

CASWELL COUNTY BOARD OF EDUCATION MINUTES
September 13, 2021

The Caswell County Board of Education met in regular session on Monday, September 13, 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, Mel Battle, Vennie Beggarly, and Tracy Stanley. Donna Hudson was absent. Others present included Superintendent Dr. Sandra Carter, Andrew Tyrrell, 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 Tracy Stanley, to approve the minutes of the August 23, 2021 regular meeting as presented. The motion carried unanimously.

I. C. APPROVAL OF AGENDA

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

I. D. ANNOUNCEMENTS

Dr. Carter shared that our school nurses have been working diligently as the Covid-19 numbers continue to increase. Dr. Carter thanked each of our school nurses for the work they are doing to keep out students and staff safe.

Dr. Carter also shared thanks to the Bartlett Yancey Senior High School administration team and staff on their quick actions regarding the incident on campus last week. An alert message went out and Dr. Carter plans to meet with the Sheriff's Department to work collaboratively to assure that information that is sent out is timely and accurate.

I. E. PUBLIC COMMENTS

None at this time.

II. UNFINISHED BUSINESS

None at this time.

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IV. NEW BUSINESS

1. Consent Agenda

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

New Teacher Support Program (NTSP)

(Provided by the University of North Carolina in Greensboro)

The NTSP will serve ten teachers for this school year (2021-22). It will cost \$22,000 to provide supplemental activities to strengthen the quality and effectiveness of our beginning teachers and mentors. Caswell County Schools previously paid for six (6) Lead Mentors at \$100.00 per month last year and years prior.

10 BT Participants x \$2,200 =	\$22,000
(Funding: 3.5110.109.311/Federal funds)	
6 Lead Mentor x \$100 x 10 months	\$ 6,000
(Funding: 3.5110.109.193/Federal funds)	
Total Amount:	\$28,000

Memorandum of Understanding = CCS Health Department = 2021-2022

Verizon Addendum for Hot Spot Renewals

Page 15: Monthly applicable cost per device = \$10.00

Page 17: Monthly applicable cost for CIPA Filter per device = \$3.50

300 Hotspots @ \$13.50/monthly = \$4,050.00

Funding: ESSER

2. 2021-2022 School Calendar Revision

Dr. Carter shared that information received from Session Law 2021-130, SB 654 was recently signed into Law. Information states that LEAs can use up to five remote learning days only for emergencies such as inclement weather, power outages, etc. This requires that we remove the current 5 remote learning days placed in the current calendar so that the 5 days can be used pursuant to the new law as situations arise.

Dr. Carter recommended approval of the revised 2021-2022 school calendar as presented. Vennie Beggarly moved, seconded by Trudy Blackwell, to approve the revised 2021-2022 school calendar as presented. The motion carried unanimously.

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Caswell County Schools Academic Calendar 2021-2022

Approved by BOE 4/26/21
Revision Approved by BOE 9/13/21

"Engaging all students in learning that will foster academic excellence, responsible citizenship, and life-long learning."

		July 2021							January 2022									
		S	M	T	W	TH	F	S	S	M	T	W	TH	F	S			
						1	2	3							1			
		4	H	6	7	8	9	10	2	OWD	4	5	6	7	8		Optional Workday	3-Jan
		11	12	13	14	15	16	17	9	10	11	12	13	14	15		Martin Luther King Jr. Holiday	17-Jan
		18	19	20	21	22	23	24	16	H	18	★	RWD	OWD	22		End of Semester 1	19-Jan
		25	26	27	28	29	30	31	23	Sem2	25	26	27	28	29		Required Workday	20-Jan
									30	31							Optional Workday	21-Jan
																	Semester 2 Begins	24-Jan
		S	M	T	W	TH	F	S	S	M	T	W	TH	F	S			
		1	2	3	4	5	6	7			1	2	3	4	5			
13-Aug	Optional Teacher Workday	8	9	10	11	12	OWD	14	6	7	8	9	10	11	12			
8/16-8/20	Required Teacher Workdays	15	RWD	RWD	RWD	RWD	RWD	21	13	14	15	16	17	18	19			
23-Aug	Day 1 School Students	22	Day 1	24	25	26	27	28	20	21	22	23	Interim	25	26			
		29	30	31					27	28							Student Interim Reports	24-Feb
		S	M	T	W	TH	F	S	S	M	T	W	TH	F	S			
					1	2	3	4			1	2	3	4	5			
6-Sept	Labor Day Holiday	5	H	7	8	9	10	11	6	7	8	9	10	11	12			
		12	13	14	15	16	17	18	13	14	15	RWD	17	18	19		Required Workday	16-Mar
23-Sept	Student Interim Reports	19	20	21	22	Interim	24	25	20	21	22	23	24	★	26		End of Grading Period	25-Mar
29-Sept	Early Release	26	27	28	ER	30			27	28	29	RL	31					
		S	M	T	W	TH	F	S	S	M	T	W	TH	F	S			
							1	2						1	2			
		3	4	5	6	7	8	9	3	4	5	6	7	8	9			
		10	11	12	13	14	15	16	10	11	12	13	ER	H	16		Early Release	14-Apr
25-Oct	End of Grading Period	17	18	19	20	21	22	23	17	AL	AL	AL	AL	AL	23		Good Friday Holiday	15-Apr
27-Oct	Required Workday	24	★	26	RWD	28	29	30	24	25	26	27	28	29	30		Spring Break/No School	4/15-4/22
		31																
		S	M	T	W	TH	F	S	S	M	T	W	TH	F	S			
			1	2	3	4	5	6	1	2	3	4	5	Interim	7			
11-Nov	Veteran's Day Holiday	7	8	9	10	H	12	13	8	9	10	11	12	13	14		Student Interim Reports	6-May
		14	15	16	17	18	19	20	15	16	17	18	19	20	21			
24-Nov	Optional Workday	21	22	23	OWD	H	H	27	22	23	24	25	26	27	28			
11/25-11/26	Thanksgiving Holidays	28	29	30					29	H	31						Memorial Day Holiday	30-May
		S	M	T	W	TH	F	S	S	M	T	W	TH	F	S			
					Interim	2	3	4				1	2	3	4			
1-Dec	Student Interim Reports	5	6	7	8	9	10	11	5	6	ER	RWD	OWD	10	11		Last Day for Students	7-Jun
17-Dec	Early Release	12	13	14	15	16	ER	18	12	13	14	15	16	17	18		Student Early Release	7-Jun
20-Dec	Optional Workday	19	OWD	AL	AL	H	H	25	19	20	21	22	23	24	25		BYHS Graduation	11-Jun
12/20-1/3	No School for Students	26	H	AL	AL	AL	H		26	27	28	29	30					

Inclement Weather Plan

Calendar is subject to change due to weather conditions or other disruptions. In instances of calendar disruptions, calendar revisions will be made. To make up for missed instructional time, calendar revisions may include a plan to add additional minutes and/or make-up days.

Calendar Legend

Holiday	H	Semester Begins / Semester Ends	
Annual Leave Day	AL	Student Early Release Day 12:30	ER
Optional Teacher Workday	OWD	Interim Reports issued - Dates Subject to Change	*Interim
Required Teacher Prof. Dev. /Workday	RWD	Report Cards Issued - Dates Subject to Change	*R Cards

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3. Temporary Masking Policy (SL 2021-130)

Dr. Carter shared that information received from Session Law 2021-130 which states that all public school units shall adopt a policy regarding the use of face coverings by employees and students. The governing body of the public school shall vote at least once a month on whether the face covering policy should be modified.

Dr. Carter recommended waiving the first read of the temporary masking policy. Mel Battle moved, seconded by Gladys Garland, to waive the first read of the temporary masking policy. The motion carried unanimously.

Discussion took place on discipline actions for students that do not follow the masking guidelines. It was shared that it would fall under insubordination and dress code under the Code of Conduct manual. It was agreed that all elementary schools should be following the same discipline actions and middle and high school accordingly. Dr. Carter will review with principals and information will be posted on the website.

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

This policy will be included monthly on the agenda for the board to vote.

Face Coverings (Temporary Policy 2021-2022)

*The board is committed to providing an in-person learning and work environment that is as safe as reasonably possible during the COVID-19 pandemic. The board recognizes that the use of face coverings helps to reduce the spread of COVID-19 and limit the need for quarantining. The board also recognizes that the Centers for Disease Control, the American Academy of Pediatrics, the Occupational Health and Safety Administration, and the North Carolina Department of Health and Human Services recommend the use of face coverings in schools. Therefore, as part of its layered mitigation strategy to lower the risk of COVID-19 exposure and spread, the board requires face coverings to be worn by all students, employees, and visitors present on school campus during the 2021-2022 school year in accordance with this **temporary** policy.*

A. FACE COVERINGS REQUIRED

*All individuals, including students, employees, and visitors, regardless of vaccination status, must wear face coverings at all times while inside of school buildings or on school transportation vehicles, including school buses, vans, and other group school transportation. **Face coverings are not required outdoors if physical distancing of three (3) feet to the greatest extent possible can be maintained.** Generally, ~~individuals are not required to wear face coverings while outdoors or while in personal vehicles on school grounds. However, masks must be worn in crowded outdoor settings or during activities that involve sustained close contact with other people.~~*

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B. FACE COVERING EXEMPTIONS

1. *Individuals Exempted*

The following individuals are exempted from face covering requirements:

- a. *children under two years of age;*
- b. *individuals who should not wear a face covering due to a medical or behavioral condition or disability (including, but not limited to, any person who has trouble breathing, or is unconscious or incapacitated, or is otherwise unable to put on or remove the face covering without assistance); and*
- c. *children who are unable to wear the face covering safely.*

2. *Situations Exempted*

Face coverings do not need to be worn in the following situations:

- a. *when seeking to communicate with someone who is hearing-impaired in a way that requires the mouth to be visible;*
- b. *when giving a speech for a broadcast or to an audience if at least 20 feet away from the audience;*
- c. *if temporarily removing the face covering to secure medical services or for identification purposes;*
- d. *when wearing a face covering at work would put the individual at risk, as determined by local, state, or federal regulations or workplace safety guidelines;*
- e. *if the face covering would impede visibility while operating equipment or a vehicle;*
- f. *while sleeping, swimming, or playing in water; and*
- g. *while actively eating or drinking. Because face coverings cannot be worn consistently during mealtimes, students should maintain physical distancing of a minimum of three feet to the fullest extent possible when actively eating. Principals are encouraged to arrange for students to eat meals outdoors if possible.*

C. PROPER FACE COVERING

To provide the greatest protection against the spread of COVID-19, face coverings must be worn properly. The face covering should completely cover the individual's nose and mouth and fit snugly around the face with no gaps. Face coverings that have a nose wire (a metal strip along the top of the mask that is bent over the nose to fit the face covering close to the face) are recommended in order to prevent air from leaking out the top of the face covering.

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*Face coverings may be either disposable masks (also called surgical masks or medical procedure masks) made of multiple layers of non-woven material or cloth masks made of at least two layers of tightly-woven, washable, breathable fabric. For better fit and extra protection, a disposable mask may be worn underneath a cloth mask. Two disposable masks should not be worn together. Face shields, masks with exhalation valves or vents, single layer masks or masks made of thin fabric that don't block light, scarves, ski masks, **gaiters**, bandannas, and turtleneck collars do not qualify as face coverings for purposes of this policy.*

D. FAILURE TO WEAR A FACE COVERING

1. *Students*

Face coverings will be provided to students who need them, including students who forget to bring their face coverings to school and students who are unable to afford them. No disciplinary action will be taken against a student for failure to bring a face covering to school.

*Refusing to wear, intentionally removing, or inappropriately wearing a face covering in violation of this policy is considered a form of disruptive behavior, prohibited by policy **450 (Discipline) and policy 465 (Student Suspensions and Expulsions)**. ~~4315, Disruptive Behavior. Disciplinary consequences will be handled in accordance with policy 4315.~~*

*No discipline will be imposed on any student who has been granted an exemption to the face covering requirement as provided in Section B. Disciplinary action for a student with a disability who has not been granted an exemption as provided in Section B will be in accordance with policy **450 (Discipline) and policy 465 (Student Suspensions and Expulsions)**. ~~4307, Disciplinary Action for Exceptional Children/Students with Disabilities.~~*

2. *Employees*

Face coverings will be provided to employees who need them. Refusal by an employee to wear a face covering in accordance with this policy will be considered insubordination and may result in disciplinary action, up to and including termination, unless the employee has been granted an exemption as provided in Section B.

3. *Visitors*

Visitors will not be admitted into a school building or onto a school vehicle without wearing a face covering unless an exemption, as described in Section B, applies.

E. NOTICE

The principal or designee shall notify all students, parents, and employees of this policy and provide guidance and information regarding the proper use, wearing, removal, and cleaning of cloth face coverings. In addition, the principal or designee shall post signs at entrances to school buildings to alert visitors to the face covering requirements.

F. REVIEW OF THIS POLICY

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This policy will remain in effect for the 2021-2022 school year only. At least once a month the board will review this policy and consider the need for modifications. The board will vote to approve this policy, with any necessary modifications, at a regularly scheduled board meeting each month.

Legal References: S.L. 2021-130, sec. 10

~~Cross References: Disciplinary Action for Exceptional Children/Students with Disabilities (policy 4307), Disruptive Behavior (policy 4315)~~

Other Resources: COVID-19 Guidance for Safe Schools, updated July 18, 2021, American Academy of Pediatrics, available at <https://www.aap.org/en/pages/2019-novel-coronavirus-covid-19-infections/clinical-guidance/covid-19-planning-considerations-return-to-in-person-education-in-schools/>; ED COVID-19 Handbook, Vol. 1: Strategies for Safely Reopening Elementary and Secondary Schools, updated April 2021, U.S. Department of Education, Office of Planning, Evaluation and Policy Development, available at <https://www2.ed.gov/documents/coronavirus/reopening.pdf>; Guidance for COVID-19 Prevention in K-12 Schools, updated August 5, 2021, Centers for Disease Control and Prevention, available at <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/k-12-guidance.html>; Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace, updated August 13, 2021, Occupational Health and Safety Administration, available at <https://www.osha.gov/coronavirus/safework>; Requirement for Persons to Wear Masks While on Conveyances and at Transportation Hubs, Centers of Disease Control and Prevention, Department of Health and Human Services (February 3, 2021), available at <https://www.govinfo.gov/content/pkg/FR-2021-02-03/pdf/2021-02340.pdf>; StrongSchoolsNC Public Health Toolkit (K-12), Interim Guidance, updated August 26, 2021, North Carolina Department of Health and Human Services, available at <https://files.nc.gov/covid/documents/guidance/Strong-Schools-NC-Public-Health-Toolkit.pdf>; Your Guide to Masks, updated August 13, 2021, Centers for Disease Control and Prevention, available at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

Adopted:

4. Policy Revisions - North Carolina School Boards Association (NCSBA) = First Reading

Dr. Carter reviewed policies in correlation with the NCSBA policy conversion. This is the first set of policies for the board to review and be considered the first reading. Upon no questions, Dr. Carter recommended approval of first read for policies 1000, 1010, 1100, 1310/4002, 1320/3560, 1510/4200/7270, 1610/7800, 1740/4010, 1742/5060, 1760/7280 as presented. Mel Battle moved, seconded by Gladys Garland, to approve first read for policies 1000, 1010, 1100, 1310/4002, 1320/3560, 1510/4200/7270, 1610/7800, 1740/4010, 1742/5060, 1760/7280 as presented. The motion carried unanimously.

First reading draft copies will be available on the website for the public to review. Once approved for second reading, they will be included in the official minutes.

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V. SUPERINTENDENT UPDATES

- Flashing lights at North and South are not consistent with school times. The NC DOT has been contacted and this is on their “to do” list.
- Information from Session Law 2021-130 regarding School Performance Grades/Annual Reports Cards was read aloud (listed below):

Section 1.1 Display of School Performance Grades - Notwithstanding G.S. 115C-12(9)c1. and G.S. 115C-83.15, the State Board of Education shall not calculate achievement, growth, and performance scores nor display performance scores, growth designations, and letter grades for schools for the 2021-2022 school year, based on data from the 2020-2021 school year, but shall display a brief explanation that achievement, growth, and performance scores and letter grades were not calculated and assigned for the 2021-2022 school year because assessment data was heavily impacted by COVID-19 during the 2020-2021 school year.

VI. 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 after a five-minute break. Tracy Stanley seconded the motion. The motion carried unanimously.

VII. OPEN SESSION

Vennie Beggarly made a motion to return to open session. Tracy Stanley seconded the motion. The motion carried unanimously.

VIII. PERSONNEL LISTING

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

Resignation	
Bartlett Yancey Sr. High School	Ramonda Brooks, 9-12 Science Teacher = Eff. 9/30/21
NL Dillard Middle School	Kenneth Malloy, 6-8 Math Teacher = Eff. 10/1/21
Central Office	Doretha Winstead, Dropout Prevention Specialist = Eff. 9/17/21

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Employment	
Oakwood Elementary	Camila Lindo, EC Resource Teacher = Eff. 9/7/21
Bartlett Yancey Sr. High School	Elizabeth Thomas, 9-12 Social Studies Teacher = Eff. 9/16/21
Stoney Creek Elementary School	Teresa Reedy, Interim Child Nutrition Manager = Eff. 8/13/21 (currently serves as CN Asst. @ North)
Substitutes	
North Elementary	James Eanes, Custodian Substitute
Stoney Creek Elementary	Donald Foster, Custodian Substitute
District	Cynthia Rudd, Substitute Teacher
Contracted Services	
Bartlett Yancey Sr. High School	Breanna Dawson, 9-12 English Teacher = Eff. 9/14/21
Transportation Dept.	Troy Nevells, Transportation Director = Eff. 9/3/21 - during Charlie Hudson's absence

IX. COMMUNICATIONS

- Scheduled work session for Board of Education - It was shared that meetings would occur quarterly. Dr. Carter will provide dates to the board. If the agenda does not merit a meeting, the meeting will be cancelled.
- Bereavement Recommendations: A memorial to the Caswell County Scholarship Fund of \$50.00 will be sent to current employees or students in the event of a death on behalf of the district.

Dr. Carter recommended approval of a \$50.00 memorial to the Caswell County Scholarship Fund in the event of a current employee or student death using Local funds. Trudy Blackwell moved, seconded by Vennie Beggarly, to approve a \$50.00 memorial to the Caswell County Scholarship Fund in the event of a current employee or student death using Local funds. The motion carried unanimously.

X. BOARD MEMBER OBSERVATIONS

- None at this time.

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XI. ADJOURN

Gladys Garland made a motion to adjourn the meeting at 12:30 p.m., Vennie Beggarly seconded the motion and it carried unanimously. The next regular meeting of the Board of Education will be held on September 27, 2021 at 6:30 p.m. in the Caswell County Schools Administration Building.

Wayne Owen
Chairman

Dr. Sandra Carter
Superintendent