

# CASWELL COUNTY BOARD OF EDUCATION MINUTES

August 9, 2021

The Caswell County Board of Education met in regular session on Monday, August 9, 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, Donna Hudson, and Vennie Beggarly. Tracy Stanley was absent. Others present included Superintendent Dr. Sandra Carter, Andrew Tyrrell, Carol Boaz, Bethany Hamlett, Lance Stokes, Kristen Potter, James Potter, Debra Ferrell with the Caswell Messenger, and Board Attorney Ron Bradsher. Connie Kimrey recorded the minutes. Meeting was livestreamed via Zoom.

## 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 Mel Battle, to approve the minutes of the July 21, 2021 Special Called Meeting and the July 26, 2021 regular meeting as presented.

A board member requested that wording be included for the reason for the "No" vote regarding Option # 3 in the Special Called Meeting minutes.

Upon no further comments, the motion carried unanimously.

## I. C. APPROVAL OF AGENDA

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

## I. D. ANNOUNCEMENTS

Dr. Carter shared the first day of school is August 23<sup>rd</sup> for students and teachers will return next week. School is scheduled for all in-person learning, five days a week.

Chairman Owen shared that P-Card information was given to all board members and requested each board member to review and complete the paperwork and submit to Connie Kimrey.

## I. E. PUBLIC COMMENTS

Bethany Hamlett, 2943 Yarboroughs Mill Road, Milton, NC, 27305

Ms. Hamlett addressed the board with concerns that students will be required to wear masks upon returning to school. She shared she has two children in the school system. One will be in the 10<sup>th</sup> grade and one will be repeating 2<sup>nd</sup> grade as the child did not do well with online learning. Once students were allowed to return to school last school year she was alerted that her child came home crying and complaining that his chest hurt. She later found out that the 2<sup>nd</sup> grader was required to

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wear a mask while outside on the playground participating in Physical Education (PE). After the incident occurred she did not allow her child to participate in PE until they could remove masks while outside. She was concerned that her child not only missed out on participating in PE but was affected physically. She understood the need for masking; however, she felt it is ineffective and is not working. She shared that respiratory diseases do not go away and questioned if students will be required to wear masks indefinitely. She also shared the disadvantages of not being able to see the teacher's face especially for elementary students. She shared that her child is very active and upon wearing the mask all day at school the child is completely drained when he returns home. She felt that masks should be optional. She shared that we breathe in bacteria every day and wearing a mask is not a law and noted it is for emergency use only. We used them to flatten the curve but did not see the need to continue to wear them. She shared how, in her opinion, the system failed her child and is having to repeat 2<sup>nd</sup> grade and they learned nothing online. She asked the board to consider masks to be optional.

Melissa Vernon, 537 Hebron Church Road, Mebane, NC 27302

Ms. Vernon addressed the board with concerns of mandatory mask requirements and shared that a mask device should only be recommended by a doctor and noted the Board of Education is not licensed to give medical advice. She shared this is a huge violation and there is not a statutory law which requires masks to be worn. She felt that she has the right to protect her child and requiring masks to be worn is violating state and federal laws. If someone is unable to wear a mask they should not be declined an education. Ms. Vernon shared reasoning of what the masks prevent and how it greatly effects communication as well as the adverse effects by wearing a mask. She felt this is putting the teachers in an uncomfortable situation and masks only create a perfect environment for bacteria to grow. She continued with reasons for not wearing the masks and shared information with the board to review. She closed with a quote from Abraham Lincoln, "*America will never be destroyed from the outside. If we falter and lose our freedoms, it will be because we destroyed ourselves.*"

## II. UNFINISHED BUSINESS

None at this time.

## III. NEW BUSINESS

### 1. North Carolina School Board Association (NCSBA) Presentation / Policy Transition

Kathy Boyd with NCSBA gave an overview of the policy transition schedule as well as the request for approval of the proposed language that will be used.

Dr. Carter stated that policy reviews will continue to occur prior to submitting to the board. Upon review, Dr. Carter recommended approval of the proposed language of the process of policy revisions provided by the NCSBA as presented. Mel Battle moved, seconded by Donna Hudson to approve the proposed language as presented and the use of a policy committee. The motion carried unanimously.

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The Caswell County Board of Education is in the process of revising its board policy manual using the Policies to Lead the Schools (PLS) manual published by the North Carolina School Boards Association (NCSBA). It is anticipated that the full transition and revision process will take approximately two years to complete.

During the transition, the Board will maintain two policy manuals. As new policies are adopted and added to the New Policy Manual, the policies that are being replaced will be removed from the Old Policy Manual.

Please be aware of the following during the transition to the New Policy Manual:

1. Existing board policies remain in effect until each policy is superseded by the new PLS-based policy on the same topic or is repealed by the Board. There is not a perfect one-to-one correspondence between the old and new policies, so when only part of an existing policy is superseded by a new policy, the remainder will continue in effect until the entire policy is superseded and rescinded by the Board.
2. In the event of a conflict between information contained in a policy located in the Old Policy Manual and a policy located in the New Policy Manual, the newly adopted policy takes precedence.
3. Policies in the New Policy Manual may contain cross references to policies that have not yet been reviewed or adopted. Such references shall have no binding effect on the Board until the Board adopts the referenced policy.
4. The search function searches only one manual at a time. For example, if the link for the New Policy Manual is selected, a search for a keyword or phrase will return only results from the new manual. If you are having difficulty finding a policy, please be sure that you have conducted a search in both the new and old manuals.

The charts below are provided to help members of the school community locate specific policies. Use the Preliminary Correlation Table to find which old policy(ies) are comparable to a new policy. Use the Reverse Correlation Table to find which new policy(ies) are comparable to an old policy.

[[Link to Preliminary Correlation Table](#)]

[[Link to Reverse Correlation Table](#)]

[[Link to Caswell County Public Schools OLD Policy Manual](#)]

[[Link to Caswell County Public Schools NEW Policy Manual](#)]

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

(New)

Request for Transfer

Diggs, Zoey	Oakwood	to	North (K)*
Dudleck, Griffin Rae	South	to	Stoney Creek (2 <sup>nd</sup> )
Giles, Preston	Danville	to	Caswell / North (1 <sup>st</sup> )*
Gwynn, Mariah Louise	South	to	Oakwood (1 <sup>st</sup> )
Harrelson, Maxon Elijah	North	to	Oakwood (2 <sup>nd</sup> )
Small, Emily G.	Danville	to	Caswell / Oakwood (4 <sup>th</sup> )*
Small, Amber R.	Danville	to	Caswell / Oakwood (5 <sup>th</sup> )*
Turner, Gavin L.	North	to	Oakwood (1 <sup>st</sup> )

Renewals

Carter, Kara Jill	Danville	to	Caswell / NL Dillard (6 <sup>th</sup> )*
Childress, Trenton	Caswell	to	Alamance-Burlington (1 <sup>st</sup> )
Ridge, Bella C.	Danville	to	Caswell / Oakwood (5 <sup>th</sup> )*
Ridge, Cheyenne R.	Danville	to	Caswell / NL Dillard (7 <sup>th</sup> )*
Ridge, Brianna I.	Danville	to	Caswell / BYSHS (9 <sup>th</sup> )*

\*Parent is employee of school system

Eureka Math Products

Eureka Math Digital Suite	\$9,366.00
To be paid from: 3.5330.050.418.000.000.00 (plus tax)	632.21
Title I (computer software)	
Total Cost:	\$9,998.21

Affirm Benchmarking & Teacher Created Assessments	\$5,600.00
(previously Edulastic - bought out by Great Minds (plus tax)	378.00
To be paid from 1.5110.061.413.000.000.00	
State Funds (other textbooks)	
Total Cost:	\$5,978.00

Grand Total: \$15,976.21

Eureka Math Equipment Products

Eureka Math Equipment Student Licenses	\$7,704.00
(provides pre-assessments for each unit, data about gaps and how to adjust instruction)	
To be paid from 3.5330.050.418.000.000.00	
Title I (computer software)	

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Total Cost:

\$7,704.00

3. Bartlett Yancey Sr. High School 2021-22 Handbook

Lance Stokes shared updates and change to the 2021-22 Bartlett Yancey Sr. High School handbook. He noted the additional changes may be necessary based upon safety policies and procedures recommended by the Governor's Executive Orders, NCDHHS, K-12 StrongSchoolsNC Toolkit and the Caswell County Health Department. All changes and updates will be communicated in a timely manner.

Dr. Carter recommended approval of the 2021-2022 Bartlett Yancey Sr. High School handbook changes as presented.

It was suggested that planning times be added to Page 58 for parent conferences for clarification.

Gladys Garland moved, seconded by Trudy Blackwell, to approve the 2021-2022 Bartlett Yancey Sr. High School handbook as presented. The motion carried unanimously.

Changes/Updates include:

(Page 9) Non-Covid Operating Schedule

(Page 12) Remote/Virtual Learning/Expectations Covid-19 if needed

(Page 16) Transportation - At this time, all students requiring bus transportation will be required to wear a cloth face mask for the duration of the bus ride due to requirements stemming from Covid 19.

(Page 19) Volunteers - The Volunteer program may be altered based on NCDHHS recommendations and the StrongSchoolsNC Toolkit K-12 requirements.

(Page 19) PTSO - The PTSO program may be held based on NCDHHS recommendations and the StrongSchoolsNC Toolkit K-12 requirements.

(Page 19) Visitors - Visitors may be approved based on school policies, NCDHHS recommendations, and the StrongSchoolsNC Toolkit K-12 requirements.

(Page 26) Services - Cafeteria Prices: All student breakfasts and lunches will be free of charge for the 2021-22 school year. Students will need money to purchase items outside of the standard lunch at a la carte pricing.

(Page 29) Covid-19 - Approved vaccines are available for persons 12 and under.

(Page 58) Parent Conferences - Please call in advance to make an appointment. Conferences with teachers will not be scheduled during instructional time. Visitors may be approved based on school policies, NCDHHS recommendations, and the StrongSchoolsNC Toolkit K-12 requirements. \*\* (will include planning times prior to printing of handbook)

(Page 61) Visitors - Visitors may be approved based on school policies, NCDHHS recommendations, and the StrongSchoolsNC Toolkit K-12 requirements.

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(Page 61) Volunteer Information - The Volunteer program may be altered based on NCDHHS recommendations and the StrongSchoolsNC Toolkit K-12 requirements.

#### 4. Reopening Guidance and Recommendations for 2021-22 Caswell County Schools

Assistant Superintendent Andrew Tyrrell reviewed the recommendations for reopening of schools. Safety and health recommendations, instruction, school meals, transportation and how to handle district response to Covid-19 confirmed cases were all reviewed and discussed.

Mr. Tyrrell shared that based on guidance from all health experts, CDC, and Caswell County Health Department the recommendation for universal masking for all students, staff, and visitors entering school buildings will be requested to be approved by the board.

At this time, masks will not be required to be worn outside with social distancing of three feet as well as taking all possible precautions.

Mr. Tyrrell reviewed guidelines regarding CDC guidance and other safety and health regulations.

A board member questioned what the protocol would be regarding masks at open house at the individual schools. Mr. Tyrrell shared that everyone would be asked to wear a mask and if they do not have one, a mask will be provided. Exemptions will be allowed if proper medical authorization is provided as well as for students/staff during the school day.

A board member questioned if clear masks were given to the teachers. Mr. Tyrrell shared that elementary teachers were given the option to request one. Mr. Tyrrell was asked to follow-up with all teachers to see if they would consider wearing a clear face mask to assist students to be able to see their face. Mr. Tyrrell shared he will research this and follow-up with the board. Mr. Tyrrell also shared we have face shields in stock and would not be a problem to distribute to teachers.

Upon no further discussion, Dr. Carter shared she understood both sides of the decision to wear a mask; however, based upon the advice of the CDC, NC Health Department and the Caswell County Health Department, she recommended approval of universal masking for the beginning of the 2021-2022 school year and to be reevaluated at the end of the first nine weeks of school. Gladys Garland moved, seconded by Donna Hudson to approve universal masking for the beginning of the 2021-2022 school year and to be reevaluated at the end of the first nine weeks of school. The motion carried unanimously.

### **Caswell County Schools Reopening Guidance and Recommendation 2021-2022**

#### **Safety and Health Protocols**

- **Universal Masking:** All students, teachers, staff, and other adults must wear a face covering in school buildings, on school buses, and anywhere indoors regardless of vaccination status. The Universal Masking requirement will be reviewed at the end of the first nine weeks of school.

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- **Outdoors:** Face coverings are not required outdoors if physical distancing of three (3) feet to the greatest extent possible can be maintained.
- Physical distancing of 3 feet will be implemented to the greatest extent possible.
- Daily health screenings and temperature checks are not required for students attending school.
- Students will have the opportunity to wash their hands frequently or use hand sanitizer.
- All schools will be cleaned throughout the day on frequently touched surfaces and every evening.

### **Instruction**

- All schools will offer full-time, in-person learning, five days per week.
- Before and After School Care will be offered at North, Oakwood, and South Elementary.
- Middle and High School Athletics will follow [NCHSAA](#) safety protocols.

### **School Meals**

- All students will receive free breakfast and lunch for the 2021 - 2022 school year.
- Students will participate in a variety of lunch models including classroom delivery and dining, cafeteria pick up and dining in the classroom, and eating in designated areas for lunch.

### **Transportation**

- All PreK - 3 students must be accompanied by a parent or guardian at the bus stop until boarding the bus.
- All student riders and adults (drivers and assistants) are required to wear face coverings while riding the bus, if they do not have one, one will be provided.
- All buses will be cleaned after each run.

### **District Response to Handling Suspected, Presumptive, or Confirmed Cases of COVID-19**

- Caswell County Schools will continue to follow the [K-12 StrongSchoolsNC Toolkit](#) recommendations.
- For information on Handling Suspected, Presumptive, and Confirmed cases of COVID-19, please refer to pages 13 through 17 of the [K-12 StrongSchoolsNC Toolkit](#) for information regarding Diagnosis, Symptoms, Exposure, and Criteria to Return to school.

## 5. Resolution

Gladys Garland read aloud the resolution for a former employee who recently passed away. Vennie Beggarly moved, seconded by Mel Battle, to approve the resolution as presented. The motion carried unanimously.

*Resolution in Memorial and Appreciation  
Of the Life of  
Lelia Rhumineer Fryar Russell*



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**WHEREAS**, Lelia Rhumineer Fryar Russell, was born on March 20, 1930, and resided in Reidsville, NC, at the time of her death on July 16, 2021, and

**WHEREAS**, Lelia Russell, was a faithful and loving wife, mother, sister, aunt, and friend and her family's welfare was her major and constant concern; and

**WHEREAS**, Lelia Russell was an active member of Blackwell Missionary Baptist Church, where she served on the Deaconess Board and many other committees; and

**WHEREAS**, Lelia Russell graduated from the Caswell County School System and received her Bachelor's Degree in Early Childhood Education from Winston-Salem Teachers College in Winston-Salem, NC and obtained a Master's Degree from Boston University in Boston, Massachusetts. She was a long time member of Zeta Phi Beta Sorority, Inc. and the NAACP; and

**WHEREAS**, Lelia Russell began her professional career in the field of education in 1950 with Guilford County School System and transferred to Caswell County School System where she was employed for 30 years until her retirement in 1980. Following her retirement she was the Director of the Graves Chapel Day Care Center for 8 years. A lifelong learner, Lelia enjoyed reading and traveling. She also loved quilting, gardening, and spending time with her family. 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 Lelia Russell 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 9<sup>th</sup> day of August 2021.

\_\_\_\_\_  
Wayne Owen, Chairman

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Gladys Garland, Vice Chairman

\_\_\_\_\_  
Mel O. Battle

\_\_\_\_\_  
Vennie Beggarly

\_\_\_\_\_  
Trudy Blackwell

\_\_\_\_\_  
Donna R. Hudson

\_\_\_\_\_  
Tracy P. Stanley

\_\_\_\_\_  
Dr. Sandra Carter, Superintendent

**IV. SUPERINTENDENT UPDATES**

- Open House Schedule was reviewed which included extra days to allow for small crowds at each school.



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- BYSHS Update = Originally scheduled for three phases. 1<sup>st</sup> Phase = 2 story building, 2<sup>nd</sup> Phase = completion of new cafeteria, and 3<sup>rd</sup> Phase = renovation of old cafeteria. The end date of August 2, 2022 has not changed; however, due to Covid, there have been delays in receiving materials and the date for students to move into the new building has been postponed until September or possibly October.

Question was asked if there is a process in place for an extension to be granted. Dr. Carter shared that logs are kept and would be pulled out if needed if things occurred out of contract terms. It was requested that Project Manager Bill Powell share an update at the next meeting. Dr. Carter also shared that requests have been made to tour the building but could not allow that until construction is complete and the building has been released back to Caswell County Schools. A tour for the county safety response departments is scheduled for later in the day. Once the building is released back to the school system we will plan opportunities for the community and public to tour the school.

- Census results should be coming to Caswell County Schools and the Board of Education has an obligation to look at the numbers and review the boundaries within the district lines. Once the information has been received, it will be shared with the Board to make a determination.

### V. REPORTS/UPDATES

None at this time.

### VI. CLOSED SESSION

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. Trudy Blackwell seconded the motion. The motion carried unanimously.

### VII. OPEN SESSION

Vennie Beggarly 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. Gladys Garland, seconded by Mel Battle to approve the personnel listing as presented. The motion carried unanimously.

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<b>Resignation</b>	
Bartlett Yancey Sr. High School	Shannon Dixon (declined position) 9-12 EC Teacher
	Mary Jo Fabon (declined position) 9-12 EC Teacher Asst.
	Tomaso Grissom (declined position) 9-12 PE Teacher
	Seth Hancock, 9-12 EC Teacher Asst. = Eff. 8/2/21
NL Dillard Middle School	Shantia Mallory, 6 <sup>th</sup> Grade Math Teacher = Eff. 8/26/21
Stoney Creek Elementary	Brianna McCandies, K-5 Teacher = Eff. 9/3/21
	Julie Parker, K-5 Teacher = Eff. 9/3/21
Oakwood Elementary	Chelsea Sturdivant (declined position) K-5 EC Teacher
<b>Transfer</b>	
Bartlett Yancey Sr. High School	Tyler Coleman, 9-12 PE Teacher (moving from NL Dillard 6-8 PE Teacher) = Eff. TBD
	Greg Randall, Alt. Program Lead Teacher (moving from 9-12 Alt. Teacher) = Eff. 8/13/21
North Elementary	Thressie Jones, Child Nut. Manager (moving from Stoney Creek / Child Nut. Manager) = Eff. 8/13/21
<b>Employment</b>	
Bartlett Yancey Sr. High School	Kendall Cobb, 9-12 Math Teacher = Eff. 8/13/21
	Jimmy Cobler, 9-12 CTE Teacher: Woodworking = Eff. 8/13/21
	Julianne Hollingsworth, 9-12 Social Studies = Eff. 8/13/21
	Shondra Coleman, Bus Aide = Eff. 8/23/21
Stoney Creek Elementary	Victoria Galloway, K-5 Teacher = Eff. 8/13/21
	Amanda Hairston, K-5 Teacher = Eff. 8/13/21
	David Chumley, Interim Child Nutrition Manager = Eff. 8/13/21 (currently serves as CN Asst. @ North)
Oakwood Elementary	Angela Mason, K-5 Teacher = Eff. 8/13/21
	Genola Totten, Interim Child Nutrition Manager = Eff. 8/13/21 (Currently serves as CN Asst. @ NLDillard)
	Ocie Henderson, Child Nut. Asst. = Eff. 8/13/21

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	(Currently serves as CN Sub & Bus Aide)
<b>Employment</b>	
Oakwood Elementary	Lisa Johnson-Knight, K-5 Teacher Asst./Bus Driver = Eff. 8/13/21
	Savonnea Torain, K-5 EC Teacher Asst. = Eff. 8/13/21
North Elementary	Tyisha Cobb, K-5 Teacher Asst./Bus Driver = Eff. 8/13/21
	Misty Gilliam, Custodian/Bus Driver = Eff. 8/13/21
South Elementary	Melissa Pullen, Office Support = Receptionist = Eff. 8/13/21
	Ashley Wrenn, K-5 Teacher Asst./Bus Driver = Eff. 8/13/21
Substitute	Tracy Coleman (District) = Eff. 8/23/21
	Shannon Dixon (District) = Eff. 8/23/21
	Seth Hancock (District) = Eff. 8/23/21
	Pam Dillard (Child Nutrition Sub) = Eff. 8/13/21
	Hollie Harris (Child Nutrition Sub) = Eff. 8/13/21
	Mardgie Henderson (Child Nutrition Sub) = Eff. 8/13/21
Summer Learning Program	Rita Lea (name was not included on the initial Summer Personnel Listing)

Personnel - Pay Increase

Dr. Carter recommended approval of a 10% pay increase to Assistant Superintendent Andrew Tyrrell and for it to be retroactive for the beginning of the 2021-2022 school year. Donna Hudson moved, seconded by Gladys Garland.

A board member asked for clarification in which it would begin in July. Dr. Carter confirmed that was correct.

Upon no further questions the motion made by Donna Hudson, seconded by Gladys Garland, to approve a 10% pay increase for Andrew Tyrrell was approved unanimously.

**IX. COMMUNICATIONS**

- None at this time

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**X. BOARD MEMBER OBSERVATIONS**

- It was requested by a board member to not meet in the large professional development room anymore due to the lighting and the sound is difficult to hear and if overflow is needed that this room be used for that.
- A board member asked if the lawn contracts are posted in the paper. Dr. Carter shared that we are following all protocols for online bidding and will be posted in three newspapers as well as online.
- A work session was planned for August 23, 2021 at 3:30 p.m. If board members have items for the agenda they are asked to submit to the Chair or to Dr. Carter.

**XI. ADJOURN**

Vennie Beggarly made a motion to adjourn the meeting at 1:15 p.m., Gladys Garland seconded the motion and it carried unanimously. The next regular meeting of the Board of Education will be held on August 23, 2021 at 6:30 p.m. in the Caswell County Schools Administration Building.

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Wayne Owen  
Chairman

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Dr. Sandra Carter  
Superintendent