

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

The Caswell County Board of Education met in regular session on Monday, November 8, 2021 at 9:00 a.m. in the Administration Building of Caswell County Schools. Members present: Chairman Wayne Owen, Vice Chair Gladys Garland, Trudy Blackwell, Mel Battle, Vennie Beggarly, Tracy Stanley, and Donna Hudson. Others present included Superintendent Dr. Sandra Carter, Andrew Tyrrell, Carol Boaz, Carla Murray, Steve Evans, Adam Scepurek, Brook Underwood, Angela Ouzts, 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

Mel Battle moved, seconded by Gladys Garland, to approve the minutes of the October 25, 2021 regular meeting as presented. The motion carried unanimously.

I. C. APPROVAL OF AGENDA

Dr. Carter recommended approval of agenda as presented. Mel Battle moved, seconded by Vennie Beggarly, to approve the agenda as presented. The motion carried unanimously.

I. D. ANNOUNCEMENTS

Dr. Carter congratulated the Bartlett Yancey Sr. High School Volleyball team on their accomplishments. The volleyball team and coaches were in attendance for special recognition. This was the best finish in the program's history and everyone is very proud of their efforts.

Final Record: 24-2

Conference Record: 14-0

Mid-Carolina 1A/2A Regular Season Conference Champs

Mid-Carolina 1A/2A Conference Tournament Champs

NCHSAA 2A East Region Runner-Up

I. E. PUBLIC COMMENTS

Laura Pichardo, 8021 Old OS Hwy 29, Pelham, NC 27311

Ms. Pichardo shared she is a graduate of Bartlett Yancey Sr. High School and a graduate of UNCG. She has served on the Aubrey Lee Brooks Scholarship committee and shared the lack of student participation for scholarships. She felt that students from Caswell County have full potential to grow in the college settings and need to be told this while in school especially noting communicative purposes. She shared "it's okay to ask questions." Students need to be more outspoken and quick to speak in order to meet obstacles. Ms. Pichardo also shared her concern with the low number of

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

applications especially noting the Aubrey Lee Brooks and asked if the school can do more to promote this and other scholarships. She felt that our students are missing out on opportunities and noted this particular scholarship is a huge scholarship. She asked if the principal could announce this regularly. Ms. Pichardo also shared that the CoSquare in Yanceyville is available for \$50/month and provides internet. This would allow students to do online work versus living on a college campus if they so desire.

II. UNFINISHED BUSINESS

None at this time.

III. REPORTS

Auditor's Report

Adam Scepurek with Anderson Smith & Wike PLLC presented the audit report and shared that the financial statement disclosures are neutral, consistent, and clear. He reviewed the fund balance and the government funds and noted that the government funds, which are usually in the negative, are both good and noted the government fund includes the school construction this year. The opinion letter was a clean, unmodified opinion letter. Mr. Scepurek shared that the fund balance is a healthy number and would not want to see it go any lower and noted that every district is adding funds as they know that at some point the Federal Funds will end.

Dr. Carter recommended to accept the auditors' report. Gladys Garland moved, seconded by Trudy Blackwell to accept the audit report as presented. The motion carried unanimously.

IV. NEW BUSINESS

1. Consent Agenda

Dr. Carter recommended approval of the consent agenda as presented and noted that the rate of positivity on November 7th is 6.74% for Caswell which is in the red and considered high. Donna Hudson moved, seconded by Trudy Blackwell to approve the consent agenda as presented. The motion carried 6-1 with Beggarly voting "No."

Chairman Owen shared that in regards to the face masking that we are trying to avoid remote education and if we loosen the face mask policy and there is Covid contact, we will have to quarantine entire classes and the teacher.

Follet (Renewal)

Hosted service for both Library (books and materials) and Resource (computers) Manager inventory and circulation for all schools and the Central Office.

Funding: 2.6403.801.418.000.000.00 (Tech. Software)

Cost: \$12,206.39

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

2021-2022 Charter Bus Listing

Academy Bus, LLC
PO Box 11345, Durham, NC 27703
919-688-1230

Blue Diamond Transportation, Inc.
6512-A Chapel Hill Road, Raleigh, NC 27607
919-772-9595

First Class Tours, Inc.
1411 Bridgton Road, Winston-Salem, NC 27127
336-682-6551

Holiday Tours, Inc.
10367 Randleman Rd. Greensboro, NC 27317
336-498-9000

Sunway Charters
3636 N. Glenn Avenue, Winston-Salem, NC 27105
336-767-1511

W&W Limousine Service (PENDING RECEIPT OF APPROVED APPLICATION)
2332 N. Main Street, Danville, VA 24540
434-835-4949

Carolina Livery (PENDING RECEIPT OF APPROVED APPLICATION)
2913 New Raleigh Hwy., Durham, NC 27703
919-957-1111

Temporary Face Mask Policy

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.

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

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.~~

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

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

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, 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.

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

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

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>

2. School Improvement Plans: North & South Elementary

Dr. Carla Murray, Principal at North Elementary and Steve Evans, Principal at South Elementary reviewed the School Improvement Plans for their respective schools. Upon review, Dr. Carter shared that the plans will be recommended for approval at the next meeting once safety plans are reviewed (which will occur in closed session) and the final two school improvement plans will be shared at the next meeting.

3. Policy Transition / North Carolina School Boards Association (NCSBA)

Dr. Carter reviewed the next set of policies from NCSBA and shared changes as noted on the correlation table. Concerns were noted on Policy 2300 and 2310 and suggested reviewing at a work session; however, due to the time table with the NCSBA changes need to be included for the second reading at the next meeting. Board members should submit their changes or concerns with the policy to Dr. Carter prior to the next meeting to be included on the agenda.

Dr. Carter recommended approval of the policies as presented with changes as noted on copies shared with the board and to lay on the table for a second reading. Vennie Beggarly moved,

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

seconded by Mel Battle to approve the policies as presented with changes as noted on copies shared with the board and to lay on the table for a second reading.

- a. Policy # 2000 - Operational Goals of the Board
- b. Policy # 2010 - Board and Superintendent Relations
- c. Policy # 2100 - Board Member Legal Status
- d. Policy # 2110 - Board Member Elections
- e. Policy # 2115 - Unexpired Term Fulfillment
- f. Policy # 2116 - Removal From Office
- g. Policy # 2120 - Code of Ethics for School Board Members
- h. Policy # 2200 - Election of Officers/Organization of Board
- i. Policy # 2210 - Duties of Officers
- j. Policy # 2300 - Board Meetings
- k. Policy # 2310 - Public Participation at Board Meetings
- l. Policy # 2321 - Closed Sessions
- m. Policy # 2330 - Board Meeting Agenda
- n. Policy # 2340 - Parliamentary Procedures
- o. Policy # 2342 - Voting Methods
- p. Policy # 2400 - Board Policies
- q. Policy # 2410 - Policy Development
- r. Policy # 2420 - Adoption of Policies
- s. Policy # 2430 - Dissemination and Preservation of Policies
- t. Policy # 2440 - Policy Review & Evaluation
- u. Policy # 2450 - Suspension of Board Policies

4. ESSER Funds

Dr. Carter shared information noting that districts across the state are using the ESSER funds differently and she had a request from Mr. Battle to place this topic on the agenda. Mel Battle shared similar sentiments in which districts are using these funds in different ways and questioned the amount we have for air quality and noted that Alamance-Burlington is using money set aside for this to give their employees a Christmas bonus and asked if this was feasible for Caswell to do. He suggested 301 full time employees to receive a \$2000 bonus and the 61 part time employees to receive a \$1000 bonus. He shared we have approximately \$960,000 not used for the air quality and have approved Brady to conduct a facility needs study. Mr. Tyrrell shared this has not been completed and the deadline is December 1st. Discussion took place and if funding is available this could be a possibility. Mr. Tyrrell was asked to contact Brady and try and have this information available at the next meeting to be placed on the agenda for review and continued discussion. It was also requested that someone reach out to Alamance-Burlington to see how they were able to do this.

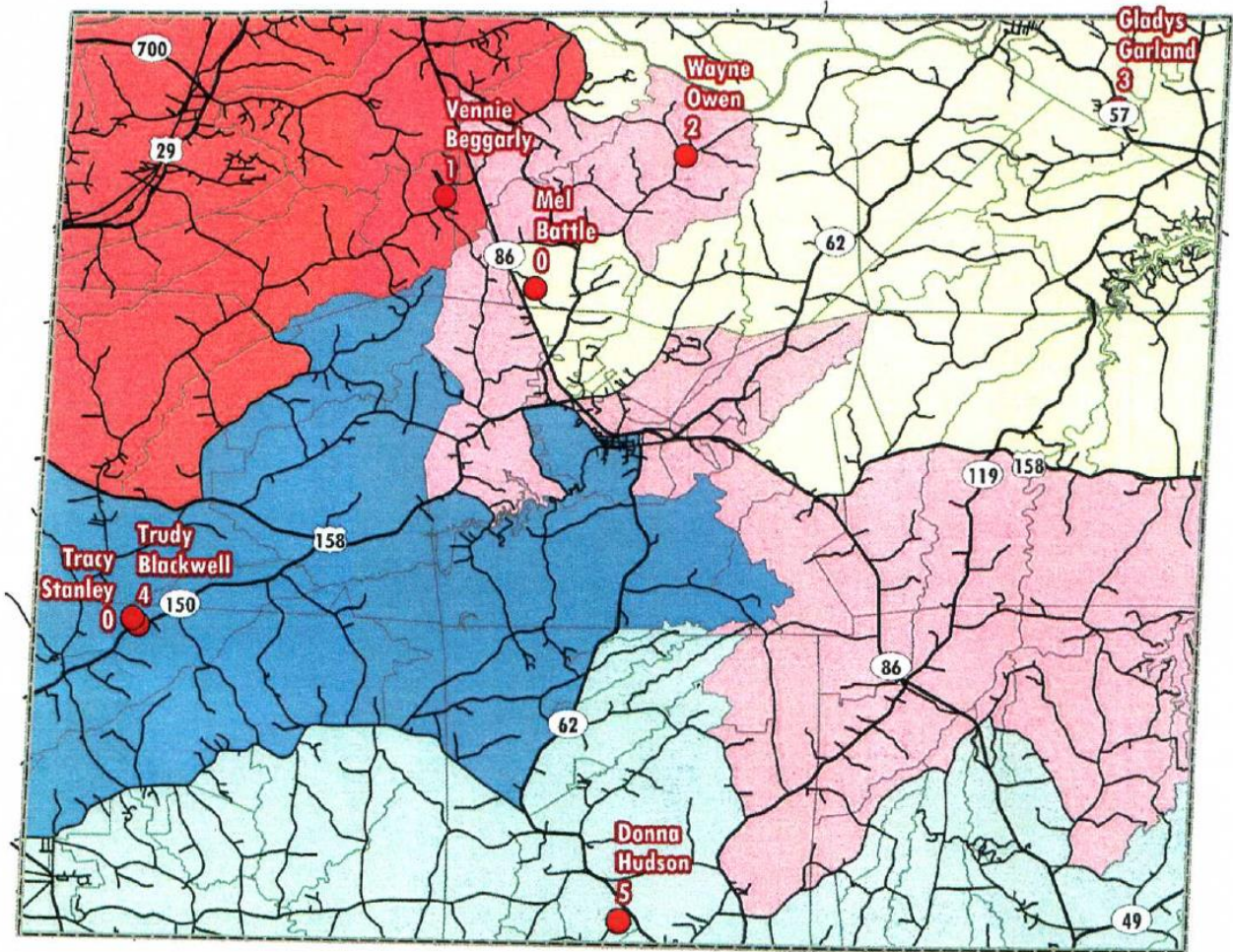
5. Census/Redistricting Information

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

Dr. Carter reviewed the updated redistricting map as requested at the Special Called Meeting on November 5th. The changes were included to increase the minority population on Version # 2. Dr. Carter diverted the topic to board discussion and individual thoughts prior to making a recommendation.

Upon review and discussion, Dr. Carter recommended approval of Version # 1. Vennie Beggarly moved, seconded by Mel Battle to approve Version # 1 as presented. The motion carried 5-2 with Battle and Blackwell voting "No."



V. SUPERINTENDENT UPDATES

- Community Tour of Bartlett Yancey Sr. High School (Phase 1) went well with over 200 attending. Dr. Carter thanked the Central Office and high school staff who worked. She shared she heard many positive comments from those in attendance and the retired teachers who toured.

VI. CLOSED SESSION

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

Vennie Beggarly 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 five-minute break. Mel Battle seconded the motion. The motion carried unanimously.

VII. OPEN SESSION

Gladys Garland made a motion to return to open session. Mel Battle seconded the motion. The motion carried unanimously.

VIII. PERSONNEL LISTING

Dr. Carter recommended approval of the personnel listing as presented. Donna Hudson made a motion, seconded by Gladys Garland to approve the personnel listing as presented. The motion carried unanimously.

Resignation	
Central Office / Child Nutrition	Michelle Adkins, Office Support III - Child Nutrition - Eff. 11/12/21
NL Dillard Middle School	Clarence Garrett, Asst. Principal - Eff. 12/3/21
Retirement	
North Elementary	Derenda Slade, K-5 Teacher Asst. - Eff. 1/1/22
Employment	
North Elementary	Cynthia Lawrence, K-5 Teacher - Eff. TBD
South Elementary	Frances Brooks, Interim Child Nut. Manager = Eff. 9/5/21 (Currently serves as CN Asst. @ South)
NL Dillard Middle	Leslie Gehris, Bus Driver & Substitute Bus Driver = Eff. 11/9/21
Bartlett Yancey Sr. High School	Sarah Lea, Child Nt. Asst. = Eff. 8/23/21 (Currently serves as a CN Sub. @ BYSHS)
Substitute	
North Elementary	Bridget Evans, Sub. Teacher = 11/9/21 (Currently a student teacher @ North)

Dr. Carter recommended approval of contract with School Operations Specialists (SOS) as a temporary finance position for Caswell County Schools. The engagement will be managed by Aaron Beaulieu. The project may also be staffed by other members of the SOS team who also

CASWELL COUNTY BOARD OF EDUCATION MINUTES

November 8, 2021

have extensive school experience and expertise. Donna Hudson moved, seconded by Tracy Stanley, to approve contract with School Operations Specialists as presented. The motion carried unanimously.

Rate of \$125.00 per hour

SOS will only bill for mileage based upon the state approved rate

A maximum of \$30,000 for services and maximum travel at \$2,576.

If the length of time for services required extends beyond the amount an amended contract will be brought to the Board of Education.

XI. COMMUNICATIONS

None at this time.

X. BOARD MEMBER OBSERVATIONS

Gladys Garland shared that the Open House went well and thanked everyone who attended and organized behind the scenes. Vennie Beggarly questioned if teachers were required to be in attendance. Dr. Carter shared that it was voluntary as the high school had previously held an open house for parents. Dr. Carter shared that this was just an opportunity to allow the community to see inside the building and teachers were not required to attend. Donna Hudson shared her thanks for all the work that has been done especially during a pandemic and thanked Dr. Carter and the staff for their work.

XI. ADJOURN

Trudy Blackwell made a motion to adjourn the meeting at 12:50 p.m., Gladys Garland seconded the motion and it carried unanimously. The next regular meeting of the Board of Education will be held on November 22, 2021 at 6:30 p.m. in the Caswell County Schools Administration Building.

Wayne Owen
Chairman

Dr. Sandra Carter
Superintendent