

CASWELL COUNTY BOARD OF EDUCATION MINUTES

Special Called Meeting

July 21, 2021

The Caswell County Board of Education met in a special called meeting on Wednesday, July 21, 2021, at 9:00 a.m. in the Administration Building of Caswell County Schools. Members present: Chairman Wayne Owen, Vice Chair Gladys Garland, Donna Hudson, Trudy Blackwell, Vennie Beggarly, and Mel Battle. Tracy Stanley was absent. Others present include Superintendent Dr. Sandra Carter, Attorney Ron Bradsher, Amy Chandler, and Andrew Tyrrell.

Connie Kimrey recorded the minutes.

I. A. CALL TO ORDER

The meeting was called to order by Chairman Owen and turned over to Superintendent Dr. Sandra Carter.

II. SUPPLEMENTS

Teacher Supplements

Dr. Carter shared information regarding supplements and using ESSER funds. Three options were reviewed and discussed. Board members discussed their thoughts and concerns with the options that were presented. Concerns from a few board members were raised regarding using fund balance and not being able to replenish the funds once they are used if Option #3 was approved. Other questions included what employees were included in the breakdown. Dr. Carter shared that Option # 3 would include a \$2000 bonus for Certified and \$1000 for part time certified.

Upon no further comments, Dr. Carter recommended approval of Option # 3 as presented with the understanding that the third year is contingent upon amended approval of ESSER funds. Gladys Garland moved, seconded by Trudy Blackwell, to approve Option # 3 as presented for supplements for employees as presented with the understanding that the third year is contingent upon amended approval of ESSER funds. The motion carried 5-1 with Battle voting "No" (in favor of Option # 3). (Tracy Stanley was absent).

Option # 3

10% Certified Supplements – 2 Years (3rd year contingent upon ESSER amendment approved).
10% Supplement would be offered to Certified staff (Positions that would have received supplements in previous years when offered by County).

Total Certified Projected Payroll 2021-2022	\$9,300,000
10% Supplement: \$930,000 + benefits =	1,200,000
Total Certified Projected Payroll 2022-2023	\$9,450,000
10% Supplement: \$945,000 + benefits =	1,250,000

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Total Supplement for 2 years \$2,450,000

The additional amount above \$2 million for year two and the continuation for year three supplements would be contingent on available ESSER Funds along with the approval of a budget amendment from Department of Public Instruction Federal programs.

All Other Staff Bonus = Fund Balance

All other certified employees who would not receive a certified supplement as mentioned above would receive a \$2,000 bonus if employed as of June 1, 2021 and is still employed as of September 30, 2021 to be paid in October 2021.

25 Certified employees = \$50,000 + benefits \$55,000

All classified employees would receive a \$1,000 bonus for full-time employees and \$500 for part-time employees employed as of June 1, 2021 and who are still employed as of September 30, 2021 to be paid in October 2021.

85 = full time classified staff \$85,000

50 = part time classified staff \$25,000

Classified employee bonus = \$110,000 + benefits \$120,000

Total Bonus: \$175,000

Unassigned Fund Balance as of June 30, 2020 \$2,468,556

Less: Appropriations to date (244,500)

Unassigned Fund Balance as of June 30, 2021 \$2,224,056

Upon approval, it was shared from board members that employees need to be made aware of what category they fall into and it needs to very clear who qualifies for what as well as alerting them of where the funding is coming from as well as making them aware that there will not be a Christmas bonus.

Discussion took place on when the payments will be paid out. It was agreed that the supplements will be paid out as in previous years when they were given which fell in December and May. With recently hired employees it was shared that they need to be aware of the conditions to avoid questions when the payouts occur.

Questions arose regarding the current sign-on bonus for hard to find teachers. Currently \$2000 is paid to Science/Math & EC hard to fill positions and \$1000 for other hard to fill positions. More information will be discussed later.

III. CLOSED SESSION

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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 after a five-minute break. Donna Hudson seconded the motion. The motion carried unanimously.

IV. OPEN SESSION

Mel Battle made a motion to return to open session. Vennie Beggarly seconded the motion. The motion carried unanimously.

(Note: Donna Hudson left during Closed Session).

V. PERSONNEL LISTING

Dr. Carter recommended approval of the personnel listing as presented. Mel Battle, seconded by Gladys Garland to approve the personnel listing as presented. The motion carried unanimously.

Resignation	
NL Dillard Middle School	Andrea Anika, 6-8 Art Teacher (Eff. 7/20/21)
	Megan Kaltenbach, 6-8 Art Teacher (Eff. 8/13/21)
Bartlett Yancey Sr. High School	Leslie Lawson, 9-12 EC Teacher Asst. (Eff. 7/19/21)
Oakwood Elementary	Laura Salcedo, K-5 Teacher (Eff. 7/8/21)
Declined Position (polled by BOE)	
South Elementary	Tabitha Boswell, K-5 Teacher
Oakwood Elementary	Johnny Cressell, K-5 Teacher
Stoney Creek Elementary	Chelsea Stewart, Data Manager/Bookkeeper/Receptionist
Bartlett Yancey Sr. High School	Gregory Summers, 9-12 EC Teacher Asst.
Transfer	
Stoney Creek Elementary	Brianna McCandies, EC Teacher (moving from NL Dillard) to K-5 Teacher (Eff. 8/13/21)
	Amanda Minton, EC Teacher (moving from NL Dillard)
Employment	
Bartlett Yancey Sr. High School	JoAnn Bunting, 9-12 School Counselor (Eff. 8/4/21)
	Tia Foster, 9-12 Social Studies Teacher (Eff. 8/13/21)

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	Tomaso Grissom, 9-12 Physical Education Teacher (Eff. 8/13/21)
	Steven Hancock, 9-12 Social Studies Teacher (Eff. 8/13/21)
	E. Samuel Mills, 9-12 Social Studies Teacher (Eff. 8/13/21)
	G. Thomas Norwicki, 9-12 Math Teacher (Eff. 8/13/21)
	Brian Eason, 9-12 EC Teacher Asst. (Eff. 8/13/21)
	Mary Jo Fabon, 9-12 EC Teacher Asst. (Eff. 8/13/21)
NL Dillard Middle School	Dawn Phillips, 6-8 English-Language Arts (Eff. 8/13/21)
	Lillie Small, 6-8 Math Teacher (Eff. 8/13/21)
Stoney Creek Elementary	Shemeka Willis, K-5 Data Manager/Bookkeeper/Receptionist (Eff. 7/19/21)
Substitute	Shelia Richmond - Teacher Sub / Office Support for District
Summer Certified	JoAnn Bunting, 9-12 School Counselor, BYSHS = Eff. July 26 - Aug. 3, 2021

Sign-on Bonuses will be added to the agenda for July 26, 2021.

VI. ADJOURN

Mel Battle made a motion to adjourn the meeting at 11:43 a.m., Gladys Garland seconded the motion and it carried unanimously. The next regular meeting of the Board of Education will be held on July 26, 2021, at 9:00 a.m. in the Caswell County Schools Administration Building.

Wayne Owen
Chairman

Dr. Sandra Carter
Superintendent