

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

November 2, 2015

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, November 2, 2015 at 6:30 p.m. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Bryan Dozier, Jesse Hill, Ann Long, Shirley Threadgill and Sandra Miller.

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 Jesse Hill, the agenda was adopted as presented.

Chairman DeBerry opened the meeting with a devotional by reading from the book of John 17:4: *I have glorified thee on the earth: I have finished the work which thou gavest me to do.* The order from the teacher was abrupt: “The classroom needs sweeping. Take the broom and sweep it”. Young Booker T. Washington knew this was his chance. He swept the room three times and then dusted the furniture four times. When the teacher came back to evaluate his work, she inspected the floor closely and then used her handkerchief to rub the woodwork around the walls, the table and the student benches. When she could not find one speck of dust anywhere in the room, she said quietly, “I guess you will do to enter this institution.” Cleaning a classroom was Booker T. Washington’s entrance exam into Hampton Institute in Virginia. Years later, he recalled this as the turning point in his life. In his autobiography, *Up from Slavery*, he wrote, “I have passed several examinations since then, but I have always felt that this was the best one I ever passed”. Slacking off, goofing off and dozing off rarely open doors of opportunity. Those doors are best opened and entered into by consistent, excellent effort. Give the world an effort of that caliber every day. Do it right or not at all.

Chairman DeBerry called on West Middle students Nathan Richardson and Alecia Lee to lead the Pledge of Allegiance to the Flag of the United States of America.

Chairman DeBerry presented a Resolution of Esteem to the family of Eddie Brice Coleman and asked for a moment of silence. The Resolution reads: WHEREAS, our Heavenly Father, in His infinite love and wisdom, saw fit to call home Eddie Brice Coleman on October 8, 2015 and WHEREAS, his services as a teacher with Montgomery County Schools 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.

Dr. Ellis and Donnie Lynthacum recognized Reggie “Bo” Cagle as Certified Employee of the Month and Brenda Trogdon as Classified Employee of the Month. Both are employees at Candor Elementary. Mr. Lynthacum stated that Mr. Cagle always “certifies positive relationships with students, whether it’s in the hall, cafeteria or classroom. He does an outstanding job in the classroom, and I can’t thank him enough”. About Ms. Trogdon, Mr. Lynthacum said, “Ms. Trogdon has helped me since I was a third grade teacher. She’s in it for the kids.” Congratulations to both of these employees.

Chairman DeBerry asked for a motion to approve the consent agenda as submitted. With a motion by Tommy Blake and a second by Sandra Miller, the board approved the consent agenda unanimously. The following items were approved:

- 1) Board Minutes from October 5, 2015; and
 - 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) Richard Grimes	Donnie Lynthacum	Yes
2) Tangelar Young	Benjie Brown	Yes
3) Lahoma Jones	John Beard	Yes
4) Rebecca Reynolds	Donnie Lynthacum	Yes
5) Karen Grigg	Angie Tofflemeyer	Yes
6) Kaylie Morgan	Donnie Lynthacum	Yes

- b. Upon recommendation, approval of the following probationary contracts for the 2015-2016 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) Julie Buchikos 8/18/2015	East Montgomery High EC Teacher	Yes	

- c. Report of the following transfer:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Shannon Robinson 11/2/2015	Central Office Front Desk Recept.	Central Office Admin. Asst. Title I / Auxiliary Services	Susan Muse

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Brenda Robinson Retirement	Page Street Elementary Teacher Assistant	11/01/2015
2) Janice Williamson Resignation	Central Office Child Nutrition Sub	10/01/2015
3) Josh Barbee Resignation	Mt. Gilead Elementary 3 rd Grade Teacher	10/01/2015
4) Amy Spencer Resignation	Central Office EC Admin. Assistant	10/01/2015
5) Kari Parsons Resignation	Page Street Elementary 5 th Grade Math/Sci. Teacher	11/15/2015
6) Barbara Crump Retirement	Mt. Gilead Elementary Teacher Assistant	12/31/2015

7) Vickie Panzer Retirement	Mt. Gilead Elementary Health & PE Teacher	01/01/2016
8) Susan Muse Retirement	Central Office Admin. Assistant Title I	10/30/2015

- e. 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) John Robinson 10/6/2015	Green Ridge Elementary Custodian/PT	Yes	Billy Ridgeway
2) Irma Robledo 10/30/2015	Central Office Administrative Asst. EC	Yes	Amy Spencer
3) Myrna Sneed 11/2/2015	Troy Elementary School Translator/Pre-K Support	Yes	Cely Gomez-jurado
4) Letha Dumas 11/2/2015	Troy Elementary School Custodian/Temp. Interim	Yes	Calvin Christian

- f. Upon recommendation of the superintendent, approval of the following temporary part-time non-certified personnel:

1) Charles Hancock – EC Support, Green Ridge Elem.	Yes
2) Yvonne Lucas – 5 th Grade Rea. Tutor, Star Elem.	Yes
3) Mirell Lilly – EC Teacher Asst., Page Street Elem.	Yes
4) Darla Wallace – Tutor, Page Street Elementary	Yes
5) Sarah Perez-Hernandez-Tutor, Star Elementary	Pending

- g. Upon recommendation of the superintendent, approval of the following Child Nutrition Substitutes:

1) Teresa Wallace	Yes
2) Jeneka LeGrande	Yes
3) Vicki Caviness	Yes
4) Donna Doby	Yes
5) Kathy Munoz	Yes
6) Brittany Greene	Yes

- h. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Jessica King	West Montgomery Bookkeeper	Central Office Accts/Rec. Specialist	Lourdes Yarbrough

- i. Upon recommendation of the superintendent, approval of recommendation for

employment of the following bus driver/sub drivers for the 2015-2016 school year that are not dual employees:

Ashley Clark	Bus Driver	Yes
--------------	------------	-----

2) Budget Amendment #1:

BE IT RESOLVED by the Board of Education of the Montgomery County School Administrative Unit:

Section 1 – The following amounts are hereby appropriated for the operation of the school administrative unit in the State Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

State Funds		
5000	Instructional Services	22,574,851.83
6000	System-Wide Support Services	3,365,876.41
7000	Ancillary Funds	86,312.76
Total State Expenses		26,027,041.00

Section 2 – The following revenues are estimated to be available to the State Fund for fiscal year beginning July 1, 2015 and ending June 30, 2016:

State Funds		
3000	State Revenues	26,027,041.00
Total State Revenues		26,027,041.00

Section 3 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Local Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Local Funds		
5000	Instructional Services	2,798,543.87
6000	System-Wide Support Services	3,642,315.13
Total Local Expenses		6,440,859.00

Section 4 – The following revenues are estimated to be available to the Local Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Local Funds		
4000	Local Revenues	6,440,859.00
Total Local Revenues		6,440,859.00

Section 5 - The following amounts are hereby appropriated for the operation of the school administrative unit in the Federal Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Federal Funds		
5000	Instructional Services	3,137,496.33
6000	System-Wide Support Services	254,433.49
7000	Ancilliary Funds	3,500.00
8000	Non-Programmed Charges	143,059.35
Total Federal Expenses		3,538,489.17

Section 6 – The following revenues are estimated to be available to the Federal Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Federal Funds		
3000	Federal Revenues	3,538,489.17
Total Federal Revenues		3,538,489.17

Section 7 - The following amounts are hereby appropriated for the operation of the school administrative unit in the Capital Outlay Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Capital Outlay		
6000	System-Wide Support Services	246,219.00
Total Cap Outlay Expenses		246,219.00

Section 8 – The following revenues are estimated to be available to the Capital Outlay Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Capital Outlay		
4000	Capital Outlay Revenues	246,219.00
Total Cap Outlay Revenues		246,219.00

Section 9 - The following amounts are hereby appropriated for the operation of the school administrative unit in the Child Nutrition Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Child Nutrition		
7000	Ancilliary Funds	3,146,679.08
8000	Non-Programmed Charges	245,000.00
Total Child Nutrition Expenses		3,391,679.08

Section 10 – The following revenues are estimated to be available to the Capital Outlay Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Child Nutrition		
3000	State & Federal Revenues	2,303,500.00
4000	Local Revenues	1,088,179.08
Total Child Nutrition Revenues		3,391,679.08

Section 11 - The following amounts are hereby appropriated for the operation of the school administrative unit in the Special Grants Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Special Grants		
5000	Instructional Services	1,353,789.16
6000	System-Wide Support Services	580,584.49
Total Special Grants Expenses		1,934,373.65

Section 12 – The following revenues are estimated to be available to the Special Grants Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016:

Special Grants		
3000	State & Federal Revenues	1,669,879.09
4000	Local Revenues	264,494.56
Total Special Grants Revenues		1,934,373.65

Section 13 – All appropriations shall be paid first from revenue restricted as to use and second from general unrestricted revenues.

Section 14- The Superintendent is hereby authorized to transfer appropriations within a fund under the conditions as follows:

- A. Amounts may be transferred between functions within a purpose without limitations and without a report to the board of education being required.
- B. Amounts may not be transferred between purpose codes or funds nor from any contingency appropriation with a fund without board of education approval.
- C. Amounts may be transferred in state or federal projects upon prior approval of the appropriate funding agency. If such transfers require board of education approval under other provisions of this resolution, approval must be obtained prior to the transfers being made.
- D. Amounts may not be transferred which would result in elimination of currently staffed positions and/or existing programs without board of education approval. NOTE: This condition does not preclude any budgetary decisions and/or recommendations not intended to alter the current educational offerings or levels of supporting service(s), such as, but not limited to site-based conversions of positions (i.e. converting teaching positions to/from teacher assistant positions); and /or restricting, downsizing or reallocating vacant positions.
- E. For the purpose of year-end closeout only, the board of education agrees to suspend the restrictions/provisions of this resolution given that summary of all such transfers must be reported no later than October 2016. And any such transfers resulting from extraordinary/unusual occurrences/circumstances must be notated and explained.

Section 15 – Copies of the Budget Resolution shall be immediately furnished to the superintendent and school finance officer for direction in carrying out their duties.

Adopted the 2nd day of November 2015.



Chairman – Board of Education



Secretary – Board of Education

West Middle School teachers and students presented a power point presentation on their Bystander Empowerment Team Initiative. The aim of the initiative is to prevent bullying in the school setting and promote acceptance and respect throughout the school. It teaches the witness how to deal with the situation and take a stand against bullying. Empowered bystanders are positive peer role models; they report bullying incidents to trusted adults, include others in group activities and encourage other students to support a school climate of kindness and caring, thereby taking the power away from the bully. West Middle held a membership drive for the team during Red Ribbon Week October 26-30th. Empowerment sessions for all students were conducted and as a result, all students have identified and contacted a West Middle “trusted adult”. A pep rally was held to kick off the initiative. Currently, West Middle has one hundred, fourteen students and twenty-six faculty members on the Bystander Empowerment Team.

West Montgomery teacher Kathy Wright and students AJ Bulthuis; Emmanuel Antonio and Chase Hensley discussed *Project Bauhow*. West Montgomery is one of eleven rural schools in North Carolina that was awarded a grant to receive computers for their Drafting students. Mrs. Wright applied for the grant during the summer of 2015 just after the summer CTE conference. North Carolina Modernist Houses (NCMH) delivered the computers with drafting software in September. To compete, students must design their own “green” modernist home using the software. A “green” home is one that keeps existing trees in the landscape and takes advantage of natural lighting and solar heating. Benefits of the project include students keeping the computers and software after the competition and taking a field trip to NC State’s College of Design Lab. NC Modernist Houses will pay the course fees for up to thirty students, including all lunches. Students winning the competition will attend design camp at NCSU this summer paid for by NCMH and will get to keep the computers and software. Ms. Wright said she would fill all thirty slots available with her students.

Phillip Brown, Director of Secondary Education, presented an ACT Update. The ACT is a national college admissions examination that consists of subject area tests in: English, Mathematics, Reading and Science. All four-year colleges and universities in the US accept ACT results. A comparison sample of data was compiled, comparing Montgomery County with surrounding counties Anson, Bladen, Moore and Richmond. An ACT Taskforce comprised of Teachers, Counselors, Instructional Facilitators and school and district administrative staff has been assembled. The role of the taskforce is to review, approve and enact the deployment of the ACT plan. Formal quarterly taskforce meetings will be held with informal meetings held monthly. Professional development workshops are also available to taskforce members.

Superintendent Ellis asked the board to approve the School Improvement Plan for the 2015-16 school year. These plans are used to drive instructional improvement within the schools. Chairman DeBerry asked for a motion to approve the plans. Sandra Miller made the motion with Ann Long seconding. The School Improvement Plan was accepted with unanimous approval from the board.

Dr. Lancaster presented the following policies for first reading: 1310/4002 Parental Involvement; 1320/3560 Title I Parent Involvement; 1710/4021/7230 Prohibition Against Discrimination, Harassment, and Bullying; 1742/5060 Responding to Complaints; 2302

Remote Participation in Board Meetings; 2310 Public Participation at Board Meetings; 3320 School Trips; 3405 Students at Risk of Academic Failure; 3420 Student Promotion and Accountability; 3460 Graduation Requirements; 4040/7310 Staff-Student Relations; 4110 Immunization and Health Requirements for School Admission; 4152 Unsafe School Choice Transfer; 4303 Fair and Consistent Discipline Administration; 4320 Tobacco Products-Students; 4351 Short-Term Suspension; 4353 Long-Term Suspension, 365-Day Suspension, Expulsion; 5022 Registered Sex Offenders; 5026/7250 Smoking and Tobacco Products; 6305 Safety and Student Transportation Services; 6315 Drivers; 7335 Employee Use of Social Media; 7500 Workday; 7730 Employee Conflict of Interest; 9010 Site Selection; 9020 Facility Design; 9110 Use and Selection of Architects, Engineers, Surveyors and Construction Managers at Risk; 9400 Sale and Disposal of Board-Owned Real Property. These policies will be up for approval at the December board meeting.

For his remarks, Superintendent Ellis discussed the teacher turnover rate. DPI reported that the number of teachers leaving North Carolina public school classrooms increased slightly from last year according to the *2014-15 Annual Report on Teachers Leaving the Profession* just presented to State Board of Education members. In 2014-15, fourteen thousand, two hundred fifty-five teachers left their local school districts resulting in an overall state turnover rate of 14.84 percent. This percentage is slightly up from the 14.12 percent reported in 2013-14. Dr. Ellis distributed to the board for review a copy of an article from the *News and Observer* written by Mark Buys, a member of the Asheville City Board of Education. The article titled *Now Playing in NC Superb Teachers Leave, Best Students Avoid Profession*. In it, he says, "The damage caused by our best teachers leaving is beyond heartbreaking. Anyone, regardless of wealth or political affiliation, who thinks this teacher exodus- not to mention the thousands of young people avoiding education as a career- is not a problem is fooling himself." In particular, he wrote about two of Asheville's top teachers, a married couple, leaving to teach in Georgia. The couple will earn twenty-five thousand more per year in Georgia, so who could blame them? He said, "It doesn't take a math degree to understand that it's in every teacher's best financial interest to load up the U-Haul and leave North Carolina kids behind." Dr. Ellis said that Montgomery County Schools would continue to value its teachers and let them know they are appreciated.

Before adjourning, Board Member Sandra Miller asked to address the board. Mrs. Miller wanted the board to know that she and Ms. Long attended the Law Conference in Asheville. She said that there was very interesting information there, which she had shared with Dr. Ellis and Dr. Lancaster. Mrs. Miller said she appreciated the opportunity to attend the conference.

Chairman DeBerry then asked for a motion to adjourn and move into closed session. With a motion by Bryan Dozier, and a second from Jesse Hill, the board unanimously approved going into closed session to discuss personnel.

After returning from closed session, Chairman DeBerry asked for a motion to adjourn the meeting. With a motion by Bryan Dozier and a second by Shirley Threadgill, the meeting was duly adjourned.

The next regular meeting will be held on Monday, December 7, 2015 at 6:30 pm.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary