

CASWELL COUNTY BOARD OF EDUCATION MINUTES

March 8, 2021

The Caswell County Board of Education met in regular session on Monday, March 8, 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, Donna Hudson, Tracy Stanley, Mel Battle and Vennie Beggarly. 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 joint meeting with the Caswell County Board of Commissioners on February 22, 2021 and the February 22, 2021 regular meeting as presented. The motion carried unanimously.

I. C. APPROVAL OF AGENDA

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

I. D. ANNOUNCEMENTS

Dr. Carter shared that students were welcomed back for those that chose in person learning. Appreciation was given to all staff for all the work that has gone into the return of students and noted that things are going very smoothly. Everyone seems excited to be back and have students in the classroom. Dr. Carter also noted that Caswell is no longer a "red" county for Covid and shared this was also a positive as we move forward with staggered entry.

Dr. Carter shared that Mr. Tyrrell is working on a Covid dashboard that will be on the district website and will list updates each Friday.

I. E. PUBLIC COMMENTS

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

Dr. Elin Claggett, 108 Jaye Lane, Providence, NC, 27315

Dear Board of Education,

According to Ms. Chandler, CFO, your local funds are your general funds. Unrestricted funds function as your savings account and may be appropriated to your local/general fund, such as

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\$112,000 for Holiday Bonuses. In 2018-2019, this transfer of funds was done to finance teachers' supplements for \$300,000.

On February 24, 2021, I asked Ms. Chandler, ".....can the same be done for a teachers' supplement this year, moving funds from unrestrictive funds to general funds for appropriation if the Board of Education approved?" If teachers' supplements are a high priority for this board, you can certainly use some of your \$2,468,556 (June 2020) in your unrestricted account funds rather than County dollars which may increase local tax rates for citizens. Our tax rates are already higher than surrounding counties and taxes are set to increase to pay for BYHS.

I also inquired about teachers' pay raises. According to Ms. Chandler "The State did not give an increase to the pay scale this past year, they only gave a step increase for years of service." In 2019-2020, step raises that were based on experience were \$1,000/yr. for those with up to 15 years teaching experience with additional raises for those up to 25 years' experience. Average salary for teacher with Bachelor's Degree is \$50,000 so \$1,000 equates to a 2% raise. A Small County Signing Bonus of \$2,000 in 2019-2020 was allocated by the State for teachers accepting employment. Last Fall, a bill was passed that paid a \$350 bonus for teachers and instructional support who were employed on October 1, 2020.

According to Public Schools First NC, in 2018, \$11.8 million is allocated to fund salary increases for teachers. The average teacher raise was 6.5%. On February 24, I asked Ms. Chandler "Did Caswell teachers receive these raises plus teachers' supplements in 2018?" In August, 2019, NC State approved employee 2.5% salary increases for each of the next two years for most state employees. I inquired "Did state employees (including teachers) get this 2.5% in 2019?" This request for public information was subsequently forwarded to Ms. Carter who replied "We will respond as soon as possible." To date, March 6, 2021, I have received no answers.

Remember the lies of omission and commission over the past couple months to include presentation that 100% of North Elementary teachers did not want in-person classes, when only 13 teachers responded to the survey. Remember when you were told concerns about not enough substitutes or safety only be told the following meeting there were plenty of substitutes & a list of safety measures were reviewed. Remember the recommendation to resume sports at BYHS but questioned if having children in classroom was worth it. Remember when lack of teachers' supplements was given as a reason for resignations. From July through October 2019, 37 teachers and staff resigned or retired. During that same period in 2020, 21 teachers and staff resigned or retired and this has continued monthly. Resignations are not about COVID or supplements, it's about poor leadership. How long will this continue?

III. UNFINISHED BUSINESS

Master Board Training

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Dates were shared for the board to consider. It was agreed that May 4, 2021 at 8:30 a.m. would be the date for the first session (Building our Team) in the Master Board Training.

IV. NEW BUSINESS

1. Consent Agenda

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

Thanks were extended to Finance Director Amy Chandler on the work she and her office does.

Request for Transfer = 2021/2022

Poole, Emily	Caswell	to	Person (K)
Poole, Allyson	Caswell	to	Person (3 rd)
Braxton, Randall	Oakwood	to	North (1 st)

2020-2021

Ricchiuto, Jameson	South	to	Oakwood (PreK)
Ricchiuto, Alina	South	to	Oakwood (2 nd)

Budget Amendments #11

CASWELL COUNTY SCHOOLS								BUDGET AMENDMENT # 11		
Caswell County Board of Education made the following resolution:										
Be it resolved that the following amendments be made to the										
Budget Resolution for the fiscal year ending June 30, 2021.										
#	Account Code							Description	Debit	Credit
1	1	3100	000	000	000	000	00	Allocations from State Public School Fund	11,963.00	
	1	5100	000	000	000	000	00	Regular Instruction Services		11,963.00
									11,963.00	11,963.00
Justification(s):										
1	Allotment Revisions #45 -NCVPS True Up (Decrease in Revenue).									
Funding Source: State										
Total appropriation in current budget:										\$ 19,233,556
Amount of increase/(decrease) of amendment:										(\$ 11,963)
Total appropriation in amended budget:										\$ 19,221,593

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Budget Amendment # 12

CASWELL COUNTY SCHOOLS								BUDGET AMENDMENT # 12		
Caswell County Board of Education made the following resolution:										
Be it resolved that the following amendments be made to the										
Budget Resolution for the fiscal year ending June 30, 2021.										
#	Account Code							Description	Debit	Credit
1	4	3200	000	000	000	000	00	Bus Lease Revenue		188,968.00
	4	6500	000	000	000	000	00	Operational Support Services	188,968.00	
									188,968.00	188,968.00
Justification(s):										
1	Allotment Revisions #19, 29, & 45 - Annual Bus Installment Payments.									
Funding Source: Capital Outlay										
Total appropriation in current budget:										\$ 28,256,932
Amount of increase/(decrease) of amendment:										\$ 188,968
Total appropriation in amended budget:										\$ 28,445,900

2. Professional Cleaning Services

Dr. Carter recommended approval of professional cleaning with Red Coats, Inc. The board had been polled previously and information was shared. An updated quote from Red Coats, Inc. was reviewed.

Donna Hudson moved, seconded by Gladys Garland, to approve Red Coats, Inc. for professional cleaning services as presented.

Question was asked regarding liability and if wording needed to be included in the contract. Dr. Carter shared that Mr. Tyrrell has sent the agreement to the board attorney for review and also shared with the maintenance director to confirm the chemicals align with our current chemical cleaning supplies. Dr. Carter shared this will add an additional layer of cleaning to provide a safe environment in our schools.

Question was asked if approval is given today will the cleaning begin on Wednesday. Mr. Tyrrell shared that it may take a week or two weeks for the company to begin as they were awaiting board approval and an added machine will need to be ordered.

Question was asked who would need to let the company in and if someone from our staff would need to be onsite. Dr. Carter shared that the schools have the keyless entry as well as security cameras and can be viewed on the computer. She did not recommend having someone from staff to be present while the company is spraying. Mr. Tyrrell shared they will review blueprints of the schools as well as conduct a walk-thru. At this time it is not a long term agreement and will be re-evaluated as we move forward. We are using this as an additional layer of safety.

The cleaning days are planned for Wednesday and Friday and payment will be used from the CARES Act. Additional cleaning may be needed for summer programs.

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Per Board Attorney Ron Bradsher changes will need to be made to the contract.

The motion made by Donna Hudson, seconded by Gladys Garland, to approve Red Coats, Inc. for professional cleaning subject to modifications recommended by board attorney to contract agreement was approved unanimously.

Red Coats, 3717 National Drive, Suite 217, Raleigh, NC 27612

Disinfecting = \$1,750 each

Red Coats proposes total spray down of all area using electrostatic sprayers. Total of 6 schools and 475,676 square feet. Red Coats to provide all labor, chemical verified by the CDC with 45 second kill claim including SARS/COVID 19, and proper electrostatic sprayers, bottles, wipers, and equipment to spray on all surfaces including: Doorknobs, Handrails, Desks, Light Switches, Restrooms and including any other touchpoint surfaces necessary.

Includes cost of Bioesque Food prep disinfectant for all desks and food safety surfaces. All labor and materials included.

All 6 schools cleaned once at \$1,750 for a total of \$3,500 to clean all 6 schools 2 times per week.

V. REPORTS

None at this time.

VI. SUPERINTENDENT UPDATES

Dr. Carter shared that a construction walk-thru at Bartlett Yancey Senior High School is scheduled for Tuesday and Wednesday. Reminder to board members to wear their hard hats.

VII. CLOSED SESSION

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

VIII. OPEN SESSION

Vennie Beggarly made a motion to return to open session. Gladys Garland seconded the motion. The motion carried unanimously.

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IX. PERSONNEL LISTING

Dr. Carter recommended approval of the personnel listing and to include contracted services with Eland Benton for TIMS/Transportation as presented. Tracy Stanley moved, seconded by Gladys Garland to approve the personnel listing as presented. The motion carried unanimously.

Dr. Carter recommended approval of assistant principal position at Bartlett Yancey Senior High School (BYSHS) be changed from 10-months to 11-months. Mel Battle moved, seconded by Donna Hudson, to approve assistant principal, Syeda Smith-Williams, at BYSHS be changed from 10-months employment to 11-months of employment. The motion carried unanimously.

Dr. Carter recommended allowing an exception to the teleworking rule for employees based on the district need to close down a class or hallway due to Covid to allow instruction to continue. Dr. Carter stressed that “no teleworking” still applies. However, if the district needs to close a classroom, hallway, or school that would be the exception so that teachers and students can continue to teach and learn.

Donna Hudson moved, seconded by Trudy Blackwell, to allow teleworking for employees based on the district need to close down a class or hallway, or school due to Covid to allow instruction to continue. The motion carried unanimously.

Resignation	
NL Dillard Middle School	Lea Chambers, Bus Driver = Eff. 2/16/21
Substitutes	
	Rita Best, (BYSHS) = Eff. 3/9/21
Child Nutrition	Jo Ann Williams, Child Nutrition Sub. = Eff = 3/1/21
Contracted Services	
	Elands Benton, Transportation Dept./TIMS = Eff. 3/10/21

X. COMMUNICATIONS

- A revised agreement with the Community Foundation was shared with the board.
- April 12th board meeting will fall the week after spring break for employees. It was agreed to have directors give an update of their departments at that meeting. This will be the only item on the agenda. Principals will share information at the April 26th meeting and possibly split up for the next two meetings.
- A budget work session was planned for March 15th to prioritize items to present to the county commissioners.

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Trudy Blackwell moved, seconded by Donna Hudson, to approve a budget work session on March 15, 2021 at 2:00 p.m.

It was shared that information would be sent to the board for review prior to the meeting.

The motion carried 6-1 with Stanley voting "No."

XI. BOARD MEMBER OBSERVATIONS

- Question was asked if the board voted to purchase workbooks at the beginning of school. Dr. Carter shared that chromebooks are being used and it was discussed that the workbooks would be looked into if needed.
- Question was asked what the number of virtual students versus in-person was. Dr. Carter shared that Mr. Buchanan was gathering that information and a few errors were in the report based on coding. She will send that number out to the board once she has an updated copy.
- Question was asked how the return to school was going. Dr. Carter shared it has been a very smooth transition and the atmosphere was upbeat. The timing was a good transition with the Covid numbers going down as well as vaccine opportunities for staff. Everything fell into place.
- Question was asked how many staff took the vaccine. Dr. Carter shared she thought the number was 170 but would confirm; however, that does not include staff that may have already taken the vaccine elsewhere.
- Question was asked if we have another vaccine date planned for employees. Dr. Carter shared the second dose of the vaccine is scheduled. If employees did not opt to participate in the first date they can put their name on the list at the health department.
- Question was asked if there is a school nurse at each school. Dr. Carter confirmed and noted that they have assisted with the vaccination clinics for the county.
- Question was asked if we have a social worker at each school. Dr. Carter shared that we do not and we are in need of a second social worker.
- Question was asked if we are on track with the high school construction. Dr. Carter shared that we are; however, with the amount of rain we have had, Project Manager Bill Powell shared concerns that any additional weather could push things back. A meeting has been planned for this week to discuss scheduling plans.

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- Statement was made regarding high school athletics and noted that once a plan has been put into place to please share a copy with the board and to make it available to the public as well as to visiting athletic teams regarding fan participation. Dr. Carter shared that protocols are being put into place and the high school principal is looking into an online ticket process to avoid money being exchanged. The protocols set in place will be open to all sports once confirmed. A concern was voiced regarding having a recruiting scout to be allowed into the games. Dr. Carter shared that if the opportunity occurs, the recruiter should go through the coach and the athletic director and should not be a problem.
- Question was asked regarding high school graduation. Dr. Carter shared that the high school principal is looking at input for now and will go forward based on CDC guidelines as well.

XII. ADJOURN

Gladys Garland made a motion to adjourn the meeting at 11:55 a.m., Vennie Beggarly seconded the motion and it carried unanimously. The next regular meeting of the Board of Education will be held on March 22, 2021 at 6:30 p.m. in the Caswell County Schools Administration Building.

Wayne Owen
Chairman

Dr. Sandra Carter
Superintendent