

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

June 3, 2019

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, June 3, 2019 at 6:30 pm at West Montgomery High School. Board members present were Steve DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Sandra Miller, Bryan Dozier, Trikena Simmons and Shirley Threadgill.

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

Chairman DeBerry read a devotional called “A Friend to Man”.

Star Elementary students Phinley Hursey and Wesley Auman led the Pledge of Allegiance to the Flag of the United States of America.

No one signed up to address the board during the public comment period.

Superintendent Ellis, Deputy Superintendent Kevin Lancaster and Principals honored the Montgomery County Schools Employees of the Year. The winners were nominated by their Principal and were presented a plaque by the board. Recognized were Danny Parks – Auxiliary Services, Sandra Pegues – Bus Driver, Maria Delgado – Custodian, Lynn Maness – Office Support, Lashonda Douglas – Teacher Assistant, Sharon Swanke – Instructional Support, Dale Simmerman – Child Nutrition, Jessica King – Data Manager and Rebecca Rodriguez – Beginning Teacher.

Dr. Ellis and Principal JaMese Black presented East Montgomery JROTC Instructors Colonial Drew Croucher and Sergeant Juan Choate the JROTC Distinguished Unit Award. The Distinguished Unit Award is given to a Junior Reserve Officer Training Corps unit from their respective Headquarters. A review is completed on the Unit every year. The Unit is then given the opportunity to improve on the ratings given by the representative. Units must set and accomplish goals for the year to attain this award. West Montgomery JROTC Instructors Major Mark McClay and Master Sergeant Ronald Sova also won this honor. Dr. Ellis and Principal Anne McLean presented their certificate.

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

Heather Seawell, Principal of Montgomery Early College, discussed the Latin System. Starting the 2015-16 school year, the state converted all public high schools to a ten-point grading scale and GPA (grade point average) points are based on the letter grade range. This will cause class ranking to be more clustered and a high number of students could potentially qualify for the Valedictorian and Salutatorian spots. The SIT team reviewed current graduation procedures and calculated the highest possible weighted GPA for students in each associate degree pathway. MCEC recommends moving away from valedictorian and salutatorian and using the following scale: GPA 4.6 or higher – Summa cum laude, 4.4 to 4.59 – Magna cum laude and 4.2 to 4.39 Cum laude. To identify junior marshals, a minimum of the top six students in the junior class will serve based on their class rank at the end of the first semester of their junior year. Any student in the top ten in their class that exemplifies poor citizenship or is suspended, can be denied the privilege of being a marshal, no matter their class rank, which is based on the weighted grading scale. After discussion and a motion by Bryan Dozier and a second by Trikena Simmons, the board approved the new ranking system.

Wade Auman gave an update on the Career and Technical Education Business Advisory Council. Council representatives are school administrators, managers and vice presidents of various businesses in the county. The purpose of the council is to assist in the alignment of the CTE programming and the needs of the community employers, identify skill gaps, inform the CTE department of industry trends and advise MCS of duties to provide instruction, activities and services. The council recognizes the need for work-based learning

opportunities and continues to focus on reaching students where they are, with the use of social media and creating a district CTE presence.

Benjie Brown, Athletic Director for Montgomery Central, gave an update on the athletic department. Fall and Winter coaches are in place and uniforms have been chosen. To raise money for new equipment, East and West Montgomery have both had sales, getting rid of old equipment and uniforms and a banquet and reverse raffle was held by the booster club. The practice and travel schedules are in place for June, July and August. Schedules are planned so that students who want to play multiple sports may do so, with transportation provided as needed. The varsity football and junior varsity/varsity volleyball schedule is also complete. The next steps include the hiring of spring coaches, attending NCHSAA summer clinics, ordering spring uniforms, completing winter and spring scheduling, holding community-wide fundraisers and holding a county-wide coaches meeting.

Dr. Lancaster presented the following policies for first reading: 2330 – Board Meeting Agenda, 3101 - Dual Enrollment, 4240/7312 – Child Abuse/Reports and Investigations, 4700 - Student Records, 4705/7825R – Confidentiality of Personal Identifying Information, 7100 – Recruitment and Selection of Personnel, 7130 – Licensure, 7730 – Employee Conflict of Interest and 7940 – Classified Personnel/Suspension and Dismissal. These policies will be up for approval at the July board meeting.

Dr. Ellis updated the board on construction at the CTE/MCHS site. The CTE building has wallboard installed, the roof membrane is complete, the stairwell steps have been poured and metal rollup doors have been installed. The high school site trusses are complete in locker rooms and ninety-five percent in the auditorium and CMU walls are in progress or completed. In the next thirty days, the CTE should have the metal trim and wallboard finished, with the high school having the corridor walls erected. Construction on the roadways and parking lots continue.

During his superintendent comments, Dr. Ellis stated that over the last year he has shared monthly, the tremendous progress taking place on the construction site. Tours have taken place almost weekly, by people excited to see what was taking shape. With education being the only true path out of poverty, the county chose this education project as the building block to economic prosperity. Changing the process will produce better-prepared students. When given the choice for two new high schools or a single high school, the latter was the obvious choice. The two-school plan would have been settling; instead, we have a brand new state-of-the-art high school and Career and Technical Education center with freshmen through seniors taking college courses. Superintendent Ellis said, “Our students will get the rigorous education they deserve, both those with plans to go on to a four-year university and those wishing to develop immediate job skills. When companies visit Montgomery County they will see something that does not exist in any other county in North Carolina; a 9-14 educational facility totally self-contained on the local community college campus”. He continued, “We will be setting the mark for what secondary education should look like in the 21st century. For that, I am so profoundly proud for all of our citizens. This will benefit all of us in the end, whether originally for it or against it.” Dr. Ellis then discussed the fate of the buildings that house East and West Montgomery. He stated that he knows it is a touchy topic, but those buildings will revert to the county for economic development purposes. “Therefore, I will advocate whatever is necessary for the county to use those facilities for any feasible economic development purpose they see fit. The county has invested tremendously in our transformation and for that, we are thankful. As the questions continue to come up about the old buildings, my basic response is as follows: if anyone wants to use those buildings they will need to make significant capital investments, likely into the millions of dollars, millions the county could not and would not invest given their advanced age and deteriorating condition.” He wrapped up his comments by saying, “Those buildings have outlived their useful life by roughly a decade at this point and without significant capital investment, will only continue to decline. It is a hard realization, but one that we will have to confront very soon.”

Chairman DeBerry then asked for a motion to move into closed session to discuss personnel. Bryan Dozier made the motion, with Shirley Threadgill seconding. The board approved entering into closed session unanimously.

During closed session, the board approved the following items with an amended personnel report. Bryan Dozier made the motion with Shirley Threadgill seconding:

- 1) Board Minutes for May 6, 2019;
- 2) Personnel and Auxiliary Reports:

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

<u>Noncertified</u>	<u>Recommended By</u>	<u>Record Check</u>
1) Stacey Tucker	Laurie Brown	Yes
<u>Certified</u>		
1) Robert Thomas	Chanda Stokes	Yes
2) Jordan Coley	Carla Miller	Pending

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Morgan Stewart Resignation	Star Elementary 4 th Grade Teacher	June 30, 2019
2) Abigail Fulkerson Resignation	Mt. Gilead Elementary Media Specialist	May 24, 2019
3) Chelsea Anderson Resignation	Mt. Gilead Elementary 1 st Grade Teacher	June 14, 2019
4) Anthony Maynor Resignation	West Middle School 8 th Grade S. Studies	June 17, 2019
5) Pam Cameron Resignation	Central Office Admin. Assistant/Board Clerk	July 16, 2019
6) Mary Little Retirement	East Middle School Child Nutrition	June 13, 2019
7) Deborah Knapp Retirement	Candor Elementary Instructional Facilitator	July 1, 2019
8) Rose Reynosa Resignation	Candor Elementary 5 th Grade Math Teacher	May 11, 2019
9) Nancy Cardozo Resignation	Green Ridge Elementary 2 nd Grade Teacher	June 12, 2019
10) Deborah Hempstead Resignation	Page Street Elementary 5 th Grade Teacher	June 17, 2019
11) Daniel Abernathy Resignation	Central Office Grounds Keeper I	May 16, 2019

12) Brenda DeBerry Retirement	Central Office School Nurse	August 1, 2019
13) Hailey Gibson Resignation	Candor Elementary Pre-K Teacher	May 7, 2019
14) Candace Jones Resignation	Green Ridge Elementary CIS Exec. Director	June 6, 2019

- c. Upon recommendation, approval of recommendation for employment of the following probationary contracts for the 2019-2020 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) Kim Simpson 8/19/2019	West Middle School 8 th Grade ELA	Yes	Brittany Stone
2) James Simpson 8/19/2019	West Middle School Teacher	Yes	Anthony Maynor
3) Joy Sudduth 8/19/2019	TBD EC Teacher	Yes	

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

Schools/Employees:

West Middle School

- 1) Julie Hurley

Candor Elementary School

- 1) Ayleen Padilla
2) Miranda Thompson
3) Rebecca Shepherd
4) Ruth Poplin
5) Katherine Sessoms
6) Michelle Comer
7) Elijah Templeton
8) Ramona Marley
9) Rebecca Rodriguez
10) Jessica Livingston

Green Ridge Elementary School

- 1) Iris Canul
2) Maria Inman
3) Tanya Morris
4) Lauren Lear
5) Russ Saladin

Page Street Elementary School

- 1) Rachel Leonard
2) Sarah Wooley

Star Elementary School

- 1) Morgan Miller
- 2) Laura Hannaford
- 3) Samantha Stewart
- 4) Betty Edwards
- 5) Tammy Lefebvre
- 6) Caitlin Stout
- 7) Jennifer Loflin
- 8) Esther McDonald

Montgomery Early College

- 1) Heather Beane
- 2) Julie New
- 3) Matthew Swain

Mt. Gilead Elementary School

- 1) Carson Anderson
- 2) Justice Parker
- 3) Pamela Hamric
- 4) Sharon Sides
- 5) Angel Shepherd
- 6) Jennifer Graham

West Montgomery High School

- 1) Loga Jordan
- 2) Jasmine Hill
- 3) Danny Akins
- 4) Suzie Boros
- 5) Brandi Powers
- 6) Nakee White
- 7) Amanda Carrick
- 8) Mark McClay
- 9) Vera Richardson
- 10) Seth Dunlap
- 11) Ronald Sova
- 12) Francis Morris
- 13) Craig Wright
- 14) Chris Williams

East Montgomery High School

- 1) Juan Choate
- 2) Tara Coggins
- 3) Erin Ingram
- 4) Chesley Smith
- 5) Susie Boros
- 6) Nakee White
- 7) Amanda Carrick
- 8) Randy Jordan
- 9) Chris Williams

10) Brandi Powers

Montgomery Learning Academy

- 1) Cody Williams
- 2) Alicia Legrande
- 3) Sabrina Conrad
- 4) Nick Sweitzer

East Middle School

- 1) Theresa Lynch
- 2) Beth Gordon
- 3) Kristin Beck
- 4) Erin Ingram
- 5) Jon LaChance
- 6) Janet Mitchell

Troy Elementary School

- 1) Angela Krol
- 2) Jane Drzewicki
- 3) Alex Harrison
- 4) Amanda Williams

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

Schools/Employees:West Middle School

- 1) Nancy Williams
- 2) Sherry Ferree
- 3) Kyle Greene
- 4) Bradley Hammill
- 5) Miranda Duell

Page Street Elementary School

- 1) Justin Soos

Green Ridge Elementary School

- 1) Susan Read

Star Elementary School

- 1) Rhonda Mashburn

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

Schools/Employees:Candor Elementary School

- 1) Trudy Saunders

Page Street Elementary School

1) Audrey Morris

g. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Jay Myrick 5/15/2019	M.C Early College TA	West Montg. High One on One	Hortie Ingram
2) Jennifer Watts 6/17/2019	East Montg. High Data Manager	Candor Elementary Data Manager	
3) Shannon Robinson 7/10/2019	Central Office Admin. Assist.	Central Office Supt. Admin. Assit.	Pam Cameron
4) LaShonda Douglas 6/1/2019	East High School Teacher Assistant	East High School Data Manager	Jennifer Watts

h. 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>
1) Margaret Chambers 5/7/2019	All Locations Child Nutrition Sub.	Yes
2) Kathy Singleton 5/20/2019	Candor Elementary Custodian	Yes

i. Upon recommendation of the superintendent, approval of recommendations for principals non-renewal of teacher contracts during 2019-2020 as described by General Statute 115C-325:

Mt. Gilead Elementary School

Barbie Blake

East Middle School

Angela Everette

j. Upon recommendation, approval of the following administrative contract:

Principal-Annual 12-month term commencing July 1, 2019 and ending June 30, 2021

- Enoc Robledo, Candor Elementary School

The Chairman DeBerry asked for a motion to amend the personnel report by adding Dirk Gurley in the Principal position at Montgomery Central High School. Bryan Dozier made the motion while Tommy Blake seconded. The board approved the addition unanimously.

Budget Amendment # 8

Expense Code	Description of Code	Increase	Decrease
LOCAL FUND 8			
Revenues			
0.4800.081.411	Teacher Supply Donation	\$56,000.00	
		Total Changes in Fund 8 Revenues	\$56,000.00
Expenses			
0.5110.081.411	Teacher Supply Donation	\$56,000.00	
		Total Change in Fund 8 Expenses	\$56,000.00
		Net Change in Local Fund 8 Budget	\$56,000.00
Explanation: Adjustments made for actual revenue and expenditures.			
Previous Total Appropriation in the Special Fund 8 Budget			\$3,028,951.95
Amount of Increase			\$56,000.00
New Total Appropriation in Amended Special Fund 8 Budget			\$3,084,951.95
Summary of Budget Changes			
Previous Budget Balance		\$36,811,734.07	
State Budget Change		\$43,935.00	
Local Budget Change		50.00	
Federal Budget Change		\$200,710.00	
Capital Outlay Budget Change		\$496,177.40	
Child Nutrition Budget Change		50.00	
Fund 8 Budget Change		\$56,000.00	
Current Budget Balance		\$38,708,599.77	
Total Budget Change		\$796,815.30	
Passed by majority vote by the Board of Education of Montgomery County on the 3rd day of June 2019.			
Chairman, Board of Education		Secretary, Board of Education	

- 4) Kerry Hensley-MCC Board of Trustees Appointment;
- 5) Board Meeting and School Visit Calendar for 2019-20;
- 6) Child Nutrition Procurement Plan;
- 7) Errors and Omissions/General Liability Fund;
- 8) Calendar Adjustment for 2019-20 School Year.

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 Bryan Dozier, the meeting was duly adjourned.

The next regular meeting will be held on Monday, July 8, 2019 at 6:30 pm.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary