



Florence County School District 3

Board Meeting Minutes Location: FSD3 Board room

Thursday, February 23, 2023

6:00 p.m.

In Attendance: Barbara Bryant, Julia Mims, Rutha Frieson, Mattie Thomas, Jac'Kel Brown, Rebecca Yates. Paula Morris and Gloria Robinson joined this meeting via telephone.

Absent: Jason Kirby

Call to Order: Board Chair, Barbara Bryant called the February 23, 2023 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 Bryant led the group in the Pledge of Allegiance.

Approval of the Agenda: Jac'Kel Brown made the motion to approve tonight's agenda as presented. Rutha Frieson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve tonight's agenda as presented passed 8-0.

Approval of the Consent Agenda: Rutha Frieson made the motion to approve the Consent 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 consent agenda as presented passed 8-0. This consent agenda contained the following items: January 19, 2022 board minutes and the Certified Personnel Report.

Public Participation: None.

Board Chair Report

Ms. Barbara Bryant, FSD3 Board Chair welcomed everyone attending the January 19, 2023 board meeting either personally or on Facebook. As always, the board's quest is to keep everyone informed and involved about what is going on in Florence School District 3.

1. Report of any Meetings/Schools Attended

Chair Barbara Bryant reported she visited REMJH on January 26th as part of the Board Appreciation month. In addition, she, Gloria Robinson, Mattie Thomas, and Superintendent Hickson attended the UNFC Gala on February 10, 2023. Several board members attended the SCSBA Annual convention. Ms. Frieson commented on 2 of the sessions she attended, one from a keynote speaker, Matt Lehrman, who spoke on going from conflict to conversation. She also attended one of last sessions by motivational keynote speaker, Denise Ryan, who presented 'Motivation by Chocolate'. Ms. Frieson also commented on visiting LCHS during January's board appreciation month. Dr. Julia Mims first commented on visiting Olanta Elementary School during board appreciation month. Dr. Mims also talked about the policy session she attended at the SCSBA Annual convention. She also mentioned her conversation with a couple of the vendors from the convention, food and solar panels, which she believes is something to look into for the district. Mrs. Yates, our newly elected board member, of course, attended the mandatory New Board Member Orientation provided free by SCSBA. She talked about everything being a little

‘overwhelming’ after seeing what all came with what she signed up for, however, she knows it will all come together by staying in her lane, and letting everyone do their job(s). Vice-Chair, Jac’Kel Brown, talked about Marlboro County and their alternative education program, which is somewhat the same as the one we have in FSD3. Mr. Brown said it was good to see that FSD3 already had such a program in place, however, he did see a couple of things Marlboro County had in place that might also be beneficial to looking into for the Panther Academy Alternative program. He will share these with items with Dr. Hickson so we can move forward improving this alternative education program. Mr. Brown also attended the Board Chair Workshop on Thursday, February 16. At this session, members were given pointers on multi-tasking, following instructions and building board relationships. Mrs. Gloria Robinson attended the session talking about Lancaster 2 came back from the pandemic. Chair, Barbara Bryant, echoed Dr. Mims’s comments on policies and procedures. She has obtained the information for Stephanie Lawrence, contact person of SCSBA, in order to have the one-time overview of our policies. Ms. Bryant left this section with a quote from Ms. Lawrence, “Never be too big to do small things that need to be done.”

2. Request to attend any Meetings – Barbara Bryant, Rutha Frieson, Gloria Robinson, Mattie Thomas, and Paula Morris have asked to attend the ‘Day at the Capital’ on April 19, 2023.

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 2022-2023 current budget is the final approved amount of \$33,477,137. The board-approved use of the Fund Balance is \$240,389 for housing and safety and \$136,114 for projects in development. The total amount board approved use of fund balance is \$376,503. Items also available for public viewing is the general fund by object code of revenue and expenditures as well as by function as of December 31, 2022.

2023-2024 Budget Timeline – Ms. Gibson also shared with board members and those present for tonight’s meeting, the 2023-2024 SY General Fund Budget timeline. 1st reading of the PROPOSED budget will be on Thursday, March 16th, 2023. Final ready of the 2023-2024 budget will be on Thursday, June 15, 2023.

General Obligation Bond – Mr. Mike Gallagher with Compass Municipal Advisors, LLC was present to provide board members the resolution “for the issuance of a general obligation bond (the “Bond”) and to apply the proceeds thereof to (i) defray the costs of the Improvements, and (ii) pay costs of issuance of the Bond.” Mr. Gallagher also gave a short debt capsule report. This resolution will give the authorization to send out the bid. Once the bids are received, the most advantageous bid will be accepted. Jac’Kel Brown made the motion to sign this resolution. Julia Mims provided the 2nd, and all board members present voted in favor of this motion. The motion to approve and sign the resolution for the General Obligation Bond passed 8-0.

Human Resources Updates – *Angelia Scott, HR & Federal Programs Director*

Teacher Recruitment Fair – Mrs. Scott shared the highlights from the FSD3 Recruitment Fair held on Saturday, February 18, 2023.

2023-2024 Certified Contract Recommendations – Mrs. Also shared with board members the 2023-2024 certified contract recommendations explaining the different contracts offered, which are Induction, Annual, & Continuing, with the different levels in each category. Jac’Kel Brown made the motion to accept the recommended certified contracts as presented. Rutha Frieson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the 2023-2024 certified contract recommendations as presented passed 8-0.

Instruction & Operational Updates – *Mr. Ned Blake, Ed. S., Director of alternative Education & Teacher Support*

In the absence of Mary Howard & Kasey Feagin, Mr. Blake presented to the board and those present for tonight’s meeting, the updates for both the Instruction department and Operations department. Intercession was February 22-23, 2023. Academic focus, arts Integration, and field trips were the focus during these days. The Boys & Girls Club and The Continuum were sites for writing, science, fractions/geometry and Olio’s Studio (clay projects) and Olander Wilson (“Acting Camp”) held sessions for students. 4th and 6th grade students went to Camp Leopold while SEL had a field trip to the History and Research Center in Hartsville SC.

FSD3 is in the process of planning for summer learning camps. Some of the camps include CERDEP, R2S, 21st Century, STEM, and mini camps. FSD3 are also researching enrichment camps at the Governor’s school of math and science and some college camps. FSD3 would like to ask the board permission to move forward on a camp opportunity for selected students to visit the Space Center in Texas. Of course, this will be an out of state, overnight field trip, but a great learning experience for our students. Jac’Kel Brown made the motion to approve FSD3 staff to move forward with the arrangements for this field trip. Rutha Frieson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve FSD3 staff to move forward with the arrangements for the Space Center in Texas field trip passed 8-0.

In the Spotlight – MSE is the first school in SC to welcome the Ignite Fellowship, a national tutoring corps designed to accelerate learning and foster belonging with students. Ignite builds on Teach for America’s over 30 years of experience partnering with communities across the country to help students overcome the systemic barriers to an excellent education.

Testing Dates – As always during this time of the year, board members are reminded of testing windows:

ACCESS – January 23rd to March 10th

Performance Task – February 21st to March 17th

SC Alt – March 6th to April 21st

WIN Career Readiness Assessment – March 27th to April 14th

ACT – March 21st to March 23rd

SC Ready/PASS – the last 20 full school days

EOC – the last 15 full school days

Upcoming events – Panther Academy will have a Vision Board Party on 3/1/2023 hosted by Dear to be DEAF. Read across America begins March 2nd. Seeing is Believing at Olanta Elementary Magnet School with the 100 Book Challenge Showcase on March 1st. JPT’s SIC/Title 1 Meeting and Black History month program will be Monday, February 27th at 1000 a.m. at the JPT campus.

Newly Awarded RFPs – *Mr. Brian Huchabee, Communications, Technology, & Facilities Director*

Mr. Huckabee presented to board members and those present at tonight's meeting the bidding process for:

- 1) LCHS Gym floor mats
 - ✓ 3 companies submitted bids
 - ✓ Awarded to Hyman paper Co. of Florence
 - ✓ Total Bid: \$22,393.80
 - ✓ Estimated freight: \$1895
 - ✓ NOTES: includes mat, racks, and rollers
- 2) Carpet and Rug Cleaning
 - ✓ 5 companies submitted bids
 - ✓ Awarded to Carolina Surface Restoration of Florence
 - ✓ Base bid of \$1,688.75 for LC Early childhood Center
 - ✓ \$.35/sq. ft.
 - ✓ NOTES: this is a 3-year term with the option to extend 2 years. All carpets are not cleaned each year but all the smaller rugs are cleaned each year. Schools are on a rotation for carpet cleaning.
- 3) Architectural Services
 - ✓ 5 firms submitted proposals
 - ✓ Evaluation in progress

The following invitations to bid have been advertised:

- 1) Grounds Keeping Services – due 2/28/2023
- 2) Plumbing Services (pre-bid meeting 2/28/2023 with bids due 3/14/2023)
- 3) Tennant D7 Burnishing Machine (pre-bid meeting 2/28/2023 with bids due 3/14/2023)

NOTES: This is a machine that goes along the school floors and melts the top wax coat.

Security Camera Upgrades – Walk-throughs with A3 Communications were conducted at LCHS, JPT, and REMJH on January 9-10, 2023. Proposals were requested for complete replacement of analog systems (including cameras, cabling, switches, software platform). Two proposals were submitted – on-premises solution (\$577,842.76) and cloud-based solution (\$643,886.89). The next steps in this process will be to schedule meeting with A3 representatives to review and modify proposal, if necessary, and Schedule site visit at a district using the same system to view it in a real-world setting.

Legislative Updates- Laura Hickson, Ed. D., Superintendent

Lawmakers will have \$764 million in additional new recurring revenue for the fiscal year 2024 budget process and forecasted surpluses totaling \$2.7 billion, for a total of \$3.5 billion in additional revenue available to appropriate. For K12 education, the governor recommends:

- \$254 million to increase every step in the state minimum teacher salary schedule by \$2,500. This would bring the new minimum teacher salary to \$42,500.
- \$132.5 million to provide every eligible teacher with a \$2,500 retention supplement, half in May and the other half in December.

- \$27.3 million to place an armed, certified school resource officer (SRO) in 18 schools currently without an assigned SRO.
- \$25 million in lottery funding for the creation of education scholarship for School Choice.

State Designations Based on Report Cards – *Laura Hickson Ed. D., Superintendent*

The SDE has identified 3 classifications with different levels of supports tied to severity or duration of the identification with the school report card that came out in October.

- Low Performing School: A school eligible for title 1 funds performing in the bottom 5% of Title 1 schools in the state.
- Low Graduation Rate School: Any public high school in the state that fails to graduate 2/3 of the students.
- Low performing Subgroup: a subgroup that would meet the criteria for Low Performing School
- Consistently Underperforming Subgroup: A subgroup that has been designated as underperforming using state criteria.
- Underperforming Subgroup: Federally required that state develop requirements.

Federal Designations Based on Report Cards – *Laura Hickson Ed. D., Superintendent*

Federal Designations based on School Report Cards:

- Comprehensive Support and Improvement (CSI)
- Additional Targeted Support and Improvement (ATSI)
- Targeted Support and Improvement (TSI)

School Districts with schools that have consistently underperforming subgroups will receive support. Schools CSI, Priority, ATSI, and/or TSI. The amount of support depends on the designations.

FSD3 Designations Based on Report Cards - *Laura Hickson Ed. D., Superintendent*

CSI – 2nd cycle – Ronald E. McNair Jr. High School – All sub-groups have to be improving when a school is identified.

Priority Schools – JPT – Grades 6-8 All sub-groups and LCHS all sub-groups.

ATSI – MSE (Disabled sub-group); OES (Disabled sub-group); SESA (Disabled sub-group)

NOTE: JCL is on the watch list.

Salary Study Updates – *Laura Hickson Ed. D., Superintendent*

This salary study is officially under way. This study is designed to help us ensure position classifications reflect its duties and responsibilities and that the salary ranges are internally equitable and competitive.

The process will include 4 phases:

- 1) Employee Outreach: Employees will have the opportunity to complete a survey and attend focus groups to provide feedback on current pay and classification practices. This process will occur in person and virtually starting Tuesday, February 28 through Wednesday, March 1st.
- 2) Administer an online Job Assessment tool (JAT) to allow each employee to describe the type of work done within their current job title/position.
- 3) Market Survey: will conduct a salary survey of employers in the local and regional employment markets where we compete for high-quality staff.

- 4) Recommendations: Once the company completes job assessments, salary, and benefits surveys. Evergreen will provide a suggested salary plan and supporting recommendations to assist us in achieving an internally equitable and externally competitive compensation system.

NOTE: This process does not promise any salary increase; however, this process will not reduce any salaries. The timeline of this project was again shared with the board.

Congratulations! To the boys basketball team and coaches for taking FSD3 to the Playoffs! Stan Adams is the Head Coach.

Policy Review Committees - *Laura Hickson Ed. D., Superintendent*

It is also the season for policy review. A list of the different committees was shared with board members. The policy committee chairperson of each section will contact members of the committee to set up meeting dates and times to review and bring back revisions, if needed, for policies. All of these revisions will be brought to the April 6, 2023 board meeting as recommendations for approval.

Communications to the Board - *Laura Hickson Ed. D., Superintendent*

After much discussion to try to be sure board members are receiving information in a timely manner, it was decided that a text message will go out to board members to 'check their email', when an item has been sent that they need to be aware of.

Enter into Executive Session – Rutha Frieson made the motion to enter into executive session to discuss personnel regarding hiring, termination, resignation or potential legal matters. 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.

Mrs. Paula Morris left the meeting after this motion.

Exit Executive Session – Julia Mims made the motion to exit executive session. Rutha Frieson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to exit executive session and enter into public session passed 7-0.

PUBLIC SESSION

Action from Executive Session:

Jac'Kel Brown made the motion to increase Superintendent Laura Hickson's pay by 15% of her base pay and to retro back this increase to February 1, 2023. Julia Mims provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to increase Superintendent Laura Hickson's pay by 15% of her base pay and to retroactive to February 1, 2023 passed 7-0.

Adjourn: There being no further business for the Board of Trustees, Julia Mims made the motion to adjourn. Jac'Kel Brown 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

Barbara Bryant, Chair

Shelia Knotts, Recording Clerk

Jason Kirby, Secretary