CASWELL COUNTY BOARD OF EDUCATION MINUTES
October 12, 2026

The Caswell County Board of Education met in regular session on Monday, October 12, 2026, at 9:00 a.m. in the Administration Building of Caswell County Schools. Members present: Chairman Mel Battle, Vice Chair Joel Lillard, Vennie Beggarly, Nicole Smith, Dr. Nicole McGhee, Lisa Johnson-Knight, and Trudy Blackwell. Others present include Superintendent Lance Stokes, Brook Underwood, John Berdine, Shannon Moretz, and Board Attorney Jill Wilson with Brookes & Pierce. 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.

I. B. CLOSED SESSION

Mel Battle 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 and to discuss confidential student information protected by NC General Statute 115C.402. Joel Lillard seconded the motion. The motion carried unanimously.

I. C. OPEN SESSION

Joel Lillard made a motion to return to open session. Nicole Smith seconded the motion. The motion carried unanimously.

I. D. INVOCATION/PLEDGE OF ALLEGIENCE

A moment of silence was held followed by the pledge of allegiance.

I. E. APPROVAL OF MINUTES

Vennie Beggarly moved, seconded by Joel Lillard, to approve the minutes of the September 28, 2026 regular meeting and September 28, 2026 work session minutes as presented. The motion carried unanimously.

I. F. APPROVAL OF AGENDA

Joel Lillard moved, seconded by Nicole Smith, to approve the agenda with amendments to include moving New Business, Item, # 4, Exceptional Children Department Stipend Request to closed session, addition of Item # 5, Voting Delegates, Item # 6, Principal Supplement, and Trudy Blackwell asked to add Item # 7, Board Packets. The motion carried unanimously with the changes as stated.

I. G. ANNOUNCEMENTS

Superintendent Lance Stokes gave thanks to the high school on a nice homecoming week. He thanked all of our faculty for all they do daily. A reminder that October 19th is a teacher workday and there will be no school for students. He shared he has visited schools and felt we have a dynamic group of principals. He also noted that the Hall of Fame event held Saturday was very nice.

Mel Battle also shared recognition, on behalf of the Board of Education, to all of our principals in recognition of National Principal Month. Thanks were extended for all the work they do for our school district.

I. H. PUBLIC COMMENTS

None at this time.

II. REPORTS

Brady / Oakwood Construction Update

Kevin Lynn, with Brady, shared a presentation on the current status of the Oakwood construction. He will be at the October 26th meeting with additional information and will need approval for Phase 2. He shared that when preparing for Phase 2, three questions were asked: 1) Is it absolutely necessary, 2) Do we know enough about it to put in place, and 3) Will this have an impact on the schedule. All items included for Phase 2 must meet all three qualifications. Other input shared included the water pressure noting that it depends on the City of Danville and the timing of when the water test is taken. Without knowing it is recommended to have a fire pump. At this time, one-third of the budget is aligning with what is planned. Phase 2 will cost $6,625,000.00. Other discussion took place regarding items that may fall under the safety issues and ADA compliance areas.

The final contract is being reviewed with Tharrington and Smith on behalf of Caswell County Schools and Brady along with their attorney. This information will be shared at the October 26th meeting.

It was questioned if this project will still fall within twelve months as told to the community. Kevin Lynn shared construction will not technically begin until January 2027 and will be twelve-months from that date which will fall into the next school-year.

It was questioned who is reviewing the information for the school system. Mr. Stokes shared he as well as David Useche are receiving the contracts and working with Rod Malone with Tharrington & Smith.

School Improvement Plans

School Improvement Plans for all schools were reviewed.

Title I, II, and IV Reports

Federal Programs Director Alyson Beavers shared updates on Title I, II, and IV budgets.

Title I (Improving Basic Programs PRC 050)
FY27 Allocation: $913,749.00
Carryover: $842,611.83 *(Combined FY25 and FY26)*

Title I Budgeted Items (FY27): *The following amounts are included in the 2026-2027 budget.*

Administrative Costs: $45,577.80
A portion (45%) of the Federal Programs' Director's salary is deducted from Title I funds.

Homeless Students and Youth: $1,000.00
This set aside is required and must total an amount greater than the PPA (per pupil allotment). This amount is budgeted for transportation related expenses.

PreKindergarten Teacher Assistants: $88,133.50
Title I funding is used to provide 50% of the funding for each position at North, Oakwood and South. The cost includes salary and benefits.

Parent and Family Engagement (PFE): $9,137.49
This set aside is required and must total at least 1% of the allotment. These funds are allocated to schools.

Supplies and Software: $364,108.08
These funds are allocated to supplies and software. If unused, these funds will remain as district carryover for the 2027-2028 school year.

Title I Budgeted Items (FY26): *The following amounts are included in the 2025-2026 carryover budget.*

Teachers: $350,553.13

Funding is set aside for the salaries of three additional teachers; two instructional coaches at N.L. Dillard Middle School and one kindergarten teacher at Stoney Creek Elementary. The cost includes salary and benefits.

Teacher Assistants: $124,850.00
Funding is set aside for the salaries of two additional teacher assistants; one kindergarten teacher assistant at South Elementary and Stoney Creek Elementary. The cost includes salary and benefits.

Parent and Family Engagement (PFE): $5,507.10
This set aside is required and must total at least 1% of carryover funds. These funds are maintained at the district level and used to support district-wide parent events and supplement school-level funding for parent events.

Supplies and Software: $31,184.30
These funds are allocated to supplies and software. If unused, these funds will remain as district carryover for the 2027-2028 school year and are required to be encumbered by September 30, 2027.

Title II (Supporting Effective Instruction PRC 103) Reports

FY27 Allocation: $130,984.00
Carryover: $229,959.04 *(Combined FY25 and FY26)*

Title II Budgeted Items (FY27): *The following amounts are included in the 2026-2027 budget.*

Administrative Costs: $36,379.41
A portion (33%) of the Human Resources Director's salary is deducted from Title II funds.

Professional Development: $14,000.00
Funds are budgeted for reimbursement expenses related to travel, lodging and meals for participants attending district-approved professional development. This includes teachers and school-level leadership.

Contracted Services: $24,000.00
Funds are budgeted for contracted services to address the needs of teachers and school-leaders.

Tuition Reimbursement: $9,000.00
Funds are budgeted for tuition reimbursement for current employees seeking additional licensure related to their job and those seeking residency licensure.

Mentor Stipends: $42,800.00

School-level mentors and lead mentors are paid a monthly stipend to provide support for beginning teachers at each school site.

Supplies and Materials: $10,740.57
Funds are budgeted for supplies and materials, which can be used to support the Beginning Teacher Program and teachers.

Title II Budgeted Items (FY26): *The following amounts are included in the 2025-2026 carryover budget.*

Contracted Services: $76,500.00
Funds are budgeted for contracted services to pay for the services provided by ERG, a company approved to provide support for Beginning Teachers in Caswell County.

Professional Development: $10,000.00
Funds are budgeted for reimbursement expenses related to travel, lodging and meals for participants attending district-approved professional development. This includes teachers and district-level leadership.

Tuition Reimbursement: $9,000.00
Funds are budgeted for tuition reimbursement for current employees seeking additional licensure related to their job and those seeking residency licensure.

Bonus Pay: $13,375.00
Funds are set aside to compensate beginning teachers and mentors for participation during required training outside of the school year.

Supplies and Materials: $4,049.85
Funds are budgeted for supplies and materials, which are used to support the recruitment and retention of employees.

<u>Title IV (Student and Academic Enrichment PRC 108) Reports</u>

FY27 Allocation: $69,681.00
Carryover: $93,753.13 *(Combined FY25 and FY26)*

Title IV Budgeted Items (FY27): *The following amounts are included in the 2026-2027 budget.*

Contracted Services: $5,000.00
Funds are set aside for contracted service providers which can be used to provide professional development or training for counselors and nurses.

Supplies: $10,000.00

Funds for grant year seven have been budgeted for supplies and materials. This can include supplies for district level staff such as nurses, counselors and enhancement teachers as well as unique student groups such as EL and AIG.

Software: $31,366.50
Funds for grant year seven have been budgeted for software. This can include software used by district and school level staff such as nurses, counselors and teachers.

Social Worker Salary: $3,076.25
Funding is set aside to cover the cost of one additional month of employment for the district social worker.

Professional Development: $16,000.00
Funds are budgeted for reimbursement expenses related to travel, lodging and meals for participants attending district-approved professional development. This includes counselors and nurses.

Title IV Budgeted Items (FY26): *The following amounts are included in the 2025-2026 carryover budget.*

Social Worker Salary: $56,544.75
Funding is budgeted to pay for an additional social worker for up to six months (December to May). The cost includes salary and benefits.

Supplies: $8,741.88
Remaining funds for grant year six have been budgeted for supplies and materials. This can include supplies for district level staff such as nurses, counselors and enhancement teachers as well as unique student groups such as EL and AIG.

Before and After School Enrollment (as of 10/5/26)

School	Program	Employee's Children	Non-Employee	Total	Day Totals
Oakwood	Before	1	2	3	10
	After	0	7	7	
South	Before	0	9	9	26
	After	1	16	17	
North	Before	3	4	7	22
	After	1	14	15	
Stoney Creek	Before	0	9	9	14
	After	0	5	5	

III. UNFINISHED BUSINESS

Superintendent Goals

Upon review, it was shared that the artifact book is helpful for board members for the 2026/2027 school year.

Goal I: Caswell County Schools will improve academic performance for all students.

Objectives

1. Equip all students with the foundational knowledge and skills needed to transition successfully to the next grade level.
2. Align pathways of study and course offerings with college and career readiness.
3. Use disaggregated data to identify and implement strategies that close student performance gaps.

Measures

- By June 2028, all Caswell County schools will meet or exceed growth as measured by NCDPI's accountability model.
- By June 2028, at least 60% of teachers with an individual EVAAS growth measure will meet or exceed expected growth.
- By June 2028, each school will increase its School Performance Grade score by at least 10 points compared with its prior-year score, based on the official School Performance Grade calculation.
- By the end of each academic year, the percentage of students enrolled in College and Career Promise will increase from __40___% to ___50__%.
- By the end of each academic year, the district will achieve and maintain a four-year graduation rate of at least 90%, with a goal of reaching 93% by 2030.
- By June 2028, the district's average ACT composite score will equal or exceed the North Carolina state average.

Goal II: Caswell County Schools will improve its culture and climate.

Objectives

1. Provide professional development opportunities that support best practices, strategies, policies, and procedures aligned with district priorities.
2. Strengthen procedures for recruiting, supporting, and retaining high-quality personnel.
3. Provide safe and efficient school operations and services for students and staff.

4. Promote and support the physical, social, and emotional well-being of students and staff.

Measures

- By June 2028, the district's teacher turnover rate will be at or below the North Carolina state average.
- By June 2028, at least 80% of participating staff will demonstrate implementation of strategies from the Instructional Framework and Standards for Success professional development, as evidenced by observations, walkthroughs, and surveys.
- By June 2028, 100% of newly hired employees will receive onboarding and mentoring support, and the district will maintain or improve its employee retention rate.
- By June 2028, family participation in school-based workshops, support groups, and volunteer programs will increase by at least 15% compared with the previous academic year.
- By June 2028, the district will maintain a transportation efficiency rating of at least 95%.
- By June 2028, the district's chronic absenteeism rate will decrease by at least 5% compared with the previous academic year.
- By June 2028, 100% of staff will complete customer service training through PublicSchoolWORKS.

Goal III: Caswell County Schools will strengthen and renew community partnerships.

Objectives

1. Increase transparency by conducting stakeholder advisory meetings and sharing meeting outcomes with the community.
2. Establish family, community, and school partnerships that consistently support students' academic success.
3. Collaborate with community stakeholders to develop and strengthen partnerships that promote meaningful relationships.

Measures

- By June 2028, the number of civic engagement partnerships and activities will increase compared with the previous academic year.
- By June 2028, the number of students dually enrolled through the district's homeschool partnership will increase compared with the previous academic year.
- By June 2028, participation in and attendance at school events will increase compared with the previous academic year.

Tow Truck / Fuel Truck Driver

At the last meeting this was discussed and asked to be brought back with additional information. A cost comparison with pricing was shared with the board members. It was shared that it is more beneficial to contract the towing portion out and doesn't negatively impact the budget. As of this year two buses have been towed and one county car.

Transportation Director John Berdine shared he has received pricing from various companies and currently is being charged $350 per tow with Dale's Towing. Upon discussion, it was agreed it is best to have a contract with someone and the bid process should be followed.

Policy # 9030, Facilities Modification

At the last meeting discussion was had regarding changes to the facilities (noting painting murals, walls, etc.) It was shared at that time that any changes to the facilities needed to be brought to the board. At the time of the meeting the policy regarding this was questioned. After the meeting it was confirmed that Policy # 9030, Facilities Modification, meets the guidelines that all school personnel should be following.

IV. NEW BUSINESS

1. Personnel Listing

   Mr. Stokes recommended approval of the personnel listing as presented. Joel Lillard moved, seconded by Nicole Smith, to approve the personnel listing as presented. The motion carried unanimously.

Resignations	
Bartlett Yancey Sr. High School	Chad Aharon, Social Studies Teacher = Eff. 10/6/26
Declined	
Bartlett Yancey Sr. High School	Carl Lennon, EC Teacher
Employment	
South Elementary	Brandy Satriano, Teacher Asst. = Eff. 10/29/16 (Replaces vacant position)
	Melissa Walls, Teacher Asst. = Eff. 10/19/26 (Replaces vacant position)
Substitutes or Bus Drivers	
	Lakesha Murchson = Sub. Bus Driver = Eff. 10/19/26

	Shanisha Smith = Bus Driver = Eff. 10/19/26
	Linda Garrick = Bus Driver = Eff. 10/19/26
	Ronald Ross Crumpton = Bus Driver = Eff. 10/19/26

2. Lead & Learn Instructional Support for NL Dillard Middle School

   Joel Lillard moved, seconded by Trudy Blackwell, to approve the request for Lead and Learn Instructional Support as presented. The motion carried unanimously.

   Funding Source:
   PRC 050 (Title I), School Level Funds (FY27) $12,000
   PRC 105 (ATSI), School Level Funds (FY27) $ 6,900
   Total: $18,900

3. Professional Development = Lance Stokes

   Joel Lillard moved, seconded by Vennie Beggarly, to approve the professional development for Lance Stokes as presented. The motion carried unanimously.

   NCASA Winter Conference (December 2-4, 2026) Greensboro, NC

   Joel Lillard moved, seconded by Trudy Blackwell, to the approve professional development for Lance Stokes as presented. The motion carried unanimously.

   NCSBA Law Conference (October 14-16) Asheville, NC

4. Voting Delgates = NCSBA Annual Conference

   Nicole McGhee, Trudy Blackwell, Lisa Johnson-Knight and Mel Battle will serve as voting delegates with Joel Lillard and Vennie Beggarly serving as alternates.

   Nicole McGhee moved, seconded by Joel Lillard, to approve the delegates as presented. The motion carried unanimously.

5. Principal Supplements

Joel Lillard moved, seconded by Trudy Blackwell, to approve elementary principal supplements in the amount of $3,000 and for all assistant principal supplements in the amount of $1,500. The motion carried unanimously.

Funding Source = Small Schools and to be revisited yearly.

At this time Mel Battle moved, seconded by Joel Lillard, to take a recess for lunch. The motion carried unanimously.

The board meeting reconvened at 1:55 p.m.

6. Board Packets

Trudy Blackwell voiced her concerns with having the board packet printed. Based upon the superintendent update, board members were told they could bring their laptops to the central office and print their packets out.

Trudy Blackwell moved, seconded by Lisa Johnson-Knight, to have the board secretary directed to print hard copy packets for any board member who requests a hard copy and board member will supply paper and notebook to assure zero impact on the direct supply line budget. Lisa Johnson-Knight seconded the motion. The motion failed 3-2 with Battle, Lillard, Smith, and McGhee voting "No." (Vennie Beggarly had left the meeting at the time of the vote and McGhee abstained from voting).

V. DISCUSSION ITEMS

- Attendance Bonus Structure was reviewed by Transportation Director John Berdine. A review of the process and changes were made. It was suggested that a better format be used for selecting the driver of the year.
- ADA Gym Bleachers was discussed. Mr. Stokes shared this was not formally brought to the board; however, there have been concerns discussed. Pricing was shared from a quote in 2025. It was shared that handrails have been questioned and the bleachers do not meet ADA requirements. One suggestion was to paint the first row blue similar to what other school districts do which reserves this for handicap and they have also cut out an opening for wheelchair accessibility. No decision was made at this time but options will be reviewed. It was discussed that lotto funds could be used and also to look at grant opportunities to see if safety concerns would be considered.
- Policy # 5010, Parent Organizations & Other School Support Groups – This policy was asked to be reviewed at the last meeting. Upon suggestions from the NCSBA representative and the board attorney, it was advised not to make any changes. These groups have their own governing structure and if the board changes the policy it presents a problem. Although

booster clubs cannot function without school representation, they should be good stewards of the funding and if at any time the board feels like this is not being done correctly, the board can dissolve a booster club. The policy will remain with the wording it currently has.

- Tiered Bus Routes were discussed and concerns included when originally shared with the board that buses would not be running double routes. Other concerns included phone calls that are being made to parents asking them to come pick up their children due to a bus not running. Upon discussion, it was determined that the message given from the transportation department to be shared is being changed at the school level and a large portion of the message was taken out which has created confusion. The entire message should be sent through the phone system as well as talking points. Other concerns included the time a student is on the bus which was discussed prior to approval of the tired bus routing. John Berdine, Transportation Director, shared that some students are on the bus for an hour and fifty-two minutes (North Elementary). It was questioned, as was shared with the board in the beginning, that no route would be over an hour and ten minutes. Concerns were voiced noting this is a very long time for an elementary student to be on the bus. John Berdine shared currently we have no substitute bus drivers and the EC buses are a priority and due to the Oakwood construction we have routes that are confusing due to the EC student locations.

VI. SUPERINTENDENT UPDATES

- Mr. Stokes shared the traffic study information has been submitted for funding and will possibly know within the month if any of the projects have been approved for funding. The first one that was submitted was for the high school.

VII. ATTORNEYS REPORT

None.

VIII. BOARD MEMBER OBSERVATIONS

- Board members shared visits they had made to schools. It was shared that the Hall of Fame event was very nice.
- Thanks was extended to Vennie Beggarly's church family as they held a nice fundraiser for one of our students.
- A concern was shared regarding students not being allowed to go to the restroom during class change.

IX. CLOSED

Joel Lillard 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. Nicole Smith seconded the motion. The motion carried unanimously.

X. OPEN

Joel Lillard moved, seconded by Nicole Smith, to return to open session. The motion carried unanimously.

Superintendent Lance Stokes recommended approval of EC stipend request as presented. Nicole Smith moved, seconded by Lisa Johnson-Knight. The motion carried unanimously.

EC Stipend for CPI Restraint Training (October 24, 2026)
A one-time $150 stipend will be paid for those attending.

Funding Source: PRC 306

Superintendent Lance Stokes recommended approval of a $1,000 retention bonus, to be split over two pay periods as presented. Nicole Smith moved, seconded by Lisa Johnson-Knight, to approve the retention bonus as presented. The motion carried 6-1 with Beggarly voting "No."

Retention bonus to EC teacher assistants and other staff members (including Rebecca Day and Casie Sellars) who do not receive the low wealth or county supplement. Amount is $1,000 and will be split over two pay periods. The first $500 will be paid with the November 2026 check and the second will be paid with the May 2027 check.

Note: Rebecca Day will receive $2,000 and the distribution dates will be the same.

Retention Bonus will go to the following:

Bridgett Oliver (9-12 Adaptive TA)
Deborah Robertson (9-12 Adaptive TA)
Robin Daniel (6-8 Adaptive TA)
Jessica Kenny (6-8 Adaptive TA)
Priscilla Trumpower (3-5 Adaptive TA)
Garry Willie (3-5 Adaptive TA)
Aliya Ford (1-2 Adaptive TA)
Cameron Arender (1-2 Adaptive TA)
Kim Jones (K Adaptive TA)
Kelly Barber (K Adaptive TA)
Jennifer Hobson (Pre-K Adaptive Behavior)
Brandi Beame (Pre-K Adaptive Behavior)
Malynda Jones (1:1 Adaptive TA)
Chrystyna Edwards (1:1 Health TA)

Tarlisha Lipscomb (1:1 Behavior TA)
Tennille Newman (PRC 29 TA)
Kayla Whitt (PR 29 TA)
Armani Williams (PRC 29 TA)
Lynn Massey (OCS Job Coach)
Laura Wilson (COTA)
Casie Sellars (EC Admin. Asst.)
Rebecca Day (School Psychologist) = $2,000

All funding will be used from PRC 306

XI. COMMUNICATIONS

Discussion was had regarding the school improvement plans and the template used. It was questioned why the goals were not included as in years past. It is difficult to measure outcomes if goals are not included.

Discussion was had regarding the board attorney's services. A letter was received from Books and Pierce indicating they will be ending services with the board effective December 1, 2026.

Discussion was had regarding the November 9th board meeting which is the same day as the NCSBA Annual Conference. A decision will be made at the October 26th meeting on how to proceed.

XII. ADJOURN

Joel Lillard moved to adjourn the meeting at 4:20 p.m. Nicole Smith seconded the motion and it carried unanimously.

The next regular meeting of the Board of Education will be held on October 26, 2026 at 5:30 p.m. in the Caswell County Schools Administration Building.

_____ _____

Mel O. Battle
Chairman

Lance Stokes
Superintendent