

CASWELL COUNTY BOARD OF COMMISSIONERS
MEMBERS PRESENT

February 20, 2023
OTHERS PRESENT

John Dickerson, Chairman
Tim Yarbrough, Vice Chairman
Finch Holt
Jeremiah Jefferies
Rick McVey
Frank Rose

Bryan Miller, County Manager
Melissa Williamson, Deputy County Manager
Carla Smith, Clerk to the Board
Jennifer Hammock, Finance Director

The Board of Commissioners for the County of Caswell, North Carolina, met in a joint meeting with the Board of Education on Monday, February 20, 2023 at 6:00 pm at the Gunn Memorial Library.

Members present from the Board of Education: Mel Battle, Gladys Garland, Vennie Beggarly, Trudy Blackwell, Joel Lillard, Nicole Smith, and Tracy Stanley. Dr. Sandra Carter, Superintendent was also present along with other staff.

WELCOME:

Chairman Dickerson called the meeting to order, and welcomed everyone to the meeting. Tonight we have the School Board with us. Then Chairman Dickerson started the meeting off by asking all to pause for a moment of Silent Prayer followed by the Board of Commissioners and all the guest in attendance reciting the Pledge of Allegiance.

GENERAL UPDATES:

CASWELL COUNTY BOARD OF EDUCATION:

Chairman, Mel Battle called the Board of Education meeting to order.

Superintendent, Dr. Sandra Carter thanked the Commissioners for having the Board of Education. I think it would be a good time to share some of the same data. I won't take as long as I did earlier to go over it. Mrs. Carol Boaz passed out copies of the presentation so the Board of Commissioners could follow along. While she's doing that, I can go ahead and talk about a couple other things. We have a flyer that I'm so excited about that's coming out probably everywhere you go in the county. This is from a grant that we received before COVID. It is to pursue certificating the art programs in Caswell County Schools. We certainly know that some students have a niche for the arts, and that certainly has a lot in critical thinking and educational opportunities. So we are trying to pursue a substantial grant that will strengthen the arts program K-12, and then offer a lot of extensive programs for students and branch out into the community as well. With that initial grant and the purpose of that grant was to hire someone to help us with

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the research. We were lucky enough to hire Amanda Hodges, and I think we all know Amanda Hodges. So she is helping us with this grant for collecting data seeking opportunities. So this is our first informational session, and it will be on March 6th. We'll have it all throughout the county, but what we're doing is gathering data. We'll have surveys and with the data that we collect hopefully we can support a very substantial grant. We're excited about what that can do for Caswell County Schools.

The other thing I wanted to share before we get into the academic progress is not long ago we've received our audit from Anderson, Smith, and Wike. They present to the Board of Education, and we've had a very clear audit with no findings. Thank you Mr. Teeter, who we contacted with and our finance department for all their work. I'd say this is important everybody. We've had zero finding on our audit, and I'm just very excited about the sound financial position that the school district has been in. If anybody would like to see that, we certainly welcome you to.

So with that being said Mrs. Boaz passed out an update. This is dated back in October and that was around the time that I read through this with the commissioners. I promise you I'm not going to spend a lot of time going through this packet. We've already heard it, but I did want to share where we are as a district. Of course we're halfway through this year, so we're hoping to show and we continue to show progress this year as well. You can just kind of quickly follow along through this, and I can move through it. You're certainly welcomed to ask questions if you like as well. It's no hidden of agenda and it's been very public early on this year about how the pandemic did have an impact on education. But on page 3, I think this is important to say that the school performance grades were not consistent. Across the state of North Carolina there's about 2,600 public schools, and the number of A's and B's and C's went down substantially. You can see that's a negative 290 grades. So from 2019, before COVID to directly after COVID, there were 298 less school receiving B's, 58 less schools receiving A's and 135 less schools receiving C's. You can see the increase of D's and F's on the other side. Just wanted to show how significant that is. About half the schools in North Carolina, about 42% received a D or F on their school performance grade. That's interesting. On page 4, you can see that 30% of economically disadvantaged students meet the career and college readiness promise, and that says a lot about early learning. So that correlates to if you're in a district that's low wealth, it's more difficult for you to have scores that are proficient. We have more data that shows that as well. As you know Caswell County is a low wealth rural district. So we have a significant percentage somewhere between 60 to 80 percent of our students are economically disadvantaged. That does have an impact on instruction and plays into early learning. I can tie that to the Leandro case as well. There's so many things that are important or unique to rural low wealth districts. Low wealth is the number of students that receive free or reduced lunch. Every year we ask our students or their families to provide information that our Child Nutrition Department can support for free and reduced lunch. We use that data to determine low wealth, and in a few minutes we'll see some data on that in our school system. A lot of families are proud, and they don't submit reports or the paperwork. So the number you see is on the low range because we

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know there's maybe more that got the paperwork for free and reduced lunch. On page 5, I think this is a very important page to look at, and this pretty much summed everything I've said. On this chart on page 5, if you look on the left hand side, it says percent EDS (economically disadvantaged students). These are the students who have free or reduced lunch. It shows at the high school, BYHS, is currently 41 to 60 percent. We know that number is higher because we know high schoolers sometimes have trouble turning in those papers. But we know all the numbers are low. Then you can see our other five schools are running in the 61 to 80% range. That would mean almost 80 percent of our students in our schools are low wealth on free or reduced lunch. Now here's what's important to see in the correlation. So if you look at the number of schools who have zero to twenty percent low wealth or free and reduced lunch students in their school, look to the right to see how many of those students scored A's. It is 76 across the state of North Carolina. 198 of those scored B's. But what's interesting is look how many of low wealth schools scored a D or an F. There were zero F's and 8 D's across the state of North Carolina. But if you look down to the bottom 61 to 80 percent, the higher low wealth percentages, how many of those schools scored an A across the state of North Carolina. There were zero schools across the state of North Carolina that had 61 to 80 percent free or reduced lunch or low wealth economically disadvantaged that scored an A on their school report cards, and only three schools across the State scores a B. The formula for school proficiency is not where it should be, and I'll get into that in a minute. There were only 56 schools across the entire state of North Carolina in that range that scored a C, and North Elementary was one of those schools. But you can see the bulk of schools across the state of North Carolina that have 61 to 80 percent low wealth students either scored a D or an F. So are our schools' low performing? Absolutely not, but they were designated that. There's a big difference between being designated and being low performing. So the next page you know a lot of people say oh if a district wasn't labeled low performing all their schools must be doing well. But if we had one school that was not in that designation, we wouldn't be considered a low wealth district. Down below are some of our surrounding counties. For instance, Winston-Salem, they have 72 schools. If they had 2 other schools that were considered low performing, the entire district would be designated low performing.

So what does a school grade look like? On page 7, you know school grades and this is something that we hope will change next year with legislation. School grades are made up of two numbers, 80% proficiency and 20% growth. Well 80% proficiency basically says everybody's going to school right here at this level. It doesn't matter if you're an AIG student and you might be up here. As long as you meet that level right there, you're good. Well they really didn't grow, but they're in that range. If you're economically disadvantaged and you come to school without that reading comprehension or without that foundation of learning that a lot of students with higher wealth have before they enter the school, you're already at a deficit. But proficiency is set, and it doesn't matter what you need to learn you better score right here to be a proficient. We know that that's not feasible in some cases. That's why a lot of the districts that are high quality are high AGS have that difficulty making that proficiency level because the bar is set for everyone at the

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same level. Growth on the other hand says we're taking every child where they are at, and we are going to grow them a year's worth of work. So if you're coming to school at a deficit, as long as you get a year's worth of growth you've met growth. If you're the AIG student up here and this is the proficiency level, you've already met that, but we still want to grow that AIG student. So they have to continue to learn to show growth in the school. So it's obvious that growth is the most important element of the formula, but only 20% of that formula is based on growth and 80% on proficiency. So it certainly become a hot topic across the state of North Carolina that the accountability model is not fair to all schools and all school districts. So right now there is a big push to change that. DPI and the state school board have made it a goal across the state of North Carolina. Back in November the timeline that they would have the data collected and it would go to legislation was this past January, but they felt like they needed more data and a little bit more information. So they were hoping that in six months it will go before legislation. So I urge anyone that has any insight or any input with your legislators to please discuss the formula because it does make a big difference whether we are low wealth or not. It's a direct correlation to low wealth. So on the next one I wanted to share with you our performance grades. I'm excited about it even though you know it says that we've got D's and C's. What I'm looking at are the greens and blues because that's growth. You can see back in 17-18 we only had two schools that met growth. That's concerning. That's very concerning. We put efforts in place. We put strategies in place. We hired curriculum coaches. We put programs in place. We did our school audits. We did all sorts of things to make sure that we were aligning with the state standards in state curriculum. So in 18-19 we had the four schools meet or exceed growth. Three met growth and one exceeded growth. Then of course COVID hit and there was a deficit in learning. But even with that deficit in learning the next year 21-22 we still grew. Five of our six schools either met or exceeded growth. So when someone says is Caswell a low performing school? Absolutely not. We're designated low performing because of the formula 20-80, but our students grew. It is amazing how they grew. I'd like to commend our teachers, our principals, our curriculum staff and all of our staff for the work that they did to make this happen because if you look from 17-18 to 21-22, there's a big change in student learning. I think that it's something to be commended over. Hopefully the formula will change that, and the grade aligns with the student progress. On page 9, you see if they change the formula from 20-80 to 50-50 where they count growth at 50%, we'd have all of our schools but one that have at least a C and then the other would be two points away from the C. So it's more fair, but of course that's legislation. If you move on over to page 11 it talks about the survey that was taken, and that has already passed. Pages 12-14 are our proficiency scores and the data is there for you to look at. It shows the number of students that met that bar, and it says everyone is going to score right here. We had a trajectory of going up and when COVID hit our proficiency scores did go down. On page 19 growth is what any educator would say is without a doubt is the most important standard. When you're looking at wherever they come in at, they are going to grow in the coming year. On page 20 we drill down to subgroups, and you can see on the left hand side all the subgroups of students. The state is in red. They did not meet the growth of those subgroups. You can see it at Stoney Creek, South,

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Oakwood, North, and Dillard, we met growth in every subgroup of students. Whether you were Asian, Black, Hispanic, White, Economically Disadvantaged, or students with Disabilities, we met growth. Those students grew. At BYHS, we met growth in two of the subgroup, but of course our goal is for all students to grow. So this is something to be very proud of for our teachers. Then on the next page this is the growth. You can see in 16-17 we had no school in Caswell meet growth, and then in 21-22 all but one that met growth. That's the CCS Historical EVAAS growth data and the EVAAS model that the state goes with to calculate growth of students. Then the next ones, I won't keep too much of your time, but that drills down the reading, math, and science, and how it has grown for each of those subject areas.

On 25, I'm very proud of this too. Our graduation rate has over the past almost 10 years it went from 75.1 in 2014-15. Now it's gone up in 2021-22 and is now at 83.1. We want it to be in the 90s. Along with that and that graduation cohort means that any student who enters ninth grade is going to graduate within four years. If we'd said this is a five-year-cohort graduation rate, it'd be much larger. We want students to enter ninth grade and graduate on time so that is a four-year graduation cohort rate. Not only are we graduating more students, but in the right side of the dropout rate trends, we are the lowest the county has ever been at in as many years as we went back of dropping out. That's a good thing. We want to keep our kids in school. And you can see back in 14-15, 4.46% of our students dropped out of school. That's something that we cannot have in the district. We want students to graduate on time, and stay in school and graduate on time to get to see their careers. In 2021, we have the lowest rate ever that we could go back and find data on in this county of 1.14% of our students dropped out of school. 1.14% is too many, but it's lower than the state average. So that again is commendable to our teachers, our guidance counselors, our social workers, and all of our staff that worked with our students to stay in school. Then of course we did our data dives, and we looked at our subgroups. It was really, really interesting to see our two highest graduation subgroups of those 83.1 percent were our females and our black students. All of them were high. So we were very excited about that. On page 27 I think this is very interesting for our commissioners to see. On page 27 we did a comparison, and we worked at broadband percentages. Of course you can see the reference at the bottom. We look to see at this time, and I'm sure it's probably changed a little by now, but we've pulled the lowest broadband service counties in North Carolina and we ranked them. You can see Anson had the lowest growth in their county of 28.67% of broadband in their county. Caswell was only the third from the bottom having a broadband availability of 33.5%. I hope it's higher above that now. So you can see how it went up. But what we did was look at broadband and then we looked to see if those counties were low performing or are they high performing. What's very interesting is the top eight are all low performing. So there was a direct correlation, but not only being low wealth and having that deficit of entering school but also having that deficit of broadband too. That was so important during COVID times as well, and you can see how it does relate. Gates was an outlier in, and if I was Gates I'd be very excited about that. But you can see the range there and how it did impact learning. The next page drills it down a little more. We hear a lot about you get a lot of per pupil funding. There are funds that are available to us to

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utilize. We have low wealth, small schools, Federal funding, and of course we have our state funding. So all those together provide per pupil funding. So if you took all of those top low wealth districts that lack in broadband and you looked at their per-pupil funding list, you can see that Caswell has less per pupil funding than all of those. So when it's said that Caswell receives all this money, we receive the money, but it's not as much as other districts. The next page on the right side, I wanted to share with you our Associates degree program. We started this program in 2017, and our first year graduating since was in the 2020-2021 school year. That is a program that we developed in the Caswell County schools and our course certainly supported it. We're so excited about it because what that does is offer our high school students an opportunity to graduate while they're in high school with a two-year college degree free of charge. You know there's things like early colleges and other partnerships with high schools that allow students to graduate with a two-year Associates degree in five years. Some of them are off campus separate school systems or separate schools. This is allowing our students to stay at BYHS play sports and do whatever they normally would do. If they enter this pathway at BYHS, it is a rigorous pathway. It's a big partnership with PCC, and we were very thankful that PCC wanted to partner with us on this when we gave them the idea that they can graduate in four years. On the day they graduate and get their high school diploma, they will receive a two-year college degree at the same time. Free of charge to parents. That is a gem for families in Caswell County. They can go to universities and be a junior, go to the workforce, or do whatever they choose, but they have that two-year Associates degree when they graduate from high school. It has become so popular you can see our numbers have increased, and this year you can see that we have nine. Then next year we have 10, and we've already conceived because of our new students that we have 26 on production for 2026. So we're very excited about that. The last pages are about the strategies we have in place this year to help strengthen our education. Our teachers are working hard. The state has a formula that does not work and has designated us as well as a lot of other districts in the state as low performing.

Chairman Dickerson said thank you for the presentation. Do any of the Board members, Commissioners or the Board of Education, have any questions or comments?

Commissioner Rose had one question for Dr. Carter. When graduation time comes, do you all keep up with the number that commit to college versus the workforce? Dr. Carter said our counselors can keep up with a certain degree of them. There's been a lot of discussion at the State Department to expand that, and we're hoping that they allow us. But currently the only means we have is through the student when they graduate and move on, if they're willing to come back and share that information. A lot of times students don't do that. That's all the data that we have, and our counselors try to keep up with that. Commissioner Rose said the reason I was asking; I know when I was in BY we had a lot of trade classes. We had masonry, carpentry and auto mechanics. Because not every child that graduates from BY or any high school is going to go on to college, is that something that, I know some of the classes over the years have gone away, is that something you looking at? Dr. Carter said absolutely. You know we've started several good

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classes. You have to have a broad band of opportunities, and that's one of the reasons we're pursuing the arts because a lot of students they can't find their niche in either a trade or they can't find it in with the pathways either. So we're looking to bring in another avenue as well, but as far as the trades, absolutely. We have a new drone course that has high numbers in every class that I've heard of, and that's strong technology. We also have auto mechanics, woodworking, and we are in the process, I'll go ahead and share, of bringing masonry back as well. Commissioner Rose said I was going to hit on that. Right now in Caswell trying to find someone to do that is hard. Dr. Carter said it is a good profession. So we are looking at that as well. CTE as well-known has a certain cap on the line that you have, and so you have to divide it between your interest. That is certainly an area that we've already looked at for our interests that we're trying to bring back. Dr. Carter said oh yes, thank you Mrs. Garland. The culinary arts. Yes, the new high school has its own culinary kitchen in it. It's separate from the cafeteria kitchen, but we have a culinary kitchen that has state of the art things and it is amazing. In fact, I welcome everybody to tour the high school. Let me give you the tour so that you can see for yourself. Words cannot describe how wonderful that program is. Students that have seen it because it's the last piece of the construction of the high school and there were a few pieces I think the walk-in freezer that is not in yet because of delays and delivery. As soon as that's in, we should open that up. It will be in August when it opens up. There's so many things we want to offer. We have a dance studio now. We had dance, but now we have a dance studio with mirrors and handrails. At open house our students that had just graduated we're telling the new students that it's not fair that you have this. It was amazing. We have music production classroom, film production, and we have a makerspace. There's so many opportunities right now for our students. We have the arts with Jenny and the girls are doing amazing things with the arts. So that's one other contact we have with expanding of the arts. There's a lot of opportunities now in BY, and the kids seem very excited and we are too.

Nicole Smith said I got a question Dr. Carter. On page 28, why is our per pupil spending so much lower with what we get from the state in comparison with other counties listed on that page? Dr. Carter said it does depend on your ADM. Jeremy Teeter said at looking at that figure, it's a collection of funded sources. It's a culmination of state, local and federal dollars. The state funding looks at your size. It also looks at the socioeconomic status of the county. So they look at variables such as your property tax base and the average income of people that live in the county to try to skew that. I would say in the case of Caswell, it's very state dependent. So I think it gets a good reliable share of state. I think often the shortcoming and no agenda, but often the shortcoming for Caswell has been sort of the local portion of that pie. Dr. Carter said Mr. Teeter was our CFO, Chief Finance Officer, for a few years, and now we have a vacant position. We're contracting with him and SOS, the company he runs and partners with. They are helping us with our finances until we hire a CFO. He is a big piece of the reason that we have four years of clean audits with no findings. Thank you Ms. Smith.

Chairman Dickerson asked if there were any other questions or comments? Hearing none they moved on.

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County Manager Miller said congratulations on the audit, and I would like a copy of that. I haven't seen one in a year or two. The county has struggled a little bit with our audit process in the last year. So as you may know, we implemented the new software system. The conversion didn't go exactly as we had hoped. So we're trying to work our way through it. We're also working with a consulting CPA company, and we're working with the NCACC as well. Our recent meetings with those folks have led us to believe that we should have some things done soon. But if you don't mind, I would like a copy. Dr. Carter said absolutely.

County Manager Miller said I'm happy to talk about Broadband a little bit. You brought it up in your meeting. Since Spectrum started building out the RDOF program, they were the largest awardee of federal funding within the county. They completed about 2,000 passings, and a passing is an address. So our numbers should have grown. I think our numbers are about ten thousand five hundred addresses in the county. So 2,000 addresses are substantial. They plan to turn on three additional nodes before the end of the month. A node is 265 addresses. So 795 more passings completed before the end of February. That'll put us at about 2,800. I expect them to finish their build in Caswell by summer if we have dry weather. So that's RDOF, the Rural Digital Opportunity Fund, but it was a federally funded grant program that worked in conjunction with the internet service provider. I'm happy to answer any questions you have about RDOF, and then move on to the GREAT grant.

Vennie Beggarly said so in the whole county, is spectrum not available to everybody? Mr. Miller said no. If you Google RDOF winning bids. You get a link, you go to that link, and it pulls up kind of like a GIS website. Up in the top left hand corner is a live ball that says winning bids or something like that. You have to click on that to populated it. It brings up everything, and it gives you a snapshot of the whole nation as far as who won what. You can zoom in on Caswell County, and you can see the area covered in green is Spectrum. The area covered in red is Starlit. So there's a couple of red areas, but the majority I would say a third or probably a third of the county is going to be covered by Spectrum. I'll just reiterate this is fiber to the home. This is not wireless. It's fiber to home.

Mel Battle asked is Spectrum the only one installing now? Mr. Miller said yes. Mr. Battle then asked what percent did you say they have already done. Mr. Miller said I don't really have a percentage of what they've completed at this point. I would say and I'm guessing so don't hold me to this, but I would guess without the three additional nodes turned on, I would say there're somewhere around 55-60%. There are some technical legal things that they're having to work through with CenturyLink. So CenturyLink offer phone service, broadband internet, and TV service. For phone service they have to work through an agreement with CenturyLink to where if somebody decides to switch, CenturyLink can relinquish the phone numbers to Spectrum. That's

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causing a little bit of an issue in the northwest part of the county. There's about 700 addresses being held up, maybe not 700 in Caswell, but 700 addresses total between Rockingham and Caswell. It's being caught up and there's some delays getting that paperwork.

Dr. Carter asked what is the projected year we may have 100% broadband? Mr. Miller said can I get to that in a minute? Dr. Carter said yes. Mr. Miller asked were there any other any other questions on RDOF?

Vennie Beggarly said I don't have a question; I have a statement. You need to make sure that everybody knows when they call Spectrum, and I'm speaking from experience. They will only do one site evaluation per 365 days. So if you call them to come out to your house to see if you can get Spectrum and say they're like nope you can't for some crazy reason, my reasoning was because my address was not right in their book. They won't come back out or offer you service. Mr. Miller said if you run into issues like that call me. I'm happy to help. Mrs. Beggarly said I did, and Mr. Miller said I know. We just never got back together, but I'm happy to help work through those kind of issues and be a conduit for you and for any residents that you know of in Caswell County that's working through those type of issues.

Mel Battle said just to follow up. The road I live on is parallel to 86 North. It's Comcast. Does that mean that Comcast has exclusive rights? Mr. Miller said no. Mr. Battle said okay, that's what I don't understand. Mr. Miller said so you remember back when the phone companies formed these agreements that this is my territory, this is your territory, and never the two shall meet. Right? Well that's not the case with broadband. That's one of the things that's holding up this number swap with CenturyLink and Spectrum right now in the Northwest part of the county. So no, nothing is exclusive when it comes to broadband like that at all. Comcast, the furthest south Comcast comes in the nation is Yanceyville. So Comcast, they didn't even reply to the North Carolina survey saying do you provide service in this area. They didn't even reply to it. So what we're seeing is a lot of the areas that are covered by Comcast, they're going to see a duplicate service provider provide service to those residents. Then Mr. Miller asked if there was anything else on RDOF?

Okay, I'm going to move on to the GREAT grant, which is a state grant. You may remember several years ago, we received about a \$1.5, I think it was about a 1.5 million dollar GREAT grant award. I told everybody then, I said, you've got to be cautious about talking about this. You could be optimistic but be cautious, and sure enough that grant internet service provider ended up not being able to provide the service through the GREAT grant. So we went through the whole process, and we rebid it out. When we rebid it out, this RDOF federal grant was out there. So the internet service provider that won the second round of our 1.5 million dollars, they were kind of leery about starting because they were going to do wireless service to folks in the county. Then the RDOF announcement came, and they realized uh oh fiber to the home is in the same areas we're going to be providing wireless. They said no thank you, we can't compete with that. We can't compete with fiber to the home. So they backed out. So we still have 1.5 million dollars sitting out there that NCDIT doesn't really know how to deal with. The good news is that we've

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received another 4 million dollars in GREAT grant funding. That GREAT grant funding went to an internet service provider called Zitel. They're a company out of Moneta, Virginia. They provide fiber to the home. Their build out window from the date the contracts are assigned is two years. They had two years to build out that network. The way I've described Zitel is anything not covered by Spectrum that's North of Yanceyville will more than likely be covered by Zitel. So you may see some of those duplicate addresses. I know Walters Mill Road is covered by Comcast, and I also know Zitel won those addresses as well. So we may see a lot of that occurring in Yanceyville North. They have between two and three thousand addresses that Zitel will be on the hook to provide service to. So that'll move us up to about 7,000 addresses within the county out of the ten thousand five hundred to have service. The state did a much better job and part of it was because of the pressure put on them by us through having to rebid and rebid the first GREAT grant. They did a much better job, we believe, this time in vetting the contractors that won GREAT grant awards. So we're hopeful we won't have the same problems again that we did last time. What questions do you have about GREAT grant?

Dr. Carter asked is there a map that is available that residents can look to see what they have in their area? Mr. Miller said not for GREAT grant. Well North Carolina... Maybe. Let me email you the North Carolina map that DIT puts out. I'll email that to you email, and you can email it out to your folks. Carla, I'll get that out to you, and we can get it out to the Board. Any other questions on GREAT grant?

Commissioner Rose said Mr. Miller, will Zitel start after Spectrum finish, or will they be working in conjunction? Mr. Miller said they could be working at the same time. Commissioner Rose said I'm in the same spot as Mr. Battle. I'm on a road over, and Comcast won't come down it. County Manager Miller said Comcast is not going to expand any further in North Carolina than they already have. They're just not interested in providing additional service. So that'll leave us with, I don't know, two or three thousand addresses that still need coverage. There's another grant, and they have a two-year build out window. There will be a contract going before the Board of Commissioners. It's a three-party contract because the Board of Commissioners committed to providing and partnering with the GREAT grant specifically because the internet service provider received more points on their application if we provided a match in funds of some kind. So we used part of our ARPA dollars. We use that to provide up to a \$250,000 match. So there's a three-party contract that the state has just put out that the internet service provider needs to sign and we need to sign before it goes back to the state to be signed. After that contract's fully executed, that's when Zitel can begin. I have spoken to Rodney Gray, the CEO of Zitel. He says they're itching to get started. They're ready to start laying cables and fiber in Caswell. So hopefully that starts right away, but truthfully they have a two-year build out window. The Rural Digital Opportunity Fund had a six-year build-out window, but they decided to start with Caswell. So Caswell was one of the first counties in the nation that Spectrum started to build out. I think we're fortunate in that regard.

So after the GREAT grant, there's another state funding program coming out. It's called CAB, Completing Access to Broadband. The counties and the Board of Commissioners will have a little bit more control over how that looks and how that feels. I think we'll have about four million dollars from the state to move forward with CAB. So we'll actually get to choose the addresses that are involved in CAB, and then ask internet service providers to bid on those addresses. So realistically, we put every address that's not covered under RDOF or GREAT in there, and let internet service providers bid on them. It makes sense if you're in one of the Spectrum areas or right off to the side that Spectrum would want to come in and that same thing with Zitel. So we expect them, Spectrum and Zitel, to apply for that funding, and hopefully expand their footprint with that. The State haven't written the rules for that. That's about as much as I know about CAB. I'm not exactly sure how that's going to look and feel, but that's what we've been told.

Then after that, there's one more program. I call it the Last Mile. So you know there's always that one road that there's no easement, and there's one house down at the end of it. It's three quarters of a mile, and they want to charge six thousand dollars to get down to that house. The Last Mile is funding to traverse down that road and cover that for the internet service providers. But what they have to do is the individual resident has to call a service provider, and then the service provider has to contact the State and work with the state to get that done. So the Board of Commissioners said hey Mr. Manager why don't you form something when that program is up and running and help be a liaison between our residents and the internet service providers in the state. So we're going to do that. So what questions about broadband do you have? I'm happy just to say that I serve on and I feel very honor and privileged to serve on the North Carolina Association of County Commissioners President of Broadband Taskforce Initiative. There's, I think, 14 members. I'm one of three staff level positions. The rest of the folks on the committee are county commissioners. So I feel very fortunate to be serving on that committee. We get a lot of good information, and we're able to make a lot of recommendations to the State and to the NCACC0 for the NCACC to advocate for. I'm always happy to hear about the broadband, especially when I can take that information and relay it to the staff. So do you have any other questions for me? Otherwise I'm happy to answer anything or any questions you have about anything.

Dr. Carter said I think the one we are most concerned about rightly align with what you've told us. Mr. Miller said well I can tell you this. It's what our residents are most concerned with right now. I receive 10 to 12 calls or emails a week about broadband. It's something that's incredibly needed within the county. I'm really excited Spectrum has jumped on this from the get-go, and hopefully I believe they'll be finished by June, July, or August at the latest with their build out. That'll be a third of the county that didn't have broadband service before that does have it now. I am scheduled for another broadband meeting tentatively on May 2nd. I'm happy to have a phone conversation with you after that meeting, or if you want to go to the meeting that would be great.

February 20, 2023

SCHEDULE NEXT MEETING

The next meeting will be hosted by the Board of Education on Monday, May 15, 2023 at 6:30 pm at the School Board. Dinner will begin at 5:30 pm. That is a regularly scheduled meeting date for the Commissioners.

Mel Battle then asked when will you start your budget process? Mr. Miller said the forms are out to the Department Heads now. We're collecting the information. They're going to come back to us very quickly, and we're going to compile the budget. We'll start working with the Commissioners probably within the next three weeks. Mr. Battle asked do you send us one like that? Mr. Miller said no the Board of Education just sends us their request. There's some statutory requirements about when you're supposed to send it, but the Board of Education always does a great job and gets it to us before the deadline.

A **motion** was made at 6:54 pm by Gladys Garland and seconded by Joel Lillard and **carried unanimously** to adjourn the Board of Education meeting.

RECESS:

A brief recess was taken so members of the Board of Education could leave if they wished.

CALL TO ORDER BY CHAIRMAN:

INSURANCE RATE INCREASE:

County Manager Miller said Commissioners I've given you seven different options tonight in the paperwork I given you. Four of these options were emailed out to you earlier this week in the agenda packet. I got to reviewing and analyzing some of the data that was provided to you in your agenda packet, and I come to the realization that I believe we've been looking at this issue in the wrong way because we've been focused on what the employee is going to pay. I think that's the wrong way, and I can show you why. If you look at the top page, you'll see for the employee only the amount of the county contribution is \$673.69. You look at the employee/spouse, it's \$696.70. It goes to employee/family; it's \$709.05. So for four separate employees you've got separate rates that the county is willing to pay for their insurance. In years past, the county paid one rate, \$651.76, and that's what the county paid for employee only, employee/spouse, and the employee picked up the remaining balance. So to be more equitable, fair, and not provide one employee with a greater benefit than another employee, I think it's better for us to look at how much the county is willing to pay rather than how much the employee needs to pay. So if you'll move over to option two, it's the same way as option one with different numbers. It's the same way, and option three is the same way where it provides different benefit amounts. When you get to option four, you can see that if the employee covers, here again we're talking about the county contribution, all of the premium, then you see \$651.76. It's \$651.76 for every tier level and for both the base plan and the buy up plan. So every county employee is given the same benefit amount. If you turn over to option number five, and you say

February 20, 2023

okay the county will contribute twenty dollars more per employee per month. That puts the employee paying \$16.93 for employee only coverage on the base plan, and that's what we need to base everything off of. Then any other increases are picked up by the employee. Switch over to the next page. Option number six is the county increasing their monthly payment by \$15 instead of \$20 as you previously seen. That means the county contribution is going to be \$666.76, and the employee cost would be \$21.93. Then option number seven is the county paying \$10 more a month per employee, which is \$661.76 as opposed to what we currently pay \$551.76, but every employee is receiving the same benefit amount rather than different benefit amounts as in options one, two, and three. I'm happy to answer any questions about the options for you that you may have.

Commissioner Yarbrough said a question, Mr. Miller. Now is the county paying the varying amounts. Each employee receives the same? Mr. Miller said currently right now each employee receives \$651.76. That is shown in option four. So in option four what you're saying is us as a county, we're not going to cover it anymore. We're going to continue paying the \$651.76, and that's all we are going to pay.

Chairman Dickerson said so that option four is what the county is currently paying for the insurance plan and the increase would go to the employees? Mr. Miller said the employee would pick up 100%. Chairman Dickerson then said in option five, what is the thoughts of the county or a \$20 increase, what would that cost the county? Mr. Miller said option five total cost, and Chairman Dickerson said yes. Mr. Miller said so if you look at option five, the county would pick up an additional \$60,720. Chairman Dickerson said can you go to option six and seven and do the same thing? Mr. Miller said option six is \$45,540, and option seven is \$30,360. Commissioner Yarbrough asked for the number for option six again and the County Manager said \$45,540.

Commissioner Rose asked about option one, and County Manager Miller said I would really ask the Board not to approve option one specifically because it provides these varying benefit amounts to different employees. Now if you wanted to provide or if the county wanted to pick up all of the increase for the employee only coverage, then the county would pay \$673.69. The cost to the county would be \$66,579.50, and that would be as close as the county could come to picking up 100% of the costs for employee only. Commissioner Rose said that's just for employee only? Mr. Miller said that's correct. Now the increases for employee/spouse, those rates are going to increase more than an employee only policy. So the employee would then end up picking up the increase in employee/spouse that was anything over the \$673.69. The employee would end up covering the difference. Commissioner Rose said same way with employee/family coverage? Mr. Miller said yes employee/spouse, employee/child, employee/children, and employee/family. Commissioner McVey said we picking up all the employee increase, and it's only \$52,000? Mr. Miller said yes, and I really think that's the fairest option for county employees. That means the Board of Commissioners is paying the same rate

for me and I have employee/child. So you're paying the same rate for my benefits as you are for Melissa's, and Melissa may have employee only. Jennifer may have employee/family or family coverage.

Commissioner Yarbrough said but each employee will receive the same. Mr. Miller said each employee receives the same amount of money to cover their health insurance premiums. Commissioner Yarbrough said now that \$66,579 number, that's the total amount of the premium increase. Correct? Mr. Miller said well when you do it like I've explained, that's the total amount of the premium increase. Now actually there's an additional \$4,000 if you do it like that. I think it's \$70,520 is the total premium increase, but regardless of what you do or regardless of what choice you make, the employee/spouse, employee/child, employee/children, and employee/family, they're going to cover that rest of it. Regardless of what choice you make. So the max the county could pay is \$66,580 and everybody else is going to cover that additional \$4,000.

Chairman Dickerson asked if there were any comments or questions?

Commissioner Rose said we tell employees all the time, and it's true that it's hard for us to compete with other counties when it comes to a lot of things. I feel like that this would be one way of showing them that we hear them. We do care. When we can do something, I would make a **motion** that we take on the \$66,579 increase for the employees. Commissioner Jefferies **seconded** the motion.

Chairman Dickerson said we have a motion and a second, do we have any discussion on it?

Commissioner Holt said the employees got a pretty large pay increase before my time or last year. County Manager Miller said there was a pay and grade classification study, and the Commissioners agreed to pay 90% of the minimum or seven percent whichever was greater I think it was a seven percent rate a minimum or 7% whichever was greater. Commissioner Holt said so it was a 7% raise. Mr. Miller said a minimum or a 7% raise. Commissioner Holt said this was not discussed if insurance goes up that it wouldn't be part of the pay increase. County Manager Miller said no, the 7% pay increase minimum was based off of inflation. The inflation rate was a little over 7% at that time, but it was based off that. Commissioner Holt said insurance, isn't that part of inflation? Kind of like fuel going up and groceries.

Commissioner Yarbrough said Mr. Miller, the \$66,579.50, and I think that's Mr. Rose's motion. Am I correct? Mr. Miller said yes. Commissioner Yarbrough said that's the motion on the floor right now that we cover the full amount. Mr. Miller said yes sir. Commissioner Yarbrough said that premium is due when? I know we had to make a decision by March 1st. Right? Mr. Miller said right, that doesn't go into effect until July. Commissioner Yarbrough said as far as budgeting, is it...? Mr. Miller said that's next year's budget. Commissioner Yarbrough said this is in the 23-24 budget, and Mr. Miller said yes. Commissioner Yarbrough said okay. Mr. Miller said well it'll be put in the 23-24 budget if that's what you decide. Commissioner Yarbrough said

correct, but it's not a budget amendment for this fiscal year. Mr. Miller said no. Commissioner Yarbrough said you and I have had this discussion prior to tonight Mr. Miller. If an employee was thinking about leaving, this will not make them stay. This amount of money or will it? I'm asking your opinion. Mr. Miller said I'll give you my opinion. Commissioners, I'll be just as plainly honest with you as I can. This is one of those situations where you can't win. I'll be 100% honest because if you do this from an employee standpoint, it was something you should have done and you were expected to do. If you don't do it, I think the employees are going to feel like the Board doesn't respect the employees, respect what they do, and doesn't appreciate the employee base. So I really think this is the catch-22 and you can't win. You're not going to get kudos for doing it. It's what I'm trying to say.

Chairman Dickerson said has the county customarily always absorbed all of the increase in the cost of insurance? County Manager Miller said yes, the only caveat to that was maybe two years ago when they implemented the \$15 increase. The \$15 payment period. Before that they covered 100% of employee only and just employee only. Chairman Dickerson said so basically the Board has become a victim of its own willingness to pay for it, and now it's expected that anytime an increase comes up that the county is going to afford that. Commissioner Holt said next year this time we'll meet on the same thing again. County Manager Miller said we're going to have the same conversation next year. I can guarantee you that. Insurance premiums are going to continue to rise. What I can tell you is insurance premiums were rising between seven and a half and ten percent in North Carolina. Blue Cross Blue Shield announced 7.2% increase among their groups. We're at 3.3%. Our employees are doing a pretty good job. Either they're doing a pretty good job managing their health care, or they're doing a horrible job managing their health care and not going to the doctor. So one of the two things is occurring. Commissioner Yarbrough said or a combination. Mr. Miller said or maybe even a combination.

Commissioner Yarbrough said Mr. Chairman, I ran as a conservative, and I am fiscal conservative as well as in some other areas that may be a little too conservative for some folks taste. But having said that and as Mr. Rose has stated, I know that we don't have the money so to speak and we cannot afford to pay what other counties pay their employees. This is kind of or hopefully a signal to county employees that we're trying to do something.

Chairman Dickerson asked if there was any more discussion? Commissioner Holt asked which one was the motion? Commissioner Yarbrough said wait a minute. Let me stop you for just a second. Mr. Miller, this 66. If we approve that, is that treating all employees equal? Mr. Miller said yes sir. That's giving each employee \$673.69 towards their health insurance premiums. That would move the employee only employee cost to \$15. It would remain \$15. The county contribution would be \$673.69, and the total premium would be \$688.69 for employee only. Commissioner Yarbrough said so it's close to the option five version. Option five was a \$20 county increase. Mr. Miller said yes, it's \$1.93 less the employee would have to pay a month. Mr. Miller said right.

Chairman Dickerson said gentlemen, I've been waiting to throw my comments out there until everyone has had a chance to speak. My only concern in doing this is continuing the rubber stamp on the increases, and the county employees expecting in the county to always absorb this. Is there any will on this Board to pass part of the increase on to the county employees to send a message that it's not going to be possible for the county to continue doing that indefinitely into the future? Commissioner Holt said I would go along with that because I know we're talking about a year from now, we're going to be sitting here doing the same thing again. I know my insurance is \$800 months. It's a hard pill to swallow. Chairman Dickerson said I'm paying over a thousand dollars a month, and it's only getting worse.

Commissioner Yarbrough said let me ask you this Mr. Miller. For the sake of this conversation and if this Board approves the motion that has been made, could you communicate this to the county employees that if these insurance premiums continue to rise, the county will not be able to absorb it all in 50 years. Mr. Miller said I can.

Commissioner Holt said here's the one thing I'm getting from my constituents is you know everybody's thinking we don't appreciate county employees. They're like you're taking it from me to give it to them. I don't know how many people have said that to me. So it's not just if I vote no against this I got the county mad at me, but I got a whole lot of people out there mad at me. This is a struggle. I'm kind of between a rock and a hard place there. Which group am I supposed to make mad here?

Chairman Dickerson said I would prefer to see an option where the county employees absorb part of the costs. I don't see said option as one of the ones laid out here. I see one costs \$30,000. I see one that costs \$45,000 and one that costs \$60,000. We had talked about a less increase in the premiums in the last meeting. At one-point option two, which is a \$5 increase, I think Commissioner Yarbrough was talking about that as floating an idea, and I think Commissioner Jefferies had floated the county paying half and the county employees paying half. I don't really see one in the new option that reflects that if I wanted to make a motion. County Manager Miller said well if you look at option number six, that's the employee paying an additional \$6.93 per month. So that would be the county taking on part of that cost. If you look at option number seven that jumps to \$26.93. So the employee would be absorbing an additional \$10.93. Option seven is an option that's as close to a 50/50 split as you can get. An actual 50/50 split, the county would pay an additional \$11 per employee. Chairman Dickerson said so what does that actually do. Am I overlooking what they're currently paying versus what this option seven would have them paying. So employee only is going to be \$26.93 and then on down the list. What are they currently paying now? Commissioner Holt said is the \$26.93 above what they're paying now? County Manager Miller said no. They're currently paying \$15. So their total amount would be \$26.93, and the additional would be \$11.93 additional for the employee to pay in option number seven. Chairman Dickerson said how about for the employee/spouse? Once you've refigured these numbers here, what are they currently paying? What are they currently playing versus what

they would be? I see \$749.37. What are they currently paying? Mr. Miller said for employee/spouse. The clerk said those prices are listed on option one, isn't it? Option one shows what we actually pay. The employee only, employee/spouse, and all the employee options. The County Manager said no I think you're asking...okay. Chairman Dickerson asked what we're paying now? Chairman Dickerson said okay. So currently they're paying \$714 and be paying \$749 for the employee/spouse. Currently they're paying employee/child \$435 and it would go to \$461, which is what \$26 more dollars a month. Employee/children \$920, and they're paying currently \$880. That's only \$40. Employee/family \$1,089, and it'll go to \$1,137. Gentlemen I'm going to make a motion or a competing motion. Commissioner Yarbrough said Mr. Chairman I don't believe you can do that because you've got a motion on the floor. You've got to dispose of that motion first. Chairman Dickerson said that motion was made before the discussion was had on the topic. So what's the rules of procedure. Commissioner Yarbrough said the Rules of Procedure or Robert rules of order is if you've got a motion and a second on the floor, you have to dispose of that motion before another motion can be made. So Chairman Dickerson said okay. Well we have a motion and a second on the floor, and that is for the county to absorb all the costs of the insurance. Which option was that Mr. Miller? Was it number four? County Manager Miller said well actually that's not an option. That's not an option that you have listed. It's the county paying \$673.69 per employee. Chairman Dickerson said what was the motion to vote on? What option was that? Commissioner Rose said Mr. Chairman, it's the increase of \$66,579. Commissioner Holt said that's the employee only option.

Commissioner Yarbrough said explain that other \$4,000. County Manager Miller said so the other \$4,000 will be picked up by the employees who have employee/spouse, employee/child employee/children, and employee/family because those increase at a higher rate than just an employee only policy would. So an employee-only policy might only increase \$21.93 and an employee-spouse policy might increase \$45. So the difference in that the employee's going to pick up for that policy. So that's where the extra four thousand dollars come from.

Chairman Dickerson said so we are now at the point we got a motion and a second on the floor for option four. Am I correct in saying that \$66,579.50 for the county to pay. Commissioner Yarbrough and the County Manager said that's not an option. Commissioner Yarbrough said the motion is kind of a hybrid of option five. Option five employees only cost will be \$16.93, but Mr. Rose's motion would bring that number down to \$15. Commissioner Holt said we would take \$1.93 off of it. Commissioner Yarbrough said yes, I think that's right because that option would have cost \$60,720. You correct me if I'm wrong Mr. Miller. Mr. Miller said no, you're exactly right. Commissioner Yarbrough said but it's a hybrid of option five I guess you'd say. Commissioner Holt said that's the county absorbing the whole amount. Commissioner Yarbrough said yes, the county taking it all.

Chairman Dickerson said okay. We have option five at \$60,720, the cost to the county. We have a motion on the floor and a second, we'll do roll call voting. County Manager Miller said just for

clarity repeat that one more time. Chairman Dickerson said we have a motion made by Commissioner Rose and seconded by Commissioner Jefferies for option five at a cost \$60,720. Commissioner Yarbrough said that's not the value. It's \$66,000. County Manager Miller said clerk do you have the motion. The clerk said the motion was for the county to take on the \$66,579, which is \$673.69 per employee and the employee costs will remain \$15. Chairman Dickerson said that's the figure that I said the first time, and I was told that was wrong. Okay, let's try this one more time. The motion on the floor is for the county to absorb \$66,579.50 with a cost to the County employees' health insurance.

A **motion** was made by Commissioner Rose and seconded by Commissioner Jefferies and **carried 4-2** to have the county pay the \$66,579.50 for the insurance increase which equates to \$673.69 per employee and leaving the employee cost at \$15 for employee only coverage. (Ayes: Commissioners Jefferies, McVey, Rose, and Yarbrough. Nays: Commissioners Holt and Dickerson)

ANNOUNCEMENTS AND UPCOMING EVENTS:

- March 6, 2023 Commissioners Meeting 6:30 pm
- March 8, 2023 Tri-County Meeting with Rockingham and Stokes Counties at 6:30 at the Governmental Center in Wentworth, NC.

CLOSED SESSION:

A **motion** was made at 7:35 pm by Commissioner Rose and seconded by Commissioner Holt and **carried unanimously** to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee, which is hereby acknowledged NCGS 143-318.11(a)(6). (Ayes: Commissioners Jefferies, McVey, Rose, Holt, Yarbrough, and Dickerson. Nays: none)

ADJOURNMENT:

A **motion** was made at 8:04 pm by Commissioner McVey and seconded by Commissioner Yarbrough and **carried unanimously** to adjourn the Board of Commissioners meeting. (Ayes: Commissioners Jefferies, McVey, Rose, Holt, Yarbrough, and Dickerson. Nays: none)

Carla R. Smith
Clerk to the Board

John Dickerson
Chairman

February 20, 2023



ART FOR ALL

Community Sessions

Caswell Public Schools Admin Bldg
319 Main St. East- Yanceyville

MONDAY, MARCH 6

4-4:45 & 5:30-6:15

Snacks provided

YOU ARE INVITED TO LEARN MORE

For students, involvement in the arts can make a significant positive long term impact. You are invited to attend an informational session to learn about and share your input regarding the impact of arts for your school aged student(s).

The Arts Help to

- reduce absenteeism
- improve math & reading scores
- develop critical thinking skills
- and much more



Caswell County Schools is in the midst of conducting research for a grant opportunity to bring a comprehensive K-12 arts education program to the county. Research information gathering is paid for by a DRF grant. No taxpayer funding is being used to research and prepare for the grant.



For more information call 336-694-4116 ext 15

Caswell County Schools Academic Progress

2021 - 2022 School Year



Dr. Sandra Carter
Superintendent
October 2022

In the News....

State school accountability report shows pandemic's lingering impact

NC POLICY WATCH

<https://www.dpi.nc.gov/news/press-releases/2022/09/01/>

Howard cautioned that the 2021-22 test data must be considered within the context of all COVID disruptions, and though 2018-19 data is included in the report released today, it is not intended to be used as a comparison for the purpose of evaluating effort or drawing conclusions. Tammy Howard, NCDPI Accountability Director

For 2021-22, 864 schools have been identified as low performing, up from 488 in 2018-19.

"While these results are sobering, they are not unexpected," said Michael Maher, deputy superintendent for the division of standards, accountability and research, reminding the state board of the chaos the pandemic caused in K-12 education across the nation

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Within Our State and Region

Statewide School Performance Letter Grades Changes					
	A	B	C	D	F
Statewide change in School Performance Letter Grades from 2019 to 2022	-58	- 298	-135	370 +	173 +
Total for 2021-2022	145	446	907	833	264

If a school EXCEEDS growth, the school is not designated Low Performing even if they have a D or F School Performance letter grade.

State Low Performing Designations		
	2018-2019	2021-2022
Low Performing Schools	488	864
Low Performing Districts	8	29

Results in Economically Disadvantaged Schools

Only 30 percent of economically-disadvantaged students meet the state's standard for career and college readiness on state tests. In comparison, 58 percent of non-economically-disadvantaged students meet the standard. This impacts college admission opportunities; only 36 percent of economically-disadvantaged students meet the minimum ACT score for admission into the University of North Carolina system while 68 percent of all other students meet the minimum score.



A-F school performance grade system

North Carolina assigns every school an A-F letter grade. The system is supposed to be a measure of school quality, but instead has become a measure of school demographics. Only about 20 percent of "A" schools have above-average enrollment of economically-disadvantaged students. Nearly all schools labeled with an "F" grade have above-average enrollment of economically-disadvantaged students.

Correlation of Results to Economically Disadvantaged Schools in NC

Light blue bands note where percent of schools with that Performance Grade are higher than the overall state percent.

Currently BYSHS

Currently Dillard, North, Oakwood, South, and Stoney Creek

School Performance Grades and School Accountability Growth by Percentage of Students Identified as Economically Disadvantaged

Tables 16 and 17 present SPGs and school accountability growth by the percentage of Economically Disadvantaged Students (EDS) for schools. The percent of EDS is divided into five strata: 0–20%, 21–40%, 41–60%, 61–80%, and 81–100%. Each table shows whether the percent of schools is within \pm 3 percentage points of the state-level data or above/below this range.

TABLE 16. Number and percent of schools by School Performance Grade and EDS percent ranges¹

Percent EDS	Measure	School Performance Grade					
		A	B	C	D	F	Total
State level	Percent	5.6	17.2	35.0	32.1	10.2	100.0
0–20%	Number	76	198	67	8	0	349
	Percent	21.8	56.7	19.2	2.3	0.0	100.0
21–40%	Number	57	199	440	133	14	843
	Percent	6.8	23.6	52.2	15.8	1.7	100.0
41–60%	Number	12	44	344	484	93	977
	Percent	1.2	4.5	35.2	49.5	9.5	100.0
61–80%	Number	0	3	56	195	136	390
	Percent	0.0	0.8	14.4	50.0	34.9	100.0
81–100%	Number	0	2	0	13	21	36
	Percent	0.0	5.6	0.0	36.1	58.3	100.0

¹ Due to rounding, the percentage of schools may not total 100%.

² Green: \pm three percentage points of the state-level percentages.

³ Blue: Three percentage points or more above the state-level percentages.

⁴ Yellow: Three percentage points or more below the state-level percentages.

Excerpt from 2021-2022 Performance and Growth of NC Public Schools
Annual Testing Reports (September 1, 2022)

Within Our State and Region

	Statewide Data	
	2018-2019	2021-2022
Low Performing Schools	488	864
Low Performing Districts	8	29

Designated LP School System	Number of Schools
Asheboro City	8
Caswell	6
Guilford	118
Lexington	5
Thomasville	4

Caswell: If 1 school was not designated LP then the district would not be designated as such

"I will ask that no one else refer to these schools as low performing schools — they are schools designated as low performing," Deputy State Superintendent Michael Maher said while co-presenting the data. "Why does that matter? Because they are designated based on a formula that prioritizes proficiency and we are seeing lower rates of proficiency due to the pandemic."

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School System	Number of Schools	Status Change
Montgomery	9	If 1 more school was designated LP then district would be LP
Mt. Airy	3	If 1 more school was designated LP then district would be LP
Randolph	32	If 2 more schools were designated LP then district would be LP
Rockingham	21	If 3 more schools were designated LP then district would be LP
Stokes	18	If 4 more schools were designated LP then district would be LP
Winston-Salem/Forsyth	72	If 2 more schools were designated LP then district would be LP
Yadkin	13	If 1 more school was designated LP then district would be LP
Alamance/Burlington School System	35	If 6 more schools were designated LP then district would be LP

School Performance Grades Current Formula



Serena Williams

80% Student **PROFICIENCY**

20% Student **GROWTH**



SCHOOL PERFORMANCE GRADES

3 Year Comparison	2017-2018		2018-2019		2019-2020	2020-2021	2021-2022	
School	Grade	EVAAS Academic Growth Status	Grade	EVAAS Academic Growth Status	COVID		Grade	EVAAS Academic Growth Status
North Elementary	C	Not Met	C	Met			C	Met
Oakwood Elementary	D	Met	C	Exceeded			D	Met
South Elementary	D	Not Met	C	Met			D	Met
Stoney Creek Elementary	D	Not Met	D	Met			D	Exceeded
Dillard Middle	D	Met	D	Not Met			D	Met
Barlett Yancey	C	Not Met	C	Not Met			D	Not Met

 While the % of NC schools meeting or exceeding growth declined from 2018-19 to 2021-22, Caswell County Schools INCREASED the number of schools meeting or exceeding GROWTH.

**SCHOOL
REPORT
CARD** ⁸

School Performance Grades Formulas

Currently, School Performance Grades are composed of student grade level achievement multiplied by 80% and the growth score for the school multiplied by 20%. Proposed new models may include formulas with a larger emphasis on growth.

For Example:

**Using the CURRENT
80% Achievement/ 20% Growth
Model:**

Achievement Score: 38
Growth Score: 81

$$\begin{array}{r} 38 \times 80\% = 30 \\ + \quad 81 \times 20\% = 16 \\ \hline 46 \text{ D} \end{array}$$

School Performance Letter Grades Scale	
A	100-85
B	84-70
C	69-55
D	54-40
F	40-0

For Example:

**Using the 50% Achievement/
50% Growth Model:**

Achievement Score: 38
Growth Score: 81

$$\begin{array}{r} 38 \times 50\% = 19 \\ + \quad 81 \times 50\% = 41 \\ \hline 60 \text{ C} \end{array}$$

School Performance Grades Formulas

All Caswell county schools had high growth marks and would have higher School Performance Grades if growth counted for half of the grade as in the proposed 50/50 model, an average of 12 points higher per school.

Five of Six schools in Caswell County would be Cs given growth carried more weight in the formula.

	Using Current 80/20 Formula	Using Proposed 50/50 model
Bartlett Yancey Senior High School	48 D	53 D
N L Dillard Middle School	45 D	57 C
North Elementary School	55 C	65 C
Oakwood Elementary School	46 D	59 C
South Elementary School	44 D	59 C
Stoney Creek Elementary School	41 D	58 C

"I think we're all hard pressed to find professionals in the education field at this point who believe that growth is not more important than proficiency," Duncan said, thanking Truitt for leading efforts to change the model. "Growth is what moves our students forward."

EdNC

Source: EdNC <https://www.ednc.org/school-accountability-model-low-performing-performa/>

School Performance Letter Grades Scale	
A	100-85
B	84-70
C	69-55
D	54-40
F	40-0

School Performance Grades Formulas

The North Carolina of Public Instruction is beginning a process to overhaul school performance grades and is seeking public input through a new survey <https://www.ednc.org/school-performance-grade-survey/>. The survey ends Oct.10th, at 5:00pm.

The state's A-F performance grades were developed so communities could better understand the quality of North Carolina's public schools, but a growing consensus has led many to believe that the current model does not accurately reflect all aspects of school quality because it puts too much weight on student achievement as determined by high-stakes testing.

Survey link is located on <https://www.caswell.k12.nc.us> webpage

Does the formula in how school grades are calculated need to change from the current 80%/20% model?
(take the survey...)

State Superintendent of Public Instruction Catherine Truitt said changes to the school grading system are needed not only to measure school performance more accurately, but also to help drive better student outcomes since accountability measures have a strong influence on the priorities for teaching and learning in schools.

"School performance grades are really about school quality, but right now the model overemphasizes student test scores while not accounting for the other ways schools are preparing students for post-secondary success," Truitt said. "The model should incorporate other important metrics – not just high-stakes student testing – to redefine school quality. This

Catherine Truitt, State Superintendent, NCDPI



Proficiency - 80%

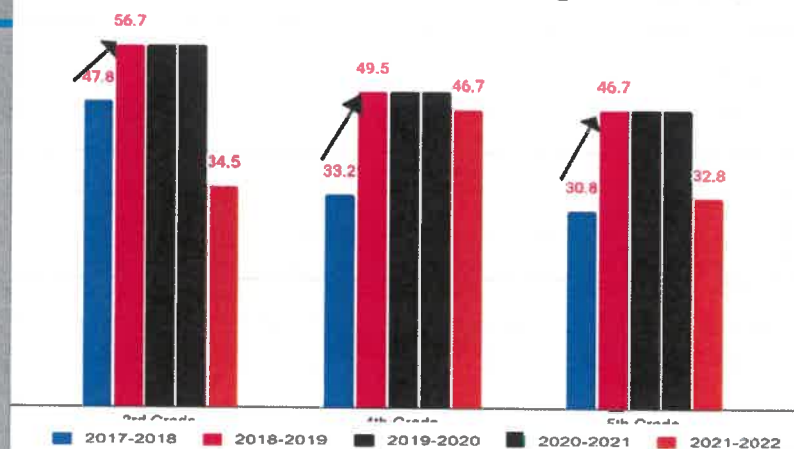
Proficiency = EVERY student meeting same level of achievement.



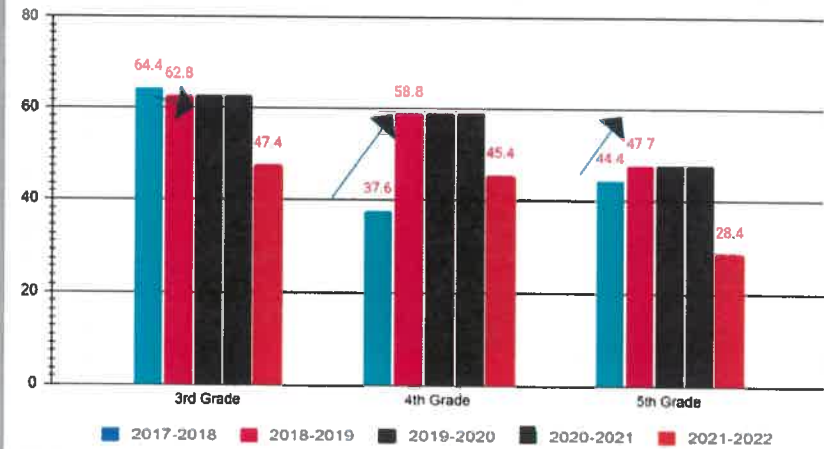
Serena Williams

3 -5 READING PROFICIENCY

Caswell County Elementary Schools Reading: 3rd-5th Grades



Caswell County Elementary Schools Math: 3rd-5th



Stoney
Creek
Met Growth

North
Met
Growth

Oakwood
Met
Growth

South
Met
Growth

North
Met Growth

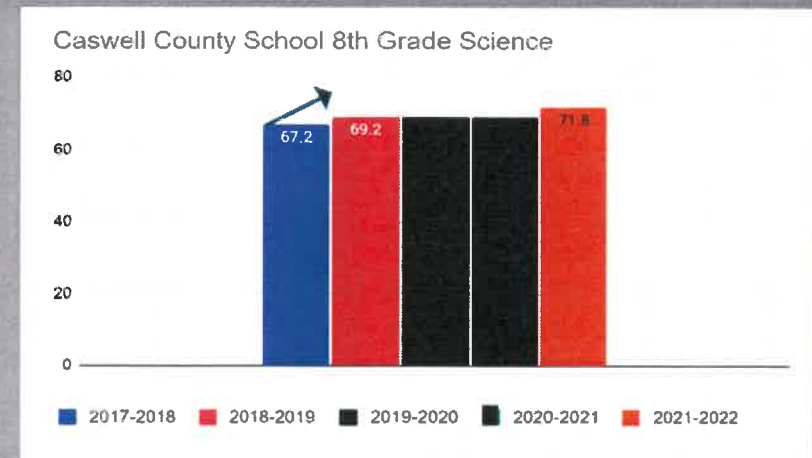
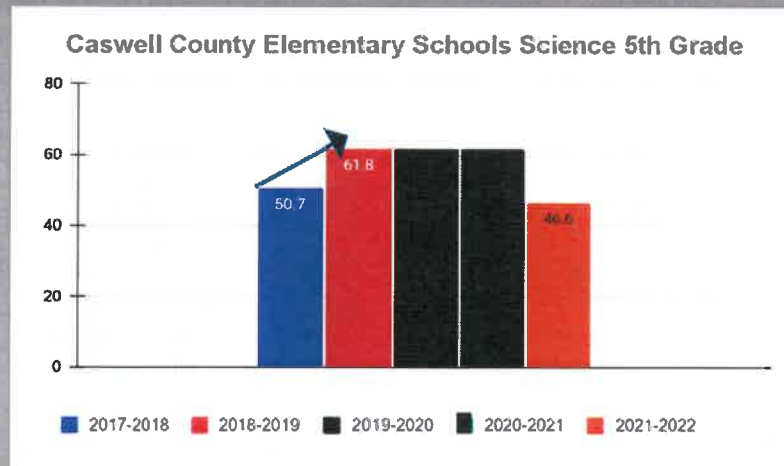
Oakwood
Exceeded
Growth

South
Exceeded
Growth

Stoney
Creek
Exceeded
Growth

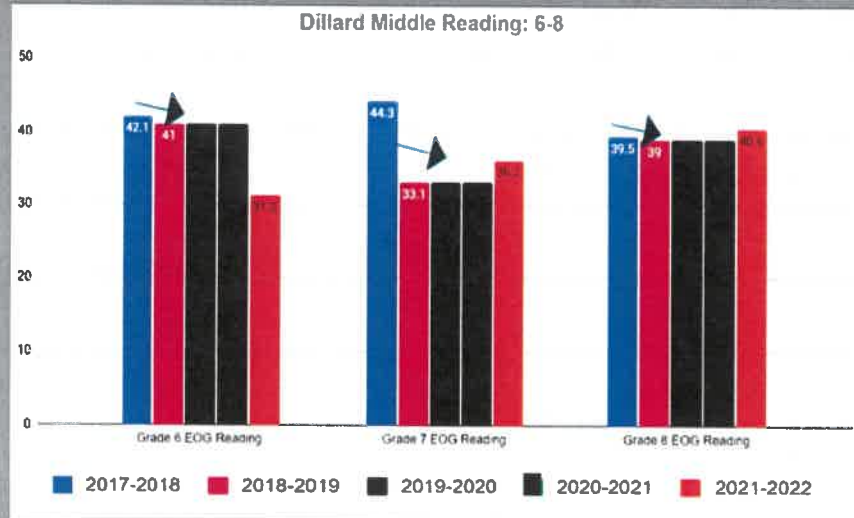
Reading and Math Supports: Language Essentials for Teachers of Reading (LETRS) training, increased emphasis on teaching of phonics and rigorous Engage curriculum, regular data analysis and screening of all students to identify those at risk in reading and math to provide timely support, as well as intentional small group instruction, intervention and remediation built into the school day.

5th and 8th GRADE SCIENCE PROFICIENCY

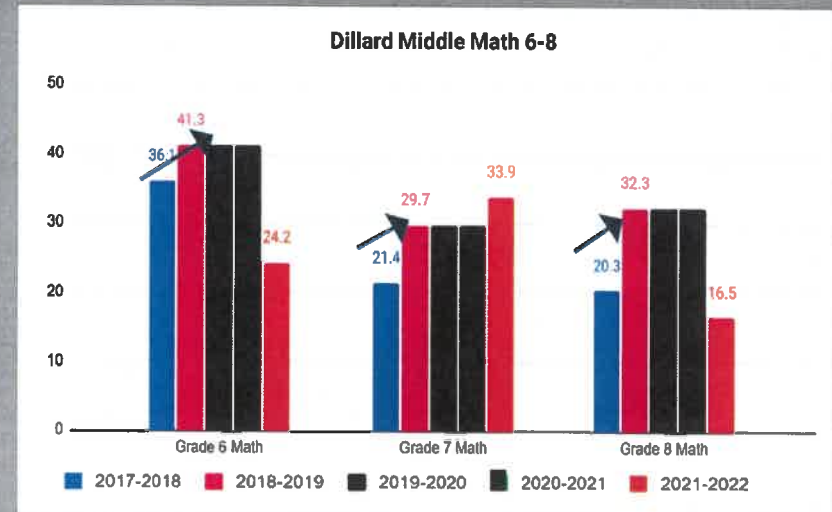


Science Supports: Hands on science manipulatives aligned to state standards, online realistic digital resources and interactive simulations from Discovery Education, analyzing and unpacking state standards, quarterly data analysis, and reteaching as needed, focusing on science academic vocabulary, as well as aligning content taught to test specifications.

DILLARD MIDDLE PROFICIENCY: READING AND MATH 6-8



N. L. Dillard
Met
Growth

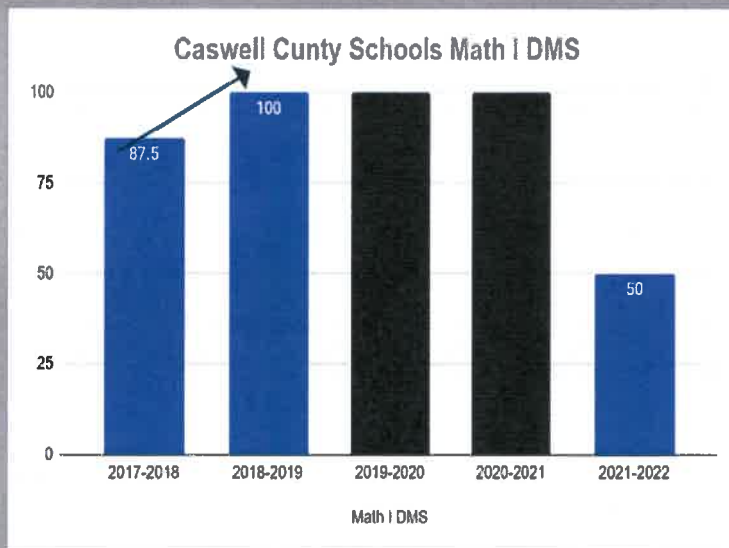


N. L. Dillard
Met
Growth

Math and Reading Supports: Focus on data in Professional Learning Communities which include additional same content area teachers. Strategic focus on MTSS implementation on the middle school level. Teachers will attend NCDPI training and supports for increasing student achievement. Remediation opportunities for students will be embedded in the schedule and after school tutoring will be available.

DILLARD MIDDLE PROFICIENCY

MATH I



MATH I Supports

Collaboration with math instructional coach

Focus on data in Professional Learning Community which include additional same content area teachers.

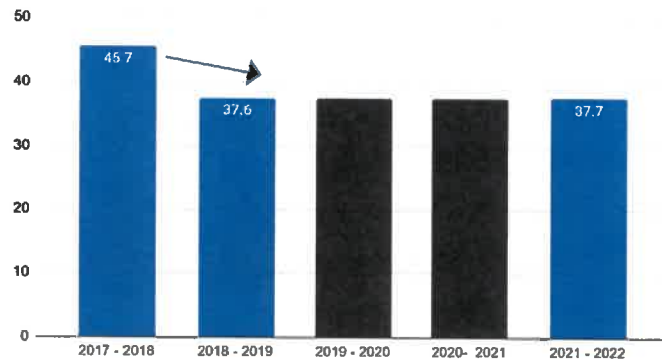
Strategic focus on MTSS implementation on the middle school level.

Teachers will attend NCDPI training and supports for increasing student achievement.

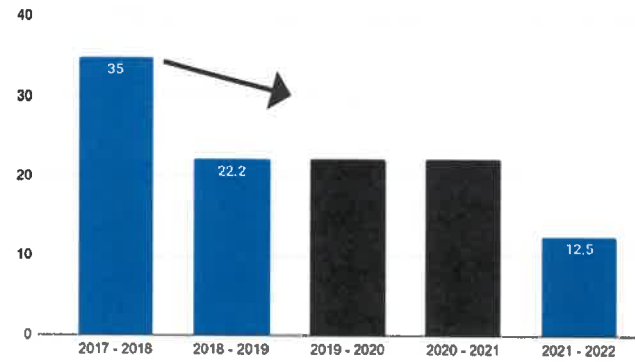
Remediation opportunities for students will be embedded in the schedule and after school tutoring will be available.

Bartlett Yancey Senior High School

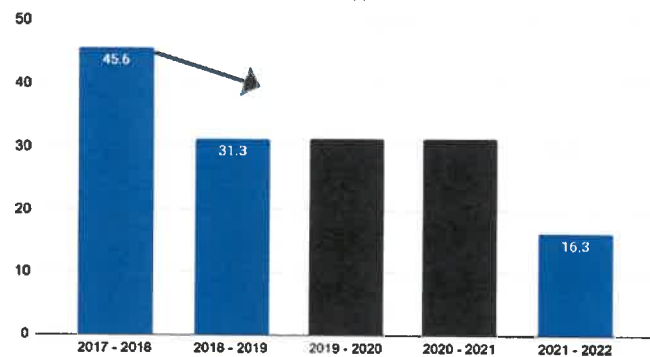
English II



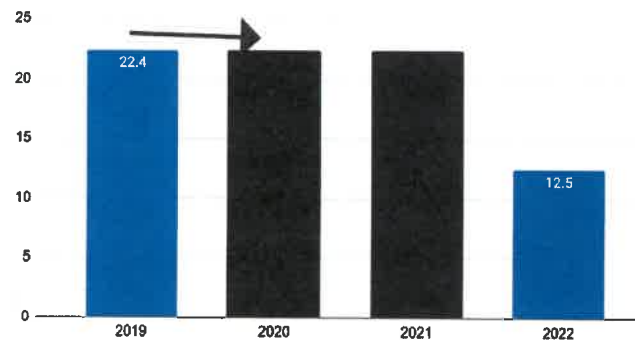
Math I



Biology



Math III



*Initial implementation 2019 - New EOC

EOCs Supports:

EVAAS Data
analysis support
through NCDPI

Implementation of
foundational
courses to support
student readiness
and mastery of
outcomes

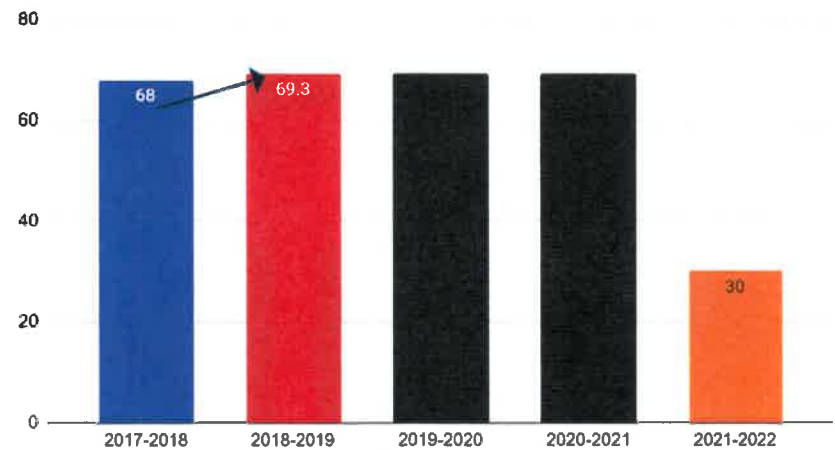
Focus on data in
Professional
Learning Teams

Increased certified
teachers in all
subject areas
(Elevate K-12)

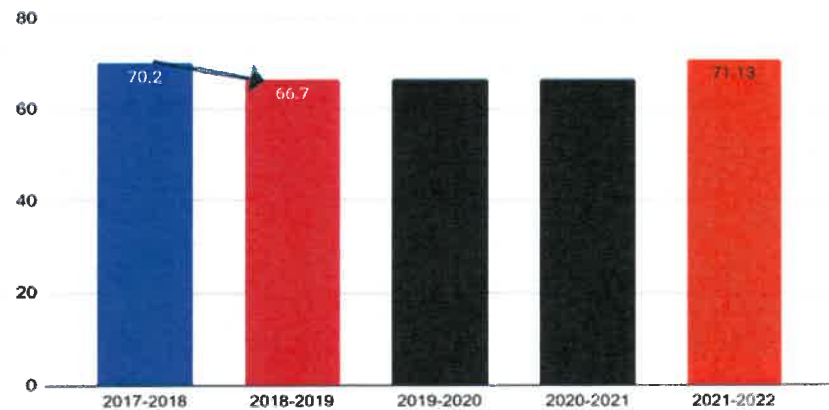
BYSHS

CTE PROFICIENCY

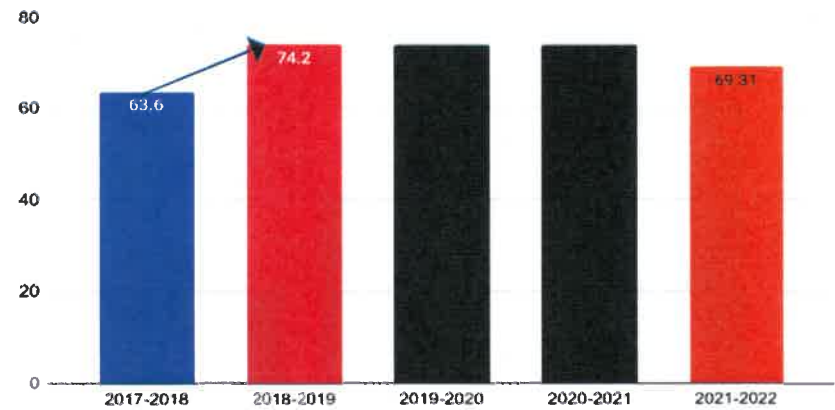
Agriculture



Family and Consumer Sciences



Trade and Industrial





GROWTH - 20%

Growth = EVERY student earning one year's worth of academic growth, regardless of where they are at the beginning of the school year.



GROWTH - 20%

STATE SUBGROUP VS. CCS SUBGROUPS

Subgroup Growth Compared to the State 2021-2022

	State of NC	BYSHS	NL Dillard Middle School	North Elementary	Oakwood Elementary	South Elementary	Stoney Creek Elementary
All Students	Not Met	Not Met	Met	Met	Met	Met	Exceeded
American Indian	Not Met						
Asian	Not Met						
Black	Not Met	Not Met	Met	Met	Met	Met	
Hispanic	Not Met	Met	Met				Met
Two or More Races	Not Met		Met				
White	Not Met	Not Met	Met	Met	Met	Met	Exceeded
Economically Disadvantaged	Not Met	Not Met	Met	Met	Met	Met	Met
English Learners	Not Met						
Students With Disabilities	Not Met	Met	Met	Met		Met	

Blank spots indicate not enough students or student scores to make a subgroup.

CCS Historical EVAAS Growth Data (20%)

SCHOOL	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
North Elementary	Not Met - 4.04	Not Met - 3.44	Met -1.87			Met 0.01
Oakwood Elementary	Not Met - 4.04	Met -.57	Exceeded 2.09			Met .48
South Elementary	Not Met - 3.69	Not Met - 4.36	Met 1.48			Met 1.08
Stoney Creek Elementary	Not Met - 2.79	Not Met - 5.32	Met -0.08			Exceeded 2.27
Dillard Middle School	Not Met - 3.20	Met -0.06	Not Met - 3.68			Met -0.06
Bartlett Yancey Senior High School	Not Met - 3.24	Not Met - 3.47	Not Met - 4.40			Not Met - 4.42

- B** Exceeds Expected Growth: Estimated mean NCE gain is above the growth standard by at least 2 standard errors.
- G** Meets Expected Growth: Estimated mean NCE gain is below the growth standard by at most 2 standard errors but less than 2 standard errors above it.
- R** Does Not Meet Expected Growth: Estimated mean NCE gain is below the growth standard by more than 2 standard errors.

CCS GROWTH - 20% - Reading

Year	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	ENG II
2015-2016	+0.3	+1.1	-2.5	-3.7	-5.4	-3.4	-0.6
2016-2017	-1.3	-1.6	-4.3	-2.2	-2.0	+1.9	0.0
2017-2018	-0.5	-2.0	-1.3	-1.8	+0.8	+2.2	-0.3
2018-2019	+0.6	-0.9	+1.1	-2.9	-1.1	-2.2	-1.0
2021-2022	-1.3	1.6	-1.4	-3.3	-0.8	2.9	0.0

English II Reading Supports:

Increased certified teachers

Continued use of rigorous Engage curriculum

English and Reading Professional Development Support from NCDPI

- B** Exceeds Expected Growth: Estimated mean NCE gain is above the growth standard by at least 2 standard errors.
- G** Meets Expected Growth: Estimated mean NCE gain is below the growth standard by at most 2 standard errors but less than 2 standard errors above it.
- R** Does Not Meet Expected Growth: Estimated mean NCE gain is below the growth standard by more than 2 standard errors.

CCS GROWTH - 20% - Math

Year	Gr4	Gr5	Gr6	Gr7	Gr8	Math I	Math III
2015-2016	+4.6	-5.4	-5.9	-2.3	-3.2	-1.6	
2016-2017	-1.2	-7.3	-2.9	-4.4	-1.0	-1.0	
2017-2018	-3.5	-4.5	+0.1	-3.1	+0.2	-1.7	
2018-2019	+2.4	-1.2	+0.2	-4.6	+0.6	-0.8	-1.0
2021-2022	7.8	-1.5	-1.2	3.2	-5.0	-2.7	-2.1

Math Supports:

Alignment of math curriculum with testing expectations

Continued use of Eureka Math in grades 3-5

Math Professional Development Support from NCDPI

Secondary Math Instructional Coaching

B	Exceeds Expected Growth: Estimated mean NCE gain is above the growth standard by at least 2 standard errors.
G	Meets Expected Growth: Estimated mean NCE gain is below the growth standard by at most 2 standard errors but less than 2 standard errors above it.
R	Does Not Meet Expected Growth: Estimated mean NCE gain is below the growth standard by more than 2 standard errors.

CCS GROWTH 20% - Science

Year	Gr5	Gr8	Biology
2015-2016	+0.2	+0.2	-1.4
2016-2017	-1.0	+2.3	-0.7
2017-2018	-2.8	+0.7	-0.8
2018-2019	-0.8	+1.1	-2.3
2021-2022	-0.5	2.3	-1.1

Biology Supports:

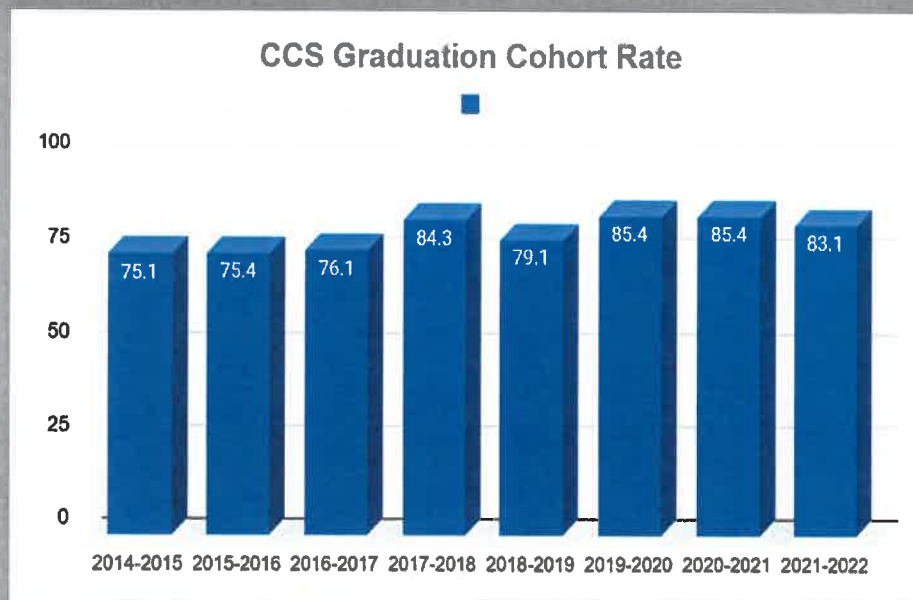
Altered the scheduled to provide introductory supports prior to the Biology EOC.

Increased focus on integration of the curriculum

Strategic implementation of testing specifications aligned to formative assessments and curriculum

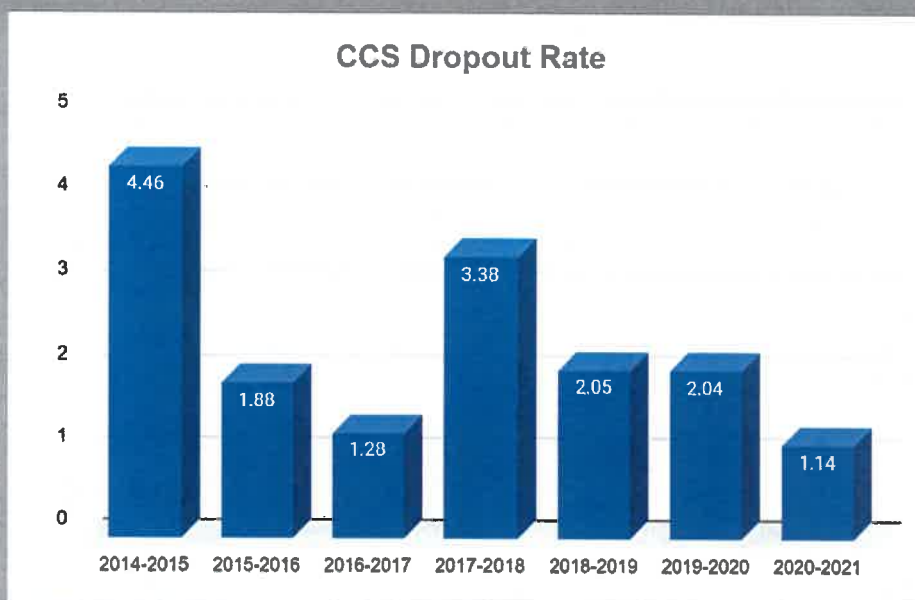
B	Exceeds Expected Growth: Estimated mean NCE gain is above the growth standard by at least 2 standard errors.
G	Meets Expected Growth: Estimated mean NCE gain is below the growth standard by at most 2 standard errors but less than 2 standard errors above it.
R	Does Not Meet Expected Growth: Estimated mean NCE gain is below the growth standard by more than 2 standard errors.

GRADUATION RATE TRENDS



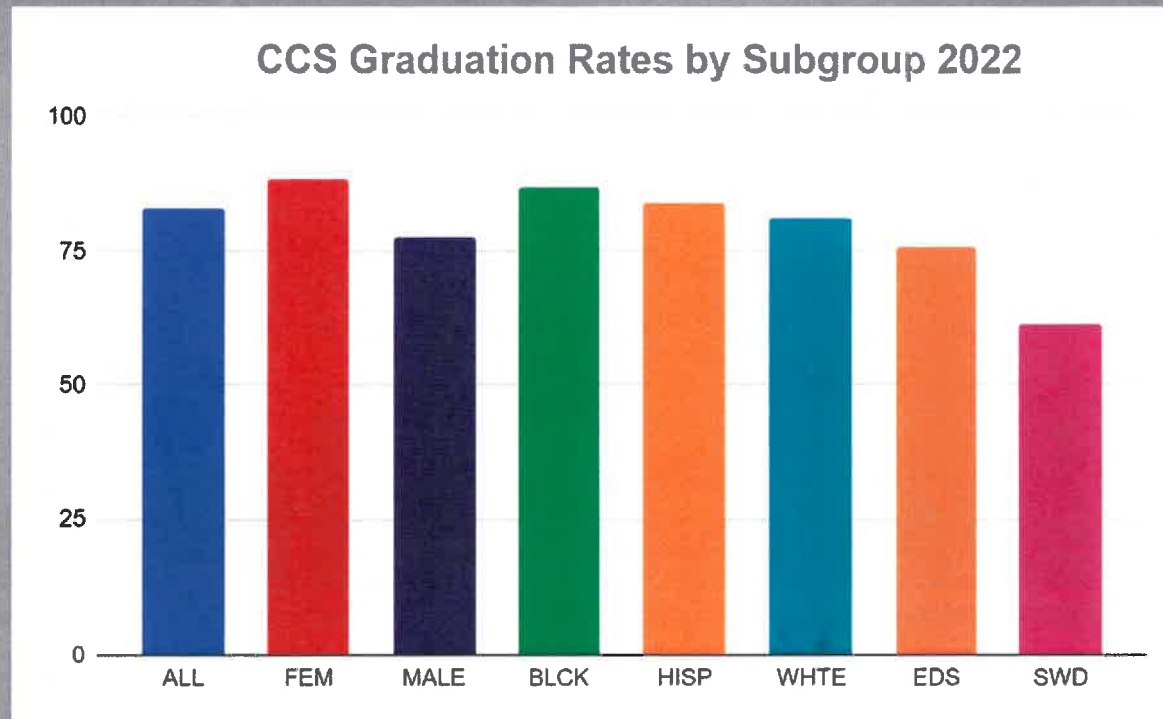
Percent of CCS Students
Graduating within Four Years

DROPOUT RATE TRENDS



Percent of CCS Students Who Are
Not Dropping Out of School

CCS Graduation Rates by Subgroups



Percent of CCS Students Graduating within Four Years by Subgroups

Low Wealth & Rural Counties & Broadband Comparison

County	Low Performing District	Population (Rural)	Low Wealth %	Rank	Broadband Availability Percentage
Determination of Rural & Low Wealth					
Anson	Yes	27,000	70.79	3	28.67
Tyrrell	Yes	4,400	74.8	8	31.16
Caswell	Yes	23,000	75.41	9	33.5
Martin	Yes	24,000	76.31	11	44.26
Bertie	Yes	21,000	70.63	1	52.84
Halifax	Yes	54,000	76.17	10	55.19
Northampton	Yes	22,000	73.99	6	57.11
Hertford	Yes	24,000	72.26	5	58.08
Gates	No	12,000	71.79	4	38.17
McDowell	No	45,000	78.31	15	60.39
Bladen	No	35,000	74.21	7	61
Caldwell	No	82,000	77.56	13	62.6
Franklin	No	61,000	77.01	12	62.62
Sampson	No	64,000	70.65	2	64.63
Yadkin	No	38,000	78.19	14	82

*<https://www.dpi.nc.gov/documents/fbs/allotments/support/low-wealth-ranking>

*<https://experience.arcgis.com/experience/1ca29805a2454ffab6b9579702b99e59/page/Broadband-Availability/>

Per Pupil Spending for Low Wealth, Rural Counties with Broadband Comparison

County	Low Performing District	Per Pupil Spending	Low Wealth %	Rank	Broadband Availability Percentage
			Determination of Low Wealth		
Anson	Yes	\$12,556.58	70.79	3	28.67
Tyrrell	Yes	\$17,902.81	74.8	8	31.16
Caswell	Yes	\$11,514.26	75.41	9	33.5
Martin	Yes	\$13,180.33	76.31	11	44.26
Bertie	Yes	\$14,685.12	70.63	1	52.84
Halifax	Yes	\$14,684.93	76.17	10	55.19
Northampton	Yes	\$18,562.12	73.99	6	57.11
Hertford	Yes	\$11,921.22	72.26	5	58.08
Gates	No	\$13,780.00	71.79	4	38.17

Source: NCDPI Finance

Associates Pathway Degree Program Trends

Year	Number of CCS/PCC Enrolled in the Program
2020 - 2021	3
2021 - 2022	12
2022 - 2023	9
2023 - 2024	10
2024 - 2025	15
2025 - 2026	26



BYSHS Students completing this pathway will receive both a high school diploma and a two year college degree on their high school graduation day!



Strategies for District Success

Data dives with school leadership quarterly. Ongoing, regular **data analysis** by teachers, weekly data analysis by **grade level/content area teams**

School Improvement Teams and **Multi Systems of Support Teams (MTSS)** meet at each school regularly

Quality Assurance Inventories at each school led by **district personnel** include **data meetings** with principal, **classroom walkthroughs**, discussions with staff about needs **aligned to student support priorities**

School **tutoring** and **intervention** plans aligned to **student learning needs**

Strategies for Elementary Student Success

Elementary schools' **master schedules** have **built in** times for **small group remediation and intervention**

Added time to reading instruction for students who are not demonstrating proficiency in reading

Regularly collect data and **progress monitor students' skill acquisition**

Corrective Reading groups daily in grades 4-5 and other **research based reading interventions** in grades K-3

Utilizing phonics programs and decodables to **ensure students can analyze words, syllable types, sounds, and other patterns which help students read**

Continued Strategies for Elementary Student Success

Hire retired, certified teachers who **tutor** and provide **research based instruction** to catch students up. We begin as soon as possible, once consolidated funds drop in October.

For math, we are **continuing Eureka Math, small group instruction and remediation** as we did last year (**exceeded growth**)

Provide computer adaptive programs **which identify gaps and supply individualized student instruction** where needed (reading and math)

Teachers and school **MTSS teams** regularly look at **student data to determine next steps** to address student learning gaps

Strategies for Secondary Student Success

Foundation courses for math are integrated in the schedule to support student mastery of skills;

The dropout prevention specialist will work with **counselors** to address students who are have **high absenteeism**;

The **counselors** will collaborate with **the dropout prevention specialist** to meet with parents and students to create **plans for academic success**; and

The **SRO** will make **home visits** with the **dropout prevention specialist** to conduct **wellness checks**; and

The **Secondary** and **Students Services** will collaborate over strategies to support **implementation of student academic and wellness plans**.

Strategies for Secondary Student Success

Data teams will engage in **strategic analysis** and **progress monitoring** of student **work**;

NCPDI training math and reading teachers support;

Incrementally **reviewing** and **analyzing computer-based programs** to monitor ongoing student progress and **tailor remediation strategies** to meet **students needs**;

Grade-level **interventions** and **remediations** times are **embedded** during the school day;

After school tutoring will be available to **additionally address student loss**; and

More certified teachers including Elevate K-12 teachers to **support student learning**.

Elementary Strategies for Parent Involvement

Parent Involvement is very important to **success**.

Schools use **various means of communication**, **survey** parents, and hold **multiple informational events** for parents throughout the year.

These include but are not limited to **summer reading kick offs** and **book give aways** with tips for reading with your child, **science nights** with hands on activities for parents and students to experiment together, **parent breakfasts/grade level meetings** giving information about classroom learning, **Title I nights**, **math nights**, and **parent guides** for grade levels and subjects.

Provide **individual student learning reports** such as Home Connect letters and information from computer adaptive programs which identify gaps and **give parents activities to do at home to support learning**.

Secondary Strategies for Parent Involvement

Informational sessions for Associates Degree Pathway Programs (BYSHS), *Title I Night* (Middle School)

Freshman Orientation to specifically address questions **ninth grade students and parents new to the high school environment;**

School Improvement Team invitations **for parents** to join and/or collaborate over school initiatives;

Individual student reports available for parents to have access to student progress;

Invitations for parents to attend and **support athletics, the arts, and CTE extra-curricular activities;** and

ConnectEd to parents about **upcoming events** for involvement and knowledge.

Questions?



Option 1 - County Covers Insurance Premium Costs**Base Plan**

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 15.00	\$ 673.69	\$ 688.69
Employee Spouse	\$ 714.43	\$ 696.70	\$ 1,411.13
Employee Child	\$ 435.69	\$ 687.64	\$ 1,123.33
Employee Children	\$ 880.42	\$ 702.16	\$ 1,582.58
Employee Family	\$ 1,089.78	\$ 709.05	\$ 1,798.83

Buy Up Plan

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 41.57	\$ 674.57	\$ 716.14
Employee Spouse	\$ 768.91	\$ 698.49	\$ 1,467.40
Employee Child	\$ 479.07	\$ 688.96	\$ 1,168.03
Employee Children	\$ 941.60	\$ 704.17	\$ 1,645.77
Employee Family	\$ 1,159.26	\$ 711.33	\$ 1,870.59

Option 2 - \$5 Increase**Base Plan**

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 20.00	\$ 668.69	\$ 688.69
Employee Spouse	\$ 719.43	\$ 691.70	\$ 1,411.13
Employee Child	\$ 440.69	\$ 682.64	\$ 1,123.33
Employee Children	\$ 885.42	\$ 697.16	\$ 1,582.58
Employee Family	\$ 1,094.78	\$ 704.05	\$ 1,798.83

Buy Up Plan

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 46.57	\$ 669.57	\$ 716.14
Employee Spouse	\$ 773.91	\$ 693.49	\$ 1,467.40
Employee Child	\$ 484.07	\$ 683.96	\$ 1,168.03
Employee Children	\$ 946.60	\$ 699.17	\$ 1,645.77
Employee Family	\$ 1,164.26	\$ 706.33	\$ 1,870.59

Option 3 - 50/50 Split between Employee and County**Base Plan**

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 25.97	\$ 662.73	\$ 688.70
Employee Spouse	\$ 736.90	\$ 674.23	\$ 1,411.13
Employee Child	\$ 453.63	\$ 669.70	\$ 1,123.33
Employee Children	\$ 905.62	\$ 676.96	\$ 1,582.58
Employee Family	\$ 1,118.43	\$ 680.41	\$ 1,798.84

Buy Up Plan

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 52.98	\$ 663.17	\$ 716.15
Employee Spouse	\$ 792.28	\$ 675.13	\$ 1,467.41
Employee Child	\$ 497.67	\$ 670.36	\$ 1,168.03
Employee Children	\$ 967.81	\$ 677.97	\$ 1,645.78
Employee Family	\$ 1,189.05	\$ 681.55	\$ 1,870.60

Option 4 - Employee Covers Premium Increase**Base Plan**

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 36.93	\$ 651.76	\$ 688.69
Employee Spouse	\$ 759.37	\$ 651.76	\$ 1,411.13
Employee Child	\$ 471.57	\$ 651.76	\$ 1,123.33
Employee Children	\$ 930.82	\$ 651.76	\$ 1,582.58
Employee Family	\$ 1,147.07	\$ 651.76	\$ 1,798.83

Buy Up Plan

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 64.38	\$ 651.76	\$ 716.14
Employee Spouse	\$ 815.64	\$ 651.76	\$ 1,467.40
Employee Child	\$ 516.27	\$ 651.76	\$ 1,168.03
Employee Children	\$ 994.01	\$ 651.76	\$ 1,645.77
Employee Family	\$ 1,218.83	\$ 651.76	\$ 1,870.59

Option 5 - \$20 County Increase**Base Plan**

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 16.93	\$ 671.76	\$ 688.69
Employee Spouse	\$ 739.37	\$ 671.76	\$ 1,411.13
Employee Child	\$ 451.57	\$ 671.76	\$ 1,123.33
Employee Children	\$ 910.82	\$ 671.76	\$ 1,582.58
Employee Family	\$ 1,127.07	\$ 671.76	\$ 1,798.83

Buy Up Plan

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 44.38	\$ 671.76	\$ 716.14
Employee Spouse	\$ 795.64	\$ 671.76	\$ 1,467.40
Employee Child	\$ 496.27	\$ 671.76	\$ 1,168.03
Employee Children	\$ 974.01	\$ 671.76	\$ 1,645.77
Employee Family	\$ 1,198.83	\$ 671.76	\$ 1,870.59

Option 6 - \$15 County Increase**Base Plan**

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 21.93	\$ 666.76	\$ 688.69
Employee Spouse	\$ 744.37	\$ 666.76	\$ 1,411.13
Employee Child	\$ 456.57	\$ 666.76	\$ 1,123.33
Employee Children	\$ 915.82	\$ 666.76	\$ 1,582.58
Employee Family	\$ 1,132.07	\$ 666.76	\$ 1,798.83

Buy Up Plan

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 49.38	\$ 666.76	\$ 716.14
Employee Spouse	\$ 800.64	\$ 666.76	\$ 1,467.40
Employee Child	\$ 501.27	\$ 666.76	\$ 1,168.03
Employee Children	\$ 979.01	\$ 666.76	\$ 1,645.77
Employee Family	\$ 1,203.83	\$ 666.76	\$ 1,870.59

Option 7 - \$10 County Increase**Base Plan**

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 26.93	\$ 661.76	\$ 688.69
Employee Spouse	\$ 749.37	\$ 661.76	\$ 1,411.13
Employee Child	\$ 461.57	\$ 661.76	\$ 1,123.33
Employee Children	\$ 920.82	\$ 661.76	\$ 1,582.58
Employee Family	\$ 1,137.07	\$ 661.76	\$ 1,798.83

Buy Up Plan

	Employee Cost Per Month	County Contribution	Total Premium Per Month
Employee Only	\$ 54.38	\$ 661.76	\$ 716.14
Employee Spouse	\$ 805.64	\$ 661.76	\$ 1,467.40
Employee Child	\$ 506.27	\$ 661.76	\$ 1,168.03
Employee Children	\$ 984.01	\$ 661.76	\$ 1,645.77
Employee Family	\$ 1,208.83	\$ 661.76	\$ 1,870.59