

**MONTGOMERY COUNTY BOARD OF EDUCATION**  
**MINUTES**  
**July 13, 2015**

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, July 13, 2015 at 6:30 p.m. Board members present were as follows: Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Bryan Dozier, Jesse Hill, Shirley Threadgill, Ann Long 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 Sandra Miller, the agenda was adopted and consent request approved unanimously by the board.

Chairman DeBerry opened the meeting with a devotional by reading from the book of Philippians 4:13: *“I can do all things through Christ who strengthens me.”* Perhaps more than any other leader in the 20th century, Winston Churchill rallied a nation to believe in what it could do. His speeches during World War II not only express resolution, but a profound peace of mind and a feeling of “rightness.” Here are some of his words to England and the world: *“You ask, what is our policy? I will say: It is to wage war, by sea, land, and air, with all our might and all the strength that God can give us. You ask, What is our aim? I can answer in one word: Victory. Victory at all costs. Victory in spite of all terror. Victory however long and hard the road may be. For without victory, there is no survival. We shall go on to the end; we shall fight in France, we shall fight on the seas and oceans, we shall fight with growing confidence and growing strength in the air. We shall defend our island, whatever the cost may be. We shall fight on the beaches; we shall fight on the landing grounds. We shall fight in the fields and in the streets; we shall fight in the hills...we shall never surrender.”* What wonderful words to adapt to any fight against evil! Success comes in cans; failure comes in can’ts.

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

Superintendent Ellis and Kevin Lancaster recognized the June employees of the month at East Montgomery. Daniel Kern, teacher, was selected as Certified Employee of the Month and James Page, custodian, as Classified Employee of the Month. Mr. Kern, who was attending a Vocational Conference, was unable to attend. Dr. Lancaster recognized Mr. Page, as a hard worker, who takes initiative and pride in his work. Congratulations to both employees!

Next, Dr. Ellis thanked Kerry Hensley with the Montgomery Fund for awarding ten thousand dollars through the ACCESS Grant. The grant will be used to support East and West High school. The fund has also given individual grants to several teachers for smaller projects. Ms. Hensley said, “The Montgomery Fund is one of forty-five under the Community Foundation. This was the largest amount donated so far this year. It’s important to let teachers know we support the efforts they are making and we appreciate the opportunity”.

Jeff James thanked Natalie Blake for awarding Montgomery County with the Z Smith Reynolds Grant, in the amount of two hundred, twenty-five thousand dollars. Ms. Blake added, “I am very impressed with the incredible work going on in Montgomery County. I’m very passionate about this area and was grateful they (Z Smith Reynolds) funded the entire amount, which is rare”. The grant is a one to one initiative that will help public education on a daily basis.

Superintendent Ellis introduced DARE Officers Shirley Green and Jeff Branch and Sheriff Chris Watkins. Mrs. Green, who is retiring from the sheriff’s office, was recognized as being a DARE Officer at Star Elementary from 1991 to 2015. Mrs. Green kept every DARE essay. If a former student landed in jail, she would pull out their essay and remind them of the promise they made through DARE. When asked if she had anything to say, Mrs. Green shared

that she was grateful for DARE; “I believe in it; anything to keep them out of jail or the funeral home”.

The following items were approved on the consent agenda:

- 1) Board Minutes from June 1, 2015;
- 2) Personnel and Auxillary Report:
  - a. Upon the recommendation of the principal, approval of the following addition to the substitute teacher list:

<b><u>Certified</u></b>	<b><u>Recommended By</u></b>	<b><u>Record Check</u></b>
1) Perry Owens	Joan Frye	Pending
2) Maria Ferrell	Sharon Castelli	Yes
3) Ariel Lowe	Heather Seawell	Pending
4) Dustin Elliott	Heather Seawell	Yes
5) Jessie Myrick Jr.	Joan Frye	Pending

- 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) Lourdes Yarbrough Resignation	Central Office Finance Dept.	May 29, 2015
2) Jerimy Rinker Resignation	West Middle School Health/PE Teacher	June 12, 2015
3) Susan Fox Retirement	Central Office Adm. Asst. Human Res.	August 31, 2015
4) Sam Wiles Resignation	East Montgomery High ROTC Instructor	June 30, 2015
5) Lueginia Alston Resignation	West Montgomery High Science Teacher	June 12, 2015
6) Teddi Benson Resignation	West Montgomery High EC Teacher	July 15, 2015
7) Gracia Pack Resignation	Troy Elementary School Adm. Asst./Data Mgr. Bookkeeper	July 2, 2015
8) Angela Sorenson Resignation	West Middle School Assistant Principal	June 30, 2015
9) Michael Williams Resignation	Elementary School Instructional Technology Specialist	June 18, 2015
10) Joan Frye Retirement	West Middle School Principal	August 1, 2015

11) Landy Hilger Resignation	West Middle School Language Arts Teacher	July 10, 2015
12) Debra Russell Retirement	Troy Elementary School Elementary Teacher	July 6, 2015
13) LeAnne Coyle Resignation	West Middle School Office Support	July 1, 2015
14) Carol Parsons Retirement	Green Ridge Elementary Elementary Testing	August 1, 2015

- c. Upon recommendation, approval of the following probationary contracts for the 2015-2016 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) Amanda Williams 08/17/2015	Troy Elementary School Speech Language Path.	Yes	Sharon Furlano
2) Angela Shue 08/18/2015	Page Street Elementary 3 <sup>rd</sup> Grade Teacher	Yes	
3) Patience Whitehead 08/18/2015	West Montgomery High Science Teacher	Yes	Lueginia Alston
4) Shannon Parsons 08/18/2015	Green Ridge Elementary Kindergarten Teacher	Pending	Jane Rubino
5) Dave Paddock 08/18/2015	East Montgomery High Social Studies Teacher	Yes	New Position
6) Sandra Stone 08/18/2015	Mt. Gilead Elementary 5 <sup>th</sup> Grade Teacher	Pending	Terry Maness

- d. 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) Deborah Thomas 08/18/2015	East Middle School Science Teacher	Montgomery Learning Science Teacher	
2) Holly Morgan 08/18/2015	Troy Elementary Elementary Teacher	Page Street Elem. Elementary Teacher	
3) Russ Saladin 08/18/2015	Page Street Elem. EC Teacher	Green Ridge Elem. EC Teacher	
4) Frances Morris 08/18/2015	Mt. Gilead Elem. EC Teacher	Troy Elementary EC Teacher	
5) Opal Sloan-Archie 08/18/2015	Green Ridge Elem. EC Teacher	East Montgomery High EC Teacher	

6) Claudia Stewart 08/18/2015	East Montgomery EC Teacher	West Montgomery EC Teacher	
7) Sandy Byrd 08/18/2015	East Middle EC Teacher	West Montgomery EC Teacher	
8) Cindy Sweet 08/18/2015	West Middle School Special Pops Coord.	East Middle School EC Teacher	
9) Delores Mauldin 07/06/2015	County Office Adm. Asst. EC	Troy Elementary Adm. Asst./Data Mgr. Bookkeeper	Gracia Pack
10) Emily Dunn 08/01/2015	East Montgomery Business Teacher	West Middle High School Testing Coordinator/Instructional Management Coordinator	Cindy Sweet
11) Melissa Kidd 07/06/2015	East Montgomery Spanish Teacher	Mt. Gilead/Candor Instructional Technology Specialist	

e. Upon recommendation, approval of the following coaches for the fall 2015 sports season:

East Montgomery High School

David Paddock	Football
Dustin Elliott	Football
Angela Everette	JV and Varsity Cheerleading
Sean Hassell	Cross Country
Mishele Hare	Cross Country
Ben Hammer	Football and Weight Room
Ray Massey	Football
Martino Huey	Football (Background Pending)
Ray Deaton	Football
Barry Jackson	Football
Jerry Spencer	Football
John Weis	Football
Chris Hadlock	Soccer and Athletic Director
Scott Blue	Soccer and Field Maintenance
Blake Frazier	Tennis
Terry Appen	Tennis
Leslie Shoffner	Volleyball
Julie Buchikos	Volleyball
Mark Miller	Athletic Director
Mike Barrington	Athletic Trainer
Talitha Auman	Athletic Trainer

West Montgomery High School

Nick Eddins	Football
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Ken Neal	Football
James Johnson	Football
Terry Callicutt	Football
Eddie Swan	Football
Daniel Coggins	Football
Clay McKnight	Football
Perry Owens	Football
Jimbo McIntyre	First Responder
Chris Brown	First Responder
April Britt	Cross Country
Earle Poole	Cross Country
Suzie Boros	Women's Tennis
Stephanie Panzer	Volleyball
Vickie Panzer	Volleyball
John Paul Callicutt	Volleyball
Seth Dunlap	Athletic Director

- f. 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:

Vicky Drake	Bus Monitor
John Frederick Bryant	Bus Driver

- g. Upon recommendation, approval of the following administrative contract:

- Chris Jonassen, Assistant Principal, annual eleven-month term, commencing July 6, 2015 and ending June 30, 2017.

3) Budget Amendment;

**BUDGET AMENDMENT #17**

**Local Fund**

Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 14th day of July 2014, passed the following resolution.

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2014.

Expense Code	Description of Code	Increase	Decrease
2.5000.003	Salary- Non Instructional Support	43,806	
2.6000.003	Salary- Non Instructional Support		43,806
Explanation: <b>Adjustments made for actual revenues and expenditures.</b>			
Total Appropriation in Current Budget		\$	6,149,429
Amount of Increase		\$	-
Total Appropriation in Current Amended Budget		\$	6,149,429

Passed by majority vote by the Board of Education of Montgomery County on the 14th day of July 2014.

- 4) Alternative Accountability Model Participation for MLA;  
 5) WMHS Cafeteria Equipment Purchase.

Dr. Ellis presented an Early College Power Point Presentation listing the needs of Montgomery County Schools including: in-district high school options, an alternative to standard curricula, a refined and focused CTE component that leads directly to jobs, STEM and advanced options that lead to degrees and college credits for advanced students. Students who are given higher expectations will reach higher to achieve those goals. Early College would benefit struggling students who do not expect to attend college. Student Achievement is a major advantage of an Early College program. Early College students will take classes that relate to real world jobs, making the connection between classroom and career. Some Early College programs are based on community college campuses, while others are created within traditional high school settings. Steps needed to implement Early College at Montgomery County Schools include: a recommendation from the Education Facilities Committee, approval by MCS Board of Education, approval by Montgomery Community College Board of Trustees and approval by Montgomery County Board of Commissioners. Dr. Ellis stated that several things need to be worked out, but the timing couldn't be better for this program.

Next, Superintendent Ellis gave an overview of the recruitment of Teachers and staff, safety, the articulation of the mission, vision and values statement and Principal accountability. This year, we face a dwindling teacher pool, mainly due to pay issues and people going into other fields. To combat this problem, we have established a diversity committee to develop a plan for minority recruitment. Safety is an area where training is ongoing. A safe environment saves money, which means cheaper insurance premiums. Online training in safety procedures, such as blood-borne pathogens, must be completed by all staff members and documented by Human Resources. The mission, vision and values are reaffirmed at mid-year and end of year reviews, posted on our letterhead and logo and lived through actions and policy recommendations. Principals are held accountable in all areas relating to district, state and federal mandates through the School Administrator Evaluation Process. Problems, concerns or commendations are addressed during four quarterly meetings per year, or anytime the need arises.

Dr. Ellis asked the board for a date to hold the end of the year review. The board decided on Tuesday, September 1<sup>st</sup> at 5:30 pm.

Dr. Lancaster presented the following policy codes for first reading: 1310/4002 Parental Involvement, 4110 Immunization and Health Requirements for School Admission, 4600 Student Fees, 4601 Collection of Student Fees and Charges, 7500 Workday and Overtime.

Superintendent Ellis decided to reserve his remarks until the August board meeting.

Chairman DeBerry then asked for a motion to adjourn and move into closed session. With a motion from Sandra Miller, 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 Tommy Blake, the meeting was duly adjourned.

The next regular meeting will be held on Monday, August 3, 2015 at 6:30 pm.

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Steven W. DeBerry, Chairman

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Dale Ellis, Ed. D., Secretary