

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

October 1, 2018

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, October 1, 2018 at 6:30 pm. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Tommy Blake, Sandra Miller and Shirley Threadgill. Bryan Dozier was absent.

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

Chairman DeBerry read this evening’s devotional.

Candor Elementary students Tamber and Avery Flowers led the Pledge of Allegiance to the Flag of the United States of America.

Ralph Bostic signed up to address the board during the public comment period. Mr. Bostic reminded the board that in 1990, Montgomery County Board of Education expanded to seven districts. Two of the districts were minority districts. Mr. Bostic asked the board to consider this when appointing a replacement for outgoing board member Ann Long.

Superintendent Ellis and Laurie Brown, Principal, introduced the certified and classified employees of the month for Mt. Gilead Elementary. Ayleen Padilla, Teacher, is the certified employee and Brenda Trogdon, Kindergarten Assistant, is the classified employee. Mrs. Brown said that both ladies go above and beyond each day and are willing to jump in and do anything they are asked to do. Mrs. Brown is proud to have them at Candor Elementary.

Dr. Ellis then introduced Dr. Heather Seawell as the Montgomery County Schools Principal of the Year for 2018-19. Dr. Seawell is the principal at Montgomery County Early College. Dr. Ellis said, “Dr. Seawell does a great job for Montgomery County Schools; I’d like to thank her for all she has done.”

The Troy Rotary Foundation awarded Montgomery County Early College and East Middle, a grant. For the past several years, Rotary has donated dictionaries to all third graders. This year, they would like to invest in the literacy project. Larry Lassiter, Foundation Chair, presented the check to Dr. Ellis, along with Dr. Seawell and Mrs. Ingram. Mr. Lassiter said, “Young people are our future; I’m pleased to be involved.”

Dr. Ellis recognized Troy Elementary staff and students for being a PBIS Green Ribbon School. PBIS stands for Positive Behavior Interventions and Supports. The PBIS program builds positive relationships with the students and reduces bad behavior using different strategies. Dr. Maxine Brown, Principal, said the school had added a bunny named Bella to their family. Students hold Bella and while focusing on her, calm down and regroup, often without the need to call the parents.

During the recent hurricane, the Red Cross set up a shelter at Page Street Elementary. The following employees came to the shelter and donated their time to help those who needed assistance: Walter Pegues, Jeffrey Douglas, Kay Poole, Sharon Moody, Linda Hogan, Ashley

Hogan, Nora Beasley and Chanda Stokes. Dr. Lancaster presented them each with a certificate with our thanks for their selflessness.

Teachers Kerma Taylor, Sarah Talbert, Doris Cuthrell, Heather Beane, Jennifer Nance, Megan Hall and Ruby Parsons had perfect attendance for the 2017-18 school year. Dr. Lancaster and Dr. Ellis presented them with a certificate and a pumpkin from StarWorks. Dr. Lancaster stated that teachers have an impact when they are present with their students every day. MCS will continue to celebrate teachers who have perfect attendance each year.

Superintendent Ellis presented banners to principals of schools who met or exceeded growth during the 2017-18 school year. Mt. Gilead Elementary, Green Ridge Elementary, East Middle and Early College all exceeded growth, while Candor Elementary, Page Street Elementary, Star Elementary, West Montgomery High and West Middle all met growth. Dr. Ellis said these schools worked hard and should be very proud. Congratulations to these schools.

Chairman DeBerry asked the board for approval of the consent agenda. With a motion by Tommy Blake and a second by Jesse Hill, the board approved unanimously. The board approved the following items:

- 1) September 6, 2018 and September 9, 2018 Board Meeting Minutes;
- 2) Personnel and Auxiliary Reports as follows:
 - a. Upon the 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) Laura Hannaford	Janet Deaton	Yes
2) Christopher Williams	Wade Auman	Yes
3) Jay Myrick	Amy Reynolds	Yes
4) Maria Inman	Carla Miller	Yes
5) LeeAnn Finicum	Laurie Brown	Yes

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Anita Mashburn Resignation	Green Ridge Elem. Guidance Counselor	August 13, 2018
2) Ernesto Robledo Resignation	Troy Elementary School Spanish Teacher	August 17, 2018
3) Claire Russell Resignation	Star Elementary School 2 nd Grade Teacher	August 2, 2018
4) Terran Greene Resignation	Candor Elementary School 2 nd Grade Teacher	July 30, 2018
5) Michelle Hinson Resignation	West Montgomery High EC-Self Contained Teacher	August 31, 2018
6) Jamin Neiderhofer Resignation	Central Office Project Manager	October 7, 2018

7) Tawanda White Resignation	Green Ridge Elementary Child Nutrition	August 16, 2018
8) Dakota Dunn Resignation	Candor Elementary School Custodian/Bus Driver	August 13, 2018
9) Brenda Glover Retirement	Candor Elementary School Child Nutrition	August 20, 2018
10) Corey Crane Resignation	East Montgomery High Culinary Arts Teacher	September 12, 2018
11) Jody Cullers Resignation	Mt. Gilead Elementary 4 th Grade Teacher	September 14, 2018
12) Carmen Little Resignation	Green Ridge Elementary 5 th Grade Teacher	August 31, 2018

- c. Upon recommendation, approval of the following ***one year*** probationary contracts for the 2018-2019 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) William Hunter 08/21/2018	East Montgomery High Science Teacher	Yes	Mollie Williams
2) Tanya Morris 08/21/2018	Green Ridge Elementary 2 nd Grade Teacher	Yes	Maggie Dupree
3) Elijah Templeton 08/21/2018	Candor Elementary 5 th Grade Teacher	Yes	Ashley Williams
4) Janet Mitchell 08/21/2018	East Middle School 6 th Grade Sci./S.S	Yes	Cindy Sweet

- d. 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) Daniel Abernathy 09/17/2018	Central Office Grounds Keeper I	Yes	David DeBerry
2) Arcenia Matias 08/21/2018	Troy Elementary School PT EC Assistant	Yes	
3) Kimberly Goodwin 08/13/2018	Candor Elementary PT Child Nutrition	Yes	Hazel Blake
4) Ana Hernandez 08/21/2018	Troy Elementary School PT Interpreter	Yes	Sara P. Hernandez
5) Lakeisha Gibson 08/27/2018	West Middle School PT EC One on One	Yes	

6) Karen Francis 08/27/2018	All Locations Child Nutrition Sub	Yes	
7) Sara Comer 08/16/2018	Candor Elementary PT Media Assistant	Yes	Wanda Blue
8) Wesley Maynor 08/28/2018	Candor Elementary PT Custodian	Yes	Dakota Dunn
9) Grant Hinson 08/21/2018	Troy Elementary PT EC One on One Asst.	Yes	
10) Wanda Blue 08/21/2018	East Middle School PT One on One	Yes	
11) Letha Dumas 08/21/2018	Candor Elementary PT Custodian	Yes	Dakota Dunn
12) Ashley Vernon 09/04/2018	All Locations Child Nutrition Sub.	Yes	

e. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Darthelia Ingram 08/21/2018	East Montgomery Teacher Assistant	Green Ridge Elem. Teacher Assistant	Sandra Pegues
2) Sandra Pegues 08/21/2018	Green Ridge Elem. Teacher Assistant	East Montgomery Teacher Assistant	Darthelia Ingram
3) Helen Nicholson 08/21/2018	Troy Elementary EC Assistant	Page Street Elem. EC Assistant	
4) Janet Blackmon 08/21/2018	Page Street Elem. Guidance Counselor	West Montgomery Guidance Counselor	Logan Jordan
5) Shakria Legrand 08/21/2018	Mt. Gilead Elem. PT Teacher Assistant	Troy Elementary PT Teacher Assistant	
6) Mary Ingram 08/20/2018	Candor Elem. Guidance Counselor	Green Ridge Elem. Guidance Counselor	Anita Mashburn
7) Chris Hadlock 08/20/2018	East High School Distance Learning	Mont. Co. Ea. College Distance Learning Coordinator	
8) Michael Dowdy 08/21/2018	Green Ridge Elem. Behavior Support	West High/WMS/MLA Behavior Support	
9) Krystal Kimrey 08/21/2018	Various Locations Behavior Support	East High/EMS/Star/Troy/Page Street/Green Ridge Behavior Support	
10) David Whitsell 08/21/218	East Montgomery Digi. Learning Coach	East Montgomery Instructional Facilitator	

11) Hazel Blake	Candor Elementary	Green Ridge Elementary
08/21/2018	PT Child Nutrition	PT Child Nutrition

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

1) Candace Jones	Green Ridge Elem.	Yes	Jessica Blake
08/20/2018	Communities in School Director		

g. Upon recommendation of the superintendent, approval of recommendation for employment of the following bus drivers, sub drivers and monitors that are not dual employees:

1) Francine Davis	Bus Monitor	Yes
2) Liborio Garcia	Bus Driver	Yes
3) Kenston Scott	Bus Driver	Yes

h. Upon recommendation, approval of the following Fall coaches for the 2018-2019 school year:

West Montgomery High School:

Jason Hensley – Assistant Football

West Middle School:

Jamie Masis – Cheerleading

The following overnight field trips are requested:

West Montgomery High School:

Travel Tracker# 2137 – National Beta Club
Great Wolf Lodge, Concord NC – 10/08/18 – 10-09/18

West Montgomery High School:

Travel Tracker# 2158 – NC Beta Club Convention
Koury Convention Center, Greensboro NC – 2/07/19-2/08/19

Upon recommendation, approval of release from Montgomery County Schools requested for the 2018-2019 school year.

Montgomery County to Home Schools

Montgomery County to Montessori Charter

Montgomery County to Richmond County Schools

Montgomery County to Stanly County Schools

- 3) Budget Amendment;
- 4) Provider Agreement between First Health and MCS.

Dale Smith with Anderson, Smith and Wike discussed the audit report for last year. He stated that the report was clean with no errors and the district's finances were expended properly. Total assets are \$2,784,439. The fund balance decreased due to transfer to capital outlay for east middle wing addition and teaching positions. Overall, district funds are in good shape for a system of this size. In the Food Service fund, there was a decline in fund balance, due to an

increase in food expenses and a decrease in funding. As for school books, bookkeepers did very well. No incidents to report.

Candor Elementary principal Laurie Brown discussed STEM Labs. Candor started two STEM (Science, Technology, Engineering and Math) labs this year. One lab for K-2 and one for grades three through five will give teachers the space and time to teach science. The lab is prepared and cleaned up for the teachers after the class, so all the focus is on learning. Mrs. Brown says it is early in the year, but the students love visiting the lab.

Dr. Takeda LeGrand, Tracy Grit, Wade Auman, Deidra Steed and Dr. Alisha Ellis presented a power point on the 2018 accountability and testing results. The discussion covered the Every Student Succeeds Act (ESSA), Growth Mindset, Comparison Sample, Economically Disadvantage Data, Test Results, Analysis and Implications with Principals and District Leaders. Ninety percent of MCS schools earned grades of C or above, while only seventy-eight percent of the state schools earned a letter grade of C or above. As listed in our recognition portion, four schools exceed growth and five met growth. Seventy-nine percent of our students get free or reduced lunch compared to the state's sixty percent. Third, fourth, seventh and eighth grade reading improved several points, while fifth and sixth grade declined slightly. As for math third, fourth, fifth, sixth and eighth increased while seventh decreases four points. Science grades declined for fifth grade, but seventh increased seven points. The graduation rate stayed the same at almost 90%. Overall, the data tells us that our students enter significantly behind, but we catch them up and outperform our competitors by the time they leave us. Montgomery County Schools is the best choice for students.

Superintendent Ellis recommended an application and interview process to fill board vacancies. The application will be made available through Facebook and on our webpage. The applicant must live in the district and must pass a background check. After discussion, Mr. Blake suggested we add physical address to the application, instead of a post office box in order to verify the district qualification. Sandra Miller moved for approval while Jesse Hill seconded. All members voted in favor of the process.

Superintendent Ellis asked the board for permission to start advertising for key positions at Montgomery Central. An internal ad would be sent out to make a determination for finding the principal, head football coach and athletic director. The board agreed to the suggestion and asked for the addition of baseball coach and head guidance counselor to the list.

Dr. Lancaster presented policy 8305R Federal Grant Administration Procedures for first reading. The policy will be up for approval at the November meeting.

Superintendent Ellis presented an update on construction at the site. The CTE building is continues to battle remedial issues, like weather and footing issues making it officially behind schedule. The high school progress has been good focusing on underground utilities and footings. The high school remains on schedule with fewer performance issues. The Inspectors continue to push for a higher level of quality. A tour for the board has been set up for October 22nd. Dr. Ellis visited Alamance Burlington this week and toured their CTE facility.

During *Superintendent Remarks*, Superintendent Ellis commented that the discussion had been made concerning board vacancies. He stated that he considered Mrs. Long a friend and that her presence was missed at the meeting tonight. The board will present her with a plaque in the next couple of months. He reminded the board of the public comments made tonight concerning

her position being a minority district and said that the board will keep that in mind and be very deliberate in the decision.

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

While in closed session, Chairman DeBerry asked for a motion to allow the following makeup days due to Hurricane Florence: October 11 – Full Day (Secondary parent conferences from 3 to 8pm.), October 12 – Regular School Day, November 1 – Full Day (Elementary parent conferences from 3 to 8pm.). Sandra Miller made the motion with a second by Jesse Hill. The board approved the makeup days unanimously.

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, November 5, 2018 at 6:30 pm in the Central Office Boardroom.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary