

CASWELL COUNTY BOARD OF EDUCATION MINUTES
January 25, 2021

The Caswell County Board of Education met in regular session on Monday, January 25, 2021, at 6:30 p.m. in the Administration Building of Caswell County Schools. Members present: Chairman Wayne Owen, Vice Chair Gladys Garland, Trudy Blackwell, Vennie Beggarly, Donna Hudson, Mel Battle, and Tracy Stanley. Others present include Superintendent Dr. Sandra Carter 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 Vennie Beggarly, to approve the minutes of the January 11, 2021 regular meeting as presented. The motion carried unanimously.

Gladys Garland moved, seconded by Donna Hudson, to approve the work session minutes of the January 20, 2021 meeting as presented. The motion carried unanimously.

I. C. APPROVAL OF AGENDA

Dr. Carter recommended approval of the revised agenda which included the scholarship with the Community Foundation which was tabled from the work session as presented. Mel Battle moved, seconded by Trudy Blackwell, to approve the revised agenda as presented. The motion carried unanimously.

I. D. ANNOUNCEMENTS

Dr. Carter shared that Mr. Garrett, Assistant Principal at NL Dillard Middle School, shared that NL Dillard Middle Schools was selected for the opportunity to participate in PROJECT STEM which is in partnership with the Amazon Future Engineer Program. The focus of the program is to increase access to STEM/Computer Science education. Project STEM allows for Career Connections for students and exposure to a high quality STEM/Computer Science program. Thanks to Mr. Garrett for pursuing and receiving this STEM opportunity for NL Dillard Middle School students.

Congratulations to Sarah Chandler, teacher at Bartlett Yancey Senior High School. All of her veterinary assisting students (4) passed the final exam for their ELANCO Veterinary Medical Applications Certification.

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Governor Cooper announced a \$1.5 Million grant to expand internet access in Caswell County. Dr. Carter thanked Senator Phil Berger and Representative Graig Meyer for their support and noted this will make a huge impact for Caswell County students.

I. E. PUBLIC COMMENTS

Connie Kimrey read aloud the public comments that were submitted (in the order in which they were received).

Rebecca Lee, 2235 Blanch Road, Blanch, NC, 27212

My name is Rebecca Lee, and my child is a third grade student at Oakwood. As I expressed in a previous email to the Board the Hybrid Plan B only offers my child 2 days of teacher instruction versus the 5 days of teacher instruction by Google Meets he currently receives. Additionally, no afterschool program will be offered. And the "choice" for my child to remain total remote is not available unless arbitrarily approved by the Principal; furthermore I have not been given any information on how the total remote instruction for students under the Hybrid plan B will be conducted.

This is not a good trade for the safety of the socially distant and now familiar Plan C. According to the NC Health and Human Services website as of January 22, 2021 Caswell County remains in RED with Critical Community Spread. As recently as Monday January 18 a message was sent to inform us of a positive COVID case in one of our schools and the Board is conducting this meeting via Zoom and not in person, citing concerns of COVID.

I am asking the Board to reconsider moving to Plan B and instead remain on Plan C for the continued safety of students, teachers and their families. At this time, it is the only responsible choice.

Respectfully,
Rebecca Lee

Elin Claggett, Ph.D., 108 Jaye Lane, Providence, NC, 27315

Dear Caswell Co. Board of Education.

The following information is from the American Academy of Pediatrics (AAP) on January 5, 2021 and was initially published in June 2020:

"The AAP has updated its interim guidance on measures schools can take during the COVID-19 pandemic to conduct classes safely in person, which is critical to students' well-being.

"Children absolutely need to return to in-school learning for their healthy development and well-being, and so safety in schools and in the community must be a priority," AAP President Lee Savio

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Beers, M.D., FAAP, said in a news release. "We know that some children are really suffering without the support of in-person classroom experiences or adequate technology at home. We need governments at the state and federal levels to prioritize funding the needed safety accommodations, such as improving ventilation systems and providing personal protective equipment for teachers and staff."

The school guidance, which is available at <https://bit.ly/2BMPtW5>, is one of two guidance documents that were updated today. The other addresses emotional and behavioral health during the pandemic."

CDC further stated "Coronavirus disease (COVID-19) can affect children and young people directly and indirectly. Beyond getting sick, many young people's social, emotional, and mental well-being has been impacted by the pandemic. Trauma faced at this developmental stage can continue to affect them across their lifespan."

You've received \$1,400,000 for COVID spending which comes to approximately \$5600 per student. You have a student teacher ratio of 14:1 and if only half the students report at a time that is a 7:1. If only part of the students return, that ratio decreases further. The superintendent stated "There will be "no option for flash drives" during this time." Why?? You have 1.4 million dollars! You ought to be able to buy USB drives, clean desks, socially distance, hire housekeeping & admin. staff, and have an abundant supply of hand-sanitizers & masks for that amount of funding. CDC classroom guidelines have been available for over 9 months. Not one of you has the expertise of the CDC or the American Academy of Pediatrics. Time to prioritize students and their individual needs for learning.

Amy Myers, 2510 Old NC Hwy 86 N, Yanceyville, NC, 27379

I am a 2006 graduate of Bartlett Yancey, a lifetime resident of a county that I love, and now a mother of two children that should be attending North Elementary School.

One child, Harper Myers, is doing virtual learning and is now in 3rd grade. She is an exceptionally academically gifted child. She is sociable and a kind child who makes friends easily. On paper (report cards, progress reports) this year she has done well but I ask myself has she really? At times through this pandemic she has been emotional, distant, and unmotivated. She is a child who needs routine and she needs her friends and she needs her teachers in person not through a screen. We have tried to make things as stable and consistent as possible but that is hard to do when she is bouncing from daycare, to my mother in laws, to my sister in laws and to our home. This is supposed to be a year where she is evaluated for AG, she should be doing the Spelling Bee, she should be preparing for EOG testing, all of this has been taken from her. We don't have a choice! There should be a choice for working parents who cannot afford private school and wish to remain in and support Caswell County Schools.

My second child was supposed to start kindergarten at North Elementary this year. We had registered him, and he was even placed in a wonderful teacher's class! We were excited and then got

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the news of all virtual learning (when there were very few cases of Covid-19 in Caswell County at the time.) We decided to place Nolan at a private school so that he could have a normal kindergarten experience. Kindergarten teachers have said that 5 year old students cannot learn adequately virtually. He is thriving because of our tough decision to go the private school route for him this year. They have gone every single day since August and have NOT one single case of Covid in their classroom. This is with minimal social distancing and no masks. His teacher is in her 70's and comes to school every day with no fear because she loves her students and wants what is best for them.

Caswell County teachers who are my friends and my family. We VALUE them and need them! I understand their hesitation! I was fearful 10 months ago when I was called back to work as a Dental Hygienist which was rated #1 most dangerous career during the Covid-19 pandemic. I went back to work or I would have lost my job. I see eight different people every day and their spit literally flies in my face. We wear masks, shields, gowns, gloves, we wash our hands, we screen our patients, and we take temperatures. We have had ZERO problems and no Covid! It's time to go back. I will personally volunteer on my days off to help check temperatures, help clean, help insure children are wearing their masks, if that would be helpful for Caswell County Schools.

Every county surrounding us has gone back except Caswell. I fear we are falling even further behind. Take a look at what Dr. Peterson and Person Co schools have done. They have been wildly successful in creating a safe and effective IN PERSON learning environment for their students! They have OPTIONS for online learning as I do believe everyone should have a CHOICE. I am sure they would be willing for Caswell County board members, our superintendent and our principals to come look at their very effective model.

“All schools should aim to have students attend school in person, which is how they learn best. This means working with public health officials to get community spread of the virus under control. And then, when it is possible to re-open a school for in-person learning, layered safety measures can help keep students, teachers, and staff safe.

Why in-person school is best – when it is safe: Schools provide more than just academics to children and adolescents. In addition to reading, writing and math, students learn social and emotional skills, get exercise, and have access to mental health and other support services. For many children and adolescents, schools are safe and stimulating places to be while parents or guardians are working. For many families, schools are where kids get healthy meals, access to the internet, and other vital services. “

<https://healthychildren.org/English/health-issues/conditions/COVID-19/Pages/Return-to-School-During-COVID-19.aspx>

“Children absolutely need to return to in-school learning for their healthy development and well-being, and so safety in schools and in the community must be a priority,” AAP President Lee Savio Beers, M.D., FAAP, said in a news release. “We know that some children are really suffering without the support of in-person classroom experiences or adequate technology at home. We need governments at the state and federal levels to prioritize funding the needed safety accommodations,

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such as improving ventilation systems and providing personal protective equipment for teachers and staff.” - American Academy of Pediatrics

Let’s not let our children suffer anymore! Good families are being forced to leave Caswell County Schools and we do not want to have to be one of them.

Thanks, Amy Myers concerned parent

Katherine Pinkleton (On behalf of Caswell County Association of Educators middle and high school)
635 Rocky Ridge Road, Leasburg, NC, 27291

Why Plan B is a Bad Idea:

The students:

Many parents are visualizing this plan as a return to normal conditions. It is far from that. Students must wear masks all day, except when eating, stay six feet apart from other students and staff, and (except for high schoolers) stay in the same room all day. Lunch will be eaten in the classroom, six feet apart. As you know, many of our students are parented by grandparents and other older adults. We have to consider what will happen if these caregivers, many of whom represent the best (or only) situation for that child, become ill or worse. We know that remote learning leaves many students behind, but this is something we can address and reverse later. Death is not.

The science:

While we may be on the verge of achieving immunity through a vaccine, this will not be available to most staff anytime soon, and is not approved for people younger than 16. When I have asked my students if they planned to get the vaccine when it becomes available, most responded that they would not. Presumably this reflects the view held by adults in the household, the prevailing view being that “it’s not that serious”. But unfortunately, Covid-19 is an illness that can cause long-term and permanent damage to vital organs after recovery, even in young people. And yes, teens are nearly as likely as adults to transmit the virus.

Yesterday, health officials identified the first case of the highly contagious UK variant of Covid-19 in NC. In the UK and in the EU, as this variant has spread, most countries have moved to remote learning, despite having prioritized keeping schools open.

Linsey Marr, a professor at VTI and a top aerosol scientist, said “The new variants are making me think twice about my plan to teach in-person, which would have been with masks and with good ventilation anyway”. How good is the ventilation in our buildings? How likely are students (and adults) to wear masks correctly? How prepared are we with respect to establishing a Covid dashboard, and partnering with our health department to test and do contact tracing? These are recommendations from health professionals.

The Staff:

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Many of us are in the high-risk category due to age or other factors. Teachers are the most giving people I know. But that should not mean that we risk our lives and those of our families when there is another option. While we know it is not perfect, our recommendation is that we remain in plan C. Not one of us--students, parents, staff--is expendable.

Jeffrey Minton (On behalf of Caswell County Association of Educators / Elementary)

(375 Blanch Road, Blanch, NC, 27212)

Elementary Teachers from the Caswell County Association of Educators have concerns about the transition to plan B.

Our first concern is that there will be a loss of instructional time. With students just now returning to school, we will have to spend multiple days going over procedures and expectations in the classroom as well as COVID rules and requirements. For Kindergarten students this will take even more time, since most of them have never been in a classroom setting before, not to mention how so many changes will dampen the love of school for these new learners. The other possible loss of time will be due to COVID exposure and quarantine. When students have to transition back and forth from remote to hybrid, confusion will be caused for students and parents. With the hybrid schedule, students will only gain 16 days of in-person instruction. This and the constant threat of exposure is not worth the extra stress and loss of instruction for the students!

Our second concern is student and staff health issues. At this point, the staff has not been vaccinated and we have not been given a date to be vaccinated. Many staff members or their family members have concerning health issues that put them at a higher risk of complications from COVID. Many students are raised by or currently staying with older family members. Coming back to school increases the risk of taking the virus home to our community. Students of single parent families could then be left without caregivers. Transitioning to hybrid will add stress to students and staff with health concerns and elder caregivers.

Finally, our concern is the Duke study that has been cited as a reason to return to school, has many holes that have been overlooked. To mention a few, it was done voluntarily with contact tracing left up to the local health department and not within the actual school. The COVID numbers were much lower than they are currently and the study used mostly what the schools gave them instead of doing their own study within the school building.

One person getting sick or dying through the spread of COVID at our schools is one too many!

Amanda Minton, 375 Blanch Road, Blanch, NC, 27212

I teach exceptional students (that's students with special needs... however they are "unusually good; outstanding" so I like the term "exceptional" better). I miss my students more than you could ever imagine (seeing them over a computer screen is just not the same as giving them a high five after they succeed at something that they have been trying for years). Also, this remote learning stuff is hard-Screencastify, Bitmoji, GoGuardian, Edpuzzle, Jamboard, Breakout extension, finding just the right

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resource online or creating something from scratch- my brain and my eyes hurt and I HATE IT!!! But, my children are safe!

While COVID is not found to be good for anyone, the research that has been completed on the effects of people with disabilities is very alarming! According to a study from Syracuse, "overall cases of COVID19 in children with intellectual and developmental disabilities were higher in the 0 to 17 age group compared to those without these disabilities" and "children with developmental disabilities who tested positive were over 16 times more likely to die."

(<https://www.syracuse.com/coronavirus/2020/06/covid-19-death-rate-higher-among-developmentally-disabled-syracuse-study-shows.html>). An article from Massachusetts General Hospital's Down Syndrome Program states "People with Down Syndrome... are more at risk for serious complications from COVID-19." Autism Speaks has advocated for "the autism community to be among the first to receive access to this critical protection" (<https://www.autismspeaks.org/advocacy-news/autism-speaks-joins-disability-groups-calling-priority-access-covid-vaccine-people>) because they know that this group will have difficulty if they get the virus. While there is no vaccine approved for our students at this time, there is one approved for the people who work with them - let us get it to reduce the likelihood that we carry the illness to them. There is much more data to prove we are not safe bringing these children back at this time.

In the NC Code of Ethics for teachers, 1A states: The educator should "protect students from conditions... that circumvent learning or are detrimental to the health and safety of students" If my kids come back, can you guarantee that I can keep them safe?

Tammy Myers, 223 Hines Ridge Road, Yanceyville, NC, 27379

Good evening, my name is Tammy Myers and I am the parent of two sixth graders at Dillard. I would like to voice my concerns about the children returning face to face, I do not feel like it is the logical thing to do at this time. I am getting daily calls of personnel testing positive, so why would you want children to return? Science may say that children are less likely in catching the virus, however my girls have the body of an adult. Covid does not check birth certificates and just skip over them. Yes, I understand we have the option of remaining virtual, IF the child is passing certain classes. Not every student can and will adapt to doing well virtually. I think the decision to send children back without even a thought of their health is reckless and not a good look for Caswell County Schools. If schools return on the dates that have been mentioned, I will be pulling my girls out of the school system completely. Thank you for your time.

Vicki Roberson, 193 NC 49 Hwy N, Prospect Hill, NC

I don't think that it should be mandatory for the students to go back during this phase of the pandemic. Our Covid cases have increased since the last evaluation that we received. We receive multiple notices a week that a faculty or staff member has caught Covid. It's not logical to increase the exposure to the children that could possibly bring back to their homes. There are many individuals with older family members on their home as well as sick individuals in the home. Even with the vaccine there has not been any evidence that it works.

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Increasing the number of individuals in small spaces to would not be the best at this time. I will not be putting my child at any additional risk by disrupting a setting that actually has been working in order to rush her back into a school setting. I was on board for the original rotational program but I have another perspective because I process multiple death claims daily that have been due to Covid.

II. UNFINISHED BUSINESS

Policy # 504, Payment of Board Members

Tracy Stanley moved, seconded by Gladys Garland, to remove Policy # 504, Payment of Board Members, from the table. The motion carried unanimously.

There were no comments or discussion regarding changes to Policy # 504. Dr. Carter recommended approval of Policy # 504, Payment of Board Members, as presented. Mel Battle moved, seconded by Donna Hudson, to approve Policy # 504, Payment of Board Members, as presented. The motion carried unanimously.

Any funds not spent by a board member during the school year may be used by another board member with the consent of the majority of the board. Any board member may carry over funds from the previous school year for educational purposes.

Caswell County Schools: School Your Way

Dr. Carter reviewed information regarding the most recent Covid numbers and shared concerns with staffing if school were to return as we currently have 28% that are teleworking due to childcare or health reasons. Results received from parent survey when asked which plan they preferred resulted in a split. Some parents selected returning to school as they fell in the category of poor internet or not being able to continue with a flash drive and did not feel they had another option. Dr. Carter met with the teacher advisory committee and shared input from that meeting and when asking their colleagues, most were in support of Plan C. They felt they had made great strides with the virtual learning and students are in a routine now. They also felt it would allow time for remediation and support if needed.

Dr. Carter shared that the board will need to decide tonight if Plan B will be implemented or continue with current Plan C.

Question was asked if students go to Plan B, how many face to face days will there be. Dr. Carter shared that there is a staggered entry with Plan B; however, February 22 will begin the transition and that would allow approximately 26 days of face to face learning and the board would need to consider that the last days of the school year include testing and remediation, which would reduce the number of days for instruction.

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Discussion took place of what surrounding districts are doing and concerns with the number of employees teleworking.

Dr. Carter shared that this was a most difficult decision and recommendation to make noting that she can see the benefit in both sides. We want our students in school but it is difficult to ignore the data. Accolades were given to our teachers as they have done the best they can with virtual learning.

Dr. Carter recommended continuing with Plan C until the end of the school year. Tracy Stanley moved, seconded by Gladys Garland to approve Plan C until the end of the school year.

Discussion of the motion included that board members have received numerous emails and one that stood out to one board member was from a parent that shared even with Plan B, students will only be in class two days a week and they would rather stay where we are if they cannot go every day.

Another concern from a board member included they were not fully aware if students and parents realize the difference it will be if students return noting the space placements, plexiglass, etc.

Upon no further discussion the motion made by Tracy Stanley, seconded by Gladys Garland to continue with Plan C until the end of the school year was carried unanimously.

Athletics

Dr. Carter shared an athletic plan with the board and noted that the athletic director and coaches have met and provided this framework for athletes if the board approved for athletics to begin. It was shared that the beginning date may need to be moved up to provide time for paperwork, physicals, conditioning and in order to not forfeit scheduled games.

Dr. Carter stressed that if athletics are approved that strict protocols will be made for safety and it would be agreed upon by athletes, coaches and parents. If all guidelines are not followed, the sport will be shut down. At this time, there is no one for the middle school students to play so they will not be included in the decision.

Dr. Carter shared that some may question why the decision to choose athletics over going back to school. She included it is a smaller population, students participate voluntarily, and strict protocols will be in place. Dr. Carter shared she does have reservations; however, she has also heard valid concerns especially from the high school level and felt it is worth giving it a try and if there are any issues it will be shutdown.

Questions were asked if all coaches are willing to coach. Dr. Carter shared that a meeting will be held based on the board's decision. If there are not enough coaches, the sport will not be held.

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Dr. Carter recommended approving athletics for Bartlett Yancey Senior High School following dates and strict guidelines in the athletic framework. If rules are not adhered to, the sport will be shutdown.

Tracy Stanley moved, seconded by Donna Hudson to approve athletics for Bartlett Yancey Senior High School following dates and strict guidelines in the athletic framework. If rules are not adhered to, the sport will be shutdown.

Discussion took place regarding if options would be provided to livestream the games to allow parents to participate. Dr. Carter noted that there would be no gate funds and this assists in paying officials and that some districts have chosen to livestream the games and charge for participation to offset the lack of gate funds. If approved, Dr. Carter will look at avenues to possibly livestream the games and bring options to the board.

Question was also asked if parents will be required to sign off on guidelines for their child for athletics. Dr. Carter shared that if approved, a meeting with coaches will be held and if all agree, a meeting with parents, athletes, and coaches will be held and all will be required to sign off on the guidelines.

Information shared for Dr. Carter to follow up on which included the North Carolina High School Athletic Association was supposed to give money to all schools from an endowment fund. These funds could be used to assist with lack of gate funds.

Another concern shared from a board member included that although the coaches are monitoring the students, they felt it would be appropriate for the coaches to be monitored by the athletic director and other administration to make sure all are following the strict guidelines.

Upon no further discussion, the motion made by Tracy Stanley, seconded by Donna Hudson to approve athletics for Bartlett Yancey Senior High School following dates and strict guidelines in the athletic framework as presented carried 5-2 with Garland and Beggarly voting "No." If rules are not adhered to, the sport will be shutdown.

Calendar Start Dates (Tentative)

Sport	Pre-Season Conditioning & Paperwork	Tryout Start Dates for BYSHS Athletics
Football	February 8	February 11
Golf, Women's Soccer & Softball	February 15	March 1
Baseball, Women's Tennis, Track & Field, Wrestling	March 29	April 12
Cheerleading	February 8	February 11

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Community Foundation – Scholarship Fund

Donna Hudson moved, seconded by Gladys Garland, to remove Community Foundation Scholarship from the table. The motion carried unanimously.

Discussion took place as the item was tabled from the work session held on January 20, 2021. Members shared their thoughts with the option of using the \$50,000 provided from the Caswell County Board of Commissioners with the Community Foundation versus a local scholarship committee. A rubric will need to be created regardless of the decision. Interest rates receive a higher yield with the Community Foundation. Other concerns shared felt that it may be better received if the scholarship stayed locally and possibly the commissioners may continue to offer funding to further advance the amount of the scholarship. Memorials can be made to the scholarship; however, upon reviewing past information on local scholarships, it was shared that no donations have been made except to the James Millner Scholarship and that was from the family. Discussion was also had which shared that the higher yield of interest from the Community Foundation can be used for Bartlett Yancey Senior High School (BYSHS) student scholarships and allow the “seed” money to continue to draw interest. This would allow BYSHS scholarship to continue indefinitely.

Upon no further discussion, Dr. Carter recommended using the \$50,000 with the Community Foundation based on the higher yield of interest and also to continue a legacy for the scholarship for many years down the road.

Gladys Garland moved, seconded by Donna Hudson, to approve using the \$50,000 with the Community Foundation as recommended. The motion carried 4-3 with Battle, Beggarly, and Blackwell voting “No.”

The \$50,000 will be used as seed money with the Community Foundation to establish a scholarship for Caswell County Schools. A rubric will be needed and approved by the board.

III. NEW BUSINESS

1. Resolution

Gladys Garland read aloud the resolution for Patsy Everett. Vennie Beggarly moved, seconded by Trudy Blackwell to approve the resolution as presented for Patsy Everett. The motion carried unanimously.

*Resolution in Memorial and Appreciation
Of the Life of
Patsy Ann Cook Everett*



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WHEREAS, Patsy Ann Cook Everett, was born on June 10, 1957, and resided at 4735 Walters Mill Road, Providence, NC, 27315, at the time of her death on January 8, 2021, and

WHEREAS, Patsy Everett, was a faithful and loving daughter, wife, mother, and friend and her family's welfare was her major and constant concern; and

WHEREAS, Patsy Everett was a lifelong member of Providence Baptist Church and most recently attended Union Church. She was also a faithful and dedicated member of Providence Fire & Rescue Ladies Auxiliary and was officially known as the designated "banana pudding baker."

WHEREAS, Patsy Everett was a faithful and loyal employee of Caswell County Schools with twenty-three years of service. She was employed in the Child Nutrition Department and served meals along with a friendly smile and pleasant demeanor to many students throughout Caswell County Schools. She will be dearly missed and never forgotten by her family and friends and 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 Patsy Everett 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 25th day of January 2021.

Wayne Owen, Chairman

Gladys Garland, Vice Chairman

Mel O. Battle

Vennie Beggarly

Trudy Blackwell

Donna R. Hudson

Tracy P. Stanley

Dr. Sandra Carter, Superintendent

IV. REPORTS

None at this time.

V. SUPERINTENDENT UPDATES

Dr. Carter shared she has spoken with Project Manager Bill Powell who is recovering from health issues and he plans to give an update on February 8, 2021.

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VI. CLOSED SESSION

Tracy Stanley 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. Gladys Garland seconded the motion. The motion carried unanimously.

VII. OPEN SESSION

Donna Hudson made a motion to return to open session. Trudy Blackwell seconded the motion. The motion carried unanimously.

VIII. PERSONNEL LISTING

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

Resignation	
Bartlett Yancey Sr. High School	Kayla Gatewood, 9-12 Math Teacher = Eff. 1/15/21
	Erin Garland, Custodian/Bus Driver = Eff. 1/11/21
	Jeffrey Minton, 9-12 Social Studies Teacher = Eff. 2/15/21
North Elementary	Greta Brown, Bus Driver = Eff. 2/20/21
Transfer	
NL Dillard Middle School	Richard Todd, Bus Driver (from North to NL Dillard)
Employment	
NL Dillard Middle School	Allison Haran, 6-8 Science Teacher = Eff. 1/26/21
North Elementary	Roberta Heneks, Substitute Bus Driver = Eff. TBD

Families First Coronavirus Relief Act (FFCRA) Leave Extension

Dr. Carter recommended continuing with the FFCRA and extending it until March 31 with the current guidelines. Employees will need to reapply and provide appropriate paperwork.

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Vennie Beggarly moved, seconded by Trudy Blackwell, to approve continuing with the FFCRA and extending it until March 31 with the current guidelines. Employees will need to reapply and provide appropriate paperwork.

If the leave ends, employees can choose to use the contagious disease leave and provide appropriate documentation if applicable.

IX. COMMUNICATIONS

None at this time.

X. BOARD MEMBER OBSERVATIONS

- A board member shared they realized our teachers are overworked and putting in a lot of time with the virtual learning. They wanted to make certain that they are receiving the planning time for paperwork, parent calls, retention letters, etc. and if there are any staff that can assist with this that they are being used to help with phone calls, etc.
- It was shared that teachers need to be recognized for all they are doing; however, our entire staff has stepped up and all are doing a wonderful job and hoped we could do something to recognize them.
- Question was asked regarding testing and the end of course tests. Dr. Carter shared strict guidelines are being followed and only so many students are brought in at a time. The testing schedule went out before the holidays.
- Question was asked regarding high school graduation. Dr. Carter shared the numbers would need to be reviewed at that time. We would love to have it in person; however, at this time a virtual graduation would need to be planned in the event it is needed.
- Question was asked on input regarding senior pictures. Dr. Carter shared she thought that has been cancelled but will confirm.
- Options for master board training were shared with the board for their input. Top five selections were asked to be submitted.

XI. ADJOURN

Vennie Beggarly made a motion to adjourn the meeting at 9:15 p.m., Gladys Garland seconded the motion and it carried unanimously. The next regular meeting of the Board of Education will be held on February 8, 2021 at 9:00 a.m. in the Caswell County Schools Administration Building.

Wayne Owen
Chairman

Dr. Sandra Carter
Superintendent