CASWELL COUNTY BOARD OF EDUCATION MINUTES
September 22, 2025

The Caswell County Board of Education met in regular session on Monday, September 22, 2025, at 5:30 p.m. in the Administration Building of Caswell County Schools. Members present: Chairman Mel Battle, Vice Chair Joel Lillard, Vennie Beggarly, Lisa Johnson-Knight, Nicole McGhee, and Trudy Blackwell. Nicole Smith was absent. Others present include Interim Superintendent Lance Stokes, Brook Underwood, John Berdine, Ida Strunk, Amy Howard, Sara Broadwell, Bonita Stephenson, Dr. Hilary Moore, Heather Franklin, Decolia Carter, Terri Gullick, Brianna McCandies, Natalie Duncan, Meredith Gregory, Michelle Robinson, Jasmin Robinson, Erin Morgan, Beverly Tidwell, and Board Attorney Ron Bradsher. Connie Kimrey recorded the minutes. (*Note: Others may have been present but did not sign the roster or names were not legible*).

I. A. CALL TO ORDER

The meeting was called to order by Chair Mel Battle. A moment of silence was observed, followed by the Pledge of Allegiance.

I. B. APPROVAL OF MINUTES

Joel Lillard moved, seconded by Nicole McGhee, to approve the minutes of the September 8, 2025, regular meeting as presented. The motion carried unanimously.

I. C. APPROVAL OF AGENDA

Interim Superintendent Lance Stokes recommended approval of agenda as presented with addition of Item # 9, Public Consulting Group, and Mr. Stokes requested Item # 8, Contracted Services for Child Nutrition be pulled. Joel Lillard moved, seconded by Trudy Blackwell, to approve the agenda as presented with changes as noted. The motion carried unanimously.

I. D. ANNOUNCEMENTS

- Interim Superintendent Lance Stokes shared that recently new hired employees were in attendance. Human Resources Director Jane Frazier introduced principals who in turn introduced their new staff. Board Chair Mel Battle also welcomed everyone to the school district and wished them well on behalf of the Board.

I. E. PUBLIC COMMENTS

Amy Howard shared her concerns with the item on the agenda regarding additional position needed at Stoney Creek Elementary. She shared her concerns for the need which will enable the best learning environment. She shared that combined classes create a confusing environment for students and some are unable to concentrate with combo class structure. She shared past examples of this situation. Upon her conclusion, she asked that the board consider this position for Stoney Creek Elementary.

II. REPORTS

None at this time.

III. UNFINISHED BUSINESS

None at this time.

IV. NEW BUSINESS

1. Consent Agenda

   Interim Superintendent Lance Stokes recommended approval of consent agenda as presented.

   Trudy Blackwell moved, seconded by Lisa Johnson-Knight, to approve the consent agenda as presented.

   Joel Lillard questioned if the position which was polled for Stoney Creek will be paid from Title I funds. It was confirmed this was correct. He asked if other teachers are being paid out of this same funding and if so, do we have enough and had concerns with using all the money.

   Joel Lillard asked if this item could be pulled from the consent agenda for further discussion in closed session.

   Upon no other comments, the motion made by Trudy Blackwell, seconded Lisa Johnson-Knight, carried unanimously with item for additional position at Stoney Creek being pulled from the consent agenda.

   Request for Transfer

Blackwell, Deucalion	North	to	Oakwood Elementary
Weddle, Kyle	North	to	Stoney Creek Elem.

   Polling for Supt. Meeting (PTEC) for Mr. Stokes to attend in person – Greensboro, NC (September 2025)

   Polling for Math Substitute @ BYSHS = Jonathan Barnes

2. Low Wealth Supplements

   Finance Director Brook Underwood reviewed options for consideration for the local supplement. The Board of County Commissioners approved funding for a teacher supplement and also requested that all classified employees receive some type of

monetary supplement. In doing so, this will require funding to be used from fund balance. Three options were shared with the board for review.

Trudy Blackwell shared she preferred the first option noting that this will reward the classified staff with the higher amount. Joel Lillard shared he agreed, that all of our staff are very important; however, he had concerns with using that amount from fund balance on top of the appropriations that have already been determined and possibly review funding at the end of year and give a bonus if our funding allows. Vennie Beggarly shared that she agreed and felt all staff are most deserving but has concerns with using that amount of fund balance to offset the cost. Nicole McGhee questioned the timing of payment and Finance Officer Brook Underwood shared that she would suggest classified be paid in November. Lisa Johnson-Knight questioned the amount that the board keeps in fund balance. Mel Battle shared that technically we are not required to have a fund balance but we have always tried to not touch these funds due to emergencies or shortfalls. Mel Battle shared that this year we have used more from our fund balance and we have always tried to keep the amount at one million. The amount that will be used will equal $98,570. Lisa Johnson-Knight shared we have an awesome staff and although this amount is a lot, she felt our staff are very dedicated and do a lot. Joel Lillard concurred that our staff are very important, but he is very concerned with depleting our fund balance and knowing we have no carry over funds as well as no guarantee that the Board of Commissioners will continue to give the amounts they do noting that we did not get the amount requested this year. He stressed again that our people are very important but we also need to be aware of using fund balance. Trudy Blackwell shared she didn't think this amount will deplete us and hope that nothing will happen. Lance Stokes shared that we are mindful of the budget as we move forward and the Board of Commissioners stressed they all wanted all staff to receive something.

Upon no further discussion, Trudy Blackwell moved, seconded by Lisa Johnson-Knight, to approve Option # 1 using fund balance in the amount of $98,570.00. The motion carried 4-2 with Lillard and Beggarly voting "No." (Nicole Smith was absent)

Option # 1			
Certified	$1,000 (with benefits)	166 staff	$219,651.20
Classified (full time)	$550 (with benefits)	155 staff	$112,802.80
Classified (part time)	$250 (with benefits)	20 staff	$6,616.00
Total:			$339,070.00
County Funded:			$240,500.00
Fund Balance:			$ 98,570.00

<u>Low Wealth Supplement</u>

This funding is provided from the State and will be split between November and May payroll checks for certified staff.

Trudy Blackwell moved, seconded by Joel Lillard, to approve the low wealth supplement as presented. The motion carried unanimously.

Certified:	$4,500 (166 staff) / benefits	$988,430.40
(number of staff may change)		

3. Fundraisers

Fundraisers for Oakwood Elementary, South and additional requests from the high school were reviewed.

Trudy Blackwell moved, seconded by Vennie Beggarly, to approve the fundraisers as presented. The motion carried unanimously.

BYSHS

SGA & FCA	Volleybros	Week of Oct. 20th
FFA	Raffle	October/November
FFA	Fruit Sale	October/November
Wrestling	Pro Wrestling Event	November
Wrestling	Concession Sales	November
Wrestling	Raffle (50/50)	November/December
Wrestling	Raffle (50/50)	December/January

South Elementary

Fill the Bins	Carolina Clothes Bin	Fall 2025
Double Good Popcorn	Popcorn Sales	September
Strawbridge	Spring/Fall pictures	
Scholastic	Fall Book Fair	

Oakwood Elementary

Creative Foods	October
Online Spiritwear	October
Fall Pictures	October
Fall Festival	October
Scholastic Book Fair	November
SchoolStore	November
Angel Tree	December
Yearbook	January
Spring Pictures	February
Domino's	February
Scholastic Book Fair	March
5th grade grad.	April

4. Redistricting

   Discussion took place regarding boundaries due to a new housing area off of Henry T Graves Road which is in the vicinity of Oakwood and South Elementary district. Transportation Director John Berdine shared he was made aware and has been in contact with the tax department as we have a few new students in which a school district is not assigned. Upon reviewing the data, it was recommended to make this new area designated to South Elementary which will help the enrollment as Oakwood is already high and there is another housing development being built which will be in Oakwood's district. It was questioned if a student is already attending Oakwood would they be required to move. Mr. Stokes shared that one option is to grandfather them in but this could result in additional transportation costs. He suggested any new students would be assigned to South Elementary effective now.

   Vennie Beggarly moved, seconded by Trudy Blackwell, to approve the redistricting lines on Henry T. Graves Road to include South Elementary as the district school. The motion carried unanimously.

   John Berdine will update the tax office.

   Mel Battle questioned if all students chose to ride a bus to school is that feasible? John Berdine, Transportation Director, shared that with the current situation it would not work due to the tiered routes, bell times, and number of drivers.

5. Bus Driver Incentives

   John Berdine, Transportation Director, shared an overview of the driver of the month program and attendance that is currently being done. He suggested changing or revamping this program. Proposal included selecting a driver from the pool of monthly winners to be their school's driver of the year. The district driver of the year would be selected from the school's driver of the year winners. The winner would be chosen via the panel from the transportation department. Their total year attendance, driving record, and team work will be a portion of the criteria for the selection for district driver of the year. Each school's driver of the year would receive $100 bonus with certificate and the district drivers of the year would receive an additional $100 bonus and certificate. All of the "year" awards would be presented at the end of year banquet.

   In conclusion the changes will include:
   - Monthly awards 80 at $50.00 each = $4,000
   - "Year" awards 8 at $100.00 each = $800.00
   - Certificate and folders 88 at $1.14 each = $100.32
   - Totals $4900.32 for the year

Staff will also add a perfect attendance incentive for bus drivers who attain perfect attendance for the entire year in the amount of $500.00 bonus each.

It was questioned if bus aides are eligible and Mr. Berdine shared they are not as EC bus aides are paid from another funding source. It was also questioned if this is only for permanent drivers and it was confirmed it was. It was asked that a criteria sheet be established and used.

Joel Lillard moved, seconded by Trudy Blackwell, to approve the bus driver incentives as presented. The motion carried unanimously.

6. Maaco Quote = painting of remaining county vehicles

Mr. Stokes shared that these quotes are prices to paint the remainder of the county vehicles. Questions were asked regarding the activity bus that needs painting. Mr. Berdine, Transportation Director, shared it does in fact need help. He suggested selling Bus # 8003 and the Yellow Bus # 8107 and use these funds to repair and paint the activity bus.

Questions were asked on the status of the new activity bus. Mr. Berdine shared it is scheduled to be ready in November. Questions were asked why we stripe our buses with green paint. Mr. Berdine shared he had no definite answer noting it has always been done this way prior to his tenure.

Upon further discussion, this item was pulled and will wait on more information on the activity bus and funding. This will be brought back to the board at a later time.

7. Voting Delegates Form for NCSBA Annual Conf.

The following will serve as voting delegates for the NCSBA Annual Conference in November:

Nicole McGhee	Trudy Blackwell
Lisa Johnson-Knight	Nicole Smith

8. Public Consulting Group

Mr. Stokes reviewed information regarding Public Consulting Group which will assist with the behavior threat assessment modules (BTAMs) that are conducted at our schools. This will allow staff to enter information electronically as opposed to writing all information manually. Per Mr. Stokes this is a sustainable amount and recommended using Title I (carryover) funds.

Vennie Beggarly moved, seconded by Trudy Blackwell, to approve Public Consulting Group quote in the amount of $21,843.00 for one year. The motion carried unanimously.

Funding Source – Title 1 Carryover Funds

V. SUPERINTENDENT UPDATES

- Mr. Stokes shared that law enforcement will be touring our schools on Wednesday, September 24 to become more familiar with the layout. There will be no interruption to instructional time.
- Needs Based Grant deadline is October 3, 2025 which will assist with upgrades for Oakwood.
- Golden Leaf Grant for East Wing at the high school and PCC looks very promising and will be finding out the status of this soon.
- Department of Transportation has reviewed the situation at Oakwood and school arrival and dismissal times and anticipate input from them soon.

Mel Battle questioned if the information for Infinite Campus stipend was ready. Mr. Stokes shared it is not yet ready.

VI. ATTORNEYS REPORT

None.

VII. BOARD MEMBER COMMENTS

Board members shared information on events they recently attended.

Trudy Blackwell shared she received a call from a parent regarding tutoring. Lengthy discussion took place regarding tutoring and Title 1 funds. Alyson Beavers, Federal Programs Director, shared that programs are in place and principals have been informed of their allotments and some have opted not to have tutoring until after Christmas.

Mr. Stokes shared that information regarding Title 1 funds is planned to be shared with the board at the October meeting. Concerns were shared that schools are hosting Title I nights and felt that the board has not been informed of the school allotments, etc. and parents have been told by some principals that there is no money for tutoring. Alyson Beavers shared this is not the case; however, principals are aware of their allotments and protocols have been put in place for tutors.

Nicole McGhee shared she attended senior night at the high school and the counselors did a great job of sharing opportunities and resources. She also shared the sorority she is involved with will be giving out scholarships again this year and is excited to work with beginning teachers and also help with receiving additional funding.

Joel Lillard shared he was not against the additional teacher at Stoney Creek but wanted to be updated on the funding situation. He also wanted the public to be aware of the

hiring process in which the board receives a name as a recommendation and they are to vote yes or no. He noted the board is not involved in interviews.

Lisa Johnson-Knight shared she recently volunteered at Oakwood.

Vennie Beggarly shared the turf machine used at NL Dillard was awesome and shared how quickly the machine painted the field. She hopes that eventually a grant can be applied for to receive a machine for the high school. She also invited the board to attend the cancer night for volleyball on October 1st and special recognition on September 29th.

Vennie Beggarly questioned if any updates were available regarding the parking status.

Mel Battle concurred that the turf machine was very nice.

VIII. 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. Joel Lillard seconded the motion. The motion carried unanimously.

IX. OPEN SESSION

Joel Lillard made a motion to return to open session. Vennie Beggarly seconded the motion. The motion carried unanimously.

X. PERSONNEL LISTING

Mr. Stokes recommended approval of the revised director salary as presented. Joel Lillard moved, seconded by Vennie Beggarly. The motion carried unanimously.

Caswell County Director Pay Scale - September 2025

Years	Annual Salary Nov. 2023	Annual Salary July 2024
0-10	$65,000	$66,950
11-14	$67,000	$69,010
15-19	$70,000	$72,100
20-24	$75,000	$77,250
25+	$80,000	$82,400

Additional Compensation Note:
Additional amount of $8,000 per year for Executive Directors
Directors receive additional pay for advanced degrees, if applicable

- Advanced Degree = $126.00
- Doctorate Degree = $253.00

Directors receive longevity pay if applicable 10-15 = 1.50% 16-20 = 2.25% 21-25 = 3.25% 25+ = 4.50%

Mr. Stokes recommended approval of personnel listing as presented with omission of Item # 3. Trudy Blackwell moved, seconded by Lisa Johnson-Knight, to approve personnel listing as presented with omission of # 3. The motion carried unanimously.

Mr. Stokes recommended approval of personnel listing Item # 3. Trudy Blackwell moved, seconded by Lisa Johnson-Knight, to approve personnel listing Item # 3 as presented. The motion carried 4-2 with Lillard, Beggarly and Smith voting "No." (Nicole Smith was absent).

Joel Lillard moved, seconded by Lisa Johnson-Knight to approve the additional positions for Stoney Creek and North Elementary which were polled. The motion carried unanimously.

Employment	
Central Office	Shanetta White, Testing & Accountability Coordinator (12 months) Bachelor Teacher Pay Scale – Step 10 Eff. = 10/1/25
NL Dillard Middle	Michelle Underwood, Bus Aid (currently child nutrition) will assist with Bus Aid = Eff. 9/23/25 Scale 54 / Step 0
Stoney Creek Elementary	Hannah May, 2-3 Classroom Teacher = Eff. 9/29/25
Substitutes	
	Glenda Evans, Child Nutrition Sub/Bus Aid = Eff. 9/23/25 (Scale 54/Step 0)
	Jonathan Barnes = Certified Substitute = Eff. 9/15/25 (board was polled)
Title Change	
Central Office	Alyson Beavers, Executive Director of Instruction & Federal Programs

Central Office	Dr. Medina Jones, Executive Director of Instruction & Student Services

Change to Meeting Dates:

Trudy Blackwell moved, seconded by Nicole McGhee, to change the meeting dates of the Board of Education as listed below. The motion carried unanimously.

- October 20, 2025 @ 9:00 a.m.
- November 17, 2025 @ 5:30 p.m.
- December 8, 2025 @ 9:00 a.m.

XI. ADJOURN

Vennie Beggarly moved to adjourn the meeting at 9:40 p.m., Joel Lillard seconded the motion and it carried unanimously. The motion carried unanimously.

The next regular meeting of the Board of Education will be held on October 20, 2025 at 9:00 a.m. in the Caswell County Schools Administration Building.

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Mel O. Battle
Chairman

Lance Stokes
Interim Superintendent