

**MONTGOMERY COUNTY BOARD OF EDUCATION  
MINUTES**

**November 4, 2024**

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, November 4, 2024, at 6:30 pm in the Montgomery County Schools Boardroom. Board members present were Steve W. DeBerry – Chair, Anne Evans - Vice Chair, Angela Smith, Lynn Epps, Tommy Blake, Bryan Dozier and Cindy Taylor.

Chairman Steve DeBerry called the meeting to order. Mr. DeBerry moved to adopt the agenda as submitted. Bryan Dozier made the motion with Lynn Epps seconding. The agenda was accepted with unanimous approval from the board.

Chairman Steve DeBerry shared an opening devotional with a reading from Romans 1:12, “When we get together, I want to encourage you in your faith, but I also want to be encouraged by yours.” Most of the time we do not need many spoken words to push us in the right direction. It only takes a few positive sentiments to quickly shake us out of apathy or pessimism. Encouragement is necessary in daily living by both giving and receiving. What can you do to encourage someone today?

Troy Elementary School students Emma Blake and Avelardo Torres led the Pledge of Allegiance to the flag of the United States of America.

Chairman DeBerry then called upon an individual that signed up to speak during the public comments section. Ms. Judy Stevens, accompanied by Mr. James Spivey, wanted to thank Mr. DeBerry for his service on the Board of Education. Ms. Stevens stated that in the past they had all served together on the Board of Education. She stated that she was nominated by former board chair, Howard Dorsett, who served as the chairman for twenty-one years. She accepted the nomination and served as board chair from 1981-1988. Mr. DeBerry has served on the board for forty years, with thirty-six as chairman and that is a great accomplishment. I know that you have sacrificed a lot of your time and your family’s time, and we do greatly appreciate it. Ms. Stevens stated that when she came off the school board in 1988, current board member Tommy Blake presented her with a plaque. She stated that she would like to present Mr. DeBerry with the same plaque which reads, “Don’t ask me, I’m off the school board” Ex School Board Member, Steve DeBerry, Montgomery County Schools Board of Education 1984-2024. We truly appreciate your time and service to this county and the Montgomery County Schools, it is remarkable. Mr. DeBerry stated that he would never forget when he first started on the school board, Ms. Stevens and Mr. Dorsett being so instrumental in mentoring and showing him what the qualities of a good school board member should be. Thank you so much.

Chairman DeBerry called upon Dr. Ellis and Jessalyn Spell for Certified and Classified Employees of the Month for Troy Elementary. Sara Sasser, Teacher Assistant, was the classified winner. Megan Epps, Kindergarten Teacher, was the certified winner and was unable to be present tonight.

Dr. Dale Ellis then recognized Mr. DeBerry with a plaque for his 40 years of service with the Montgomery County Schools Board of Education. His many years of service are just remarkable. Dr. Ellis stated that Mr. DeBerry’s leadership has been a steady calming force

through a lot of change as well as the many amazing things our district has been able to accomplish during the years he has served. We thank him for his many years of unconditional commitment to the Montgomery County Schools. We appreciate everything you have done for our schools. Mr. DeBerry stated that it has been a real honor to serve the children of Montgomery County for the last forty years. He stated that he has worked with many good board members, superintendents, and administrators who each worked toward the same goal of providing opportunities and doing what was best for our children. He shared with the current board members that when tough decisions need to be made, keep that same goal in mind and do what is best for our children and you cannot go wrong.

Chairman DeBerry stated that the next item is the consent agenda and requested to hold the consent agenda until after closed session. The board approved unanimously.

Chairman DeBerry called upon Jessalyn Spell, principal for Troy Elementary for the school's presentation on Raising Readers at Troy Elementary. Ms. Spell stated that their vision for Troy Elementary is to create whole child success together. Our mission is to build relationships to help the whole child succeed while providing a safe and positive environment to engage students academically and creatively in order to promote and explore the possibilities of the world. Our SIP K-2 overall reading goal will be to grow in composite reading proficiency to 72% in mClass. We chose SIP indicators to help achieve our goals. The two we focused on in our presentation was (1) the school regularly communicates with parents/guardians about expectations and the importance of curriculum in the home and (2) instructional teams develop standards-aligned units of instruction for each subject and grade level. We encourage early parental involvement through our Letterland parade. Once our kindergarten students finish learning their letters, we encourage them to dress up like their favorite Letterland character and we have a parade down the hallways of the school. Also, March is National Reading month, so we selected a book for the whole school to read. We put out a calendar and list a chapter to read together each night (or listen to the staff recording online) along with a question to answer on our Facebook page. This also included a writing assignment to describe and illustrate what they read about. We have also started using the new CKLA Curriculum to help build background knowledge which helps develop our students into well rounded readers. We also offer dedicated intervention time everyday as well as strategic selection of students for support programs like Future Forward and NC Ed Corp. With all these strategies we hope to see growth in our reading and in achieving our school improvement goals. We feel like our students must learn to read so they can read to learn in the upper grades.

Chairman DeBerry called upon Wade Auman for the Testing Data Presentation. Mr. Auman, Dr. Joanna Perkins, and Mr. Matthew Swain presented the 2023-2024 accountability and testing results. The presentation covered data from the 2021-2022 school year through the 2023-2024 school year. The overview for the discussion includes Every Student Succeeds Act (ESSA), Comparison Sample, Analysis, Implications with Principals and District Leaders, and Test Results. Mr. Auman stated that at our End of Year review, Mr. Dozier requested that we compare our schools with school districts who share the same economic disadvantages and demographic data. We were able to identify Harnett County, Lee County, Newton-Conover City, and Sampson County as districts that closely match our districts poverty level and demographics. We used the data from these four counties along with the data from North Carolina and the Sandhills Region for our comparison sample. Mr. Auman discussed the school report cards and what they look at from the district level and the data on the Internal Ready Report that we receive from the State at the completion of testing. In 2023-2024, one of our schools earned a grade of A, three of our schools earned a grade of C, five of our schools earned a grade of D, and one of our schools earned a grade of F. Mr. Auman stated that they have identified several key

issues that led to the grade of F but they were a closed session matter. Dr. Perkins and Mr. Swain then presented the data for Reading and Math. The data indicated that in grades three through five that our percentages are below the other counties in our affinity group, however, by grades six through eight our percentages are more aligned with our cohorts. In Math I and Biology we are above the State level and in line with or above several of our cohorts. Mr. Auman stated that they are planning to reach out and schedule a time to meet with Sampson County to discuss their programs and learn what we could do to improve. Mr. Dozier also suggested that we also reach out to Newton-Conover. Our graduation rate dipped slightly to 92.3%. Mr. Auman stated that the key point is to look at the growth model because it shows where the child is at and then it shows where you have taken them. This growth is reflected in the school grade improvement as the students reach high school and early college. Overall, our students enter with varying levels of readiness, but we grow them by providing the resources and strategies to be globally competitive.

Chairman DeBerry called upon Dr. Dale Ellis for the Superintendent's Comments. Tonight, we changed our focus a little bit to only focus on numbers. It seems like numbers is all that we get to talk about these days. Unfortunately, students are not just numbers. The numbers they get on a test as an 8-year old do not define them or their future. That is why I am so proud of our principals, teachers, and other highly qualified staff. They look beyond the numbers and focus on the child. When a student graduates high school with an Associate's Degree, no one cares what their third grade math score was. Education is a process, not a test. It is defined by the 2,340 instructional days that we have them between kindergarten and graduation. Thankfully, it is not defined by the 20 or so days they spend in testing or that single data point that so many want to focus on. Our schools are more than that and our students are more than that.

I have more numbers. 5,172 (or thereabouts) is the number of days I have been the Superintendent of Montgomery County Schools, since September 1, 2010. During that time our graduation rate went from 70% to over 95%, resulting in hundreds of more students graduating high school and having a chance at a brighter future. In conjunction with MCC, 100's of our students have received associate's degrees and high quality industry credentials, saving Montgomery County families millions of dollars. We started an Early College and built a state-of-the-art education complex at Montgomery Central that continues to be the envy of the state and nation. We secured those facilities for roughly \$80,000,000 and it would cost well over \$150,000,000 if we had to do it today, saving tens of millions of dollars for our taxpayers and providing an educational opportunity that is second to none. We have leveraged over \$54,000,000 in grants to add programs and serve students in ways never dreamed about before. And we did all of that while adding \$1,600,000 to the district's fund balance to curb against inflation and rising costs.

5,172 days is the length of time I have had the honor to serve as the Superintendent here. Those are highly engaged days. That's not just coming to a meeting once a month and then not thinking about it again for a month like some people have the luxury of doing. That is thinking about MCS when I go to bed, when I wake up in the middle of the night, and when I get up early in the morning. I've lived, breathed, and slept nothing but MCS for a very long time. That's standing on the beach to watch the sunrise when I'm on "vacation" and not getting to fully enjoy it, because there is something that I am focused on in this work. That is my wife asking me, "what's wrong" and me answering, "nothing" because I can't discuss

whatever the issue is.

I could go on and on with the numbers but here are the two that matter the most to me and the two that bother me the most. 27 is the number of tennis and lacrosse matches that my youngest daughter has played in since she started high school. 1 is the number of those matches that I have had the actual pleasure of seeing. I do not know what the future holds, but I do know it is time for a change. With that said, I am publicly announcing my plans to retire as the Superintendent of Montgomery County Schools, effective January 1, 2025. I am still a young man, and I have lots of things I want to do and explore. That may be working somewhere else, and it may not. Who knows? I do know that if I do not take the opportunity now to explore whatever that next chapter is, I may not ever do it. I hope those who have long counted on me will understand and support this decision. Looking at all we have accomplished; I am ultimately at peace with this decision. Thanks to all who have supported me.

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

The following items were approved after the closed session with a motion by Bryan Dozier and a second by Angela Smith:

- 1) Board Minutes from October 7, 2024
- 2) Personnel and Auxiliary Report

**MONTGOMERY COUNTY SCHOOLS  
PERSONNEL REPORT**  
Emily Shaw, Assistant Superintendent for Human Resources  
November 4, 2024

**a. Superintendent reports the acceptance of the following resignations/retirements:**

<u>Resignation/Retirement</u>	<u>School Assignment</u>	<u>Effective Date</u>
1) Jantzen Gooch Resignation	Troy Elementary P.T. NC Ed Corp Tutor	10/8/2024
2) Deborah Robinson Retirement	Central Office Custodian/Bus Driver	11/30/2024
3) Carol Singleton Resignation	Mt. Gilead Elementary Custodian/Bus Driver	10/26/2024
4) Yasmir Medina No Show	East Middle P.T. Translator	11/4/2024
5) Ashley Tucker Resignation	Montg. Central High Custodian/Bus Driver	10/16/2024
6) Kristin Moore Resignation	Mont. Central High Custodian/Bus Driver	10/16/2024
7) Diana Magana Sanchez Resignation	Montg. Central High Exceptional Children	10/9/2024
8) Christine Wilder No Show	Montg. Learn. Academy Behav. Spec. Assist./Bus Driver	10/22/2024
9) Brenda Smith Retirement	Troy Elementary Child Nutrition	1/25/2025
10) Shawanna Long Resignation	West Middle 6 <sup>th</sup> Grade E.L.A. Teacher	11/25/2024
11) Hannah Shepherd Resignation	Page Street Elementary P.T. Tutor	10/22/2024

**b. Upon recommendation of the superintendent, approval of the following additions to the substitute teacher list:**

<u>Non-Certified</u>	<u>Record Check</u>
1) Joselyn Joyce	Yes
2) Iakecia Moore	Yes
3) Cindy Williams	Yes
4) Sharon McDonald	Yes
5) Kimberly Morris	Yes
6) Bryanne Hild	Yes
7) Crystal Horvath-Hardy	Yes
8) Alyssa Lindsay	Yes
9) Jada Drake	Yes
10) Abby Blake	Yes
11) Janet Maye	Yes
12) Jada Drake	Yes
13) Ezequiel Santiago	Yes

**c. Report of the following transfers:**

<u>Transfer</u>	<u>Effective Date</u>	<u>From</u>	<u>To</u>
1) McKenzie Brady	10/10/2024	East Middle P.T. Child Nutr.	East Middle P.T. Child Nutr.
2) Tabeda Legend	10/14/2024	Central Office Execup. Child. Dirce.	Montg. Falls College D.L. Academic Coach

**d. Upon recommendation, approval of principal recommendation for the following probationary contracts for currently employed personnel for the 2024-2025 school year as provided by General Statute 115C-325:**

<u>Employee</u>	<u>School Assignment</u>
1) Kylic Blankenship	East Middle - 7 <sup>th</sup> Grade Social Studies Teacher
2) Lashonda Douglas	Star Elementary - Guidance Counselor
3) Kaleb Burrows	Montgomery Central High - Physical Education Teacher
4) Laura Hammarford	Star Elementary - 2 <sup>nd</sup> Grade Teacher
5) Grace Reynolds	East Middle - Math Teacher

e. Upon recommendation, approval of principal recommendation for employment of the following interim contracts for the 2024-2025 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) Aaron Wright 11-5-2024	Page Street Elem. Guidance Counselor	Yes	Kristin Beck
2) Monique Santiago 1/6/2025	Page Street Elem. Excep. Child. Self Con.	Yes	Samantha Clark
3) Sarah Wright TBD	Central Office Director of Except. Child.	Yes	Takeda Legend

f. 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) Jessica Richards 10-22-2024	Montg. Central High Custodian/Bus Driver	Yes	Ashley Tucker
2) Lakasia Moore 10-28-2024	Montg. Central High Custodian/Bus Driver	Yes	Kristin Moore
3) Erika J. Hernandez TBD	East Middle P.T. Translator	Yes	Yasmin Medina

g. Upon recommendation, approval of the following coaches:

West Middle School  
 Cheerleading – Toshia Little  
 Wrestling – Dabeska Richardson, Sasha Golden  
 Girls Basketball – Dabeska Richardson  
 Boys Basketball – Terrance Louke, Cedy Williams  
 Baseball – Mandy Gevgeput  
 Tennis – Sasha Golden

Montgomery Central High School  
 J'la Hinson – Lady's Basketball  
 Zesar Abares – Wrestling Assistant

h. Upon recommendation, approval of the following bus driver:

<u>Employee</u>	<u>Record Check</u>
Jennifer Simpson	Yes

i. Upon recommendation of the superintendent, approval of recommendation for employment of the following certified interim personnel:

<u>Employee Effective Date</u>	<u>School Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Nancy Williams TBD	Montg. Central High P.T. Excep. Children's Resource Teacher	Pending	Kate Amundson

MONTGOMERY COUNTY SCHOOLS  
 AUXILIARY REPORT  
 NOVEMBER 4th, 2024

The following overnight field trip is requested:

Montgomery Central High School  
 Travel Trackers 5133-Field Trip (JRCTC)  
 Nutter Center, Coland Glenn Highway, Fairborn, OH  
 3-14-2025-3-16-2025

### 3) Budget Amendment



441 Page Street • P.O. Box 427  
 Troy, North Carolina 27371-0427  
 PHONE: (910) 576-6511 • FAX: (910) 576-2944

To: Board of Education  
 From: Milton Taylor  
 Date: November 4, 2024  
 Subject: Budget Amendment

Attached you will find a budget amendment for your consideration for the year ending June 30, 2025.

#### Fiscal Year 2024/2025 Budget Amendment # 1

##### State Funds

1) An increase of \$107,147.00 to the State Budget Fund (Fund 1):

\$62,938.00 increase to PRC 095 (Literacy Intervention) – This is the district’s annual allotment for Literacy Intervention expenses.

\$20,454.00 increase to PRC 048 (Principal Bonus) – If a principal’s school ranks in the top 50% of EVAAS scores for the state, they receive a bonus ranging from \$15,000 to \$1000. Montgomery County Schools had 5 principals that received this bonus.

\$23,755.00 increase to PRC 073 (School Connectivity) – This funding is provided to maintain the school district’s network and Wi-Fi systems.

\$824,989.00 increase to PRC 020 (International Teachers) and a \$824,989.00 decrease to PRC 011 (Classroom Teachers) – funds were transferred from the Classroom teacher funding to pay the expenses of employing 11 international teachers to enable the district to adequately meet the staffing needs of the district.

##### Local Funds

2) No Change to the Local Fund Budget (Fund 2)

##### Federal Funds

3) An increase of \$1,227,219.02 to the Federal Funds Budget (Fund 3):

Beginning this year, the district is required to implement a change in the way federal funds are reported. When the district receives federal grants, funds are typically available to the district for 27 months. For this

reason, federal funds can be carried over for up to two years. In the past, the district combined previous funding with new funding into one budget, but beginning this year, the district must create a separate budget for each year’s funding. For example, PRC 060 might have Budget Year 2023 funding, Budget Year 2024 funding and Budget Year 2025 funding whereas in the past we could lump all the funding into one budget.

\$190,634.02 increase to PRC 050 Year 2024 (Exceptional Children Program) – This represents funding that remained at the end of June 2024. With most federal grants, the district is allowed to carry over funds into the next school year.

\$925,680.00 increase to PRC 050 Year 2025 (Exceptional Children Funding) – This represents the district’s new funding for the Exceptional Children’s Program.

\$29,537.00 increase to PRC 049 Year 2025 (Pre-K Exceptional Children Funding) – This represents the district’s new funding for the Pre-K Exceptional Children’s Program.

\$81,369.00 increase to PRC 017 Year 2025 (Career & Technical Education Funding) – This represents the district’s new funding for the Career and Technical Education Program.

##### Capital Outlay Funds

4) An increase of \$10,375.88 to the Capital Outlay Budget Fund (Fund 4):

\$7327.38 increase to PRC 802.04 (Capital Outlay Expenses) – these funds were used to purchase parts to make repairs to boilers at some of our older schools.

\$3049.50 increase to PRC 802.03 (Capital Outlay Expenses) – these funds were used to remove several trees in the district that were damaged by the storms related to the recent hurricanes.

##### Child Nutrition

5) No change to the Child Nutrition Fund Budget. (Fund 5)

##### Special Local Fund B

6) An increase of \$59,535.00 to the Special Local Fund B Budget (Fund 8):

\$59,535.00 increase to PRC 311 (State Gear UP Grant) – this represents the funding for the state Gear Up Grant to support instruction at Montgomery Central High School.

7) Overall, these adjustments resulted in an increase of \$1,404,277.90

to the total 2024 - 2025 budget for Montgomery County Schools.

I will be available to answer any questions you may have.

This amendment is an action item and will require a vote.

### Budget Amendment # 1

#### Montgomery County Administration Unit

This Montgomery County Board of Education at a meeting on the 4th day of November 2024 passed the following resolution:

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2025.

Expense Code	Description of Code	Increase	Decrease
<b>STATE FUNDS</b>			
<b>Revenues</b>			
1.3720.035	PRC 095 Literacy Intervention	\$62,938.00	
1.3720.048	PRC 048 Principal Bonus	\$20,454.00	
1.3720.073	PRC 073 School Connectivity	\$23,755.00	
Net Change in State Revenues		\$107,147.00	
<b>Expenses</b>			
1.5000.035	PRC 095 Literacy Intervention		\$62,938.00
1.5000.011	PRC 051 Teacher Positions I		\$824,989.00
1.5000.020	PRC 020 International Teachers	\$824,989.00	
1.5000.048	PRC 048 Principal Bonus	\$20,454.00	
1.5000.073	PRC 073 School Connectivity	\$23,755.00	
Net Change in State Expenses			\$1,071,47.00
Net Change in State Budget		\$107,147.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$30,851,151.00
Amount of Increase		\$107,147.00	
Total Appropriation in Current Amended Budget			\$30,958,298.00

### Budget Amendment # 1

Expense Code	Description of Code	Increase	Decrease
<b>LOCAL FUNDS</b>			
<b>Revenues</b>			
<b>Expenses</b>			
Net Change in Local Revenues		\$0.00	
Net Change in Local Budget		\$0.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$7,344,416.00
Amount of Increase			\$0.00
Total Appropriation in Current Amended Budget			\$7,344,416.00



# 4) School Safety MOU 2024-2025

2024-2025 School Safety MOU  
Montgomery County Schools

## IMPROVING SECURITY AT SCHOOLS, ON SCHOOL GROUNDS, AND IN OUR JURISDICTIONS

### MEMORANDUM OF UNDERSTANDING

#### BETWEEN MONTGOMERY COUNTY SCHOOLS AND THE MONTGOMERY COUNTY SHERIFF'S OFFICE, MONTGOMERY COUNTY EMERGENCY MANAGEMENT, AND LOCAL MUNICIPALITIES (BISCOF, CANDOR STAR, TROY, MOUNT GILFAD) POLICE DEPARTMENTS

Montgomery County Schools (referred to hereinafter as "the District" and Local Law Enforcement (referred to hereinafter as the "Montgomery County Safety Advisory Team" hereby enter into a Memorandum of Understanding for the collaboration on the development of improved safety and violence prevention throughout the jurisdictions serving Montgomery County.

#### COLLABORATION OBJECTIVES

1. To assess existing security needs.
2. To identify new opportunities for safety improvements.
3. To improve coordination with law enforcement and first responders.
4. To pilot and test newly developed safety strategies and make modifications as needed.
5. To finalize a safety model to ensure school safety for future years.

#### ROLES AND RESPONSIBILITIES

The District is committed to involving the following individuals and organizations when implementing the project objectives to increase security for the District's students, staff, community, and buildings. This includes involvement and coordination with our jurisdictions law enforcement personnel and first responders:

- District staff such as principal/assistant principals, faculty, school staff, students, parents, school social workers, guidance counselors, and Board Members, security industry experts.
- The Sheriff's Office and Local Law Enforcement personnel and their respective jurisdiction are helping with the project.
- Local Emergency Management experts, public safety experts, and other individuals and organizations that interface with school safety.

Memorandum of Understanding

1

2024-2025 School Safety MOU  
Montgomery County Schools

The District will partner with law enforcement to review the existing security assessment that was completed in the spring of 2023. In addition, the District will conduct updated school and district-wide assessments during the grant period and ensure individuals and organizations who interface with school safety are incorporated throughout the planning and implementation process.

The District will continue to enact safety strategies developed through its security assessment. Key strategies include but are not limited to quarterly lockdown drills, annually updated safety assessments for each school and the entire district, and ongoing training and coordination with law enforcement and first responders, per plan recommendations.

The District will work with law enforcement to ensure the proposed technology and equipment are properly installed and used.

The District will provide fiscal management of the grant's expenditures and, in collaboration with law enforcement, will provide evaluation of the program's goals, objectives, activities, and milestones. Project reports and data will be stored and submitted by reporting and compliance requirements from the Office of Community-oriented Policing Services.

The District will provide program management to the project. Under the leadership of Assistant Superintendent of Operations Matthew Woodard and Dr. Jack Cagle, Assistant Superintendent of Administrative Services, the District will collaborate with local law enforcement to train faculty and school staff, as well as community partners, on relevant safety planning, procedures and prevention.

The District is committed to involving the previously mentioned key partners, other individuals, and organizations who interface with school safety to ensure the District is fully supported in efficiently and effectively implementing the program.

Montgomery County Sheriff's Office and local law enforcement and emergency responder organizations serving the District's schools will oversee the updated security assessment that will occur during the grant period, and ensure individuals and organizations who interface with school safety are incorporated throughout the planning and implementation process.

Montgomery County Sheriff's Office and local law enforcement and emergency responder organizations and the District will continue to enact safety strategies developed through their existing security assessment. In partnership with the District, law enforcement and first responders will implement their safety plan, including lockdown drills, evacuation training, natural disaster training, etc.

Law enforcement will work with the District to ensure grant-funded equipment and technological security improvements are properly installed, maintained, and used.

Law enforcement will continually work with the District to evaluate school safety and make necessary modifications as needed.

Memorandum of Understanding

2

2024-2025 School Safety MOU  
Montgomery County Schools

#### KEY STAFF AND PARTNERS

##### Project Team Leader:

Assistant Superintendent of Operations Matthew Woodard and Dr. Jack Cagle, Assistant Superintendent of Administrative Services will serve as the decision and communicators between law enforcement and key partners, as well as school faculty and staff, parents, and community members. Both will serve as the District's champions to oversee the project's direction and timely completion, conduct initial outreach with law enforcement and relevant community partners, and coordinate the completion of the project's data collection and program report writing.

##### Law Enforcement Team Leader

Montgomery County Sheriff, Pete Heron, will lead the relationship with the District as well as the community, oversee the project's management and direction, assist with community outreach to obtain input and involvement about school safety and be responsible for the project's overall implementation.

##### Key Partners

The following team members will be involved in the project's updated security assessment and safety modifications: students, parents, faculty, school associates, school social workers and guidance counselors, school resource officers, school Board members, police chiefs and officers, the County's sheriff's office, emergency management, school safety experts, and other school safety field experts. Core team member participation will be engaged by the Project Team Leader and Law Enforcement Team Leader.

##### DATA-SHARING STRATEGY

Montgomery County Sheriff's Office, local law enforcement agencies, and emergency management/first responders will communicate and notify each other of an emergency through security equipment and technology. The Team will determine the best way to integrate purchased school security equipment into safety planning.

##### COMMUNICATION STRATEGY

Currently and throughout the project, law enforcement and the District will communicate on at least a monthly basis. Communication is currently made through teleconferencing, emails, Board meetings, and during in-arena lockdown drills. In November 2019, the Team launched the Sandy Hook Promise initiative that identifies and responds at all secondary schools. Throughout this project, partnering organizations will continue to communicate monthly, and as needed to launch the updated assessment, install, and implement the proposed safety equipment, and engage with school faculty, staff, and other key community partners.

Memorandum of Understanding

3

2024-2025 School Safety MOU  
Montgomery County Schools

Communication for financial reporting will occur monthly and for program reporting quarterly. Non-confidential reports will be shared with key partners as reports are completed and as needed. Communication with the media will be made after the review and approval from the project's Team Leaders.

#### MAJOR MILESTONES OF THE PROJECT INCLUDE:

- Purchase and install grant-funded security equipment
- Identify zero security opportunities and ways to coordinate with law enforcement.
- Pilot integrated security model, including training on appropriate ways to use equipment.
- Finalize security model.

Signature: Dole Ellis Date: 10/24/24

Dr. Dole Ellis, Montgomery County Schools, Superintendent

Signature: Matthew Woodard Date: 9/16/2024

Matthew Woodard, Montgomery County Schools, Assistant Superintendent

Signature: Jack Cagle Date: 9/19/2024

Dr. Jack Cagle, Montgomery County Schools, Associate Superintendent

Signature: Pete Heron Date: 10/18/2024

Sheriff Pete Heron, Montgomery County Sheriff's Office

Signature: Rebbie Smith Date: 9-18-2024

Rebbie Smith, Director of Montgomery County Emergency Management

Memorandum of Understanding

4




Signature:   
Jerry Rausch, Chief of Police, Bowie Police Department

Date: 10/19/24

Signature:   
Matt Baldwin, Chief of Police, Crofton Police Department

Date: 10/24/24

Signature:   
Jabedje L. Grand, Chief of Police, Mt. Grekard Police Department

Date: 10/29/2024

Signature:   
David Kim, Chief of Police, Star Police Department

Date: 11-25-24

Signature:   
James Adams, Chief of Police, Fry Police Department

Date: 10-18-24

Memorandum of Understanding

Upon returning to open session, board member Angela Smith made a motion to select Mr. Wade Auman as Interim Superintendent, with Bryan Dozier seconding. The board approved with a 6-0 vote. Chairman DeBerry abstained from the vote.

Chairman DeBerry asked for a motion to adjourn the meeting. Bryan Dozier made the motion with Cindy Taylor seconding; the meeting was duly adjourned.

The next regular meeting will be held on Monday, December 2, 2024, at 6:30 pm at the Montgomery County Central Office.

  
Anne Evans, Vice - Chairman

  
Dale Ellis, Ed. D., Secretary