

CASWELL COUNTY BOARD OF EDUCATION MINUTES

January 24, 2022

The Caswell County Board of Education met in regular session on Monday, January 24, 2022 at 6:30 p.m. in the Administration Building of Caswell County Schools. Members present: Chairman Wayne Owen, Vice Chair Gladys Garland, Mel Battle, Vennie Beggarly, Tracy Stanley, and Donna Hudson. Trudy Blackwell was absent. Others present included Superintendent Dr. Sandra Carter, Andrew Tyrrell, Nicole McGhee, M. Totten, and Board Attorney Ron Bradsher. Connie Kimrey recorded the minutes. Meeting was livestreamed via Zoom. *(others may have been in attendance, but did not sign in.)*

I. A. CALL TO ORDER

The meeting was called to order by Chairman Wayne Owen. A moment of silence was observed, followed by the Pledge of Allegiance.

I. B. APPROVAL OF MINUTES

Gladys Garland moved, seconded by Vennie Beggarly, to approve the minutes of the December 13, 2021 regular meeting as presented. The motion carried unanimously.

I. C. APPROVAL OF AGENDA

Dr. Carter recommended approval of agenda as presented. Gladys Garland moved, seconded by Donna Hudson, to approve the agenda as presented. The motion carried unanimously.

I. D. ANNOUNCEMENTS

Dr. Carter recognized Ms. Amanda Haney, a media specialist at Oakwood Elementary for being chosen as the Bright ideas "Tar Heel Teacher of the Week" in recognition of her outstanding work in the classroom. The initiative recognizes 25 of the most exceptional teachers from across the state during the 2021-2022 school year. Other congratulations were extended to Ms. Ella Jones, Special Education Teacher at NL Dillard Middle School. Ms. Jones received the Exceptional Children Teacher of Excellence Award for 2021 on November 18th at the 70th Annual Exceptional Children Conference.

Dr. Carter congratulated the Bartlett Yancey Senior High School wrestling team as they placed third in the Andy Hawks Dual wrestling tournament.

Drone technology begins in second semester and currently there are 40 students enrolled in the two courses.

January is National Board of Education month. Dr. Carter shared thanks to the board members for their time, continued education, attendance at conferences and their general concern for the students of Caswell County. The Caswell County Board of Education was presented the "Silver Bell" award from the North Carolina School Boards Association which indicates all board members received 12 hours of training for the 2020-2021 school year.

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I. E. PUBLIC COMMENTS

None at this time.

II. REPORTS

Mrs. Nicole McGhee, Personnel Director/Human Resources shared an overview of the Human Resources department. Topics reviewed include:

- Benefits
- New Hires
- Background checks
- Medical records
- Facilitate evaluation process
- Professional development opportunities
- Staff renewals/credits/CEUs
- Licensure
- Assist Principals with reprimands, guidance
- Unemployment/hearings/issues
- Reformatting job descriptions
- Local Job Fair (prior to Covid)
- Working with Universities (“Handshakes” informational sessions)
- Piedmont Triad Education Consortium – virtual information sessions
- Begging Teacher Support Program
- Lead mentors
- Google Classroom
- Assist with Educational Evaluation Assessment System
- Teacher of Year
- Classified of Year
- Beginning Teacher of Year
- Substitute training
- Reports required for State
- Serve on advisory boards with licensure

III. UNFINISHED BUSINESS

None at this time.

IV. NEW BUSINESS

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1. Consent Agenda

- Request for Transfer
- Face Masking Temporary Policy
- Learning.com

Dr. Carter recommended approval of the consent agenda as presented. She also shared that the positivity rate as of today is 37.3 % for Caswell County. She will recommend continuing to wear face masks at this time. Donna Hudson moved, seconded by Gladys Garland, to approve the consent agenda as presented.

Question was asked regarding wearing face mask as a spectator at athletic events. The expectation is that masks are to be worn. Coaches and athletes are required to wear them unless the specific sport indicates otherwise. It is difficult to monitor all spectators and if there are continued problems, Dr. Carter suggested mandating the limit of spectators.

Upon no further questions, the motion made by Donna Hudson, seconded by Gladys Garland, to approve the consent agenda was approved unanimously.

Request for Transfer

Simpson, Kristian Stoney Creek to North Elementary (4th)

Face Coverings (Temporary Policy 2021-2022)

*The board is committed to providing an in-person learning and work environment that is as safe as reasonably possible during the COVID-19 pandemic. The board recognizes that the use of face coverings helps to reduce the spread of COVID-19 and limit the need for quarantining. The board also recognizes that the Centers for Disease Control, the American Academy of Pediatrics, the Occupational Health and Safety Administration, and the North Carolina Department of Health and Human Services recommend the use of face coverings in schools. Therefore, as part of its layered mitigation strategy to lower the risk of COVID-19 exposure and spread, the board requires face coverings to be worn by all students, employees, and visitors present on school campus during the 2021-2022 school year in accordance with this **temporary** policy.*

A. FACE COVERINGS REQUIRED

*All individuals, including students, employees, and visitors, regardless of vaccination status, must wear face coverings at all times while inside of school buildings or on school transportation vehicles, including school buses, vans, and other group school transportation. **Face coverings are not required outdoors if physical distancing of three (3) feet to the greatest extent possible can be maintained.** Generally, individuals are not required to wear face coverings while outdoors or while in personal vehicles on school grounds. However, masks must be worn in crowded outdoor settings or during activities that involve sustained close contact with other people.*

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B. FACE COVERING EXEMPTIONS

1. *Individuals Exempted*

The following individuals are exempted from face covering requirements:

- a. *children under two years of age;*
- b. *individuals who should not wear a face covering due to a medical or behavioral condition or disability (including, but not limited to, any person who has trouble breathing, or is unconscious or incapacitated, or is otherwise unable to put on or remove the face covering without assistance); and*
- c. *children who are unable to wear the face covering safely.*

2. *Situations Exempted*

Face coverings do not need to be worn in the following situations:

- a. *when seeking to communicate with someone who is hearing-impaired in a way that requires the mouth to be visible;*
- b. *when giving a speech for a broadcast or to an audience if at least 20 feet away from the audience;*
- c. *if temporarily removing the face covering to secure medical services or for identification purposes;*
- d. *when wearing a face covering at work would put the individual at risk, as determined by local, state, or federal regulations or workplace safety guidelines;*
- e. *if the face covering would impede visibility while operating equipment or a vehicle;*
- f. *while sleeping, swimming, or playing in water; and*
- g. *while actively eating or drinking. Because face coverings cannot be worn consistently during mealtimes, students should maintain physical distancing of a minimum of three feet to the fullest extent possible when actively eating. Principals are encouraged to arrange for students to eat meals outdoors if possible.*

C. PROPER FACE COVERING

To provide the greatest protection against the spread of COVID-19, face coverings must be worn properly. The face covering should completely cover the individual's nose and mouth and fit snugly around the face with no gaps. Face coverings that have a nose wire (a metal strip along the top of the mask that is bent over the nose to fit the face covering close to the face) are recommended in order to prevent air from leaking out the top of the face covering.

Face coverings may be either disposable masks (also called surgical masks or medical procedure masks) made of multiple layers of non-woven material or cloth masks made of at least two layers of tightly-woven,

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washable, breathable fabric. For better fit and extra protection, a disposable mask may be worn underneath a cloth mask. Two disposable masks should not be worn together. Face shields, masks with exhalation valves or vents, single layer masks or masks made of thin fabric that don't block light, scarves, ski masks, *gaiters*, bandannas, and turtleneck collars do not qualify as face coverings for purposes of this policy.

D. FAILURE TO WEAR A FACE COVERING

1. Students

Face coverings will be provided to students who need them; including students who forget to bring their face coverings to school and students who are unable to afford them. No disciplinary action will be taken against a student for failure to bring a face covering to school.

Refusing to wear, intentionally removing, or inappropriately wearing a face covering in violation of this policy is considered a form of disruptive behavior, prohibited by policy 450 (Discipline) and policy 465 (Student Suspensions and Expulsions). ~~4315, Disruptive Behavior. Disciplinary consequences will be handled in accordance with policy 4315.~~

No discipline will be imposed on any student who has been granted an exemption to the face covering requirement as provided in Section B. Disciplinary action for a student with a disability who has not been granted an exemption as provided in Section B will be in accordance with policy 450 (Discipline) and policy 465 (Student Suspensions and Expulsions). ~~4307, Disciplinary Action for Exceptional Children/Students with Disabilities.~~

2. Employees

Face coverings will be provided to employees who need them. Refusal by an employee to wear a face covering in accordance with this policy will be considered insubordination and may result in disciplinary action, up to and including termination, unless the employee has been granted an exemption as provided in Section B.

3. Visitors

Visitors will not be admitted into a school building or onto a school vehicle without wearing a face covering unless an exemption, as described in Section B, applies.

E. NOTICE

The principal or designee shall notify all students, parents, and employees of this policy and provide guidance and information regarding the proper use, wearing, removal, and cleaning of cloth face coverings. In addition, the principal or designee shall post signs at entrances to school buildings to alert visitors to the face covering requirements.

F. REVIEW OF THIS POLICY

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This policy will remain in effect for the 2021-2022 school year only. At least once a month the board will review this policy and consider the need for modifications. The board will vote to approve this policy, with any necessary modifications, at a regularly scheduled board meeting each month.

Legal References: S.L. 2021-130, sec. 10

~~Cross References: Disciplinary Action for Exceptional Children/Students with Disabilities (policy 4307), Disruptive Behavior (policy 4315)~~

Other Resources: COVID-19 Guidance for Safe Schools, updated July 18, 2021, American Academy of Pediatrics, available at <https://www.aap.org/en/pages/2019-novel-coronavirus-covid-19-infections/clinical-guidance/covid-19-planning-considerations-return-to-in-person-education-in-schools/>; ED COVID-19 Handbook, Vol. 1: Strategies for Safely Reopening Elementary and Secondary Schools, updated April 2021, U.S. Department of Education, Office of Planning, Evaluation and Policy Development, available at <https://www2.ed.gov/documents/coronavirus/reopening.pdf>; Guidance for COVID-19 Prevention in K-12 Schools, updated August 5, 2021, Centers for Disease Control and Prevention, available at <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/k-12-guidance.html>; Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace, updated August 13, 2021, Occupational Health and Safety Administration, available at <https://www.osha.gov/coronavirus/safework>; Requirement for Persons to Wear Masks While on Conveyances and at Transportation Hubs, Centers of Disease Control and Prevention, Department of Health and Human Services (February 3, 2021), available at <https://www.govinfo.gov/content/pkg/FR-2021-02-03/pdf/2021-02340.pdf>; StrongSchoolsNC Public Health Toolkit (K-12), Interim Guidance, updated August 26, 2021, North Carolina Department of Health and Human Services, available at <https://files.nc.gov/covid/documents/guidance/Strong-Schools-NC-Public-Health-Toolkit.pdf>; Your Guide to Masks, updated August 13, 2021, Centers for Disease Control and Prevention, available at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

Learning.com

Digital Literacy Needs

Funding: State PRC 78 (Specifically for digital learning)

\$11,250.00

Extension of original contract which was approved in 2020

2. Resolutions

Resolution in Memorial and Appreciation Of the Life of Ronald Neil Glass

WHEREAS, Ronald Neil Glass, was born on January 6, 1949, and resided in Greensboro, NC, at the time of his death on December 11, 2021, and

WHEREAS, Ronald Glass, was a faithful and loving son, brother, uncle and friend to many and his family's welfare was his major and constant concern; and

WHEREAS, Ronald Glass, received his Bachelor's Degree from Mars Hill University and later received his M.Ed. Degree from Averett University and completed teacher certification at Western Carolina University. He

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was a Fellow Member of the National Writing Institute through Old Dominion University. Ron completed the professional and technical internship program through UNCA. He studied organ with Dr. Andre Lash, a former member of the UNC-G faculty; and

WHEREAS, Ronald Glass, taught a total of 30 years in North Carolina and Virginia Public Schools. He was employed as a teacher at NL Dillard Middle School and later worked 10 years for The Grove Park Inn and Spa as a department head. He worked as a choir director and organist for several churches for a total of 50 years; and

WHEREAS, Ronald Glass enjoyed traveling, oil painting, performing on the piano and organ. He was a member of the North Carolina Education Association, the Virginia Education Association, the National Education Association, and The American Guild of Organists; and

NOW THEREFORE BE IT RESOLVED that the Caswell County Board of Education wishes to honor the memory of Ronald Glass and expresses its sympathy to his family by causing a copy of this Resolution to be spread upon the official minutes of the Board of Education and a copy forwarded to the family.

This the 24th day of January 2022

Wayne Owen, Chairman

Gladys Garland, Vice Chairman

Mel O. Battle

Vennie Beggarly


Trudy J. Blackwell

Donna R. Hudson

Tracy P. Stanley

Dr. Sandra Carter, Superintendent

*Resolution in Memorial and Appreciation
Of the Life of
Gracie Long Harris*

_____  _____
WHEREAS, Gracie Long Harris, was born on September 19, 1932, and resided in Blanch, NC, at the time of her death on January 2, 2022, and

WHEREAS, Gracie Harris, was a faithful and loving wife, mother, grandmother, sister, aunt, and friend and her family's welfare was her major and constant concern; and

WHEREAS, Gracie Harris was a member of New Zion Baptist Church, where she served as an usher and a member of the choir; and

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WHEREAS, Gracie Harris worked at Caswell County Schools in the food service department and served the children of Caswell County Schools with a friendly smile as well as a pleasant demeanor. She will be remembered for her commitment to education; and being known for her benevolence and servant’s heart to children; and

NOW THEREFORE BE IT RESOLVED that the Caswell County Board of Education wishes to honor the memory of Gracie Harris and expresses its sympathy to her family by causing a copy of this Resolution to be spread upon the official minutes of the Board of Education and a copy forwarded to the family.

This the 24th day of January 2022.

Wayne Owen, Chairman

Gladys Garland, Vice Chairman

Mel O. Battle

Vennie Beggarly

Trudy Blackwell

Donna R. Hudson

Tracy P. Stanley

Dr. Sandra Carter, Superintendent

3. Auditor’s Contract (renewal)

Dr. Carter shared the auditor’s contract is a renewal with no increase and recommended approval. Donna Hudson moved, seconded by Mel Battle to approve renewal of auditor’s contract. The motion carried unanimously. (Funding = Local)

4. Revised 2021-2022 School Calendar

Dr. Carter reviewed changes to the school calendar due to inclement weather. A draft was shared and reviewed with the board. Upon review, Dr. Carter recommended approval of the revised 2021-2022 school calendar. Tracy Stanley moved, seconded by Vennie Beggarly, to approve the revised 2021-2022 school calendar. The motion carried unanimously

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Caswell County Schools Academic Calendar 2021-2022

Approved

BOE 10/25/21

Note: Revised 1-24-22

Engaging all students in learning that will foster academic excellence, responsible citizenship, and life-long learning.

July 2021

January 2022

		S	M	T	W	TH	F	S			S	M	T	W	TH	F	S		
							1	2	3								1	Optional Workday	3-Jan
		4	H	6	7	8	9	10	2	OWD	SRD	5	6	7	8	Student Remote Day 1	4-Jan	Martin Luther King Jr. Holiday	17-Jan
		11	12	13	14	15	16	17	9	10	11	12	13	14	15	Optional Workday	18-Jan	Student Remote Day 2	19-Jan
		18	19	20	21	22	23	24	16	H	OWD	SRD	SRD	OWD	22	Student Remote Day 3	20-Jan	Optional Workday	21-Jan
		25	26	27	28	29	30	31	23	24	25	26	27	28	29				
									30	31									

August 2021

February 2022

		S	M	T	W	TH	F	S			S	M	T	W	TH	F	S		
		1	2	3	4	5	6	7			1	2	3	4	5	SEMESTER TRANSITION HIGH SCHOOL ONLY	26-Jan	Optional Teacher Workday	
13-Aug	Optional Teacher Workday	8	9	10	11	12	OWD	14	6	7	8	9	10	11	12	2nd Semester Begins	27-Jan		
8/16-8/20	Required Teacher Workdays	15	RWD	RWD	RWD	RWD	RWD	21	13	14	15	16	17	18	19				
23-Aug	Day 1 School Students	22	Day 1	24	25	26	27	28	20	21	22	23	Interim	25	26	Student Interim Reports	24-Feb		
		29	30	31					27	28									

September 2021

March 2022

		S	M	T	W	TH	F	S			S	M	T	W	TH	F	S		
						1	2	3	4			1	2	3	4	5			
6-Sept	Labor Day Holiday	5	H	7	8	9	10	11	6	7	8	9	10	11	12	Required Workday	16-Mar		
		12	13	14	15	16	17	18	13	14	15	RWD	17	18	19	End of Grading Period	25-Mar		
23-Sept	Student Interim Reports	19	20	21	22	Interim	24	25	20	21	22	23	24	★	26				
29-Sept	Early Release	26	27	28	ER	30			27	28	29	30	31						

October 2021

April 2022

		S	M	T	W	TH	F	S			S	M	T	W	TH	F	S		
							1	2							1	2			
		3	4	5	6	7	8	9	3	4	5	6	7	8	9				
		10	11	12	13	14	15	16	10	11	12	13	ER	H	16	Early Release	14-Apr		
25-Oct	End of Grading Period	17	★	18	19	20	21	22	23	17	AL	AL	AL	AL	AL	23	Good Friday Holiday	15-Apr	
27-Oct	Required Workday	24	★	26	RWD	28	29	30	24	25	26	27	28	29	30	Spring Break/No School	4/15-4/22		
		31																	

November 2021

May 2022

		S	M	T	W	TH	F	S			S	M	T	W	TH	F	S		
			1	2	3	4	5	6	1	2	3	4	5	Interim	7	Student Interim Reports	6-May		
11-Nov	Veteran's Day Holiday	7	8	9	10	H	OWD	13	8	9	10	11	12	13	14				
12-Nov	Optional Workday	14	15	16	17	18	19	20	15	16	17	18	19	20	21				
24-Nov	Optional Workday	21	22	23	OWD	H	H	27	22	23	24	25	26	27	28				
11/25-11/26	Thanksgiving Holidays	28	29	30					29	H	31					Memorial Day Holiday	30-May		

December 2021

June 2022

		S	M	T	W	TH	F	S			S	M	T	W	TH	F	S		
						Interim	2	3	4				1	2	3	4			
1-Dec	Student Interim Reports	5	6	7	8	9	10	11	5	6	ER	RWD	OWD	10	11	Last Day for Students	7-Jun		
17-Dec	Early Release	12	13	14	15	16	ER	18	12	13	14	15	16	17	18	Student Early Release	7-Jun		
20-Dec	Optional Workday	19	OWD	AL	AL	H	H	25	19	20	21	22	23	24	25	BYHS Graduation	11-Jun		
12/20-1/3	No School for Students	26	H	AL	AL	AL	H		26	27	28	29	30						

Inclement Weather Plan

Calendar is subject to change due to weather conditions or other disruptions.
 1 instances of calendar disruptions, calendar revisions will be made.
 o make up for missed instructional time, calendar revisions
 may include a plan to add additional minutes and/or make-up days.
 il2021-130 Allows up to 5 Remote Learning Days for severe weather conditions or
 or other emergency situations.

Calendar Legend

Holiday	H	Semester Begins / Semester Ends	
Annual Leave Day	AL	Student Early Release Day 12:30	ER
Optional Teacher Workday	OWD	Interim Reports issued - Dates Subject to Change	*Interim
Required Teacher Prof. Dev. / Workday	RWD		
Student Early Release/Required Prof. Dev.	SRD	Early Release w/Parent Teacher Conferences	ER/PC
End of Grading Period	★	High School Graduation	HS Grad
Student Remote Day	SRD		

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5. North Carolina School Board Policy Transition

- a. Policy # 2121 – Board Member Conflict of Interest
- b. Policy # 2122 – Role of Board Members in Handling Complaints
- c. Policy # 2123 – Board Member Opportunities for Development
- d. Policy # 2125/7315 – Confidential Information
- e. Policy # 2127 – Board Member Technology Use
- f. Policy # 2130 – Board Member Compensation and Expenses
- g. Policy # 2220 – Official School Spokesperson
- h. Policy # 2230 – Board Committees
- i. Policy # 2320 – Compliance with the Open Meetings Law
- j. Policy # 2325 – Board Meeting News Coverage

Changes and updates to the policies listed were reviewed. Discussion took place with wording on several of the policies. Board members were asked to email their suggestions to Connie Kimrey so that changes can be implemented into the policies prior to second reading.

Dr. Carter recommended approval of the first reading of the policies as listed above. Mel Battle moved, seconded by Gladys Garland, to approve first reading of policies as listed above and for policies to lay on table for a second reading. The motion carried unanimously.

V. SUPERINTENDENT UPDATES

Dr. Carter shared that construction at the high school continues to move ahead. Partial furniture for the atrium has arrived.

Student Services will be applying for grants in regards to school safety for metal detectors for the high school. Also grants will be applied for to include Covid19 testing supplies.

VI. CLOSED SESSION

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 after a ten-minute break. Tracy Stanley seconded the motion. The motion carried unanimously.

VII. OPEN SESSION

Vennie Beggarly made a motion to return to open session. Gladys Garland seconded the motion. The motion carried unanimously.

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VIII. PERSONNEL LISTING

Dr. Carter recommended approval of the personnel listing as presented. Tracy Stanley made a motion, seconded by Vennie Beggarly to approve the personnel listing as presented. The motion carried unanimously.

Resignation	
Bartlett Yancey Sr. High School	JoAnna Bostic, 9-12 Science Teacher = Eff. 1/12/22 (Declined position)
	Donald Johnson, Custodian = Eff. 1/6/22
NL Dillard Middle School	Ethan Cox, 6-8 Health/PE Teacher = Eff. 1/12/22 (Declined position)
	Hannah Vincent, 8 th Grade Math Teacher = Eff. 2/10/22
North Elementary	Rhonda Gordon, K-5 Teacher Asst. = Eff. 1/3/22
Oakwood Elementary	Elaine McAdams, Data Manager/Payroll = Eff. 12/31/21
Employment	
Bartlett Yancey Sr. High School	Shawon Coles, 9-12 EC Teacher = Eff. 2/1/22
	Christopher Pinkleton, 9-12 EC Teacher Asst. = Eff. 1/3/22
North Elementary	Cynthia McNeil, Tutor = Eff. 1/13/22
	Annette Burnett, K-5 Teacher Asst. = Eff. 1/13/22
NL Dillard Middle School	Daniel Navarro, 6-8 EC Teacher Asst. = Eff. 1/13/22
Central Office / Maintenance Dept.	James Barnwell, HVAC Maint. = Eff. 1/24/22
Substitute	
	Michelle Inge, (BYSHS) = Eff. 1/13/22

Bonus Guidelines

Dr. Carter recommended approval of bonus guidelines as presented in regards to legislative mandates. Tracy Stanley moved, seconded by Gladys Garland, to approve the bonus guidelines as presented. The motion carried unanimously.

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Line	Bonus Amount	Paid to	Purpose	Month Paid to Employee
A	\$300	Teachers and Certified School-Level Instructional Support	Legislation: In lieu of performance based bonuses for the 2021-2022 School Year Must be employed as of January 1, 2022	Jan., 2022
B	\$1,800	School Principals	Legislation: In lieu of performance based bonuses for the 2021-2022 School Year Must be employed as of January 1, 2022	Jan., 2022
C	\$1,500 (\$750 for part-time)	All Full-Time Personnel who earn less than \$75,000 per year	Legislation: From State Fiscal Recovery Fund (SFRF) Must be employed as of December 1, 2021	Jan., 2022
D	\$1,000	All Full-Time Personnel who earn \$75,000 or greater per year	Legislation: From State Fiscal Recovery Fund (SFRF) Must be employed as of December 1, 2021	Jan., 2022
E	\$1,000	Teachers and Certified School-Level Instructional Support	Legislation: For completion of COVID training in the 2021-2022 School Year (Documentation required) Must be employed as of January 1, 2022	Jan., 2022
F	\$1,000	Full time personnel (not paid in "E" listed above)	Local: For (1) completion of COVID training in the 2021-2022 School Year; (2) employed as of January 1, 2022 and (3) continue to be employed with CCS through the end of the 2021-2022 school year. Documentation required. If not met, the bonus must be repaid.	Feb., 2022

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G	\$500	Part-time personnel (not paid in "E" and "F" listed above)	Local: For (1) completion of COVID training in the 2021-2022 School Year; (2) employed as of January 1, 2022 and (3) continue to be employed with CCS through the end of the 2021-2022 school year. Documentation Required. If not met, the bonus must be repaid.	Feb., 2022
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- (1) Any Legislative Retro Pay will be paid no later than March, 2022
- (2) CCS Board of Education voted to approve local ESSER funds for "F" and "G"

Dr. Carter also noted thanks and appreciation to the Board of Education for their approval on the recent bonus and noted that the Board of Education does not receive any of the bonuses that are given to staff.

XI. COMMUNICATIONS

None at this time.

X. BOARD MEMBER OBSERVATIONS

Dr. Carter was questioned if the teachers are allowed to arrive early or stay later in the afternoon due to the spraying. Dr. Carter shared that they are cleaning in the afternoon but teachers can arrive earlier in the morning if they so choose.

XI. ADJOURN

Gladys Garland made a motion to adjourn the meeting at 9:10 p.m., Vennie Beggarly seconded the motion and it carried unanimously. The next regular meeting of the Board of Education will be held on February 14, 2022 at 9:00 a.m. in the Caswell County Schools Administration Building.

Wayne Owen
 Chairman

Dr. Sandra Carter
 Superintendent