

CASWELL COUNTY BOARD OF EDUCATION MINUTES

October 25, 2021

The Caswell County Board of Education met in regular session on Monday, October 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, Mel Battle, Vennie Beggarly, Tracy Stanley, and Donna Hudson. Others present included Superintendent Dr. Sandra Carter, Andrew Tyrrell, Melissa Hassard, Sonia Granado, Tia Foster, Lillie Small, Paula Diggs, Janet Gwynn, Rickie Gwynn, Trenton Gwynn, Lori McLaughlin, Brenda Dozier, Katherine Pinkleton, Brian Bradner, Carol Boaz, and Board Attorney Ron Bradsher. Connie Kimrey recorded the minutes. Meeting was livestreamed via Zoom. Franchesca Gantt and Terri Gullick participated virtually. (*others may have been in attendance, but did not sign in.*)

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 Tracy Stanley, to approve the minutes of the October 11, 2021 regular meeting as presented. The motion carried unanimously.

I. C. APPROVAL OF AGENDA

Dr. Carter recommended approval of agenda as presented with addition of New Business, Item # 2, Revised School Calendar. Vennie Beggarly moved, seconded by Donna Hudson, to approve the revised agenda as presented with addition of revised school calendar. The motion carried unanimously.

I. D. ANNOUNCEMENTS

Dr. Carter congratulated the Bartlett Yancey Sr. High School Volleyball team on their accomplishments and shared they are currently in the second round of the state playoffs.

Dr. Carter shared congratulations to recent grant recipients. Those include:

- MarciPiotrowski, AIG Coordinator = NC Science Olympiad Science Olympiad kit (\$250)

Piedmont Electric Bright Ideas Grant Recipients:

- Amanda Haney, Oakwood Elementary = \$1000 (The Power of Biographies)
- Brittini Macedo, Stoney Creek (Art Teacher) = \$1,991.95 (My Smartest Artist)
- Mauriah Smith, North Elementary (Media) = \$2,000 (Creative Coders)
- Katie Louhoff, North Elementary (Counselor) = \$2,000 (Storytelling for the Win)
- Kellie Smith, North Elementary (Instr. Coach) = \$1,373.75 (Popping with Excitement)
- Julia Fair, North Elementary (Music) = \$2,000 (Handy Handbells)
- Ryan Moretz, North Elementary (PE) = \$1,5000 (Everyone Gets a Heartrate Monitor)
- Carla Murray, North Elementary (Principal) = \$1,000 (Diversity for All)

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Dr. Carter shared thanks to the staff members for their diligence in looking for opportunities for our students which will provide assistance to our students through these grant receipts.

Dr. Carter shared that students entered the new building at the high school today and although you could not see expressions on their face due to masks, the excitement was seen through their eyes. Everyone seemed excited to move into the new facility. As a reminder, an Open House is scheduled for November 7th, 2021 from 2:30 to 4:30 p.m. with small group tours. A planning meeting will be held tomorrow to finalize the talking points for the tours. Although Phase 1 is not completely finished, remaining two phases are underway.

I. E. PUBLIC COMMENTS

Sonia Granado, 64 Burchells Park Drive, Ridgeway, VA 24148

Ms. Granado shared she is a 7th grade teacher at NL Dillard Middle School and wanted to share thoughts, concerns, and possible solutions from the Caswell County Association of Educators (CCAIE). She thanked her co-workers for completing the survey that was shared. All teachers are here to care for their students and community and have experienced trials this past year and a half. We all look for the best way to provide education to our students and continue to fight through the trials. She shared that many things need to be addressed and impressed upon which includes never having enough substitute teachers, the lack of bus drivers which requires teachers to compensate for planning time which have created massive obstacles and effects the daily operation of the school day.

At one time there were always enough substitutes that you could rely on and now there are not currently enough and it is almost a "competition" among the staff to secure a substitute. There are not enough teachers in the building and it makes it difficult to monitor students. Due to this, guidance and support staff are being pulled to fill the vacant spots. One thought was to install a daily substitute. Other concerns shared included how early the students are getting on the bus (due to no drivers) and missing first period classes at the middle and high school. She shared that one bus arrived today at 10:45 a.m. and also shared that students are sitting in the cafeteria in the evenings until 5:00 and 6:00 p.m. This has created staff to stay late as well and fortunately at the middle school they have taken the initiative to rearrange schedules for these students who are missing their classes due to arriving late. Although this is not a solution to the problem, it has assisted with the students who were missing their first period classes. We are aware that the Board of Education has taken steps to entice bus drivers with the recent pay increase and we are all hopeful this will help. However, the increase is not enough and felt the increase should be for all hourly employees. She reemphasized the fact that teachers cannot find substitutes and they are losing their planning periods, which means teachers are taking their work home and some have indicated they are up late and losing family time. She suggested that all teachers who are using their planning periods should be compensated and noted that we are losing good quality teachers.

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Katherine Pinkleton, 635 Rocky Ridge Road, Leasburg, NC, 27291

Ms. Pinkleton shared that she is here tonight because I am scared. She has noticed something that she has never seen happening at the present level, especially this early in the school year. Teachers and other staff are stressed. "We are just stretched thin" is what she keeps hearing and the constant ratcheting up of duties and responsibilities assigned to teachers has made a bad situation worse. Staff have been asked to cover more responsibilities than ever before. They are arriving early, staying late, skipping lunch, losing planning periods, and most commonly, covering for staff. As feared last year, we do not have enough substitutes to stand in for staff. This means that teachers, assistants and other staff are pulled around to cover classes. Middle and high school teachers are losing their planning, sometimes at the last minute, to cover classes that substitutes would normally be paid to cover. In this year, when students return to us having missed an entire year of in-person instruction, it is challenging to provide them with what they need when we are pulled in so many directions. When teacher time is infringed upon, the students suffer. Administrators are taking the brunt of both parent and teacher complaints as they try to keep everyone safe by enforcing protocols and assigning duties. Students are confused by the fluctuating schedules and coverage at a time when they really crave stability and consistency.

She shared she has had teachers and staff she hardly knows come up to her and say things like "I was working until 11:30 last night to get everything done," "I don't know how much longer I can keep doing this," "I am exhausted and scared," and worst of all, "I am looking for another job." The Caswell County Association of Educators (CCAЕ) surveyed staff to ask what things they felt were most important and would contribute to the likelihood that they would stay out the year and hopefully return. These are the things that staff most wanted support for:

- More boots on the ground: the shortage of staff to supervise students is dire. In addition to feeling overwhelmed by extra duties, many staff expressed concerns about student safety due to inadequate supervision.
- Protection of time: We need our time protected so we can effectively provide our students with access to quality instruction and the extra support they need in this post-Covid year.
- Shortage of bus drivers and other classified staff: teachers report that they have students who miss first period every day due to late buses or are not arriving home until late.
- Feeling that we are on the front lines in this dangerous year and that we would like for this to be acknowledged and for staff to be paid fairly for extra duties.
- This is a crisis. We know that we are already understaffed and actively looking for ways to recruit and retain teachers, including paying a supplement (thank you!). We cannot afford to lose any more staff. This is why we felt it was important to bring this to your attention as soon as possible.

We propose some solutions based on the survey results, to help alleviate staff stress and hopefully protect and keep the staff we have:

- Substitutes: we need to hire long-term dedicated subs for each of our schools. These substitutes could provide coverage for classes that are currently being staffed by other teachers and staff. In addition, we should increase the daily rate for subs. In the even that a teacher has

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to give up planning to cover a class, that teacher should receive compensation equivalent to substitute pay. This system is already in place in Orange County and Durham County Schools and would provide an incentive for staff who can afford to give up some of their time. Staff should also receive aftercare pay when they stay late to supervise students.

- We need more staff. Hire more personnel to cover supervisory duties that do not require a licensed teacher. We should give preference to our current classified part-time employees (such as bus drivers) who would like to work more hours, but for more pay. In order to attract employees for these positions, we are asking for all of classified staff to earn a living wage.
- Protection of teacher time: during this year, when there are so many demands on our time, and when our students' needs are so vital, we ask that staff Professional Development (PD) be kept to a minimum, and that we are required to do only state-mandated PD. We also would like to return to one protected work day per 9 week grading period.
- Teachers are not just leaving our school district, they are leaving the profession. We need an immediate, substantial retention bonus for all CCAE employees.

Question for clarification was asked regarding who received the surveys. Ms. Pinkleton responded that they went out to everyone but did not receive as much input from elementary as the middle and high school. It was also shared from the board that a retention bonus will be given out this month.

Brian Bradner, 1941 Blanch Road, Blanch, NC 27212

Mr. Bradner expressed that today was a monumental day and wanted to briefly talk to the board on a personal and professional level. He offered his thanks as someone who grew up in Caswell County, continues to live in Caswell and attended school in the county. It was an honor to be a part of the process when Dewberry & Davis was asked to do the facility study for the high school. He shared how much has been accomplished in such a short amount of time noting that the Board of Education approached the Board of Commissioners with the vision for the new high school, which was then shared with the public and later added as a bond referendum on the voting ballot. A grant was applied for and received in October and the voters overwhelmingly voted to move forward with the bond for the high school. Other creative ideas were included during the process which eliminated the need for mobile units, was the temporary classroom building. The end result will be field house but was used for student classrooms during construction. Bids were received under budget and awarded to CT Wilson Construction and today students occupied the building for the very first time and noted that his son was one of them and shared he was excited. Mr. Bradner thanked the Board of Education for their vision and thanks to Dr. Sandra Carter for allowing him to be a part of this.

II. UNFINISHED BUSINESS

Dr. Carter recommended approval to remove the following policies from the table:

- Policy 1710/4020/7230 - Discrimination & Harassment Prohibited by Federal Law
- Policy # 1720/4030/7235 - Title IX Nondiscrimination on the Basis of Sex
- Policy # 1725/4035/7236 - Title IX Sexual Harassment - Prohibited Conduct & Reporting Process

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- Policy # 1726/4036/7237 – Title IX Sexual Harassment Grievance Process
- Policy # 1730/4022/7231 – Nondiscrimination on the Basis of Disabilities
- Policy # 1750/7220 – Grievance Procedure for Employees

Gladys Garland moved, seconded by Donna Hudson, to remove policies (as listed above) from the table. The motion carried unanimously.

Dr. Carter recommended approval of the following policies:

- Policy 1710/4020/7230 – Discrimination & Harassment Prohibited by Federal Law
- Policy # 1720/4030/7235 – Title IX Nondiscrimination on the Basis of Sex
- Policy # 1725/4035/7236 – Title IX Sexual Harassment – Prohibited Conduct & Reporting Process
- Policy # 1726/4036/7237 – Title IX Sexual Harassment Grievance Process
- Policy # 1730/4022/7231 – Nondiscrimination on the Basis of Disabilities
- Policy # 1750/7220 – Grievance Procedure for Employees

Tracy Stanley moved, seconded by Vennie Beggarly to approve the following policies:

- Policy 1710/4020/7230 – Discrimination & Harassment Prohibited by Federal Law
- Policy # 1720/4030/7235 – Title IX Nondiscrimination on the Basis of Sex
- Policy # 1725/4035/7236 – Title IX Sexual Harassment – Prohibited Conduct & Reporting Process
- Policy # 1726/4036/7237 – Title IX Sexual Harassment Grievance Process
- Policy # 1730/4022/7231 – Nondiscrimination on the Basis of Disabilities
- Policy # 1750/7220 – Grievance Procedure for Employees

The motion carried unanimously.

(Updated board policies will be posted on the district website.)

Dr. Carter recommended rescinding the policies listed below due to their amendment and alignment with NCSBA.

- ❖ Policy 111, Nondiscrimination on the Basis of Disabilities
- ❖ Policy # 452, Prohibition Against Discrimination, Harassment & Bullying
- ❖ Policy # 454, Title IX Nondiscrimination on the Basis of Sex
- ❖ Policy # 454-A, Title IX Sexual Harassment – Prohibited Conduct & Reporting Process
- ❖ Policy # 454-B, Title IX Sexual Harassment Grievance Process
- ❖ Policy # 725, Staff Complaints

Tracy Stanley moved, seconded by Donna Hudson, to rescind the policies as recommended below due to their amendment and alignment with NCSBA. The motion carried unanimously.

Rescind

- ❖ Policy # 111, Nondiscrimination on the Basis of Disabilities

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- ❖ Policy # 452, Prohibition Against Discrimination, Harassment & Bullying
- ❖ Policy # 454, Title IX Nondiscrimination on the Basis of Sex
- ❖ Policy # 454-A, Title IX Sexual Harassment - Prohibited Conduct & Reporting Process
- ❖ Policy # 454-B, Title IX Sexual Harassment Grievance Process
- ❖ Policy # 725, Staff Complaints

III. NEW BUSINESS

1. School Improvement Plans - Stoney Creek Elementary

Elementary Curriculum Director Carol Boaz shared an overview of the NC STAR School Improvement Plans and information that North Carolina Department of Public Instruction provides.

Principal Terri Gullick joined virtually and reviewed the School Improvement Plan for Stoney Creek Elementary.

Principal Franchesca Gantt joined virtually and reviewed the School Improvement Plan for NL Dillard Middle School.

Both plans will be posted on the website for review. Approval will follow the guidelines as directed.

2. 2021-2022 School Calendar - Revision

Dr. Carter shared a copy of a draft revised calendar to include November 12, 2021 as a Staff Remote Workday and a non-instructional day for students. The past year and a half has taken a toll on students and staff and this would allow our staff to have a day to catch up on work, grading, etc. or use it for professional development of their choice. Dr. Carter noted that other counties are doing this and felt this would be appreciative from our staff.

Dr. Carter recommended approval of the revised calendar as presented. Mel Battle moved, seconded by Donna Hudson.

It was shared to clarify that if staff participated in professional development it would be something they chose and not directed from their supervisor.

Upon no further comments, the motion to revise the 2021-2022 school calendar as presented passed unanimously.

Dr. Carter thanked the Board of Education for their support and for the unanimous vote. She shared that the staff is very appreciative of all the board has done noting bonuses, allowing Child Nutrition employees to take up to five (5) annual leave days, increase to bus driver and bus aid pay. Dr. Carter also shared that Child Nutrition Director Kim Mims is looking into ESSER grant

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IV. SUPERINTENDENT UPDATES

- Community Tour of Bartlett Yancey Sr. High School (Phase 1) is scheduled for November 7th, 2021. A meeting is planned for tomorrow to discuss “talking points.” Dr. Carter shared inquiries have been made regarding the safety features the high school has.
- Auditor will be at the November 8th board meeting. Dr. Carter shared that there were no findings.
- Census data will need to be reviewed. Dr. Carter plans to meet with Jesse Daye regarding the district lines and the board will need to meet to decide if any changes needs to be made based on the percentages. The board agreed to meet on November 5th at 9:00 a.m. for a special called meeting as this information is due mid-November.

V. REPORTS

None at this time.

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

VII. OPEN SESSION

Donna Hudson made a motion to return to open session. Vennie Beggarly seconded the motion. The motion carried unanimously.

VIII. PERSONNEL LISTING

Dr. Carter recommended approval of the personnel listing as presented. Donna Hudson made a motion, seconded by Vennie Beggarly to approve the personnel listing as presented. The motion carried unanimously.

Resignation	
Bartlett Yancey Sr. High School	Danielle Flores, Math Instructional Coach - Eff. Nov. 17, 2021
Retirement	
NL Dillard Middle School	Kim Meadows, 6-8 English Language Arts Teacher = Eff. Jan. 1, 2022
Employment	
Bartlett Yancey Sr. High School	Anna Foster, Science Teacher = Eff. TBD

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XI. COMMUNICATIONS

- Fall Law Conference = October 13-15, 2021 @ Asheville
- NCSBA Annual Conference = Nov. 11-12, 2021 @ Greensboro

X. BOARD MEMBER OBSERVATIONS

None at this time.

XI. ADJOURN

Gladys Garland made a motion to adjourn the meeting at 10:35 p.m., Vennie Beggarly seconded the motion and it carried unanimously. The next regular meeting of the Board of Education will be held on November 8, 2021 at 9:00 a.m. in the Caswell County Schools Administration Building.

Wayne Owen
Chairman

Dr. Sandra Carter
Superintendent