



Florence County School District 3

Board Meeting

Minutes

Location: Zoom

Thursday, February 25, 2021

6:30 p.m.

In Attendance: Barbara Bryant, Julia Mims, Jac'Kel Brown, Paula Morris, Almeta Fleming, Rutha Frieson, Mattie Thomas, Jason Kirby, Gloria Robinson, and Mattie Thomas.

Absent: None

Call to Order: Board Chair, Barbara Bryant called the February 25, 2021 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 Chair Bryant led the group in the Pledge of Allegiance.

Approval of the Agenda: Rutha Frieson made the motion to approve tonight's agenda as presented. Julia Mims 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 9-0.

Approval of the Consent Agenda: Gloria Robinson made the motion to approve the Consent Agenda as presented. Almeta Fleming 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 9-0. This consent agenda contained the following items: Minutes from the January 21, 2021 board meeting, the Certified Personnel Report, and student transfer requests.

Temporary Suspension of Public Participation (Policy BCBI): Almeta Fleming made the motion to temporarily suspend Policy BCBI (Public Participation). Paula Morris provided the 2nd for this motion. The motion to temporarily suspend Policy BCBI (Public Participation) passed 9-0.

Board Chair Report

1. *Report of Any Meetings/Schools Attended* – Barbara Bryant participated in the February 9th Zoom meeting concerning COVID 19 vaccinations and Phase 1A for Educators. 7 board members are returning from last weekend's SCSBA Annual conference at Hilton Head Island. This conference was very informational. The climate was very guarded meaning temperatures were taken frequently, masks and hand sanitizers were readily available in all sessions and in the conference areas. Mattie Thomas commented on the session Educational Equity in the Decision-Making. Jac'Kel Brown commented on the session about English Language Learners (ELL) that was presented by Horry County School District. Julia Mims remarked about the session on policies within the districts and new items, such as suspending certain policies, which are developing due to the pandemic. The district needs to be sure that policies are in place to

cover this new territory. She also commented on the effects of social media. Almeta Fleming mentioned that the conference had some very good key-note speakers. Gloria Robinson enjoyed the conference and sent praise to FSD3 for the presentation given at this conference. Paula Morris thanked Ms. Hickson and board members for allowing her to attend this conference. She took away from one of the sessions she attended is to have knowledge and experience is the definition of having wisdom.

2. *Request to Attend Any Meetings* – None.

Staff Reports

Finance Update – *Michelle Humphrey, Finance Director*

January Financials - The January financials are linked to your board agenda and on the FSD3 website. Our current budget remains at \$30,162,700, which includes the \$200,000 board approved use of fund balance for facility safety improvement measures and the board approved Christmas Bonus for FT/PT employees. Mrs. Humphrey's presentation included a comparison of the General Budget of SY 19-20 and FY 20-21 based on the FY 19-20 revenues.

2021 Bond Resolution - Mrs. Humphrey presented to board members the 2021 Bond resolution of a \$1.2 MM GO Bond. Action is required from the board to approve this resolution. Paula Morris made the motion to approve the 2021 Bond Resolution. Gloria Robinson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the 2021 Bond resolution as presented passed 9-0.

SY 2021-2022 Budget timeline - Mrs. Humphrey continued her report with the timeline for the 2021-2022 budget approval process:

- ✓ Thursday, March 18, 2021 will be 1st reading of the proposed budget; Thursday, April 15, 2021 will be the 1st Public Hearing @ 5:00 p.m.; Thursday, May 20, 2021 will be the 2nd Public Hearing @ 5:00 p.m.; Thursday, May 20, 2021 will be the 2nd reading of the proposed budget; and Thursday, June 17, 2021 will be the Final reading of the proposed budget for SY 2021-2022.

Instructional Update – *Allana Prosser, Ed. S., Chief Academic Officer*

Closing the Gap - This committee is still in full force. So far 4 meetings have taken place, and the committee has finalized the framework to be used to close the achievement GAP. Recommendations for Math intervention have been finalized and ELA recommendations will be finalized next week. The next steps will focus on Curriculum and strategies to ensure that FSD3 struggling students get the support they need to overcome any learning loss due to COVID.

Final days of 20 days of encouragement – This was an opportunity to bring a smile to the faces of FSD3 employees with just a small gesture of kindness and encouragement.

Summer School – The summer programs FSD3 is planning for are: community partnership Grant, 4K Jumpstart, 21st Century, Read to Succeed, and Credit Recovery. We are also researching other opportunities to include, but not limited to, Social/Emotional Learning, Fine Arts, End of Course Jump Start, and Governor's School/Enrichment.

Apex Learning – Dr. Fred Moore, LCHS Principal, addressed board members tonight with some information concerning the APEX Learning model. FSD3 utilizes APEX for:

- ✓ *Credit Recovery*

- ✓ *Initial credit*
- ✓ *Catching students up who fall behind to graduate on-time*
- ✓ *Students who transfer to LCHS (but had a different schedule at a previous school)*
- ✓ *Test Readiness*

APEX is a rigorous digital curriculum approved by the SC Department of Education. This program is not just utilized by FSD3, but also by Florence districts 1, 2, and 5, Saluda, Georgetown, Richland 2, Newberry, Darlington, and Sumter County districts. Dr. Moore continued his report noting that APEX is meeting the needs of the school. It helps tailor virtual instruction and provides flexible teaching options. The program provides the flexibility for scheduling. The program also requires that a certified teacher monitor and serve as teacher of records. This program is an integral part of the curriculum at LCHS.

Updates from Panther Academy – Ned Blake, Ed. S., gave board members and update from Panther Academy by sharing the results from the program monitoring visit from the State Department on December 16, 2020. This evaluation is completed every 3 years to be sure that Alternative Programs are in compliance. The areas monitored are daily operations, staff professional development, IDEA requirements, educational and behavioral needs, individual instruction plans, instructional methods, low pupil/teacher ratio, technology, counseling, parental input and support and transition services. Panther Academy received a MET in all categories. The highlighted areas were Transition Rubric Implementation, READ 180, PBIS, Seven layers of success framework, weekly coffee, community partners, counseling services (Social-emotional and mental health), program offerings during COVID-19, and teacher professional development. There were no findings or recommendations for improvement at this time. However, Mr. Blake shared Panther Academy is always seeking opportunities for continual growth and improvement.

Operations Update – *Kasey Feagin, Ed. S., Chief Operations Officer*

COVID-19 cases - Mrs. Feagin opened her report with a summary of COVID-19 cases since January 1st and a comparison of cases since February 1st. Results of how many of these cases were virtual or F2F/Hybrid students.

New Policy Recommendation – Policy EBC “Emergencies” has been recommended to cover appropriate crisis response to certain events such as physical, emotional, and mental welfare of students, staff members, and the community. Such events, such as the pandemic, the country is currently facing would be in this category. This policy will have 3 administrative rules (Work from home, Home Instruction, and Virtual board Meetings). Approval of first reading for this policy is asked from board members. Paula Morris made the motion to approve first reading of Policy EBC as presented. Julia Mims provided the 2nd this motion. All board members present voted in favor of this motion. The motion to approve first reading of Policy EBC passed 9-0.

Field Trip Request – Dr. Fred Moore, LCHS Principal, presented to board members a request for LCHS Baseball Team to travel to Myrtle Beach to participate in the Annual Mingo Bay Spring Break Tournament April 6-10, 2021. With the exception of last year, LCHS Baseball Team has participated in this event every year it has been active. COVID safety precautions from the district nurse will be implemented as follows:

- ✓ Individuals (students and staff) will quarantine for 7 days (working and instruction virtually) after returning.
- ✓ Individuals, (students and staff) will test (COVID) 3 to 5 days on their return. NOTE: 7-day quarantine is still to be completed even after testing.

Julia Mims made the motion for the approval of the field trip request for the LCHS Baseball Team to participate in the Mingo Bay Spring Break Tournament April 6-10, 2021 at Myrtle Beach. Jason Kirby provided the 2nd for this motion. All board members present voted in favor of this motion. The motion for approval of the field trip for the LCHS Baseball Team to participate in the Mingo Bay Spring Break Tournament April 6-10, 2021 at Myrtle Beach passed 9-0.

Superintendent's Report- *Laura Hickson, Ed. S., Superintendent*

2021-2022 District Calendar – Angelia Scott summarized for board members and those viewing this board meeting the process and what items are taken into account when constructing the school year calendar. 180 days are needed for student instruction. 3 inclement weather/eLearning Days are needed, and 10 professional days are needed for teachers. Currently, SC state law says that students may not begin the school year earlier than the 3rd Monday of August. With all of these criteria known, the 1st step is to choose a Calendar Committee. This committee is comprised of representatives from each location. Different drafts of the school year calendar are created and reviewed. Step 2 sends proposed draft of calendars out to all staff members for a vote of the drafts. This was originally sent in January, with only 300 votes. FSD3 has over 500 employees, therefore, the Superintendent opted to host Calendar presentation meetings to all staff to ensure everyone had the opportunity to review the calendar and vote. Step 3 takes the calendar with the majority votes to the board for approval. Mrs. Scott presented Draft A as the recommendation to the board for approval. This draft received the majority vote for the 2021-2022 School Calendar by the FSD3 staff. Highlights are as follows:

- ✓ 1st day of school for students is Monday, August 16, 2021 (3rd Monday in August).
- ✓ 5 professional (PRO) development days August 9-13, 2021, 1 PRO day Friday, September 17, 2021, 1 PRO day Friday, October 22, 2021, 1 PRO day Monday, January 3, 2022, 1 PRO day Friday, February 18, 2022, and 1 PRO day Friday, March 18, 2022. This gives a total of 10 PRO days. September 17, October 22, and February 18 are also considered teacher workdays to prepare for report cards.
- ✓ In case of inclement weather days, October 22nd, January 3rd, and February 18th have been put in place as eLearning days if any days are missed due to school closure because of weather conditions.
- ✓ Holidays within this calendar consist of July 4th (July 5th), Labor Day (Sept 6th), Fall/Thanksgiving break (Nov. 22nd – 26th), Winter/Christmas break (Dec. 20th – 31st), MLK Day (Jan. 17th), Good Friday (April 15th), Spring/Easter Break (April 18th-22nd), Memorial Day (May 30th).

Almeta Fleming made the motion to approve the 2021-2022 School Calendar as presented. Jac'Kel Brown provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the 2021-2022 school calendar as presented passed 9-0.

FSD3 Vaccine Plan – Ms. Hickson has already communicated with MUSC and McLeod with a prioritized list ready for action to receive the COVID 19 vaccine. There are 3 priority lists:

Group 1- Nurses, Speech, Special Ed self-contained, and staff with identified health issues and staff over 65. FSD3 has 68 staff in this category and 29 have agreed or may take the vaccine (currently). *These numbers may change.*

Group 2 – F2F teachers, support staff, bus drivers, cafeteria workers, custodians, and administrators. There are 432 staff in this category and 249 have agreed or may take the vaccine. *These numbers may change.*

Group 3 – Teachers who are 100% virtual. There are 37 staff in this category and 28 have agreed or may take the vaccine. *These numbers may change.*

COVID Leave – the Family First Corona Virus Response Act that gave employees 80 hours of sick leave and child care time expired on December 31, 2020. FSD3 extended this leave until March 31, 2021 in order to remove a burden for employees who truly need these hours. Some districts are extending the time further using additional ESSER funds allocated by the SDE. Ms. Hickson is recommending approval from the board to extend the sick leave portion of the Family First Corona Virus Response Act until the end of the 2020-2021 SY. Jac'Kel Brown made the motion to extend the Family First Corona Virus Response Act until the end of the 2020-2021 SY. Almeta Fleming provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to extend the Family First corona Virus Response Act until the end of the 2020-2021 SY passed 9-0.

Legislative Updates – The House will consider a bill giving voters another opportunity to vote if they think the State Superintendent should be appointed by the governor. If voters approve the amendment, the governor would begin picking, with the advice and consent of the Senate, the state superintendent in 2024.

ESSER II Update – With the forthcoming ESSER II funds, FSD3 staff are working on an expenditure plan to include, but not limited to, 1) Safety (HVAC/Improving air quality), 2) Academic recovery, and 3) year-long school calendar for 2022-2023.

Ms. Hickson ended her report with a reminder to everyone to please wear a mask, distance yourself at least 6 ft from others, avoid crowds and poorly ventilated places, and wash your hands frequently.

Executive Session: Almeta Fleming made the motion to enter into executive session to discuss personnel regarding hiring, termination, resignation, or potential legal matters. Paula Morris provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to enter into executive session passed 9-0.

Exit Executive Session –Julia Mims made the motion to exit executive session. Jac'Kel Brown provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to exit executive session passed 9-0.

PUBLIC SESSION

Action taken from Executive Session

Jac'Kel Brown made the motion to increase Superintendent Laura Hickson's salary effective February 1, 2021. 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 salary effective February 1, 2021 passed 9-0.

Adjourn: There being no further business for the Board of Trustees, Paula Morris made the motion to adjourn. Julia Mims provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to adjourn passed 9-0.

Date approved

Barbara Bryant, Chair

Shelia Knotts, Recording Clerk

Jac'Kel Brown, Secretary

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