



Florence County School District 3

Board Meeting

Minutes

Location: FSD3 Board room

Thursday, January 19, 2023

6:00 p.m.

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

Absent: None.

Call to Order: Board Chair, Barbara Bryant called the January 19, 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. 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 8-0.

Approval of the Consent Agenda: Julia Mims made the motion to approve the Consent Agenda 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 consent agenda as presented passed 8-0. This consent agenda contained the following items: December 15, 2022 board minutes and the Certified Personnel Report.

**Gloria Robinson joined the meeting.*

Swearing in of elected board members:

Shelia Knotts, Notary Public for SC, administered the oath of office to the following elected board members for the FSD3 Board of Trustees:

Rebecca Yates – Seat 1; Jac'Kel Brown – Seat 3; Mattie Thomas – Seat 4; Paula Morris – Seat 6; and Jason Kirby – Seat 7.

Election of Board Officers: Superintendent, Dr. Laura Hickson, opened the floor for nominations for the Florence School District 3 (FSD3) Board Chair for 2023. Julia Mims nominated Barbara Bryant. Mattie Thomas nominated Jac'Kel Brown. There being no other nominees on the floor, the nominations were closed. 5 board members voted for Barbara Bryant, and 4 board members voted for Jac'Kel Brown. Barbara Bryant was elected as the FSD3 Board Chair for the 2023 year. The newly elected board chair, Barbara Bryant, continued with the election of Board Officers for 2023. Chair Bryant opened the floor for nominations for FSD3 Vice Chair. Mattie Thomas nominated Jac'Kel Brown. Barbara Bryant nominated Julia Mims. There being no other nominees on the floor, the nominations were closed. Jac'Kel Brown received 5 votes from board members and Julia Mims received 4 votes. Jac'Kel Brown was elected as the FSD3 Board Vice-Chair for the 2023 year. Ms. Bryant opened the floor for nominations for the FSD3 Board Secretary. Jac'Kel Brown nominated Jason Kirby. Mattie Thomas made

the motion to close the nominations. With no other nominations on the floor, the group voted Jason Kirby as the FSD3's Board Secretary.

Pledge of Ethical Principles: SCSBA provided SC School Board Members with the poster of 'Ethical Principles' as a member of a district's school board pledge. Mr. Brian Huckabee read each of these principles while board members signed the poster to be displayed in the FSD3 board room.

Awards and Recognition

The following board members were recognized by the SCSBA Boardmanship Institute for reaching a new level in the Fiscal Year 2021-2022:

Gloria Robinson, Level 4; Barbara Bryant, Level 5; and Mattie Thomas, Level 3.

Level 6 is the highest recognition in the Boardmanship Institute.

SCSBA also recognized Mrs. Paula Morris for 20 years of service as a SC School Board Trustee.

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

Board members visited schools during this month of Board Appreciation. Barbara Bryant visited J. Paul Truluck Creative Arts & Science Magnet School. She gave her heartfelt thanks to the staff and students. Jac'Kel Brown visited REMJH. He was impressed with the relationship staff members are building with students. Mattie Thomas visited with MSE, and she guarantees that this world will be in good hands by the children of this school. Gloria Robinson appreciated all of the accolades showed her by the LCECC staff and students. Paula Morris cheered for SES and the instruction going on in this school. Jason Kirby visited Panther Academy being able to talk with students about how much the program is helping them. Julia Mims will be visiting OES tomorrow. Barbara Bryant also participated virtually with the SEL Parent workshop in OES.

2. Request to attend any Meetings – Several board members will be attending the SCSBA Annual convention at Hilton Head Island. Rebecca Yates will also be attending the SC mandatory New Board Orientation workshop there as well.

Superintendent's Report

Finance Update – *Hope Gibson, Finance Director*

December Financials - The December 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 progress. 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.

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

Teacher Recruitment Fair - Mrs. Scott shared the 2023 Teacher Recruitment Fair date with board members. This event will be February 18, 2023 beginning at 9 a.m. until 2 p.m. at The Stables, Lake City.

Strategic Staffing Incentive - Mrs. Scott highlighted one of the FSD3 strategies for staffing incentive - Increased Partnerships with Higher Education Institutions such as Clemson University's Teacher Learning Progression Program (CU-TLP). This program is designed to improve STEM teacher effectiveness, STEM teacher retention, and student achievement in SC's high-needs middle schools. By offering Personalized Advanced Credentials for Teachers, CU-TLP creates pathways for STEM, computer science and social-emotional skill development. FSD3 teachers participating in this program and receiving personalized credentials are:

Dorrell Benjamin (M.Ed STEAM); Kimberly Cooper (End.STEAM); Jasmine Jackson (M.Ed Online Teaching); Stephen Sokey (M.Ed STEAM); Tonya Wallace (M.Ed Effective & Reflective Teaching); and Abigail Webb (M.Ed Instructional Coaching).

2023-2024 Proposed Academic Calendar – Mrs. Scott shared with board members with 2 proposed calendars offered to stakeholders to vote their preference for the 2023-2024 SY. From the vote, Calendar "A" is being recommended to the FSD3 Board of Trustees for approval. With this recommended academic calendar, students begin the 2023-2024 SY on Tuesday, August 1, 2023. Jac'Kel Brown made the motion to approve Calendar A as recommended for the 2023-2024 SY. Jason Kirby provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve Calendar A as recommended for the 2023-2024 Academic SY passed 9-0.

Instructional Updates – *Mary Howard, Ed. S., Director of Early Childhood & Elementary Curriculum*

Cycle of Targeted Instruction - Mrs. Howard began her report with district and school level data dives. This process compares data by subject area and subgroups, establishes goals aligned to the state report card, identifies students (bubble students), and provides targeted intervention avenues. In this presentation, Mrs. Howard shared MAP growth comparisons of ELA and Math. She also shared the next steps plans of this cycle.

SPOTLIGHTS

FSD3 Junior Scholars-the following students met the eligibility requirements by scoring 550 or higher on the Evidence-Based reading and writing or 530 or higher on the math portion of the PSAT:

- Colt Carden, JPT, ELA & Math
- Joseph James, REMJH, ELA & Math
- Zyien Gunter, JPT, Math
- Lily Floyd, JPT, Math
- Korey Fulton, REMJH, Math

SESA Club days were a hit. Every student is able to attend a club of their choice. Clubs in many different areas are offered such as: science, book clubs, exercise, knitting, cooking, foreign language, 4H, anime, puzzles and board games.

Mr. Leon Burgess presented to board members a glance of the CTE Summer Learning Experience. The goal-to create a 60-hour pre-apprenticeship camp that introduces students to specific trade areas. The focus group: rising 8th and 9th grade students with 20 students being the maximum. Mr. Burgess shared the cost sharing, program criteria and program evaluations & outcomes.

Upcoming Events to mark your calendars for:

- Magnet School Lottery Window opens January 9-22, 2023
- Dr. Ronald E. McNair Day Friday, January 27, 2023 9:30 a.m., the Bean Market, Lake City

- Dr. Ronald E. McNair Candlelight Vigil Saturday, January 28, 2023 5:30 p.m.
- FSD3's District Spelling Bee January 31, 2023 9:00 a.m. Blanding Street Auditorium
- Parent/Teacher Conferences Thursday, February 2, 2023 (Interim reports given)

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

Safety – Safety Walkthroughs by SLED were conducted on 1/17/2023 for all secondary schools. Overall, the results were very positive with some minor issues to be addressed by the schools. The in process of camera upgrades will assist a lot with these issues. STOP THE BLEED TRAINING is scheduled for 2/21/2023.

Testing Dates - The 2023 testing window is approaching fast. Mrs. Feagin shared with board members the following testing dates:

ACCESS – January 23 to March 10

Performance Task – February 21 to March 17

SC Alt – March 6 to April 21

WIN Career Readiness Assessment – March 27 to April 14

ACT – March 21 to March 23

SC Ready/PASS – the last 20 full school days of the 2022-2023 SY

EOC – the last 15 full school days of the 2022-2023 SY

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

The General Assembly's annual, regular session started on the 2nd Tuesday in January and will run through the 2nd Thursday in May. Dr. Hickson shared with board members some of the 2023 Education Bills of Interest that are filed in the Legislature:

- S.27 & H.3429 Mandating paid prenatal leave.
- S.39 would create the SC Education Scholarship Trust Fund for eligible students to pay for expenses to attend public school or private school.
- S.63 directs the General Assembly to fund, install, maintain and provide wireless local area networks in every school and school bus and directs districts to make school bus Wi-Fi available to students on non-school days.
- S.64 Authorizes districts to provide monetary bonuses.
- S.114 creates an enhanced penalty for convictions of assault against an education professional or law enforcement officer during the performance of their official duties.
- S.124 would create a pilot program to allow public schools to hire non-certified teachers in a ration of up to 10 percent of its teaching staff.
- S.125 & H.3113 provides a scholarship stipend for students majoring in education.
- S.134 would require school boards to livestream all regular meetings by July 1, 2024.
- S.136 would create the SC Education Bank Act to provide funding for school district facilities, infrastructure, etc.
- S.189 would abolish the EOC and direct certain roles and responsibilities to the SC State Department of Education and State Board of Education.
- S.191 would authorize school districts to hire retired classroom teachers who can return to work without a loss of their retirement pay.

- S.201 enacts a Teachers' Freedom of Speech Act.
- S.202 Teachers' Bill of Rights Act.
- S234 enacts the Parental Bill Right.
- S237 would enact the School Guardian Act authorizing school districts to designate certain employees as school guardians to provide armed protection in their schools.

Salary Study Update - *Laura Hickson, Ed. D., Superintendent*

The Salary Study RFP was posted on the FSD3's website on December 5, 2022. The deadline for RFP submission was January 3, 2023 by 4:30 p.m. A committee reviewed and scored all submitted proposals on January 10, 2023. **Evergreen Solutions, LLC** received the highest score and was awarded the contract. A courtesy phone call to Evergreen Solutions was made on the same day of the award. Follow-up letters to all of the non-awarded companies that submitted an RFP were mailed as well. The first meeting with Evergreen Solutions, LLC is scheduled for Friday, January 20, 2023. The proposed timeline from Evergreen Solutions was shared with board members.

District Updates - *Laura Hickson, Ed. D., Superintendent*

Cameras - The IT and Maintenance Departments conducted a walk through with an engineer from A3 Communications on January 9th at LCHS, JPT and REMJH. The engineer used computer software to show camera placement and coverage over school floor plans. A3 is working on a quote and will provide the coverage map with the quote. The district will schedule a demonstration of the camera options as well as the software options.

Athletic Facilities – Mr. Fleming, Mr. Apicella, Facility directors and Dr. Hickson met with the engineer, Mr. Hal Fuller, last week to review current facilities and possibilities. Dr. Hickson would like to establish a "Fundraiser Committee" to brainstorm possible fundraisers and allow donors to donate toward special building projects that could possibly bare his/her name on a building based on the amount of the donation.

Dr. Hickson thanked the board again for the approval to begin improvements on the FSD3 school buildings and athletic facilities. It is a huge WIN for students! Dr. Hickson plans to share information regarding the process and progress at each board meeting. Virtual and F2F meeting with various groups such as school personnel, parent groups and public stakeholders, to hear their insights and suggestions, as immediate needs are determined and priorities for each project are set.

Dr. Hickson shared with board members some of the items submitted and purchased for the different sports:

New mat for wrestling; warmups, field equipment, javelins for track; helmet decals, mouthpieces, girdles and knee pads for football; JV and varsity uniforms, fill-in pants, hose kit for infield for softball; new uniforms for boys basketball; JV uniforms, equipment, warmups for girls basketball; uniforms, warmups, and a new net for boys soccer; uniforms for girls soccer; new uniforms, a portable bench, side panels for team tent for cross country; new uniforms for volleyball; practice baseballs, JC and varsity shirts, and game socks for baseball, new uniforms for cheerleaders; and for the Athletic Department two additional LCH branded tents, new sideline chairs for the gym, new bleachers and concrete pads for baseball, softball and track areas.

The Athletic Department sends thanks to the FSD3 Board of Trustees for supporting the vision in continuing to improve the opportunities for the FSD3 student-athletes.

Summer Learning Important Notices - Laura Hickson, Ed. D., Superintendent

Parents and students will receive notices this month concerning a variety of Enrichment Camps to be offered this summer designed to accelerate students' learning. FSD3 will NOT offer summer school for promotion in grades K-8 this summer 2023. Parents are now encouraged to contact their child's principal to discuss their child's progress.

Planning for the 2023-2024 SY - Laura Hickson, Ed. D., Superintendent

The planning for the 2023-2024 GF budget has begun. Dr. Hickson and Ms. Gibson, Financial Director, have outlined the budget process. In preparation for recruitment, meetings with principals were conducted to discuss staff allocations. Principals and department leaders have been asked to assess their school, or department, and identify needs based on data and their 4-6 vision and goals for their school and its alignment with the district's 5-year vision and goals.

Enter into Executive Session – Jac'Kel Brown made the motion to enter into executive session to discuss personnel regarding hiring, termination, resignation or potential legal matters. Rutha Frieson 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 – Jac'kel Brown made the motion to exit executive session. Julia Mims 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 9-0.

PUBLIC SESSION

Action from Executive Session:

No action was needed.

Adjourn: There being no further business for the Board of Trustees, Jac'Kel Brown 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

Jason Kirby, Secretary