



Florence County School District 3

Board Meeting Minutes Location: FSD3 Board room

Thursday, June 15, 2023

6:00 p.m.

In Attendance: Barbara Bryant, Jac'Kel Brown, Jason Kirby, Rutha Frieson, Mattie Thomas, Rebecca Yates, Paula Morris, Julia Mims. Gloria Robinson attended via telephone.

Absent: None.

Call to Order: Board Chair, Barbara Bryant called the June 15, 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. Paula Morris 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: 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 6-0. This consent agenda contained the following items: May 11, 2023 board minutes, May 30, 2023 Called board minutes, the Certified Personnel Report and student transfer requests.

Public Participation: None.

Special Recognition:

FSD3 Retirees 2023 were recognized for the service given to FSD3 for a number of years. Evelyn Amos, Curtis Durant, Betty Eaddy, Nan H. Fite, Clara Flowers, Michelle Gaskins, Vivian Hailes, Sandra Howard, Sara Nero, Diane Epps Singletary, Roneatha Singletary, Judy Wallace and Danny M. Weber.

USC Transition to Teaching Program – Mary Boston Pressley, Carmesha Brown, Janet Davis, Va'Tia Davis, Venita Graham, and LaToyta McElveen partnered with USC to have candidates earn a teaching degree (certified).

Board Chair Report

Ms. Barbara Bryant, FSD3 Board Chair welcomed everyone attending the June 15, 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 – Barbara Bryant attended the Academic Banquet, the DREM STARS end of the year celebration at REMJH, the Athletic Banquet, and the Food Service end of the year banquet. She along with other board members also attended the LCHS and JPT Graduation Services. Ms. Rutha Frieson was very busy attending an end of the year event almost every day such as The Leader in Me celebration, LCECC's Panther PALS end of year celebration with Yvonne McFadden and Tasha Brown, which was a very encouraging and

touching program. A program that encourages parents to become involved with helping their children at home to recognize all the early learning criteria needed to be successful to read.

2. Request to attend any Meetings – The School Law conference will be in Greenville August 26-27, 2023. 6 (Barbara Bryant, Julia Mims, Rutha Frieson, Mattie Thomas, Paula Morris and Gloria Robinson) board members have been registered to attend this conference.

Superintendent's Report

Results from Salary Study- Stasey Whichel with Evergreen Solutions, LLC gave board members and those present for tonight's meeting. Evergreen Solutions began this study in February 2023. Ms. Whichel gave an overview of the salary study which included the goals, project phases, both internal review and external review, and recommendations. Study Goals included a review of the current classification and compensation system to ensure internal equity. Survey peer organizations to ensure external equity. Lastly produce recommendations to provide the District with a system that is equitable, both internally and externally. Develop job titles and descriptions, which will take at least 45 days. Salary schedule trimmed down to 3 instead of 9 scales. Not a large gap with certified due to the last year's mandated increase and this year's mandated increase for certified personnel. There was also an increase of 20% for bus drivers. What is not in the budget is an increase for classified staff. Dr. Hickson recommended to the board is giving NON-EXEMPT Classified employees an 8% increase. This will increase the budget approximately \$535, 635, which Dr. Hickson recommends these funds to come from the fund balance.

Finance Update – *Hope Gibson, Finance Director*

May Financials - The May 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 was amended to 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 April 30, 2023.

Final reading of the 2023-2024 General Fund Budget – Ms. Gibson presented to board members and those present for tonight's meeting the final reading of the 2023-2024 General Fund budget. Ms. Gibson reminded everyone of the District Goals. During this presentation, she explained the basis of budget, which are Senate projections using the Aid to Classrooms Program Allocation and EIA Funds. She also presented the new items in the Senate projections such as the raise in teacher pay, bus drivers, step increase, health insurance and state retirement. The current formula for FSD3: 84% state and 16% Local. Teacher Pay: \$2,500/cell for starting salary of \$42,500. Bus Driver: 20% - Proviso 117.149 School Bus Driver salary and fringe funding to school districts shall be increased by \$2,500 for FTEs making \$83,000 and under 3% for FTEs making over \$83,000. Step Increase: Teachers (152 days) Classified (80% contract days), which is for salaries only, not on stipend scales. There is an increase in Health insurance and State Retirement. She also explained the local tax millage for the 23-24 SY along with a history of this millage through the years. She also included a comparison of tax millage of our surrounding school districts. Ms. Gibson continued with the final budget numbers showing a deficient of \$535,106 when covering the 8% for all NON-EXEMPT classified staff. After the presentation of this information, Julia Mims made the motion to approve final reading of the 2023-2024 General Fund Budget as presented. Rebecca Yates provided the 2nd for this motion. All board members present voted

in favor of this motion. The motion to approve 2nd reading of the 2023-2024 General Fund Budget as presented passed 7-0. Motion to move the needed \$535,106 from the fund balance to give the NON-EXEMPT classified staff an 8% increase in salary and balance the 2023-2024 General Fund budget was made by Jac'Kel Brown. Julia Mims provided the 2nd for this motion.

The motion to move the needed \$353,106 from the fund balance to give the NON-EXEMPT classified staff an 8% raise in salary passed 9-0.

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

Mrs. Scott presented 2nd reading of Policy GBRC 'Unencumbered Time' which has been put into law to provide at least 30 minutes of unencumbered time on each regular school day to all full-time teachers teaching in grades kindergarten through fifth grade. This policy, by law, will go into effect for 2023-2024 SY, however, our principals implemented this policy this past SY. Rutha Frieson made the motion to approve final reading of Policy GBRC 'Unencumbered Time'. Gloria Robinson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve final reading of Policy GBRC 'Unencumbered Time' passed 9-0.

Other Legislative and District Updates – Dr. Laura Hickson, FSD3 Superintendent

Legislative Updates – there are only a few days left in the 2023 legislative session, and currently, the General Assembly has not adopted a FY 2023-2024 state spending plan, which needs to be in place July 1 for the beginning of the new fiscal year.

SY 2023-2024 Board Meeting Dates – Dr. Hickson presented board members the listing of monthly board dates for the 2023-2024 SY. All dates reflect the normal third Thursday of the month except for the February and April meeting dates. Board meeting date is recommended for Tuesday, February 20, 2024 due to the Annual SCSBA conference that starts the third Thursday of February. The April board meeting dates is recommended for April 11, 2024 due to Artfield dates, which begins around the third week of April through the fourth week. Julia Mims made the motion to approve the 2023-2024 board meeting dates 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 2023-2024 board meeting dates as presented passed 9-0.

Athletic Stadium Updates – Dr. Hickson shared with board members updates to the approved construction for a new athletic stadium:

Project start date is July 2023. There will be 4 Architects billings. 1-Design Development Phase, which is 35% of the total Architectural/Engineering (A/E) fee, \$257,838, billing date, September 2023. 2-Construction Drawing Phase, which is 40% of the total A/E fee, \$294,672, billing date, February 2024. 3-1/2 way thru construction, which is 15% of total A/E fee, \$110,502, billing date December 2024. 4-final billing at end of project, which is 10% of total A/E fee, \$73,668. There will be 12 construction estimated billings, one each month. These billings should average \$750,000 to \$800,000/month from June 2024 to July 2025.

Phase 1 - Softball Field Relocation, weight room and batting cage. One option for Phase I is to begin design and construction on the Batting Cage cover and Weight room project. Since these projects are necessary but not tied directly to the stadium portion of the project, they could be done without disturbing the phase II portion (the stadium). The metal building industry is currently having supply chain issues, which results in delays of almost 10 months of production. The quicker we can bid, the

more time we have to complete this portion of the work. The next part of Phase I, which will be necessary to complete before the start of the stadium is to relocate the softball field and its new stands, fencing, dugouts and lighting. Once this is completed, the stadium (Phase II) will have room to build the field house, install modular restrooms/concessions and grading/drainage around the stadium. The design work would begin this fall and construction work starting in May/June 024 (after Softball season). Work would be completed on the Softball Field by December 2024. Weight room and batting cages would be completed by Spring/Summer 2025.

Phase II – Stadium – Once the Phase 1 work has started and funding for Phase II is in place, we would begin design on the stadium project, hopefully in the Spring/Summer of 2024 (with owner approval). Drawings and specs could be completed in four months, and bid the project in November and start construction in January 2025. With completion by September/October 2025. The Phase II work schedule will be dependent upon full funding being in place before the signing of the construction contract. PRE-DESIGN work by owner to be done. Property Survey of Work area around LCHS track, softball field, and tennis courts including topographic survey, utility survey, etc. Estimated Cost: \$25,000. Geotechnical Soil Testing by licensed geotechnical engineer. Estimated cost: \$12,000 to \$15,000.

Before Phase I begins:

Ground-Breaking ceremony/vigil @ the track/field-either Sunday, July 1 or on afternoon during the 6 pm?

Fundraisers scheduled:

1. Family Fun Fest-July 22, 203 (11:00 am to 3:00 pm)
2. Gala-September 30th (Homecoming weekend)

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 – Rutha Frieson 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

No action was needed from executive session.

Adjourn: There being no further business for the Board of Trustees, Julia Mims made the motion to adjourn. Jason Kirby 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