

**MONTGOMERY COUNTY BOARD OF EDUCATION  
MINUTES**

**September 9, 2019**

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, September 9, 2019 at 6:30 pm at Montgomery County Schools Central Office. Board members present were Steve DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Sandra Miller, Bryan Dozier, and Shirley Threadgill. Trikena Simmons was absent.

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

Steve DeBerry read a devotional reminding us where we are and where we want to be depends on how hard we work.

Mt. Gilead Elementary students Aiden Arroyo and Aniya Arroyo led the Pledge of Allegiance to the Flag of the United States of America.

Jeff Branch signed up to address the board during the public comment period. Jeff Branch informed us that North Carolina now requires all SROs to be state certified. All of Montgomery County SROs are now certified. Mr. Branch thanked Dr. Charles Dulin for his help in training with the Exceptional Children portion of the process. Mr. Branch presented a gift card for Dr. Dulin in appreciation of his help.

A Resolution of Esteem was presented for Grovene Howard Dry. Mrs. Dry passed away in June. A moment of silence was requested by Chairman, Steve DeBerry in honor of her service to Montgomery County Schools. The resolution reads as follows:

**MONTGOMERY COUNTY BOARD OF EDUCATION**

**RESOLUTION OF ESTEEM**

FOR

***Grovene Howard Dry***

**WHEREAS**, our Heavenly Father, in His infinite love and wisdom, saw fit to call home Grovene Howard Dry on June 12, 2019 and

**WHEREAS**, her dedication to Montgomery County Schools for seven years as a teacher, were a living testament of her integrity and skill, and

**WHEREAS**, her loss will be deeply felt not only by those with whom she served, but also throughout her entire community and county.

**NOW, THEREFORE**, be it resolved that the Montgomery County Board of Education goes on record in expressing a sense of real loss and regret in her passing; that a copy of this resolution be conveyed to her family as an indication of our deep sympathy; and that a copy of the same be filed as a part of the permanent minutes of the Board of Education.

**MONTGOMERY COUNTY BOARD OF EDUCATION**

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Steven W. DeBerry, Chairman

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Dale Ellis, Ed. D., Secretary

Tommy Blake ~ Bryan Dozier ~ Jesse Hill  
Trikena Simmons ~ Sandra Miller ~ Shirley M. Threadgill

SEPTEMBER 2019

The family of Robert Caudill accepted a Resolution of Esteem for his eight years of service with the Board of Education for Montgomery County Schools. Mr. Caudill passed away in June. The resolution reads as follows:

**MONTGOMERY COUNTY BOARD OF EDUCATION**

**RESOLUTION OF ESTEEM**

FOR

***Robert Harris Caudill***

**WHEREAS**, our Heavenly Father, in His infinite love and wisdom, saw fit to call home Robert Harris Caudill on June 27, 2019 and

**WHEREAS**, his dedication to Montgomery County Schools for eight years as a member of the Board of Education, were a living testament of his integrity and skill, and

**WHEREAS**, his loss will be deeply felt not only by those with whom he served, but also throughout his entire community and county.

**NOW, THEREFORE**, be it resolved that the Montgomery County Board of Education goes on record in expressing a sense of real loss and regret in his passing; that a copy of this resolution be conveyed to his family as an indication of our deep sympathy; and that a copy of the same be filed as a part of the permanent minutes of the Board of Education.

**MONTGOMERY COUNTY BOARD OF EDUCATION**

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Steven W. DeBerry, Chairman

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Dale Ellis, Ed. D., Secretary

Tommy Blake ~ Bryan Dozier ~ Jesse Hill  
Trikena Simmons ~ Sandra Miller ~ Shirley M. Threadgill

SEPTEMBER 2019

Mitch Taylor recognized Kristy Buchman, Terrie Furr, Rebecca Ridgeway, and Courtney Sheffield, bookkeepers who had a zero findings audit for the 2018-2019 school year. Delores Mauldin, Cindy Williams and Sherry Starnes were not in attendance. Mr. Taylor thanked each one of them for their dedication and hard work. This year proved to be a great year with seven perfect audits. The most we have had in a year.

Sloan Bourgeois, introduced the certified and classified employees of the month for Mt. Gilead Elementary. Lynn Barton, Pre-K Assistant and Bus Driver, is the classified employee of the month. Trician Bailey, second year Teacher now teaching first grade at Mt. Gilead Elementary and is from Jamaica, is the classified employee of the year. Mrs. Bougeois thanked them for their hard work and dedication.

Chairman DeBerry asked to hold the consent agenda until closed session. The board unanimously agreed.

Sloan Bourgeois, Principal, and Mandy Hall, Teacher at Mt. Gilead presented a Power Point presentation entitled "The Next Step Forward in Guided Reading. A Framework by Jan Richardson." A video was shown with Mandy Hall using the technique with her students in the classroom. This program was implemented in April of 2019. Mrs. Bourgeois has seen great growth in reading since the start of this program. Board members asked if this model was intended to replace remaining programs. Mrs. Bourgeois explained this is an additional technique used with ReadyGen addressing gaps in foundational skills. This model assesses by ability not grade level. Mandy Hall is responsible for training other teachers at Mt. Gilead Elementary.

Superintendent Ellis presented a proclamation to officially declare September as Attendance Awareness Month with approval by the board. Bryan Dozier made a motion to approve. Sandra Miller seconded and the board unanimously approved. The proclamation reads as follows:



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FROM THE MONTGOMERY COUNTY SCHOOLS BOARD OF EDUCATION

Proclamation of September as Attendance Awareness Month

**WHEREAS**, regular attendance is essential to grade-level reading, academic achievement and graduation; and

**WHEREAS**, early chronic absence – missing 10 percent or more of school days for any reason including excused and unexcused absences, or just two or three days a month – is associated with lower academic achievement, truancy in middle school, and school dropout; and

**WHEREAS**, regular attendance puts children on track for becoming proficient readers by the end of third grade, decreases their likelihood of being retained, and supports the development of social-emotional skills needed to persist in school; and

**WHEREAS**, all students – even those who attend regularly – are affected by chronic absence because teachers must spend time reviewing for students who missed lessons; and

**WHEREAS**, chronic absence is an early warning indicator that can reveal that a student needs help long before test scores or grades do; and

**WHEREAS**, chronic absence exacerbates the achievement gap between students in low-income communities, many of whom are students of color, and their peers. Students from low-income communities are more likely face systemic barriers to getting to school and more likely to be impacted academically by missing school; and

**WHEREAS**, attendance is actionable and districts across the country are increasing attendance by recognizing good and improved attendance, engaging students and families, monitoring attendance data and practice, providing personalized early outreach as needed, and developing systemic responses to attendance barriers; and

**WHEREAS**, attendance is now a required reporting metric under the federal Every Student Succeeds Act and an area of focus for both the Campaign for Grade-Level Reading and the North Carolina Pathways to Grade-Level Reading Initiative; and

**WHEREAS**, improving attendance takes commitment, collaboration and tailored approaches to the challenges and strengths in each community; and

**WHEREAS**, regular attendance can be significantly increased when schools, families and communities work together to monitor and promote regular attendance and address barriers that keep children from getting to school;

Superintendent Ellis gave an update on the teacher supplement. Sarah Jordan donated \$50,000 to fulfill the teacher supplement of a nearly 25% increase. Shirley Threadgill made a motion to move forward with implementation and Bryan Dozier seconded. The board requests recognition for Sarah Jordan and county commissioners for their support.



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TO: Board of Education  
FROM: Dale Ellis  
DATE: September 9, 2019  
SUBJ: ACTION ITEM (Teacher Supplement)

With the addition of the donation of \$50,000 from Mrs. Sarah Jordan, we will be able to move forward with our two-year supplement implementation plan, all in the first year. As a reminder, the supplement information is below and I recommend that we fully implement the plan in the 2019-2020 school year.

New Teacher Supplement 2019-2020

Years	Supplement	Difference from 18-19	Percentage increase from 18-19
0 – 4	\$1,200	\$255	26.98%
5 – 9	\$1,600	\$325	25.49%
10 – 14	\$1,800	\$360	25.00%
15 – 19	\$2,000	\$395	24.61%
20 – 24	\$2,400	\$465	24.03%
25+	\$3,000	\$515	20.72%
	Average	\$385.83	24.47%

I am available to answer any questions you might have.

Superintendent Ellis presented FAQ sheet for In Force 911. This mobile app will be for all Montgomery County employees allowing them the power to be a first responder. This app can send an alert to law enforcement faster than 911. In Force will be in addition to procedures that are already in place. Dr. Ellis recommended to the board that we move forward with this application immediately so that installation and training can begin. Bryan Dozier made the motion to approve Shirley Threadgill seconded.

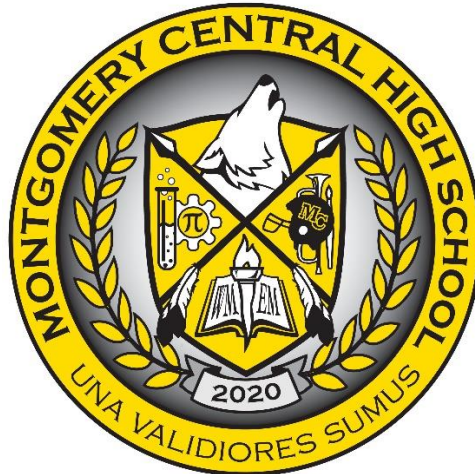
Katie Hursey presented three designs for the Montgomery Central High School Seal designed by Roy Beaman. These designs explained by Roy Beaman represent the past and present of East and West Montgomery combining into Montgomery Central High School. The board was very complimentary of Mr. Beaman's work. Bryan Dozier made a motion to approve the first design Sandra Miller seconded. This design will be on for diploma seals. It was suggested to be used as an inlay on the floor along with many other applications. The designs and descriptions are listed below.

## Colors and Meaning

Colors: Black and Gold reflecting Montgomery Central High School official colors.

Basic description: The design is a shield with laurel leaves encircled by a continuous ring of English and Latin text.

- ❖ The ring is a symbol of perpetual unity with the Latin phrase "Una Validiores Sumus" (Together We Are Stronger) with the school name dominate in the layout.
- ❖ The Greek golden laurel wreath represents excellence in scholastic and athletic achievement with the official starting year of the school displayed in the banner between.
- ❖ The gold shield, a symbol of protection and strength, is traversed by two eagle feathers attached to upturned spears. The crossing spears symbolize the unification of East and West Montgomery (spears/West, eagle feathers/East), with the point of convergence emphasizing the MCHS Timberwolves mascot. The crossing spears create four quadrants on the shield, each representing qualities of scholastic and athletic achievement protected and zealously defended by the administration, teachers and students of Montgomery Central High School.
  - Emblazoned in the left quadrant is the mathematical sign for pi, a steel gear and bubbling beaker. Representing the logical aspects of education in mathematics, technology and the sciences.
  - In the opposite quadrant a football helmet, trumpet and brush represent student achievement in the arts and athletic excellence.
  - The bottom quadrant shows an open book and flaming torch representing the search for academic knowledge through the light of revelation. The "Torch and Book" also symbolize a secondary meaning of Montgomery County divided by Little River with "West" to the geographic left and "East" to the geographic right. On the pages of the book a "WM" and "EM" tribute to the previously separate high schools of West Montgomery and East Montgomery and their contributions over the decades to student achievement.
  - At the apex of the shield, overlooking the academic and athletic virtues of MCHS is the Timberwolves mascot. The symbolic icon representing Montgomery Central High School.



Superintendent Ellis presented a request from the Mount Gilead Community Foundation to erect a plaque on stage at the Leah Levin Auditorium at Mount Gilead Elementary in memory of Mr. Albert Johnson. Albert Johnson was responsible for raising money for repairs and updates of this auditorium when needed. Bryan Dozier made a motion to approve with Tommy Blake seconding.

Superintendent Ellis presented the beginnings of an application for nominating the Montgomery County Board of Commissioners for the Commissioners of the year award with the NC School Boards Association. Dr. Ellis requested approval from the board to move forward with application. Bryan Dozier made the motion to approve and Sandra Miller seconded.

Superintendent Ellis presented an update on construction at the site. A PowerPoint presentation was shown with progress being made throughout the campus. Overall it is starting to look more complete. Construction continues throughout the CTE Building and the main high school. Progress is being made on athletic fields, parking lots and courtyards. CTE substantial completion date is expected November 5, 2019. MCHS substantial completion date is expected March 24, 2020. Next progress meeting is scheduled for October 3, 2019.

During *Superintendent's Remarks*, Superintendent Ellis made comments regarding the Education Strategy Report (ESG Report) on planning behind the scenes. We are looking at workforce data. The flex labs that are being constructed and will allow the ability to change as needs arise. The report shows our partnership with MCC and describes what we are doing as one of a kind. Wesley Morris a Vanderbilt graduate has researched and no other system can be found that has a flagship high school and community college as an education complex like we have created. We are blessed to have what we are accomplishing. Dr. Ellis thanked everyone for their support.

Chairman Deberry motioned to move to closed session. Tommy Blake motioned and Sandra Miller seconded. The board entered into closed session unanimously.

During closed session, the board approved the following items:

- 1) Board Minutes for August 5, 2019
- 2) Board Minutes for the End of the Year Review
- 3) Personnel and Auxiliary Reports

**MONTGOMERY COUNTY SCHOOLS**  
**PERSONNEL REPORT**  
**R. Kevin Lancaster, Deputy Superintendent**  
**September 9, 2019**

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

<b><u>Non-Certified</u></b>	<b><u>Recommended By</u></b>	<b><u>Record Check</u></b>
1) Corenia Ewings	Della Ingram	Yes
2) Rosa Jernigan	Teresa Dunn	Yes
<b><u>Certified</u></b>	<b><u>Recommended By</u></b>	<b><u>Record Check</u></b>
1) Marcia McBride	Vance Thomas	Yes
2) Jacqueline Chunn	Chuck Dulin	Yes
3) Allison Lee	Chanda Stokes	Yes
4) Shawanna Long	Chanda Stokes	Yes

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

<b><u>Resignation/Retirement</u></b>	<b><u>School/Assignment</u></b>	<b><u>Effective Date</u></b>
1) Laurie Brown Resignation	Candor Elementary Teacher	August 7, 2019
2) Carson Anderson Resignation	Mt. Gilead Elementary PE Teacher	August 5, 2019
3) Craig Wright Resignation	West Montgomery High Science Teacher	August 6, 2019
4) Telena Gooch Resignation	East Montgomery High Guidance Counselor	July 31, 2019
5) Seeley Finicum Resignation	Green Ridge Elementary Teacher Assistant	July 31, 2019
6) Brandi Powers Resignation	East Montgomery High Bible Teacher	July 30, 2019
7) Sherry Starnes Resignation	Page Street Elementary Data Manager	August 1, 2019

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|-----|-------------------------------|--|--------------------|
| 8)  | Martha Lalor<br>Resignation   | Page Street Elementary<br>Receptionist       | August 15, 2019    |
| 9)  | Crystal Bowden<br>Resignation | Montg. Learn. Acad.<br>P.T Teacher Assistant | August 27, 2019    |
| 10) | Audrey Morris<br>Resignation  | Page Street Elementary<br>EC Teacher         | September 26, 2019 |

- c. Upon recommendation, approval of the following probationary contracts for the 2019-2020 school year as provided by General Statute 115C-325:

<b><u>Contract/ Effective Date</u></b>	<b><u>School/ Assignment</u></b>	<b><u>Record Check</u></b>	<b><u>Replacing</u></b>
1) Shea Walter 08/19/2019	West Middle School EC/Self-Contained	Yes	Toby Karnes
2) Amy Ward 08/19/2019	Star Elementary School 5 <sup>th</sup> Grade Teacher	Yes	Morgan Stewart
3) Lynn Hampson 08/19/2019	Page Street Elementary 4 <sup>th</sup> Grade Teacher	Yes	Justin Soos
4) Barbie Blake 08/19/2019	Mt. Gilead Elementary Kindergarten Teacher	Yes	
5) Brandon Britt 08/19/2019	East/West Middle Schools Auto-Tech Teacher	Yes	

- d. Upon recommendation, approval of the following interim contracts for the 2019-2020 school year as provided by General Statute 115C-325:

<b><u>Contract/ Effective Date</u></b>	<b><u>School/ Assignment</u></b>	<b><u>Record Check</u></b>	<b><u>Replacing</u></b>
1) Danasia Dumas TBD	East Montgomery High Assistant to Support Svcs.	Yes	Telena Gooch

- e. Upon recommendation of the superintendent, approval of the following school nurse:

1) Stacy Lucas 08/12/2019	SES/EMS School Nurse	Yes	Brenda DeBerry
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- f. Upon recommendation of the superintendent, approval of recommendation for employment of the following non-certified personnel:

<b>Employee/</b>	<b>School/</b>	<b>Record</b>
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<b><u>Effective Date</u></b>	<b><u>Assignment</u></b>	<b><u>Check</u></b>	<b><u>Replacing</u></b>
1) Stacie Cheek 08/19/2019	Troy Elementary P.T Stem	Yes	
2) Elizabeth Batten 08/23/2019	East Montgomery High Custodian	Yes	Maria Delgado
3) Ricky Smith 08/19/2019	Montg. Learn. Academy PT Child Nutrition	Yes	Argie Medley
4) Leanna Richardson 08/19/2019	Mt. Gilead Elementary Digital Learning/Stem	Yes	
5) Crystal Johnson 08/19/2019	Troy Elementary PT Teacher Assistant	Yes	Shakria LeGrand
6) Bianca Lilly 08/19/2019	Mt. Gilead Elementary Non-Certified PE Teacher	Yes	Carson Anderson
7) Jasmine Harris 08/19/2019	Troy Elementary Pre-K Teacher Assistant	Yes	
8) Queelyn Voorhees 08/19/2019	Troy Elementary Non-Certified PE Teacher	Yes	Glendon Mabe
9) Jessica Batten 08/19/2019	Green Ridge Elementary Technology Assistant	Yes	
10) Jennifer Haywood 08/26/2019	West Montgomery High PT One on One Assistant	Yes	Jay Myrick
11) Nikimia W. Ratliff 08/26/2019	Page Street Elementary Receptionist	Yes	Martha Lalor
12) Janice Williamson 08/05/2019	All Locations Child Nutrition Sub.	Yes	
13) Yvonne Lucas 09/04/2019	Page Street Elementary PT Media Assistant	Yes	Christy Shepherd

e. Report of the following transfers:

<b><u>Transfer/ Effective Date</u></b>	<b><u>From</u></b>	<b><u>To</u></b>	<b><u>Replacing</u></b>
1) Christy Shepherd 08/19/2019	Page Street Elem. PT Media Assistant	Page Street Elem. Data Manager	Sherry Starnes

2) Tabitha Blake 08/13/2019	All Locations Child. Nutr. Sub	East Middle Child Nutrition	Mary Little
3) Jon LaChance 08/19/2019	East Middle Social Stud. Teacher	West Montgomery Social Stud. Teacher	Jasmine Hill
4) Nick Sweitzer 08/19/2019	Page Street/MLA Inclusion Teacher	East Montgomery Inclusion Teacher	Jackie Chunn
5) Julie Hurley 08/19/20189	West Middle School EC Teacher	Page Street/MLA EC Teacher	Laura Trumfio
6) Stephanie Lynthacum 08/19/2019	Troy Elementary Instructional Fac.	Troy Elementary 2 <sup>nd</sup> Grade Teacher	
7) Robin Heath 08/19/2019	West Middle Distance Learning	Page Street Elementary Stem Teacher Assistant	
8) Cassandra Little 08/19/2019	Mt. Gilead Elem. PT Child Nutri.	Mt. Gilead Elementary Child Nutr. Assist. Manager	
9) Ella Kern 08/19/2019	West Middle School 7 <sup>th</sup> Grade Math	West Middle School Instructional Facilitator	Sara Ceneski
10) Maria Delgado 08/12/2019	East High School Custodian	Candor Elementary Custodian	
11) Tina Bibey 08/19/2019	All Locations Child Nutrition Sub.	Candor Elementary PT Child Nutrition	
12) Caleb Stout 08/19/2019	Central Office Technician I	East/West Middle Technology Teacher	
13) Sabrena Conrad 08/23/2019	Montg. Learn. Aca. Social Studies	Montg. County Early College Distance Learning	
14) Irais Hernandez 09/03/2019	Troy/Page St. Elem. Interpreter	Troy Elementary Interim EC Pre-K Interpreter	Denia Huntley
15) Denia Huntley 09/03/2019	EC Pre-K Interpreter Pre-K Interpreter	Troy/Page St. Elem. Interim Interpreter	Irais Hernandez
16) Tiffany Batten 08/19/2019	All Locations Child Nutr. Sub.	East Middle School PT Child Nutrition	
17) Karen Francis 08/19/2019	All Locations Child Nutr. Sub.	Mt. Gilead Elementary PT Child Nutrition	
18) Jaqueline Stancil	All Locations	Green Ridge Elementary	



08/15/2019

Child Nutr. Sub.

PT Child Nutrition

- f. Upon recommendation of the superintendent, approval of recommendation for employment of the following personnel:

- |                                   |  |     |             |
|-----------------------------------|--|-----|-------------|
| 1) Brittany Spencer<br>08/13/2019 | Central Office<br>Testing/Student Inform.<br>Coordinator       | Yes | Grant Smith |
| 2) Nita Thompson<br>08/19/2019    | Mt. Gilead Elementary<br>Interim 1 <sup>st</sup> Grade Teacher | Yes |             |

- g. Upon recommendation, approval of the following Fall coaches for the 2019-2020 school year:

**West Middle School:**

Chameika Drake – Cheerleading

Jason Hensley – Football

<p align="center"><b>MONTGOMERY COUNTY SCHOOLS AUXILARY REPORT SEPTEMBER 9, 2019</b></p>
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**The following overnight field trips are requested:**

West Montgomery High School:

Travel Tracker# 2902 – National Beta Club

Great Wolf Lodge, Concord NC – 10/14/19 – 10/15/19

**Upon recommendation, approval of release from Montgomery County Schools requested for the 2019-2020 school year.**

Montgomery County to Stanly County Schools

Montgomery County to Randolph County Schools

Montgomery County to Guilford County Schools

- 4) Sports Corner Contract
- 5) 403(b) Retirement Plan for MCS Employees
- 6) First Health Services MOU

Chairman DeBerry asked for a motion to adjourn the meeting. With a motion by Bryan Dozier and a second by Jesse Hill the meeting was duly adjourned.

The next regular meeting will be held October 7, 2019.

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Steven W. DeBerry, Chairman

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Dale Ellis, Ed. D., Secretary