

MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES
September 1, 2015

The Montgomery County Board of Education convened the End of the Year Strategic Plan Review on Tuesday, September 1, 2015 at 5:30 p.m. Board members present were as follows: Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Bryan Dozier, Jesse Hill, Ann Long, Sandra Miller and Shirley Threadgill.

Chairman DeBerry called the meeting to order and asked for a motion to accept the agenda as presented. With a motion by Ann Long, along with a second from Bryan Dozier, the board unanimously approved the agenda. Chairman DeBerry turned the meeting over to Superintendent Dale Ellis.

Superintendent Ellis welcomed everyone to the meeting. Dr. Ellis presented a power point titled, “Preparing for Excellence”. The power point reviewed strategic goals and challenges for Montgomery County Schools. The first year in this strategic planning cycle is 2014-2015. All related performance data aligned to the Strategic Plan is presented as part of our focus on accountability, assuring the board and community that we will not hide from our data. Several goals were met and surpassed. Montgomery County Schools has much to be proud of in all areas.

Dr. Jeff James gave a review of globally competitive students, which encompasses the graduation rate, Annual Measurable Outcomes (AMO) and Ready Expected Growth. The graduation rate continued its upward trend remaining above the state and region at eighty-seven percent. Parent communication, community liaison and social workers, differentiated diplomas at Montgomery Learning Academy (MLA) and the high schools, Career and Technical Education (CTE), the work of student assistant teams and closely monitoring attendance are credited with the rate increase. Numbers are expected to continue to an upward climb.

Dr. Kevin Lancaster gave an update of 21st Century Professional/Healthy and Responsible; including goals for the NCLB highly qualified criteria, ethical violations, teacher retention, attendance rate, pregnancy rate and Out of School (OSS) suspension rate. Ethical violations were down to six from nine the previous year. Ethics trainings are ongoing for all staff members. OSS suspension rates rose slightly, with twenty-five days lost over last year. Areas credited with improving the OSS rate include MLA, Guidance Counselors, flexible and more consistent discipline and active dropout prevention teams. Teacher attendance rates tied last year at ninety-four percent. Incentive programs, principals addressing issues and increased awareness of the need for higher attendance attribute to the steady rate. The pregnancy rate decreased to 57.78% from 64.2% the previous year. Areas of prevention include the Healthy Living curriculum, School Health Centers counseling, the CARE/DARE program and a responsive staff.

Superintendent Ellis updated the board on the Leadership Guides Innovation portion, including grants and parent contacts. MCS received several new grants this year and exceeded the overall goal creating new resources for our schools. The total number of parent contacts are high, with most schools being over fifty percent. Contacts include phone calls, emails and texts.

Chief Financial Officer, Mitch Taylor, reviewed 21st Century Systems, which includes audit findings, goals, maintaining adequate fund balance and adequate facilities. There were no findings or comments in the audit this year, crediting good communication between departments and schools. An adequate fund balance was maintained, with support from experienced staff in Finance, support from MCC and businesses in the county, grant funding and the decrease in the price of utilities and fuel. Weaknesses stem from budget cuts being unknown from the State

level and Charter school growth starting to make a noticeable impact. Concerning facilities, collaboration between commissioners, MCS and businesses is gaining traction in the area of funding. MCS secured an i3 grant to improve technology, allowing laptops for middle and high school students, with elementary distribution after December 2015.

After a brief question and answer session, Chairman DeBerry gave a motion to adjourn. Bryan Dozier approved the motion with Tommy Blake seconding. The meeting was adjourned.

The next regular meeting will be held on Monday, September 14, 2015 at 6:30 pm.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary

**MONTGOMERY COUNTY BOARD OF EDUCATION
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September 14, 2015

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, September 14, 2015 at 6:30 p.m. Board members present were as follows: 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 Sandra Miller, the agenda was adopted as presented.

Chairman DeBerry opened the meeting with a devotional by reading from the book of Deuteronomy 30:19: *"I call upon heaven and earth to record this day against you, that I have set before you life and death, blessing and cursing: therefore, choose life, that both thou and thy seed may live."* Two women who once lived in a convalescent center had each suffered an incapacitating stroke. Maggie's stroke had caused paralysis on her left side. Rachel's stroke had caused permanent damage to her right side. Both women were devastated by what had happened to them. They assumed they would never be able to pursue a pastime they had enjoyed throughout life - playing the piano. One day, Maggie and Rachel met and began talking about their lives. They realized they both had an interest in music. The convalescent center's director brought them a piano and helped the women sit on a bench in front of it. Maggie played the right hand notes, while Rachel played the left hand. Not only did they make beautiful music together, they formed a long and endearing friendship. God's design for us is that we work together, live together and have fun together. When we choose to share our time and space with others, we will reap the rewards of joy and peace.

Chairman DeBerry called upon Candor Elementary students to lead the Pledge of Allegiance to the Flag of the United States of America. Participating students were Jonathan Rosales, Adrian Valdovinos, Janiaha Davis, Iyana Little, Zachary Blue and Geisele Bostic.

Chairman DeBerry presented a Resolution of Esteem to the parents of Benjamin Pearson Misenheimer. Ben was a teacher and coach at West Montgomery High School.

Dr. Lancaster recognized teachers with perfect attendance for the 2014-15 school year. Teachers were: Nathan McCallum and Amanda Terry from East Middle; Matthew Germann from East Montgomery; Jennifer Nance from Page Street; Emily Tew from Star Elementary; Denita Atkins, Amy Ellington and Terrie Thomas from Troy Elementary; and Telena Gooch from West Montgomery. Each teacher received a certificate and check for their efforts.

Chief Financial Officer, Mitch Taylor, awarded five school bookkeepers with a certificate for having a "zero findings" audit. Recognized were: Shannon Robinson, Star Elementary; Terrie Furr, Candor Elementary; Brenda Livingston, East Middle; Jessica King, West Montgomery and Troy Elementary.

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 August 3, 2015; and
- 2) Personnel and Auxillary 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) James Doherty	Joan Frye	Yes
2) Josh Barbee	John Beard	Yes
3) Kathryn Powalski	Tim Addis	Yes
4) Alicia Lineberry	Heather Seawell	Yes
5) Corina Hill	Della Ingram	Yes
6) Deborah Robins	Della Ingram	Yes
7) Sharon Swanke	Heather Seawell	Yes
8) Roy Wright	John Shelton	Yes

Non-Certified

1) Jamie Beane	Sharon Castelli	Yes
2) Avis Bostic	Heather Seawell	Yes
3) Jennifer Braswell	Angie Tofflemeyer	Yes
4) Martha Webb	Donnie Lynthacum	Yes
5) Cody McMasters	Chris Jonassen	Yes

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Cely Gomezjurado Resignation	Page Street Elementary EC Intake	08/18/2015
2) Emily Harrison Resignation	Mt. Gilead Elementary Elementary Teacher	08/18/2015
3) Alice Lewis Resignation	West Montgomery High Child Nutrition Asst.	07/03/2015
4) Priscilla Simmons Resignation	West Middle School Teacher Asst. EC	08/05/2015
5) Holly Dennis Resignation	Candor Elementary Elementary Teacher	09/15/2015
6) Wesley Maynor Resignation	East Montgomery High Custodian	08/13/2015
7) Kerri Brewer Resignation	East Middle School 8 th Grade Science Tea.	08/11/2015
8) Debbie Haywood Resignation	Candor Elementary P/T Child Nutrition	08/13/2015
9) Melanie Nichols Resignation	Troy Elementary Elementary Teacher	08/13/2015
10) Frederick Dumas Resignation	West Montgomery High Custodian	08/12/2015

11) Lynn Cagle Resignation	West Montgomery High Teacher Assistant	08/17/2015
12) Sara Parsons Retirement	Pre-K EC Itinerant Teacher	01/01/2016
13) Laura Wolf Resignation	West Middle School ESL Teacher	10/01/2015
14) Jacqueline Stancil Resignation	Green Ridge Elementary Child Nutrition	09/08/2015

- c. 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) Bradley Hammill 08/18/2015	West Middle School 7 th Grade Science	Yes	Sharon Romero
2) Robert Staley 08/18/2015	East Montgomery High Business Teacher	Yes	Emily Dunn
3) Kari Parsons 08/18/2015	Page Street Elementary Elementary Teacher	Yes	Rebecca Cagle
4) Casey Galloway 08/18/2015	East/West High Schools Firefighter Instructor	Yes	Completed Required Coursework
5) Leslie Barden 08/18/2015	Mt. Gilead Elementary Elementary Teacher	Yes	Emily Harrison
6) David Nugent 08/18/2015	West Montgomery High English Teacher	Yes	Linda Anundson
7) Megan Hall 08/18/2015	Troy Elementary Kindergarten Teacher	Yes	Debbie Russell
8) Christa Evans 08/18/2015	Candor Elementary Pre K Teacher	Yes	Miriam DeBerry

- d. Upon recommendation, approval of the following interim contracts for the 2015-2016 school year as provided by General Statute 115C-325:

1) Tina Luther 09/04/2015	Page Street Elementary School Nurse	Yes	Teresa Caudill
2) Laura Sattenfield 09/25/2015	East Montgomery High EC Inclusion Teacher	Yes	Julie Madison

e. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Brenda D. Smith 08/17/2015	Candor Elementary Child Nutrition Sub	Candor Elementary Child Nutrition P/T	
2) Nannie Hinton 08/10/2015	Star Elementary Child Nutrition Sub	Star Elementary Child Nutrition P/T	
3) Laura Britt 08/18/2015	Mt. Gilead Elem. Teacher Asst.	West Middle School Teacher Asst.	Priscilla Simmons
4) Crystal Douglas 08/24/2015	Central Office Receptionist	Central Office HR Adm. Asst.	Susan Fox
5) Carolyn Collins 08/17/2015	West Montgomery Child Nutrition Sub	West Montgomery Child Nutrition P/T	
6) Cathy Haithcock 08/18/2015	Candor Elementary Teacher Asst.	West Middle School Teacher Asst.	Shenelle Green
7) Shenelle Green 08/18/2015	West Middle School Teacher Asst.	Troy Elementary Teacher Asst.	
8) Kristy Kissell 08/18/2015	Green Ridge Elem. Teacher Asst.	Candor Elementary Teacher Asst.	
9) Garry Marshall 07/20/2015	Central Office Groundskeeper 1	Central Office Custodian 1	Chris Lee
10) Candice Brasington 08/25/2015	West Middle School ESL Teacher	Troy Elem. School ESL Teacher	Laura Wolf
11) Lynn Maness 08/21/2015	Troy Elementary Teacher Assistant	Star Elementary Bookkeeper	Shannon Robinson
12) Shannon Robinson 09/08/2015	Star Elem. Bookkeeper	Central Office Receptionist	Crystal Douglas

f. 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) Amy Pence 08/11/2015	Mt. Gilead Elementary Child Nutrition Asst. Mgr.	Yes	Bobbie Jo Bruton
2) Terry Flowers 08/18/2015	Central Office Maintenance Dept.	Yes	Garry Marshall

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| 3) | Sandra Beuinsma
8/18/2015 | Mt. Gilead Elementary
P/T Media Specialist | Yes | |
| 4) | Wanda Cagle
8/28/2015 | Green Ridge Elem. P/T
Media Specialist | Yes | |
| 5) | Krystal Debray
8/31/2015 | Star Elementary P/T
Media Specialist | Yes | |
| 6) | Jackie Chunn
8/31/2015 | Troy Elementary
P/T Teachers Assist.-Inter. | Yes | Lynn Maness |
| 7) | Wanda Blue
8/31/2015 | Candor Elementary P/T
Media Specialist | Yes | |

- g. 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:

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| 1) | Bianca Green | Bus Monitor | Yes |
| 2) | Michael Lassiter | Bus Driver | Yes |

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

- 1) Reginald Jackson-Football Coach/East Middle School
- 2) Nathan McCallum-Assistant Football Coach/East Middle School
- 3) Johni Lilly-Cheerleading/East Middle School
- 4) Lauren Peter-Volleyball Head Coach/East Middle School
- 5) Elise Smith-Volleyball Assistant Coach/East Middle School
- 6) John McKnight-Football/West Montgomery High School

- i. Upon recommendation of the superintendent, approval of recommendation for leave of absence of the following personnel:

- 1) Laura Williams Cosner, East Middle School, requesting a leave of absence from August 21, 2015 until December 17, 2015

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

Charlotte -Mecklenburg Schools to Montgomery County Schools

Jade Barden Lauren Barden Ethan Barden

Moore County Schools to Montgomery County Schools

Lilly Greene Kara Greene Valeria Padilla Erika Hernandez
Malachi Ward Drason Little

Richmond County Schools to Montgomery County Schools

Gilberto Hernandez Destiny Hernandez

Stanly County Schools to Montgomery County Schools

John Bean Anna Bean Uniqua Knight Jordan Leake Jameson Leake
Julian Leake Jalil Leake Jataviun Leake

Wake County Schools to Montgomery County Schools

Deonte Nicholson

Montgomery County Schools to Asheboro City Schools

William Anthony Griffey Keenan Monroe Griffey

Candor Elementary School presented a power point titled “*Building the Foundation for Success at Candor Elementary*”. Donnie Lynthacum, Principal at Candor, introduced teachers Charlene Little, Crystal Thomas and Mary Morgan, to discuss Reading 3D and Letterland. Mr. Lynthacum said the teachers work together to provide a solid foundation in vocabulary and comprehension by constantly sharing information. Letterland teaches students phonics skills and spelling patterns. It uses alphabet characters and stories to make connections to sounds and spelling patterns. Mrs. Thomas states that some children enter kindergarten with no knowledge of letters or sounds, but with Letterland, by Christmas, they know their letters and sounds. According to Mr. Lynthacum, this is the first official year Pre-K, first and second grade all have Letterland knowledge. They are looking forward to seeing the results. In Reading 3D, the read aloud portion is the single most important activity for building the knowledge required for language development. Read aloud pulls the details out of the story and brings in the writing component. Other resources used to build a solid foundation is Reading Counts and IReady. Mr. Lynthacum states that if one resource does not work for a student, they try another, because all children learn differently, or as he puts it, “one size doesn’t fit all”.

Dr. Jeff James, Dr. Takeda Legrand, Dr. Alisha Ellis, Phillip Brown and Deidra Steed presented testing accountability results, giving an overview of state data, reporting and comparisons, school performance grades and test results. Key updates include proficiency and school performance grades, which are rated as follows: B – East Montgomery High; C – Candor, Green Ridge, Page Street, Star and West Montgomery; D – East Middle, Mt. Gilead and West Middle. Other listings include Troy as non-applicable and Montgomery Learning Academy as maintaining. Strengths from the data include meeting the attendance rate, meeting the cohort graduation rate, meeting 100% of End of Course AMO’s and meeting the math rigor rate. Eighty percent of our schools met or exceeded growth, which is a forty percent increase from 2012-13. SAT scores increased from 1277 to 1304 in three years and outperformed comparison counties on the SAT. Although great strides have been made in each grade level, plans are in place to continue to increase K-12 literacy and math proficiency of all students to meet state AMO targets through professional development, interventions, lesson planning, grants and programs already in place in the school system.

Deidra Steed gave an elementary update on the Formative Assessment Process and Summer Reading Camp. Teachers and students use the K-3 Formative Assessment Process

during instruction. It provides feedback to adjust ongoing teaching and learning to help students improve their achievement of intended instructional outcomes focusing on four key points. Point One focuses on the whole child using the five domains of learning and development which are approaches to learning, emotional and social development, health and physical development, cognitive development and language development and communication. Point Two is that the process occurs during instruction rather than as an isolated event apart from instruction. Using Point Three, a teacher can collect evidence about students using a variety of strategies, such as talking with family, taking a photo, collect work samples or incorporate evidence from other school educators. Point Four uses evidence to guide instruction by identifying what students know and are able to do. It also helps to plan and adjust instruction in an ongoing manner to help meet the needs of all students. Read to Achieve Legislation requires Summer Reading Camp for students not proficient on third grade standards. The sites for the 2015 Summer Reading Camp are Candor, Green Ridge, Page Street and Mt. Gilead. The camp will have seventy-four kids eligible to attend this year.

Dr. Lancaster stated that Montgomery County Schools would use local funds to continue the Driver's Education program this year, if the budget doesn't fund the program. The budget is due to be released later this week. MCS charges sixty-five dollars for students to take driver's education, which does not cover the teacher.

Dr. Ellis presented the 2016 Graduation Dates to be approved by the board. The dates are as follows: West Montgomery - Saturday, June 11, 2016 at 9:00 am; Montgomery Learning Academy - Thursday, June 9, 2016 at 6:30 pm at First Baptist Church in Troy and East Montgomery - Friday, June 10, 2016 at 7:00 pm. Chairman DeBerry asked for a motion to approve the dates. With a motion by Ann Long and a second by Sandra Miller, the graduation dates for 2016 were approved with unanimous agreement from the board.

During Superintendent Remarks, Dr. Ellis appreciated the questions from the board directed to all the speakers tonight. He commented on the budget that is expected to be voted on Tuesday in the Senate and Thursday or Friday in the House. Two items to watch are concerning teacher assistants and driver's education. Proposed is an additional one year of funding for teacher's assistants, and an additional two years for Driver's Ed. No raise is proposed, but a one-time bonus of seven hundred, fifty dollars is expected.

Chairman DeBerry then asked for a motion to adjourn and move into closed session. With a motion from Tommy Blake, and a second from Sandra Milller, 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, October 5, 2015 at 6:30 pm.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary