

**MONTGOMERY COUNTY BOARD OF EDUCATION**  
**Tuesday, July 16, 2019**  
**5:00 p.m.**

The Montgomery County Board of Education met in a Work Session on Tuesday, July 16, 2019 in the Central Office Auditorium.

**Present**

Mrs. Mary Briers, Dr. Brenda Coleman, Dr. Lesa Keith, Mrs. Claudia Mitchell, Mrs. Arica Watkins-Smith, Mrs. Clare Weil.

Mrs. Jannah Bailey was absent.

**Approval of Agenda**

Mrs. Mary Briers made a motion to approve the Agenda. It was seconded by Mrs. Claudia Mitchell. The motion passed with six aye votes (Briers, Coleman, Keith, Mitchell, Smith, Weil).

**Work Session**

**Prayer at School Board Meetings**

Attorney Dana B. Hill of Hill, Hill, Carter, Franco, Cole & Black, P.C. presented to the board a letter from the Freedom From Religion Foundation regarding Unconstitutional Prayer at School Board Meetings. This organization is requested that the MCBOE cease from beginning our regular board meetings with prayer. Attorney Hill shared some history of this organization with the board members and some alternative items that could be used in place of the invocation.

**Simbli**

Dr. Suzanne Freeman presented to the board a paperless board management software tool designed to facilitate effective board governance, transparency and community communication. The purpose of Simbli is to help its member boards increase their efficiency and effectiveness. Simbli helps boards get more done by giving them one place to manage meetings, planning, policies, evaluations, documents and communications.

## **Employee Handbook**

Ms. Kim Gillis presented to the board a revised July 2019 Employee Handbook. In the Disclaimer section (page 6) Gillis pointed out the last sentence which states If there is a conflict between a Board policy and this handbook, the policy will apply. On page 7 the Employee Disclosure was highlighted to show employees now have 72 hours to notify the Superintendent in writing, by telephone or in person if a felony charge, indictment, complaint, conviction, or plea agreement or a misdemeanor charge, indictment, complaint, or conviction or pleas agreement involving drugs or moral turpitude. Other highlighted areas of the handbook was Sick Leave (page 13), Retirement (page 17), and Sexual Harassment (page 19). This employee handbook will be a part of the compliance directory where all employees will be required to indicate that they have read the employee handbook.

## **May 2019 Financial Statement**

CSFO Arthur Watts discussed April 2019 Financial Statement. As of May 31, 2019, MPS had a residual fund balance of approximately \$24.7 million. However, \$6.2 million of the \$24.7 million fund balance is already obligated through open purchase orders. Therefore, the unreserved fund balance is approximately \$18.5 million. Over \$10.0 million of the unreserved fund balance is a carryover from FY 2018, whereas one-time revenues (sale of real estate) assisted in obtaining the one-month fund balance.

As we continue to monitor all district expenditures, we know that personnel account for over 80% of our total operating expenditures. We have found that we are over two-hundred teacher units over the amount the Alabama State Legislature funds. Adjustments in teacher units, administration and instructional support must also be done. We are also reviewing contract services and other purchases in an effort to stabilize our General Fund.

The Alabama State Senate has passed and Education Trust Fund (ETF) budget for fiscal year 2020 that includes a 4% raise for all education employees. While we understand that this may be the best ETF budget since fiscal year 2008, please note that we still lost approximately 40 teacher units. Therefore, we must also account for this loss (approximately \$2.8 million), along with the \$10 million deficit in our expenditure reduction plan. Our Local General Fund would not only have to absorb all locally funded units, but it would also have to fund the cost of the raise with the additional benefit cost.

While we understand the importance of improving and sustaining a good academic program; we must also continue making adjustments to various expenditure levels. Since one-time funding will not sustain our District, it is imperative that the Administration and Board work to reduce the various areas of school operations (both personnel and non-personnel related spending).

## **Magnet School Selection Process**

System Analysts Ann Medina and Reanne Cox presented to the board the magnet school selection process. The magnet applications are done online and the applicants may only complete the electronic application once. If a student is not currently enrolled in MPS they select "New Users Click Here". If a student is a current MPS student they will login using the students 10 digit state ID and the password (which is the students date of birth). The magnet portal informs the parent/guardian on the Before You Get Started that they must complete the entire application process. After completing the entire process and the application has been successfully submitted, a confirmation number is received. Parents applying for a non-MPS student must create an account before continuing. Parents applying for a current MPS student will not need to create an account. When the parent/guardian enters the Magnet Lottery Portal they will see the Primary Contact Information page followed by Student Information page. Magnet School Choice screen is next, Art Form Selection if Applying for a Magnet Arts School, Finishing Up the Application, and then The Magnet Application is Complete. Each completed application will be emailed an application number.

## **Student Conduct**

Dr. Catherliene Williamson presented the 2019-2020 Student Conduct Manual Excerpts – Bullying. Bullying is under class B offenses and is defined as A continuous patter of intentional behavior by the same person and/or persons, (this is not a one-time event), including, but not limited to, hazing, harassment, intimidation, threats of violence, violence, or menacing acts that are intended to cause distress upon one or more students on or off of school property, on a school bus, at designated school bus stops, or at school-sponsored functions including, but not limited to, cyberbullying, verbal, written, electronic, or physical actions that are reasonably perceived as being motivated by any characteristic, if the characteristic falls into one of the categories of personal characteristics contained in this policy. The 2019-2020 Excerpt was updated from last year due to the Bullying Prevention Act, No. 2018-472, Jamari Terrell Williams Student Bullying Prevention Act Policy. All principals and assistant principals will go through a training that will update them as well. The principals will turn around to their respective buildings and ensure that their teachers are updated as well.

## **Charter Schools**

Montgomery Education Foundation's Mr. Justin Hampton presented a power point to the board regarding their conversion contract. The conversion process timeline begins with an application approved in December 2018, a contract signed, a provider secured (Fall 2019 – February 2020), and accountable results (Fall 2020). The conversion overview: there are three schools: E.D. Nixon, Davis ES, & Bellingrath MS with a target opening of the fall of 2020; the same MPS funding and access to services

for students in the school zone; and obligated improvement and accountability leading to broad impact. All children residing in the school zones remain eligible to enroll.

### **Committees – Capital Plan Appointed Board Member**

Dr. Brenda DeRamus Coleman will serve as MPS' representative on the Capital Plan Committee.

### **AppleCORE – Community Outreach for Reinforcing Education**

Apple CORE was presented and will be chaired by Claudia Mitchell. The purpose of AppleCORE is to facilitate effective communication between educators, parents, businesses, and community stakeholders to improve the quality of public education in Montgomery. There are two phases: Phase I: Foster Community Collaborations: using technology, create a platform to connect the needs of schools/teachers to community donors and resources; Phase II: Promote Academic Achievement: promote and develop online resources for educational enrichment and remediation, encourage and supply faith-based and community organizations with the tools needed to establish onsite/distance learning tutoring programs, and connect parent to academic resources such as mentoring, after school programs, summer camps, etc. The volunteer needs for this committee: CORE Leader, Graphic Designer, Social Media Manager, Website/Database Manager, Writer, Community Contact and Presenter.

### **Superintendent's Review**

Dr. Vernet Nettles discussed with the board members that Superintendent Moore completed a self-assessment this past spring. The self-assessment resulted in a Professional Learning Plan. The superintendents' mid-point evaluation will take place in July or August regarding her progress or activities along the professional learning plan. December of 2019 the evaluation process will be completed.

**Adjournment**

The meeting ended at 8:14 p.m.

Ann Ray Moore  
Secretary

Approved: August 27, 2019

President: Don C. Weil