cameron.

Chairman DeBerry asked for a motion to approve the consent agenda. Tommy Blake made the motion, with Ann Long seconding. The board unanimously approved the following items:

1. Board Minutes from the June 6, 2016 meeting;
2. Personnel and Auxiliary Reports:
 - 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) Miranda Adams	Donnie Lynthacum	Yes
2) Crystal Morgan	Teresa Dunn	Pending

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Krystal Debray Resignation	Star Elementary School PT Media Assistant	June 13, 2016

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| 2) Tempest Leake
Resignation | Central Office
Elem/Middle Testing | June 30, 2016 |
| 3) Sheila Harrison
Resignation | Green Ridge Elementary
5 th Grade Teacher | June 13, 2016 |
| 4) Nancy Cardozo
Resignation | Page Street Elementary
5 th Grade Teacher | June 13, 2016 |

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

<u>Contract/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Dawn Valler 08/22/2016	Mt. Gilead Elem. School Elementary Teacher	Yes	Lisa Wood
2) Chanda Stokes 08/22/2016	West Middle School Instructional Facilitator	Yes	Ellen Jones
3) Evelene Hickey 08/22/2016	Page Street Elementary 3 rd Grade Teacher	Yes	
4) Cody McMaster 08/22/2016	West Middle School 6 th Grade Science Teacher	Yes	Bradley Hammill
5) Bradley Hammill 08/22/2016	West Middle School Health/PE Teacher	Yes	Perry Owens

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

1) Maria Delgado 06/22/2016	East Montgomery High PT Custodian	Yes	Melvin Fleming
2) Lenica Jimenez 08/22/2016	Troy Elementary School PT Media Assistant	Yes	Terrie Thomas
3) Stephanie Corder 08/22/2016	Green Ridge Elementary Custodian	Yes	Mary Saunders

- e. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Stephanie Ross 08/22/2016	West Middle School EC Teacher	East Middle School EC Teacher	
2) Russell Saladin 08/22/2016	Green Ridge Elem. Inclusion Teacher	Page Street Elem. EC Pre-K Teacher	Shea Walter
3) Allison Kessinger 08/22/2016	Mt. Gilead Elem. EC Teacher	West Montgomery EC Teacher	Claudia Stewart
4) Cindy Sweet 08/22/2016	East Middle School EC Teacher	East Montgomery EC Teacher	Felecia Chambers
5) Alicia Lineberry 08/22/2016	East Montgomery EC Teacher	West Middle School EC Teacher	Marcella Rutherford

6)	Robin Williams 08/22/2016	Green Ridge Elem. EC Teacher	West Middle School EC Teacher	Stephanie Ross
7)	Chris Blake 08/22/2016	Candor/Green Ridge EC Teacher	East Middle School EC Teacher	Cindy Sweet
8)	Shea Walter 08/22/2016	Troy Elementary EC Pre-K Teacher	Page Street Elem. EC Teacher	Mandy Hall
9)	Felicia Chambers 08/22/2016	East Montgomery EC Teacher	Mt. Gilead Elem. EC Teacher	Allison Kessinger
10)	Bradley Hammill 08/22/2016	West Middle School 6 th Grade Science	West Middle School Health/PE Teacher	Perry Owens
11)	Nancy Britton 08/22/2016	Green Ridge Elem. Teacher Assistant	Troy Elementary School Teacher Assistant	
12)	Angela Martin 08/22/2016	Mt. Gilead Elem. Kindergarten Teacher	Troy Elementary School Kindergarten Teacher	
13)	Lisa Wood 08/22/2016	Mt. Gilead Elem. 1 st Grade Teacher	Candor Elementary School 4 th Grade Teacher	
14)	Emily DeSpain 08/22/2016	East Middle School ESL Teacher	Candor Elementary School ESL Teacher	
15)	Ernesto Robledo 08/22/2016	Green Ridge Elem. ESL Teacher	Candor Elementary School ESL Teacher	
16)	Aimee Auman 08/22/2016	Green Ridge Elem. Kindergarten Teacher	Star Elementary School Kindergarten Teacher	
17)	Chris Parsons 08/22/2016	Mt. Gilead Elem. 3 rd Grade Teacher	Star Elementary School 1 st Grade Teacher	
18)	Neil Williams 08/22/2016	West Middle School 6 th Grade Teacher	Star Elementary School 2 nd Grade Teacher	
19)	Mary Lamonds 08/22/2016	Green Ridge Elem. Teacher Assistant	Star Elementary School Teacher Assistant	
20)	Richard Persin 08/22/2016	West Montgomery English Teacher	East Montgomery High English Teacher	
21)	John Morton 08/22/2016	East Montgomery Teacher Assistant	Troy Elementary School Teacher Assistant	
22)	Darthelia Ingram 08/22/2016	Green Ridge Elem. Teacher Assistant	Mt. Gilead Elementary Teacher Assistant	
23)	Perry Owens 08/22/2016	West Middle School Health/ PE Teacher	Montgomery Learning Academy Teacher	
24)	Elizabeth Chappell 08/22/2016	Montgomery Lear. Ac. Math Teacher	East Montgomery High School Math Teacher	
25)	Mary Haithcock 08/22/2016	West Middle School Teacher Assistant	East Middle School Teacher Assistant	

26) Kim Turner 08/22/2016	West Middle School Teacher Assistant	Montgomery Learning Academy Teacher Assistant
27) Shanna West 08/22/2016	Candor Elementary ESL Teacher	Page Street Elementary School Spanish Teacher
28) Nancy McLendon 08/22/2016	Mt. Gilead Elementary 2 nd Grade Teacher	Page Street Elementary School 4 th Grade Teacher
29) Mandy Hall 08/22/2016	Page Street Elementary EC Teacher	Mt. Gilead Elementary School 3 rd Grade Teacher
30) Shannon Parsons 08/22/2016	Green Ridge Elementary Kindergarten Teacher	Mt. Gilead Elementary School Kindergarten Teacher
31) William Gaisford 08/22/2016	Montgomery Learn. Aca. English Teacher	West Montgomery High School English Teacher
32) Nita Thompson 08/22/2016	Page Street Elementary 5 th Grade Teacher	Mt. Gilead Elementary School 3 rd Grade Teacher
33) Vera Richardson 08/22/2016	Mt. Gilead Elementary Guidance Counselor	West Montgomery High School Guidance Counselor

- f. Upon recommendation of the superintendent, approval of the following coaches for the Fall 2016 sports season:

West Middle School:

Daniel Jones – Head Football
Mike West – Asst. Football
Shawn Clausell - Football
Jason Hensley – Football
Perry Owens – Football
Kim Turner – Cheerleading
Daphne Brown – Head Volleyball

3. Budget Amendment; and
4. Alternative Accountability Model Participation for Montgomery Learning Academy.

Vance Thomas, Director of Pre-K, presented an afterschool program update. As discussed at the June meeting, since the close of Eggleston’s, there is a great need for afterschool childcare on the east side. A survey was distributed to parents at Star Elementary with nearly fifty “very interested” responses returned. The school is currently looking at having the program afterschool each day from 2:30pm to 5:30pm and on teacher workdays. Rates are still to be determined, but just like a full-time daycare, DSS vouchers will be available for those who need help with payment. One of the next steps will be to secure an administrator and staff. The site must have an administrator on-site at least eighty percent of the time, with a teacher and assistant – based on nineteen students per class. Salaries for the staff average between eight to fifteen dollars per hour statewide.

Dr. Ellis shared with the board the possibility of offering an incentive to classified employees to compete with the five “no days” certified employees have. Certified staff work fifteen minutes extra each day and in return, may use five days for which they take no leave. The suggested program will ask classified employees to select from two options: double their

supplement from fifty to one hundred dollars per year or choose the no absence option and possibly get up to \$250 at the end of the year. The option will be selected by classified employees in August and will end in June of the following school year. Chairman DeBerry asked for a motion to approve. Ann Long made the motion, with Tommy Blake seconding. The board agreed with the option for classified employees, unanimously approving the incentive.

Next, Superintendent Ellis informed the board that waiver time is running out on the analysis of student work alternative. The state wants to continue to push merit pay to measure teacher performance. This alternative is another way to gather data from teachers who do not issue the standard state test, such as Physical Education teachers. Wake and Davidson County submitted a plan. The problem with Wake County's submission is that student assessments will be prepared by content specialists or media teachers. The Principal drives the Davidson County proposal. The state asks that counties choose a model by July 15. With Ann Long making the motion and Shirley Threadgill seconding, the board recommended the Davidson model.

Dr. Ellis brought to the board a request from FirstHealth. They asked for a representative from the board to serve on the First Health of the Carolinas Montgomery/Richmond Coalition. This association will focus on student health by implementing healthy snacks and walking trails at the schools. Sandra Miller and Tommy Blake both volunteered to serve on the committee.


Dr. Phillip Brown highlighted NC Cooperative Innovative High Schools. The overall purpose is to provide cooperative innovative programs jointly in high schools and colleges or universities that will expand educational opportunities for students. Our application is close to completion and as soon as budget updates are available from the college, will be submitted before the September due date. Funding comes from average daily membership and additional funds of up to \$320,000 if the General Assembly approves the request.

Superintendent Ellis read his blog on the new central high school. In it, Dr. Ellis quoted an old Jewish proverb and asked the question for all residents of Montgomery County to consider moving forward, "If not us, who? If not now, when?" He stated that the county would be faced with a huge decision in the coming months concerning the future of education. A Facilities Committee was formed over two years ago to make recommendations to the Board of Education, the community college Board of Trustees and the Board of Commissioners. An application packet was submitted to the USDA in hopes of securing funding needed to "revolutionize" education for our students and do so in a manner that the county can afford. Realizing that change is hard, it can no longer be ignored when the lives of our children and the future livelihood of Montgomery County is at stake. In closing, Dr. Ellis said, "we are in a powerful position where we can accomplish great things for students and the time to do so is drawing ever so close. It is now time to set the course for a brighter future. New facilities, new technology, new focus on academic relevance and rigor, new paths for academic and athletic success and a new future for all of Montgomery County." He ended by posing the question as it relates to the brightest possible future for our most important residents...our children, "If not us, who? If not now, when?"


Chairman DeBerry then asked for a motion to adjourn and move into closed session to discuss personnel and student discipline. With a motion by Tommy Blake and a second from Jesse Hill, 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 Tommy Blake and a second by Shirley Threadgill, the meeting was duly adjourned.

The next regular meeting will be held on Monday, August 1, 2016 at 6:30 pm.



Steven W. DeBerry, Chairman



Dale Ellis, Ed. D., Secretary