

# CASWELL COUNTY BOARD OF EDUCATION MINUTES

April 24, 2023

## Work Session Minutes

The Caswell County Board of Education met in a work session on Monday, April 24, 2023, beginning at 3:40 p.m. in the Caswell County Schools Administration Building of Caswell County Schools. Members present: Chair Mel Battle, Vice Chair Vennie Beggarly, Joel Lillard, Gladys Garland, Nicole Smith, Tracy Stanley, and Trudy Blackwell. Others present include Superintendent Dr. Sandra Carter. Connie Kimrey recorded the minutes. (Board Attorney was present for a portion of the meeting)

### CALL TO ORDER

The meeting was called to order at 3:40 p.m. (Note: The meeting was scheduled for 2:00 p.m. but the regular meeting ran over).

### Visit Logs at Central Office

Joel Lillard shared he would like to see a log of the visits at the schools made by central office personnel. Dr. Carter requested this item be moved to closed session for further discussion.

### Summer Hours

Discussion took place regarding twelve month employees working summer hours. Board members voiced their opinions and concerns. Some concerns included central office directors working long hours without getting "traded time" in comparison to teachers and if this is a fair decision. It was also brought up if summer hours were worked and appointments were needed to be taken that the employee should use annual leave or sick leave or comp time if it involved a classified employee. It was shared that there are no "personal days" and that if the four ten hour days could not be worked there should not be an option to make up time.

Upon lengthy discussion, Dr. Carter recommended the 40 hour / 4 day work week for twelve month employees during the summer with some flexibility on a case by case basis. Gladys Garland moved, seconded by Tracy Stanley. The motion failed 4-3 with Lillard, Smith, Blackwell, and Beggarly voting "No."

Dr. Carter questioned the board on why they would not consider this option. It was shared that people feel like everyone is not being consistent at the central office as well as the schools and if this works it should be the same hours from the top to the bottom and until consistency occurs they did not feel like they could vote in favor of it.

### Policy # 6230, School Meal and Competitive Food Standards

Joel Lillard shared he felt teachers should be allowed to bring in food as well as parents to bring in cupcakes, etc. for birthdays or other special days for children. He felt a food truck should be allowed to visit schools one day a week as a perk for our teachers and if the teacher

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buys food for a student they would lose their privilege. Gladys Garland shared if we open it up to one we would have to be fair to others if there is interest. Joel Lillard shared that a food truck has to be licensed and certified and that rules out everyone but O'Kelly's and his own.

Discussion took place regarding past events and what the policy says. All were in agreement to not violate federal guidelines. Mel Battle suggested having the board attorney to review and tell us what is legal and what we can and cannot do. Attorney Bradsher was not present for this portion of the meeting and the board requested that he review with everyone at the same time so that questions can be asked and clarity given.

(Nicole Smith left the meeting at 4:17 p.m.)

#### Policy # 6410, Organization of the Purchasing Function

It was agreed for Board Attorney Ron Bradsher to review this policy as well and discuss with the board.

#### Policy # 796, Appropriate Dress and Appearance for Staff

Joel Lillard shared that he would like to see the policy reworded to allow all staff to wear jeans on Friday this would be district wide without having to pay a fee. Vennie Beggarly shared she had no issues with jeans as well; however, on special days such as awards day, she felt that a more professional look was needed and noted employees who wear tight jeans and felt this was unprofessional. Other issues included the policy which included nose rings, etc. and felt we are not adhering to our own policies as this is being done. Dr. Carter shared that at a recent event several elderly gentlemen had on hats and questioned if we really want to worry about the trivial things such as this. Mel Battle shared he realized things have changed and he questioned why have the policy if we are not going to abide by it. Gladys Garland shared if jeans are allowed she felt stipulations need to be included (tight, holes, etc.) Joel Lillard shared things have changed over the years and all wording may need to be reviewed and relax some of the standards. Mel Battle shared that if we need to change it we need to review prior to the beginning of school.

Dr. Carter was requested to bring back this policy to the board and will get input from the schools. Gladys Garland shared her concerns with footwear and noted that staff needs to wear shoes that provided safety.

#### SHAC Committee

A member of the board will serve on this committee. Vennie Beggarly volunteered.

#### Calendar Committee

It was shared that a board member usually serves on this committee. Dr. Carter shared that the calendar committee is organized differently now and the system is working well. It was shared that board members are welcome to attend the meetings. Gladys Garland requested

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that Dr. Carter inform the board members next year when the meetings will take place so that all can be informed.

#### Master Board Training

Connie Kimrey is still waiting on Ramona at the North Carolina School Board Association to provide information. Several attempts to reach out have been made.

#### Scheduling at the High School to include tutoring

Dr. Carter shared that this will be something the high school may look into for the next school year but at this time nothing is taking place.

Joel Lillard shared concerns with issues he has been confronted with regarding the high school and the cafeteria. He shared that students feel they are caged up and only have minimum amounts of time to change classes. The bathrooms are closed off and the timeframe does not allow students to make it to class sharing that it started at ten minutes and is now at five minutes. Trudy Blackwell shared that one issue could be it is difficult to monitor or if there is enough staff to monitor. She noted the school is much larger now and the time frame may need to be looked at and suggested talking with Mr. Stokes and possibly do a run through at various places in the high school to see if this is valid. Vennie Beggarly shared that she is being told that students cannot eat outside anymore or any of the new area. Joel Lillard shared he was also told that the outside patio was closed. Dr. Carter shared she thought this was only for a short time as students were leaving food and not cleaning up after themselves.

Dr. Carter was asked to follow-up with Mr. Stokes and update the board.

Joel Lillard shared that he did not feel this is working, as high school and the students do not have any freedom noting that they cannot go anywhere but the cafeteria during lunch and can only use the bathrooms located in the cafeteria. Vennie Beggarly shared that bathrooms are being blocked and not available to use and every student cannot go to the "designated" bathroom based on where they are at class change. Tracy Stanley shared that the "twenty-minute" rule is still being used as students cannot go to the restroom during the first twenty or last twenty minutes of class. Dr. Carter shared that some of the restrooms have been closed off due to fighting. Mel Battle shared that teachers should be in the hallways supervising. Joel Lillard shared similar issues are also occurring at NL Dillard Middle School. The students cannot go to their locker and bathroom during class change and questioned what we need to change to better aide our students.

(At this time Board Attorney Ron Bradsher returned to the meeting - 4:35 p.m.)

Attorney Ron Bradsher was requested to review the three policies (Policy # 6230, 6410, and 796) and come back and talk with the entire board.

#### Jersey Retirement

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Mel Battle shared he has reviewed the information and had issues with Item C on the first page and #4 on the second page. He felt the principal should not have the sole decision and it should be a committee decision. Joel Lillard agreed and felt that Item # 4 should be removed.

It was recommended that Item C and the paragraph for Item # 4 be removed. Mel Battle suggested sharing this with Mr. Stokes and get his input and stress that the board strongly disagrees with these two items.

Dr. Carter will review the suggestions to Mr. Stokes

Memorandum of Understanding for School Resource Officers  
Sheriff Durden shared he is not comfortable signing off on this.

Sheriff's Night to host an event for high school students.  
It was the hope to coordinate this for the next school year.

Vennie Beggarly shared that while the board was at lunch today the students told her they could not have their cell phones out. She asked that Dr. Carter check the policy as she thought the board agreed that students could have their phones out during lunch.

Mel Battle questioned who is coordinating the teacher of the year categories. Dr. Carter shared that Dr. Murray is doing this.

Dr. Carter shared an update on the electric school bus and shared that Mr. Hudson needs to get back with her on the memorandum of understanding. The bus should be free and the information will be submitted to the Department of Public Instruction.

Dr. Carter shared information on the summer learning program and passed out a handout with information which included an overview and dates. Discussion took place if this could be done at one central location. Dr. Carter shared that instructional supplies are needed and teachers are more likely to work if they can work in their own classroom. Joel Lillard requested that the board be informed of the numbers for summer school before the session begin. Dr. Carter shared we will know if we have enough numbers regarding the locations. Vennie Beggarly shared that the maintenance department has shared that they aren't allowed to work in classrooms while students are there and felt this creates an issue for work that needs to be taken care of over the summer and questioned if we cannot look at condensing the locations.

(At this time Tracy Stanley left the meeting).

Joel Lillard moved, seconded by Vennie Beggarly, to approve the summer learning program pay scale as presented. The motion carried unanimously.

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Gladys Garland made a motion to go into closed session for the purpose of considering a personnel action that involves an officer or employee of this Board (NC General Statute 143-318.11(a)(6); and for the purpose of discussing information that is privileged, confidential or not a public record (NC General Statute 143-318.11(a)(1) and to confer with legal counsel. Vennie Beggarly seconded the motion. The motion carried unanimously.

**OPEN SESSION**

Vennie Beggarly moved, seconded by Trudy Blackwell, to return to Open Session. The motion carried unanimously.

**ADJOURN**

Vennie Beggarly moved, seconded by Trudy Blackwell to adjourn the meeting at 6:00 p.m. The motion carried unanimously.

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Mel O. Battle  
Chairman

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Dr. Sandra Carter  
Superintendent