

MONTGOMERY COUNTY BOARD OF EDUCATION

MINUTES

August 5, 2013

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, August 5, 2013, at 6:30 p.m. Board members were present as follows:

Steven W. DeBerry, Chair
Tommy Blake, Vice Chair
Bryan Dozier
Jesse Hill
Ann Long
Sandra Miller
Shirley Threadgill

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 Bryan Dozier, the agenda was adopted with unanimous approval from the board.

Chairman DeBerry was next on the agenda with a devotional. When Ronald Regan was a small boy, his Aunt took him to a cobbler to have a pair of shoes made. The cobbler asked him what kind of toe he wanted on his shoes, round or square. He told the cobbler he didn't know, because he hadn't put any thought into it. The cobbler told him to come back and pick up his shoes. When he returned, he found the shoes had one round toe and one square toe. Regan learned a valuable lesson from this: make your own decisions and if not, someone will make them for you.

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

With no one signing up to address the board, the meeting proceeded with a Resolution of Esteem for Johnsie Rowland Hilliard. The resolution was presented to her family and is as follows:

WHEREAS, our Heavenly Father, in His infinite love and wisdom, saw fit to call home Johnsie Rowland Hilliard on April 27, 2013 and

WHEREAS, her services as a cafeteria employee and a bus driver for Montgomery County Schools were a living testimonial 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.

Next, Chairman DeBerry asked that the Consent Agenda be held until the closed session portion of the meeting. With no opposition, the change was adopted.

Superintendent Ellis presented “A Culture of High Expectations”. High Expectations in Montgomery County Schools will be the theme of the Leadership Academy with Principals and Administration this week and will be reinforced with teachers during the school staff meetings. The higher the bar is raised, the better the outcome. This applies to students as well as teachers. Superintendent Ellis states that greatness is not easy. It’s not the teacher’s job to make the curriculum easier; the job is to teach the students the skills necessary to complete the work, no matter how hard it may be. Students must be educated to the best of our ability.

Next, Superintendent Ellis discussed a proposal circulating concerning testing. The proposal states that North Carolina schools test too much. Dr. Ellis agrees with the statement. There are too many tests in the county. Some tests send the wrong message to students. Tests should measure student learning, not evaluate teachers. School leaders are working with DPI to see which tests could be eliminated. More updates to follow on this, but some flexibility could be coming up in the future.

Dr. Jeff James and Deidra Steed presented a power point on Read to Achieve Legislation and what it means to Montgomery County Schools, along with Literacy Framework. The goal of Read to Achieve is to ensure that every student reads at or above grade level by the end of the third grade and continues to progress in reading proficiency so that her or she can read, comprehend, integrate and apply complex texts needed for secondary education and career success. The program was adopted July 2012 and will be effective at the beginning of the 2013-2014 school year. There are seven components of NC Read to Achieve. The components are: a comprehensive reading plan; developmental screening and Kindergarten Entry Assessment (KEA); facilitating early grade reading proficiency; elimination of social promotion; successful reading development for retained students; parent/guardian notification and accountability measures. An overview of the plan and how it would be implemented was.

Superintendent Ellis nominated Sandra Miller for North Carolina State Board Association Board of Directors. Hopefully, this will show the community the Board is serious about the kids in the county. Mrs. Miller wished to move forth with the approval process. With a motion to approve by Bryan Dozier and a second by Ann Long, the nomination was unanimous.

Dr. Lancaster presented Policy Code 4326 & 4326R – Random Drug Testing for approval. Minor wording changes were suggested and completed. A motion to suspend the previously approved policy was made by Tommy Blake with a second by Sandra Miller. The corrected policy motion was made by Sandra Miller and seconded by Tommy Blake with unanimous approval from the board.

Official recommendation of Community Bus Stops was next on the agenda. Executive Director of Auxiliary Services, Bill Mingin, presented a power point showing the savings of community stops. The new stops could save Montgomery County Schools an estimated \$25,000.00 per year in fuel cost and wages. With the new plan, only one bus would be cut, with no job loss due to the retirement of one driver. Stops will be monitored closely to ensure a smooth transition. Problems and adjustments will be made on a case by case basis. Students would, in no case, have to walk more than three tenths of a mile to reach their stop. Letters will be sent out to families to inform them of the changes and staff will be on hand at the Back to School Rally and Open House at each school to answer any questions parents may have.

Superintendent Ellis presented a resolution opposing the treatment of North Carolina’s children and professional educators in the 2013-2015 State Budget. Regional superintendents will be presenting this to the state legislature. Superintendents want to send the message that they disapprove of the budget and that the changes are detrimental to the teachers and our counties. Superintendent Ellis asked for approval of the resolution. Bryan Dozier stated he had issues with the resolution because he felt the problems at the state level were “inherited” and it

would be like “poking the bear” to approve it and things could get worse with the General Assembly in the future. Chairman DeBerry said that teachers were really getting “kicked” and that was a problem. Jessie Hill and Sandra Miller agreed that a message should be sent to the state that this budget was not acceptable and hurt our teachers and students. Sandra Miller made a motion to accept the resolution with Ann Long seconding. The decree passed with a six to one vote, with Bryan Dozier opposing. The resolution states:

WHEREAS, the Montgomery County Board of Education is committed to academic excellence, positive relationships, strong partnerships, social responsibility, and life-long learning; and,

WHEREAS, the Montgomery County Board of Education, in partnership with the community, will provide rigorous learning experiences for students in a safe and supportive environment; and,

WHEREAS, the Montgomery County Board of Education finds the following beliefs paramount in ensuring that all children in Montgomery County are provided a sound, basic education in accordance with the Constitution of the State of North Carolina:

- All students can achieve at high levels regardless of ethnicity, race, or socioeconomic background;
- Quality teachers, provided with continuing educational opportunities, are the key to effective student learning;
- All students and teachers should have access to innovative instructional practices and technology;
- Effective and efficient support systems are necessary to support student and employee success;
- The success of Montgomery County Schools will be demonstrated by the achievement of our students and their positive participation in society; and

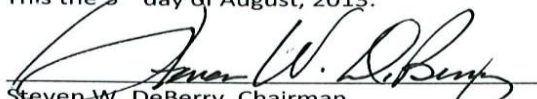
WHEREAS, the Montgomery County Board of Education believes that the aforementioned vision and beliefs are not supported effectively by the 2013-2015 state budget because of the following:

- The 2013-2015 state budget limits the educational opportunities provided for students in North Carolina by eliminating funding for teachers, instructional support and teacher assistants;
- The 2013-2015 state budget limits the ability to attract and retain quality teachers by ranking North Carolina’s teacher pay as 46th in the nation;
- The 2013-2015 state budget elimination of teacher master’s degree supplements limits the ability to attract and retain quality teachers;
- The 2013-2015 state budget diverts needed resources for public schools to other programs; and,

WHEREAS, the Montgomery County Board of Education believes the most recently passed state budget hinders the Pre-K-12 preparation of students for a successful post-secondary transition into the workforce so that North Carolina might compete in the global economy.

NOW THEREFORE BE IT RESOLVED that the Montgomery County Board of Education stands opposed to the treatment of North Carolina’s children and professional educators in the 2013-2015 state education budget and urges full funding for public education in North Carolina.

This the 5th day of August, 2013.


Steven W. DeBerry, Chairman
Montgomery County Board of Education

In closing, Superintendent Ellis asked for a moment of silence for Julius Chambers of Mt. Gilead, who passed away August 2, 2013. Chambers was an American lawyer, civil rights leader and educator. As a child, he saw firsthand the effects of discrimination when his father’s auto repair business became the target of racial injustice in 1948. A white customer refused to pay his father and his father couldn’t afford a lawyer to file suit against the man. Chambers said this experience made him pursue a career in law, in order to help end segregation and racial discrimination. His firm became the first integrated firm in North Carolina history and their efforts were met several times with violence from white supremacists. While attending a speaking engagement in 1965, his car was destroyed by a bomb. During another hearing that same year, his home was bombed. Luckily, there were no injuries. Chambers’ career included eight winning arguments before the U. S. Supreme Court and landmark decisions that shaped the interpretation and implementation of civil rights law at the start of racial integration in the United States in the 1960’s and 70’s. In 1993, he became the chancellor of his alma mater, North Carolina Central University. He served there until June 30, 2001. Mr. Chambers passed away after months of failing health at the age of seventy-six.

With a motion from Bryan Dozier, along with a second from Tommy Blake, the board unanimously approved going into closed session to discuss personnel.

Upon reconvening, Chairman DeBerry then asked for a motion to approve the Consent Agenda. With a motion from Bryan Dozier and a second from Shirley Threadgill, the board approved the information:

- 1) Minutes from the July 8, 2013 Board of Education Meeting;
- 2) Personnel and Auxiliary Reports as follows:

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

<u>Noncertified</u>	<u>Recommended By</u>	<u>Record Check</u>
1) Claudia Stewart	Donnie Lynthacum	Yes
2) Darthelia Ingram	Donnie Lynthacum	Yes
3) Stephen Hurley Jr.	Teresa Dunn	Yes
4) Emma Hodges	Donna Kennedy	Yes
5) Audrey Norton	Donna Kennedy	Yes
6) Robert Cresson	Anne McLean	Yes
7) John Paul Callicutt	Jack Cagle	Yes
8) Shelia Lassiter	Vance Thomas	Pending
9) Brandi Lamonds	Jack Cagle	Pending
10) Angie Ussery	Donna Kennedy	Pending

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Emmalie van Kuilenburg Resignation	East/West High Schools Science Teacher	June 17, 2013
2) Brittany Caldwell Resignation	Page Street Elementary 5 th Grade Teacher	July 17, 2013
3) Jackie Zaccherio Resignation	West Middle School PE Teacher	July 18, 2013
4) Cindy Stephens Retirement	Star Elementary School Elementary Teacher	June 17, 2013
5) Meredith Johnson Resignation	East Montgomery High School Health Science Education Teacher	July 16, 2013
6) Judy Nance Retirement	West Middle School Business Teacher	August 1, 2013
7) Amy Frieary Resignation	West Middle School Instructional Facilitator	July 31, 2013
8) Brandy Whitley Resignation	Green Ridge Elementary Elementary Teacher	July 13, 2013

9) Melvin Streeter Retirement	Candor Elementary School Custodian	August 1, 2013
10) Heather Marshall Resignation	Central Office Part time Custodian	August 15, 2013
11) Jada Holland Resignation	West Middle School Science Teacher	July 29, 2013
12) Elizabeth Ritch Resignation	West Montgomery High AG Teacher	July 31, 2013

c. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Amanda Thompson 08/20/2013	Candor Elementary Pre-K Teacher	Star Elementary 3 rd Grade Teacher	Kristy Comer
2) Kathryn Trogdon 08/20/2013	Candor Elementary Teacher Assistant	Candor Elementary Elementary Teacher	Beth Blake
3) Sherry Starnes 08/03/2013	Page Street Teacher Assistant	Page Street Bookkeeper	Jessica King
4) Jennifer Pieczynski 08/20/2013	East Middle School Social Studies Teacher	East Montgomery French Teacher	Todd McGuire
5) Tempest Leake 08/01/2013	West Montgomery Science Teacher	West Middle Inst. Facilitator	Amy Frieary
6) Beverly Talbert 08/20/2013	Mt. Gilead Elementary Elementary Teacher	Troy Elementary Elementary Teacher	Jane Smith
7) Kristy Comer 08/20/2013	Star Elementary Elementary Teacher	East Middle	Julie Daniel
8) Teresa O'Connor 08/20/2013	Green Ridge Elementary Teacher	West Middle 6 th Grade Teacher	Becky Crump
9) Heather Saunders 08/20/2013	Mt. Gilead Elementary Elementary Teacher	Candor Elementary Elementary Teacher	Amanda Thompson

d. Upon recommendation, approval of the following interim probationary contracts for 2013-2014 as provided by General Statute 115C-325:

<u>Contract/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Carrie Watkins 08/20/2013	West Middle School Math Teacher	Yes	Caitlin Batten

2) Tracie Whitley 08/20/2013	West Middle School Business Teacher	Yes	Judy Nance
3) Laura Chustek 08/20/2013	Page Street Elementary Guidance Counselor	Yes	Kathryn Tortorella
4) Cody Tucker 08/20/2013	West Middle/West High Band Teacher	Yes	Gary Graham
5) Teddi Benson 08/20/2013	West Montgomery High EC Teacher	Yes	New Position
6) Miranda Duell 08/20/2013	West Middle School Language Arts 8 th Grade	Yes	Kim Thomas
7) Marissa Duncan 08/20/2013	East Montgomery High English Teacher	Pending	Michelle Larking
8) Margaret Miller 08/20/2013	Green Ridge Elementary EC Mastery	Pending	June Hysell
9) Rebecca Micco 08/20/2013	East Middle School 7 th Grade ELA Teacher	Yes	Jamie Teeter
10) Bethany Morgan 08/20/2013	Star Elementary School 4 th Grade Teacher	Pending	Cindy Stephens
11) Chelsea Dempsey 08/20/2013	Mt. Gilead Elementary 3 rd Grade Teacher	Pending	Chris Jonassen
12) Natasha Torrence 08/20/2013	Mt. Gilead Elementary 5 th Grade Teacher	Yes	Catherine Ballard
13) Jamie Troskey 08/20/2013	Mt. Gilead Elementary 3 rd Grade Teacher	Pending	Danielle Hurley
14) Lisa Bunting 08/20/2013	Green Ridge Elementary 2 nd Grade	Pending	Brandy Whitley
15) Joey Gaddy 08/20/2013	West Montgomery AG Teacher	Pending	Elizabeth Ritch
16) Jessica Grooms 08/20/2013	West Middle School PE Teacher	Pending	Jackie Zaccherio

e. Upon recommendation, approval of the following teacher assistant reassignments:

<u>Employee</u>	<u>From</u>	<u>To</u>
Linda Sanders	Page Street Elementary	East Montgomery High
John Morton	East Montgomery High	Montgomery Learning Academy
Warren Odham	Star Elementary	Page Street Elementary
Sandra Pegues	Green Ridge Elementary	East Montgomery High

Jeanene Robinson	Candor Elementary	Page Street Elementary
Angela Leak	East Montgomery High	West Middle School
Robin Haithcock	Mt. Gilead Elementary	West Montgomery High
Lynn Barton	Page Street Elementary	Mt. Gilead Elementary
Adrian Davis	Troy Elementary	West Middle School
Nancy Britton	East Montgomery High	West Middle School
Denise Carpenter	East Middle School	East Montgomery High
Fannie Cagle	Troy Elementary	East Middle School

- f. Upon recommendation, approval of the following ESL/EC reassignments:

<u>Employee</u>	<u>From</u>	<u>To</u>
1) Laura Wolf	East Middle School	Page Street/Troy Elementary
2) Shana West	West Montgomery High	Candor Elementary
3) Judy Hatley-Seawell	Green Ridge Elementary	Star, MLA/ Mt. Gilead
4) Cynthia Martinez	Central Office	WMS/West Montgomery
5) Laura Trumfio	Page Street Elementary	Montgomery Learning Academy
6) Chris Blake	West Middle School	Candor/Green Ridge Elementary
7) Sharon Wade	West Middle School	Star Elementary
8) Betty Harvel	Green Ridge Elementary	Page Street Elementary

- g. 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) Tina Biby 08/20/2013	County Office Cafeteria Sub	Yes	
2) Derrick Drake 07/29/13	West Montgomery High Part time Custodian	Yes	Ollie Stancil
3) Eric Slingerland 07/31/2013	Central Office Grounds Keeper 1	Pending	William Saunders

- h. Superintendent reports termination of employee:

<u>Employee</u>	<u>School Assignment</u>	<u>Effective Date</u>
1) Cheryl Kearns	Troy Elementary School Teacher Assistant/Substitute	July 16, 2013

- i. **Upon recommendation, approval of the following coaches for the fall 2013 sports season:**

East Montgomery High School

<u>Coach</u>	<u>Sport</u>
Mark Miller	Athletic Director

Mike Barrington	Athletic Trainer
Scott Blue	Field Maintenance, Soccer Asst.
Cindy Martin	Cheerleading
Sean Hassell	Cross Country (Boys)
Mishele Hare	Cross Country (Girls)
Philip Collett	Football
Ray Massey	JV Football
Ted Harman	Football Asst.
Chris Hadlock	Soccer (Men)
Jimmy Blake	Tennis (Womens)
Janira Reza	Volleyball
Ray Deaton	Asst. Football (Pending Background)

East Middle School

<u>Coach</u>	<u>Sport</u>
Reggie Jackson	Football
Kirk Watts	Football
Chris Kingston	Football
Josh Frye	Football
Maggie McKinley	Volleyball
Barbara Streeter	Cheerleading

West Montgomery High School

<u>Coach</u>	<u>Sport</u>
Stephanie Panzer	Volleyball
Henry Panzer	Volleyball Asst.
Vickie Panzer	JV Volleyball
Earle Poole	Cross Country
Katie Kimrey	Cross Country Asst.
Ralph Thompson	Soccer (Men)
Jorge Munoz	Soccer Asst.
Nick Eddins	Football
Ken Neal	Football Asst.
Dustin Braddock	Football Asst.
Chris Brown	Football Asst.
Terry Callicutt	Football Asst.
Tom Berriman	Football Asst.
Eddie Swan	Football Asst.
Derrick Drake	Football Asst.
Jimbo McIntyre	First Responder

West Middle School

Jerimy Rinker	Football
Sean Thompson	Football
Daniel Jones	Football
Caitlyn Batten	Cheerleading
Daphne Brown	Volleyball
Suzannah Laucher	Cross Country
Ron Weaver	Cross Country

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

- John Beard, Principal, Montgomery Learning Academy, annual twelve-month term, commencing August 6, 2013 and ending June 30, 2015.

k. Upon recommendation approval of the following student transfers is requested.

Moore County Schools to Montgomery County Schools

Susan Strong Kaleb Comer Katelyn Comer

Stanly County Schools to Montgomery County Schools

Michaela Stovall

3) Pel Industries Agreement;

4) SRO Agreement.

After the closed session, Chairman DeBerry then asked for a motion to adjourn. With a motion from Bryan Dozier, along with a second from Sandra Miller, the meeting was duly adjourned.

The next regular meeting will be held on Monday, September 9, 2013.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary