



Florence County School District 3

Board Meeting Minutes Location: FSD3 Board Room

Tuesday, February 20, 2024

6:00 p.m.

In Attendance: Jac'Kel Brown, Rutha Frieson Barbara Bryant, Jason Kirby, Mattie Thomas, Paula Morris, Gloria Robinson and Julia Mims joined the meeting by telephone.

Absent: Rebecca Yates.

Call to Order: Board Chair, Jac'Kel Brown called the February 20, 2024 board meeting of the Florence County School District Three Board of Trustees to order. In accordance with the S. C. Code of Laws, 1976, Section 30-4-809d, as amended, the following have been notified of the time, date, place and agenda of this meeting: Morning News, Lake City Shopper, WBTW, WPDE, & WMBF. This agenda is also posted on the Florence County School District Three website. A moment of silence was observed after which Board Chair Brown led the group in the Pledge of Allegiance. Secretary Rutha Frieson did a roll call of board members present at tonight's meeting.

Approval of the Agenda: Barbara Bryant made the motion to approve tonight's agenda as presented. Mattie Thomas provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the February 20, 2024 agenda as presented passed 8-0.

Approval of the Consent Agenda: Rutha Frieson made the motion to approve the Consent Agenda as presented. Paula Morris provided the 2nd for this motion. Board members Brown, Frieson, Bryant, Kirby, Robinson, Morris, Mims voted in favor of this motion. Mattie Thomas voted Nay for this motion. The motion to approve the consent agenda as presented passed 7-1. This consent agenda contained the following items: minutes from the 1/18/2024 Board meeting, the 1/30/2024 called-board meeting, the Certified Personnel Report, and student transfer requests for SY 2024-2025.

Public Participation: Gloria Boyd, former principal of REMJH, presented to the board a proposal for a 2026 REMJH 25 year reunion of students, staff, and community. The board thanked Ms. Boyd for her leadership while in FSD3, and welcomed this idea, but would like to have more information. Once this is received, the process in place for events such as this may be followed to proceed.

Board Chair Report

1. Report of any Meetings/Schools Attended – Board Members that attended the SCSBA Annual Convention in Hilton Head Island. Barbara Bryant, Gloria Robinson, Paula Morris, Jason Kirby, Mattie Thomas, Rutha Frieson, Jac'Kel Brown, and Rebecca Yates attended this convention. Each board member talked about the keynote speakers and the topics covered at this event. Barbara Bryant received recognition for achieving level 6, which is the highest level available in the SCSBA Board Institute.
2. Request to attend any Meetings – A Day at the Capital will be April 10, 2024. Board members that would like to attend this meeting, please let Shelia know in order to register members for this event.

Superintendent's Report**Finance Update** – *Hope Gibson, Finance Director*

January Financials - The January financials are linked to your board agenda and on the FSD3 website. The 2023-2024 current budget is the final approved amount of \$38,424,333.00. The board-approved use of the Fund Balance is \$535,106 for Classified Salaries increase. The total amount board approved use of fund balance is \$3,619,092. Items also available for public viewing is the general fund by object code of revenue and expenditures as well as by function as of January 31, 2024.

Ms. Gibson then presented to board members the timeline for the readings and public presentations of the 2024-2025 general fund budget. Barbara Bryant made the motion to accept this timeline as presented. Jason Kirby provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the 2024-2025 general fund budget passed 8-0.

Policy Review of Sections G 'Personnel'

The following policies in section G 'Personnel' were recommended for revision:

- GBGA 'Staff Health' replacing the current policy GAS 'Communicable Diseases/Personnel Health Examinations/Employees'
- GBJ 'Personnel Records and Files' replacing the current policy GAK 'Personnel Records'
- GBK 'Staff Concerns/Complaints/Grievances' replacing the current policies GAE 'Complaints' and GAEA 'Staff Concerns, Complaints, Grievances'.
- GC 'Professional Staff' replacing the current policy GB 'Professional Personnel Section' and GAEA 'Staff Concerns, Complaints, Grievances'.
- GCA 'Professional Staff Positions' replacing policy CGA 'Administrative Personnel Compensation Guides and Contracts'.
- GCB 'Professional Staff Contracts and Compensation' replacing policy GBA 'Professional Personnel Compensation Guides and Contracts'.
- GCC 'Professional Staff Leaves and Absences' replacing policy GAR 'Staff Leave and Absences.'
- GCCAC/GDCC 'Paid Parental Leave' replacing parts of the current policy GAR 'Staff Leave and Absences'.
- GCD 'Professional Staff Vacations and Holidays' replacing parts of policy GAR 'Staff Leave and Absences'.
- GCE 'Professional Staff Recruitment' replacing parts of policy GAR 'Staff Leave and Absences'.
- GCF 'Professional Staff Hiring' replacing policy CGD 'Administrative Personnel Hiring' and GBC 'Staff Compensation'.
- GCK 'Professional Staff Assignments and Transfers' replacing policy GBE 'Assignment of Personnel'.

- GCLE 'Unencumbered Time' replacing policy GBRC with the same title.
- GCMD 'Instructional Staff Extra' replacing policy GBRB 'Professional Personnel Time Schedules'.
- GCO 'Evaluation of Administrative Staff' replacing policy CGI 'Administrative Personnel Evaluations'.
- GCOA 'Evaluation of Instructional Staff' replacing policy GBI with the same title.
- GCQA/GCQD 'Resignation of Professional Staff' replacing policy GBO 'Resignation of Instructional Staff'.
- GCQE 'Retirement of Professional Staff' replacing parts of policy GBO 'Resignation of Instructional Staff'.
- GCQF 'Discipline, Suspension, and Dismissal of Professional Staff' replacing policy GBN 'Discipline, Suspension, and Dismissal of Professional Staff'
- GCRD 'Tutoring for Pay' replacing part of policy GBRG 'Non-School Employment/Consulting/Tutoring for Pay'.
- GD 'Support/Classified Staff' replacing policy GC 'Classified Personnel Section'.
- GDA 'Support Staff Positions' replacing policy GCB 'Classified Personnel Positions'
- GDB 'Support Staff Contracts and Compensation' replacing policy GCA 'Classified Personnel Compensation Guides and Contracts'
- GDBC 'Support Staff Supplementary Pay/Overtime' replacing parts of policy GCA 'Classified Personnel Compensation Guides and Contracts'
- GDF 'Support Staff Hiring' replacing policy GCD 'Classified Personnel Employment'
- GDO 'Evaluation of Support Staff' replacing policy GCB 'Classified Personnel Positions'
- GDQB 'Resignation of Support Staff' replacing policy GCN 'Classified Personnel Separation'
- GDQD 'Discipline, Suspension, and Dismissal of Support Staff' replacing policy GCB 'Classified Personnel Separation'

Mattie Thomas made the motion to accept the revisions to the G policies as presented. Gloria Robinson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the revisions to policies GBGA, GBI, GBJ, GBK, GC, GCA, GCB, GCC, GCCAC/GDCC, GCD, GCE, GCF, GCK, GCLE, GCMD, GCO, GCOA, GCQA/GCQB, GCQC/GCQD, GCQE, GCQF, GCRD, GD, GDA, GDB, GDBC, GDF, GDO, GDQB, GDQD passed 8-0.

The following policies were recommended for 2nd reading in Section G 'Personnel':

- GA 'Personnel Goals'
- GBAC 'Discrimination, Harassment and Retaliation'
- GBEBE 'Gavin's Law (Sexual Extortion) (Staff)'
- GBEE 'Internet and Electronic Communication'

- GBEEA 'Social Media'
- GBEF 'Cellular Phones and Other Personal Electronic Communication Devices'

Paula Morris made the motion to accept 2nd reading of the G policies presented. Rutha Frieson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve 1st reading of policies GA, GBAC, GBEBE, GBEE, GBEEA and GBEF passed 8-0.

The following policies were recommended for 1st reading in Section G 'Personnel':

- GBG 'Legal Defense of Staff'
- GBGAA 'Service Animals (Staff)'
- GBGAB 'Lactation Accommodation'
- GBGB 'Staff Personal Security and Safety'
- GBGD 'Workers' Compensation'
- GBH 'Staff Participation in Community Activities'
- GCEC 'Posting and Advertising of Professional Vacancies'
- GCG 'Part-Time and Substitute Professional Staff Employment'
- GCI 'Professional Staff Development'
- GCNA 'Supervision of Instructional Staff'
- GCR 'Non School Employment of Professional Staff'
- GDC 'Support Staff Leave and Absences'
- GDD 'Support Staff Vacation and Holidays'
- GDJ 'Support Staff Assignments and Transfers'
- GDQC 'Retirement of Support Staff'
- GDR 'Non-school Employment of Support Staff'

Paula Morris made the motion to approve 1st reading of the new G policies as presented. Rutha Frieson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approved 1st reading of new policies GBG, GBGAA, GBGAB, GBGB, GBGD, GBH, GCEC, GCG, GCI, GCNA, GCR, GDC, GDD, GDJ, GDQC, and GDR passed 8-0.

Human Resource Update – Mrs. Angelia Scott, Director of HR and Federal Programs

Mrs. Scott presented to board members the current vacancies for FSD3 SY 2024-2025 are as follows:

- ✓ 2 Early Childhood teacher positions
- ✓ 2 English teacher positions
- ✓ 3 Science teacher positions
- ✓ 2 Social Studies teacher positions
- ✓ 2 Special Education teacher positions
- ✓ 1 Spanish teacher position
- ✓ 1 Music/Band teacher position
- ✓ 1 School Counselor position

- ✓ 1 School Media Specialist position
- ✓ 1 Psychologist position

Ms. Scott replied to the question of what FSD3 is doing to help with the vacancy situation. Right now it is recruitment season, and she, Mrs. Scott, is on the road. FSD3's recruitment fair is March 9th.

Instructional Updates—Mary Howard Ed. S., Director of Early Childhood and Elementary Curriculum

Mrs. Howard began her monthly updates to the board by restating Goal 2: Academic Achievement and Goal 3: Reading Readiness. Schools are implementing programs and practices such as PLC, PBIS, Data Driven, Instructional Framework, and MTSS to achieve these goals.

Congratulations to FSD3's Junior Scholar, Iyama Gaskins, an 8th grade student at J. Paul Truluck. In order to qualify as a Junior Scholar, students must score 550 or higher on the Evidence-Based Reading and Writing or 530 or higher on the Math portion of the PSAT. Iyama is eligible for her Math scores.

During the January 18, 2024 board meeting J. Paul Truluck (for middle school) and Lake City High School presented their Continuous Improvement Plan (CIP) to board members. These plans need to be approved by the board. Mrs. Howard shared the updates for these plans tonight covering the personalized learning in Read 180/CODE and the expectations for the program implementation for J. Paul Truluck. Lake City High School has employed 2 Math Interventionist to assist in the Algebra 1 classes (with CSI money), the Leadership Team completed the CIP rubric for Continuous Improvement, the school will host "The 4 E's" (Enlist, Employee, Explore, Educate) on March 5, 2024. Lake City High School will continue to offer the Extended School Day Programs, before, after, and on Saturdays. Barbara Bryant made the motion to approve the CIP for J. Paul Truluck and Lake City High School. Jason Kirby provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the CIPs for J. Paul Truluck and Lake City High School passed 8-0.

Mrs. Melanie Dukes-McKnight principal of Olanta Creative Arts and Science Elementary Magnet School's (OES) came to inform board members of data and progress at OES. OES is 'sailing with a purpose' integrating arts and science to grow lifelong learners through academics, attendance, arts integration, culture/climate and student empowerment. Mrs. McKnight compared data from SY 21-22, 22-23, and the expected data for 23/24. She also shared OES's goal setting for math and reading.

Ms. Charm Eaddy, principal of Dr. Ronald E. McNair School of Digital Communication and Leadership (REMJH) came to inform board members of data and progress at REMJH. Ms. Eaddy began with historical data of overall ratings from SY 2018-2019 to 2021-2022 as well as the current 2022-2023. She includes SC READY data and this current year's MAP data (fall and winter). Ms. Eaddy also went over the school's interventions in place.

In the Spotlight

J. C. Lynch Elementary Wildcats are leading and learning. This school hosted the first Collective Leadership Cohort school visit.

Upcoming Events

Read Across America: March 2nd

SEL Day is March 8th – Celebrate AWESOME

National History Day Pee Dee Competition:

- ✓ March 5th for Grades 6th-12th grade
- ✓ March 12th for Grades 4K-5th grade

Save the Date

March 20-21, 2024 Harbor Freight Fellows 2024 Youth Global Trades Summit

Operational Updates—*Kasey Feagin, Ed. S., Chief Operations Officer*

Mrs. Feagin shared with board meeting the upcoming testing dates:

- Access Testing for Multi-Lingual students is January 22 – March 15
- Performance Task is February 20 – March 15 (this is to qualify for the Gifted and Talented program)
- SC Alternate Assessment is March 11 - April 26 (this is for students with severe disabilities)
- Ready to Work Career Assessment (11th, 1st time taking this test, and 12th graders, these are students who are re-taking one or more parts, is March 25 – April 19
- ACT (11th & 12th graders) is March 18-22

Policy JICFB 1st reading - Mrs. Feagin presented 1st reading of Policy JICFB, Gavin's Law (Sexual Extortion) (Student). Gloria Robinson made the motion to accept 1st reading of Policy JICFB. Jason Kirby provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve 1st reading of Policy JICFB passed 8-0.

Textbook ELA Selections – Mrs. Feagin presented the choice, by teachers, of the ELA textbooks recommended for approval:

- ✓ K-5 ELA – McGraw Hill SC Wonders; [SC Wonders State Video \(brainshark.com\)](#)
- ✓ 6-12 ELA – McGraw Hill SC StudySync; [SC StudySync 6-8 Presentations \(brainshark.com\)](#), [SC StudySync 9-12 Presentation \(brainshark.com\)](#)

These links are available for view.

Barbara Bryant made the motion to approve the ELA textbook recommendations. Gloria Robinson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the ELA textbooks recommended passed 8-0.

Innovate Team

- ✓ Ned Blake, Rechelle Jones and Patrick Pinckney along with student Dajuan Burgess came to talk about the youth section of the SCABSE Winter conference that FSD3 provided for students to attend this past January, 2024.
- ✓ Also, FSD3 is in partnership with FDTC at the Continuum where students were able to enroll in the Panther Choice, School Of Innovation a Forklift Certification Class on Wednesday and Thursday during Intercession.
- ✓ Mr. Blake, Ms. Jones, and Mr. Pinckney gave a brief update of what this program is doing to help the identified students, overage students, to be able to try to catch up and graduate from high school. Each student has unique situations that need unique planning in order to move forward.

Legislative Updates

Dr. Hickson shared updates:

- Bill H.4374 establishes guidelines for educators appointed to review and revise the state's social studies standards. Individuals appointed to review the standards:
 - ✓ May not have a record of promoting political or social issues in the classroom,

- ✓ May not have a record of supporting narratives which characterize the founding of the United States, its evolution to a constitutional republic, or the history of the United States in general.

The subcommittee will address several Bills:

- Bill H.4655 amends the minimum amount of time allotted for physical education instruction beginning in the 2024-2025 school year to an hour and 30 minutes weekly for students in kindergarten through fifth grade and a minimum of 60 hours during each school year for students in grades 6-8.
- Bill H.4655 also recommends that students in 4K through 8th grade have a minimum of 20 minutes of outdoor recess or indoors when raining.
- It also directs that the student-to-teacher ratio in PE classes may not exceed the average student-to-teacher ratio of 28 to 1 for grades 4K-5 and a 40 to 1 student-to-teacher ratio, which may not exceed 240 students/day for each teacher in grades 6-8.

District/School Facility Needs

Dr. Hickson summarized the facility needs district-wide with an immediate need to address some HVAC, drainage, and roof issues at LCECC. On September 27, 2023 FSD3 posted the RFQ (Request for Qualifications) for Energy Service Companies. After vendors shared presentations of their services, a team of five scored and discussed each proposal. **Schneider Electric** was selected. With the district-wide facility needs, Dr. Hickson recommends to the board Schneider Electric assess all facilities with LCECC as a priority. The assessment outcome would help FSD3 to prioritize the facility needs across the district. This assessment is free with a contract services commitment. Rutha Frieson made the motion to approve Dr. Hickson's recommendation of Schneider Electric as the vendor for this project. Mattie Thomas provided the 2nd for this motion. All board members voted in favor of this motion. The motion to approve Dr. Hickson's recommendation of Schneider Electric as the vendor for this project passed 8-0. Dr. Hickson continued that this facility assessment will focus on three areas: Academics, Arts, and Athletics. After the completion of the assessment, Dr. Hickson suggested a work session to review the assessment data and identify priorities, suggested timelines, and funding sources.

Updated District Student Enrollment Data

Current student enrollment: 2908

50% Males and 50% Females

64% African Americans

31% Caucasian

3% Other (Hispanic/Latino)

2% Other

22 Foster Students (Less than 1%)

18 Homeless (Less than 1%)

Enter into Executive Session – Barbara Bryant made the motion to enter into executive session to discuss student discipline or potential legal matters, personnel matters (possible hiring, termination, resignation, placed on leave, or potential legal matters), and superintendent's salary. Gloria Robinson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to enter into executive session passed 8-0.

Julia Mims, who was in the meeting via telephone, left the meeting.

Exit Executive Session – Barbara Bryant made the motion to exit executive session and enter into public session. Gloria Robinson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to exit executive session and enter back into public session passed 7-0.

PUBLIC SESSION

Action from executive session – None.

Barbara Bryant made a public thank you to Dr. Hickson for the job she does being a communicator, role model, and head of the FSD3 organization. She commended her for her decision to waive a salary increase, as stated in her contract for a positive evaluation, for this school year.

Adjourn: There being no further business for the Board of Trustees, Barbara Bryant made the motion to adjourn. Paula Morris provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to adjourn passed 7-0.

Date approved

Jac'Kel Brown, Chair

Shelia Knotts, Recording Clerk

Rutha Frieson, Secretary