

# CASWELL COUNTY BOARD OF EDUCATION MINUTES

October 26, 2020

The Caswell County Board of Education met in regular session on Monday, October 26, 2020, at 6:30 p.m. in the Administration Building of Caswell County Schools. Members present: Chairman Gladys Garland, Vice Chair Wayne Owen, Ross Gwynn, Tracy Stanley, Donna Hudson, Vennie Beggarly, and Mel Battle. Others present include Superintendent Dr. Sandra Carter, HR Director Nicole McGhee, Debra Ferrell (Caswell Messenger), Finance Officer Amy Chandler, Carol Boaz, Amy Howard, Rylie Webster, Michelle Webster, Nicole Smith, Troy Smith, Scarlet Sykes, Medina Jones, Andrew Tyrrell. Connie Kimrey recorded the minutes. *Others may have been in attendance but did not sign the roster.*

## **I. A. CALL TO ORDER**

The meeting was called to order by Chairman Garland. A moment of silence was observed followed by the Pledge of Allegiance.

## **I. B. APPROVAL OF MINUTES**

Donna Hudson moved, seconded by Mel Battle, to approve the minutes of the October 12, 2020 regular meeting. The motion to approve the minutes carried unanimously.

## **I. C. APPROVAL OF AGENDA**

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

## **I. D. ANNOUNCEMENTS**

None at this time.

## **I. E. PUBLIC COMMENTS**

Rylie Webster, 391 Oakview Loop Road, Yanceyville, NC 27379

Ms. Webster addressed the board by sharing she is a senior at Bartlett Yancey Senior High School and wanted to share thoughts from the perspective of a student. Ms. Webster shared that students would like to come back to school and they are not in favor of the remote learning. She shared concerns with the new school building, once completed, sitting empty if total remote learning continues. She also shared concerns with the remote learning taking a toll on teachers and students. One of her teachers had to purchase a new camera to improve the quality of the Zoom meetings. Other concerns included issues with Zoom meetings and teachers not being able to correct problems. She shared that she is normally an A-B honor roll student and she is struggling sharing she needs in person learning. With the current conditions she felt

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that exam grades will drop and students are looking at options of other alternatives regarding home school or transferring to another district. She asked the board to consider at least two days of face to face learning.

Michelle Webster, 391 Oakview Loop Road, Yanceyville, NC 27379

Michelle Webster followed-up on comments shared by her daughter and gave examples of situations that students and teachers are exposed to. She shared an audio recording of a classroom setting in which one student used foul language that the teacher and other students were subjected to. Another audio was shared from a middle school classroom in which a song was played with sexual content included in the language. She asked the board to consider the needs of students and allow them to go back to school. Mrs. Webster shared she works in the medical field and safety precautions are taken and felt the same steps could be taken at schools. She questioned what a teacher is supposed to do in regards to the two audio's she shared. There is a lack of discipline and although she shared two examples there are numerous other examples that she has been made aware of and that the students have witnessed. Mrs. Webster shared she was in attendance at the July meeting and sat in the overflow room along with several teachers who constantly sat in the room adjusting their masks and passing notes. In her opinion, it's not the children who are scared to go back, but the teachers. She realizes there will be a need for extra safety precautions and security but asked that the board look at the big picture and please consider allowing students to go back to school.

Nicole Smith, 10918 South NC Hwy 62, Burlington, NC 27217

Nicole Smith shared she would follow-up with similar concerns of Mrs. Webster. Mrs. Smith shared she has one child in the school system and is looking to move him as soon as possible and is aware that others are looking into this as well. At the last evening meeting, she spoke and felt that the board had already made a decision on what plan they were going to select. Other districts have gone back to school especially under the direction of the governor for grades K-5. Data on comparisons and counties was shared. Other districts have at least discussed the possibility of returning but she felt Caswell has not discussed at all. She, as well as others, felt that we need to go back immediately. As shared earlier by Mrs. Webster, it appears that the teachers are afraid. She shared if she was afraid to go back to her job she would be fired. Mrs. Smith gave examples of assignments given to her son and the confusion to "submit" the work noting that it takes up to 3 or 4 times and even then it may not be received by the teacher. The Chromebooks work only certain ways and create issues and difficulty. CANVAS opens up as a "copy" and then when you look at it again it is blank. The teacher assignments and submitting are a nightmare. Mrs. Smith shared the staff and principal at NL Dillard have been nothing but helpful and she was not faulting them at all but there are so many issues that students and parents are facing. Another example included the Social Studies and Science not working with assignments and required access request which does not work at all times. In closing, she shared that her child is

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struggling and she as well as her child are beyond stressed. She decided at the end of the nine weeks to switch to the flash drive. Upon receiving that, the entire subject was missing; worksheets are included with no explanations on how to complete it. She asked that each board member take the time to visit someone's home and sit with them all day and witness firsthand the difficulties the students and parents are having. Mrs. Smith also shared that a lot of the assignments are being entered late at night as the parents are the ones who are doing the work.

Troy Smith, 10918 South NC Hwy 62, Burlington, NC 27217

Troy Smith stated his wife (Nicole) shared the highlights of the concern they have and asked the board to consider at least two days of in-school learning. He shared he works 12 hour days and is around numerous people but takes precautions and has not had issues with Covid. He shared that when he does arrive at home his wife and son are upset with one another and that remote learning is taking a toll on families. He shared concerns that although there are a few cell towers close to his home, he is still unable to have a decent signal for working internet at all times and also shared that some families that do have access may not financially be able to afford an internet plan. He begged the board to consider at least two days for students to return to school, he suggested visiting the old country stores and listen to the "talk" among the community of how many are disgruntled with the remote learning. He shared that most teachers feel the same way.

Scarlet Sykes, 145 Rocky Ridge Road, Leasburg, NC 27291

Scarlet Sykes addressed the board sharing that she is the mother of three students who all hate remote learning. They complain and their report cards are bad. She is off one day a week due to her work schedule and spends that day working with her children. They are tired of staring at a computer screen all day and she is looking into other options which consist of transferring to another district or possibly starting a home school. She felt others may continue to do the same and this could create a loss of funding for Caswell. She realized the numbers from Covid are increasing; however, many are included from assisted living homes and the prison outbreaks. Whatever needs to be done as far as security precautions would be welcomed as long as kids can go back to school. The virus is not going away and Caswell, as other districts are doing, needs to learn how to deal with it sharing it is similar to the flu. At times a large percentage of students have the flu but the entire school system doesn't shut down. She shared she is not making light of the situation but we cannot continue to allow the kids to stay at home when they want to return to school.

Chairman Gladys Garland thanked all that spoke during Public Comments for their time and sharing their concerns.

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**II. UNFINISHED BUSINESS**

None at this time.

**III. NEW BUSINESS**

1. Policy # 205, Board of Education Meetings and Procedures

Dr. Carter recommended approval of the first reading of Policy # 205 as presented. Mel Battle moved, seconded by Vennie Beggarly, to approve first reading of Policy # 205.

Suggestions were made to remove a portion of the sentence for clarification. The paragraph should read as follows:

Policy # 205 (Page 1)

The Board Chairman has authority to cancel meeting due to emergency situations. Prior to decision to cancel a meeting, the Board Chairman will make reasonable effort to seek Board members input. If a meeting is cancelled, the board will plan on a 48-hour timeframe as a standard to base rescheduling of meetings if needed and advise the Chairman if they are unable to meet. Polling may be necessary to confirm a quorum.

Upon no further discussion, the motion carried unanimously to approve the first reading of Policy # 205, Board of Education Meetings and Procedures, as presented and to lie on the table for second reading.

**IV. REPORTS**

None at this time.

**IV. SUPERINTENDENT UPDATES**

Dr. Carter shared a PowerPoint presentation on Caswell Online. Carol Boaz and Medina Jones assisted throughout the presentation. The purpose is not to move to total remote learning but to offer an option. In some situations, this will be a

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good fit for some students and hope to move to this direction to offer opportunities in school and online to students and parents.

Students who want to excel in academics, this may provide them additional courses. It is not a good fit for everyone and that is not the expectation, it is to provide options.

At this time, Dr. Carter requested approval to pursue further to see if there is enough interest to implement. Upon gathering information and commitments, she will bring back to the board at the December meeting for discussion and possible recommendation as this will also be the time the board will be looking at making a recommendation on which Plan we will pursue. This could be implemented when students fully return to school, depending on interest and numbers. Dr. Carter shared other districts have similar online options and shared that some students learn best remotely.

Question was asked the deadline for the surveys. Dr. Carter shared there are a few more days and shared that based on the actual commitments we may need to start smaller and look at gradually building to middle and elementary later.

Dr. Carter answered further questions from the board regarding the possibility of Caswell Online. One question asked included what the minimum would be to pursue. Dr. Carter shared that it varies and possibly anywhere from 16 to 25 would be a good starting point. If we have 30, Dr. Carter shared she would be very happy.

Dr. Carter recommended approval to continue to pursue Caswell Online based on actual numbers of parents that expressed interest and commitment. She shared we will see where it goes and stated it may not be enough interest to pursue. We will continue to gather input and applications and feedback and bring back to the board in December for a recommendation.

Tracy Stanley moved, seconded by Donna Hudson, to approve continuing to pursue Caswell Online to seek input and commitments and bring back information to the board in December. The motion carried 6-1 with Beggarly voting "No."

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Dr. Carter shared information from Alan Burchette with Dewberry and Davis indicating he needed information which will be included on the plaque for the new construction by November 2<sup>nd</sup>.

A sample was shared with the board. Concerns included consistency of names and how they are listed. Dr. Carter shared he indicated there is very little room for any additional names.

Question was asked as to why the urgency as the building will not be completed until 2021 and discussion was shared that the board should have input as to how the plaque would read. Other concerns included the deadline and the need to determine whose names are on the plaque.

It was suggested to defer this until later in the meeting for further discussion.

**V. 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 short break. Tracy Stanley seconded the motion. The motion carried unanimously.

**VII. OPEN SESSION**

Ross Gwynn made the motion to go into Open Session, seconded by Vennie Beggarly. The motion carried unanimously.

**VIII. PERSONNEL**

Mel Battle made a motion to approve the Personnel listing as presented, seconded by Ross Gwynn. The motion carried unanimously.

<b>Resignation</b>	
<b>Bartlett Yancey Sr. High School</b>	April McDonald, 9-12 Math - eff. 12/18/20
<b>Retirement</b>	
<b>North Elementary</b>	Karen Dixon, K-5 Teacher Asst. = Eff.

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	11/1/2020
<b>Bartlett Yancey Sr. High School</b>	Pete McKercher, 9-12 CTE = Eff. 12/31/2020
<b>Employment</b>	
<b>NL Dillard Middle School</b>	Carlos Flores, 6-8 Math = Eff. 11/9/2020

Saffelle, Inc.

Dr. Carter recommended approval of Saffelle, Inc. contract in the amount of \$13,309.46 for handheld professional cordless electrostatic sprayers using Capital Outlay funding. Mel Battle moved, seconded by Wayne Owen, to approve purchase of handheld professional cordless electrostatic sprayers in the amount of \$13,309.46 using Capital Outlay funds. The motion carried unanimously. (Capital Outlay Main. Equipment = 4.6580.001.541.000.000.00)

Pay Scale Recommendations

Dr. Carter recommended approval of Non-Certified Directors Pay Scale as presented. Donna Hudson moved, seconded by Tracy Stanley, to approve Non-Certified Directors Pay Scale as presented. The motion carried unanimously.

Min. Threshold Years of Service	Minimum*
0-3	45,000
4-8	48,000
9-14	51,000
15-21	54,000
22-29	57,000
30+	60,000

*(\*When years of service have been met per pay scale, the employee will receive the minimum threshold or a 1% increase, whichever is greater. If an employee exceeds the 30 year threshold, a 1% increase will occur in increments of 5 years, beginning with year 35.)*

Dr. Carter recommended approval of the Coordinator Pay Scale not paid on NC Cert. Teacher Pay Scale as presented. Donna Hudson moved, seconded by Tracy

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Stanley, to approve the Coordinator Pay Scale not paid on NC Cert. Teacher Pay Scale as presented. The motion carried unanimously.

Min. Threshold Years of Service	Minimum*
0-5	45,500
6-10	52,000
11-14	57,500
15-24	60,500
25-29	63,000
30+	65,000

*(\*When years of service have been met per pay scale, the employee will receive the minimum threshold or a 1% increase, whichever is greater. If an employee exceeds the 30 year threshold, a 1% increase will occur in increments of 5 years, beginning with year 35.)*

Dr. Carter recommended approval of Payroll Specialist Pay Scale as presented. Tracy Stanley moved, seconded by Wayne Owen, to approve Payroll Specialist Pay Scale as presented. The motion carried unanimously.

Years of Service	Pay Grade 70
0	39,541
1	39,936
2	40,331
3	40,747
4	41,142
5	41,558
6	41,974
7	42,390
8	42,827
9	43,243
10	43,680
11	44,117
12	44,554
13	45,011
14	45,448
15	45,906

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16	46,363
17	46,842
18	47,299
19	47,778
20	48,256
21	48,734
22	49,234
23	49,712
24	50,211
25	50,710
26	51,230
27	51,730
28	52,250
29	52,770
30	53,310

Dr. Carter recommended approval of Certified Directors Pay Scale as presented. Donna Hudson moved, seconded by Tracy Stanley, to approve Certified Directors Pay Scale as presented. The motion carried unanimously.

Min. Threshold Years of Service	Minimum*
0-5	63,000
6-10	64,000
11-14	68,000
15-24	69,0000
25-29	70,000
30+	72,000

Dr. Carter recommended approval of Assistant Superintendent/Chief Financial Officer Pay Scale as presented with years of service to include "in this position." Mel Battle moved, seconded by Wayne Owen, to approve Assistant Superintendent/Chief Financial Officer Pay Scale as presented with years of service to include "in this position." The motion carried unanimously.

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Years of Service (in this position) In Caswell County Schools	Minimum*
5	2%
10	2.25%
15	2.50%
<i>*Increase by 0.25% in increments of 5 years Every 5 years, the percentage amount will increase by 0.25% from the prior years of service in this position.</i>	

Dr. Carter will look at all pay scales across the district to confirm all are correct.

**X. COMMUNICATIONS**

Dates on the upcoming Annual Conference with the North Carolina School Board Association (Nov. 5-6, 2020) was shared with board members. Gladys Garland, Wayne Owen, and Vennie Beggarly will serve as voting delegates. The board was reminded of the legislative survey that was sent to them to submit.

Ross Gwynn will be recognized for his years of service on the Board of Education at the November 23, 2020 meeting.

A work session was scheduled for December 16, 2020 at 9:00 a.m. Board members were asked to submit topics they would like to have placed on the agenda by November 13, 2020.

**XI. BOARD MEMBER OBSERVATIONS**

Question was asked on driver's education class. Dr. Carter shared that the company has been reaching out to teachers and it is on track to begin. Morgan Mitchell is the contact person at the high school.

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Question was asked regarding the fundraisers and if they are still on hold. Dr. Carter shared she sent out an email to principals and did not hear from anyone. The BUC card that is being sold is through the booster club. Questions were asked regarding the FFA Quarter Auction. It was unsure if this was FFA or FFA Alumni.

Discussion took place on the plaque for the new construction. It was agreed to put this as an agenda item for the work session in December. Dr. Carter will reach out to Dewberry and Davis on the deadline.

Request was made to reach out to all teachers to remind them if they are in need of items or computers are not working properly to confirm they have people to contact for help and make sure they have what they need for remote learning.

Question was asked regarding the school food site locations and if numbers are not enough will each site continue to stay open. Dr. Carter shared that they continue to monitor the numbers. A board member asked if the menu could be posted.

**XI. ADJOURN**

Ross Gwynn made a motion to adjourn the meeting at 10:00 p.m., Tracy Stanley seconded the motion. The motion carried unanimously. The next regular meeting of the Board of Education is on November 9, 2020 at 9:00 a.m. in the Caswell County Schools Administration Building.

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Gladys Garland  
Chairman

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Dr. Sandra Carter  
Superintendent