



Florence County School District 3

Board Meeting

Minutes

Location: FSD3 Board Room

Thursday, November 17, 2022

6:00 p.m.

In Attendance: Barbara Bryant, Julia Mims, Rutha Frieson, Mattie Thomas, Jason Kirby, Almeta Fleming and Jac'Kel Brown. Gloria Robinson and Paula Morris were present with the group via telephone.

Absent: None.

Call to Order: Board Chair, Barbara Bryant called the November 17, 2022 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. Almeta Fleming 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: Julia Mims made the motion to approve the Consent 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 the consent agenda as presented passed 9-0. This consent agenda contained the following items: October 20, 2022 board minutes, the Certified Personnel Report, and a Student Transfer Request.

Public Participation: 2 individuals (Gloria Gaskins; Bernard McIntosh) signed up to talk at tonight's board meeting. Gloria Gaskins asked to talk about an incident with her daughter and a staff member. However, according to the guidelines for public participation in a board meeting, "The board will not permit in public session any expression of personal complaints about school personnel nor against any person connected with the school system." The board chair asked her to reach out to the Superintendent to discuss her concern. Mr. McIntosh stated he wanted to talk about a general concern regarding FSD3. FSD3 is all about putting children first stating it is more than just getting an education. Certain people happen to get certain privileges. Teach discipline to students when making a mistake, and staff should be the same way.

Board Chair Report

Ms. Barbara Bryant, FSD3 Board Chair welcomed everyone attending the November 17, 2022 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

- ✓ Ms. Bryant, Dr. Mims, Ms. Thomas, Mrs. Robinson, and Ms. Frieson each reported on the Risky Business seminar in Hilton Head Island October 26-28, 2022. This seminar included sessions concerning 1) the aftermath of previous school shootings. Students who survived still have a long way to go to try to live with the scars that last a lifetime. 2) School security with Todd Johnson, School Safety Consultant; 3) Leadership with laughter with Mike Goodwin; 4) a breakout session for board members to learn how to fulfill the role as a board member in risk management and policy compliance; and 5) hearing from vendors concerning cyber risks and safety concerning the mental health of students.
 - ✓ Ms. Frieson participated in the SCSBA legislative preview on November 2nd.
 - ✓ Ms. Frieson also shared the Lions Club Poster Contest winners from FSD3.
2. Request to attend any Meetings
- ✓ Dr. Mims and Mr. Brown will be attending the SCSBA Legislative and Advocacy conference December 3-4, 2022. Dr. Mims will be the 1 voting delegate assigned to FSD3, while Mr. Brown will serve as the alternate, if needed.
 - ✓ If anyone wants to attend the SCSBA annual conference, please let Shelia know so that she can secure the needed registrations and lodging.

Staff Reports

Finance Update – *Hope Gibson, Finance Director*

October Financials - The October 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 October 31, 2022.

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

Mrs. Scott shared with board members the FSD3 recruitment Strategic Plan highlighting 2 areas: Increased Partnerships with Higher Education Institutions – Coastal Carolina Student Practicum Days-46 Coastal Carolina Educational Majors were placed with Teachers at LCECC, SES, MSE, and LCHS. Teacher received either renewal credits or a certificate for a Tuition –free graduate course at Coastal Carolina University.

Strategic Staffing Incentive-Up to \$5,000 bonus with the following criteria:

- ✓ Evidence of successful teaching experience-\$1,000 payout in August
 - ✓ For those with documented evidence-\$2,000 December and \$2,000 in May
 - ✓ Evidence of Excellent Classroom Management Skills
 - ✓ Evidence of Excellent Attendance
 - ✓ MSE and REMJH
 - ✓ Up to \$400,000/year for the bonus and benefits
- Pending approval using ESSER funds-APPROVED

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

Mrs. Howard began her report with an update of the different programs within the district showing where we started and where the current scores are now. Winter testing is currently open.

Congratulations to OE Magnet School for being the very first school recipient of the coveted Dreambox Dominator of the Month Award. This school had the highest number of average lessons/week as well as highest teacher usage for the program for the month of October. This is a traveling trophy that will be held by the winning school until a new winner arises.

As usual Mrs. Howard spotlighted activities within the district.

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

COVID #s Last month (October, 2022) FSD3's numbers were at 1% positive for Students and 1% Positive for Staff. November numbers were at 0% positive for students and 0% positive for staff.

Testing Mrs. Feagin again covered the testing schedule for FSD3:

- EOC – Biology, Algebra I, Eng 2 and US History
 - ✓ US History on December 6, 2022
 - ✓ Algebra 1 on December 7, 2022
 - ✓ English 2 on December 12 & 13, 2022
 - ✓ Biology on December 14, 2022

Policy Revisions – Mrs. Feagin presented revision recommendations to the following policies:

- ✓ IKAB – 1st paragraph added the following to the end “for non-EOC courses only. If a student fails a class that has a SC End-of-Course State Assessment attached, the student must retake the class and retake the End-of-Course State Assessment.” 3rd paragraph under Credit Recover to the end of the paragraph “Students who are enrolled in courses with a SC End of Course exam, will not be able to complete credit recovery and will be required to repeat the entire course and retake the EOC exam.”

Jac’Kel Brown made the motion to approve the revisions made to Policy IKAB 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 revisions made to Policy IKAB passed 9-0.

2nd reading for New Policy – Policy BBBE – Unexpired Term Fulfillment/Vacancies

This policy states that if a vacancy occurs in the membership of the board more than 180 days from the general election, then the remaining board must appoint a successor. The appointed successor shall serve until a new member is elected at the general election who shall fill the unexpired portion of the term. Also, any vacancy occurring in the membership of the board less than 180 days from the general election shall remain vacant until a new member is elected at the general election for the unexpired portion of the term.

Rutha Frieson made the motion to approve 2nd reading of Policy BBBE as presented. Julia Mims provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve 2nd reading of Policy BBBE as presented passed 9-0.

Safety Information – Threat Assessment Teams-Each school has a team that conducts threat assessments on students who verbalize a threat and/or pose a threat. Mrs. Feagin continued to explain this process by explaining the members (positions) who serve on these teams, which includes parents. Mrs. Feagin also showed the forms involved in this process.

Drills – FSD3 has been conducting drills years before it became a state’s mandate. The law requires 3 lockdown drills/semester for a total of 6/year, which FSD3 does. There are also weather drills, monthly fire drills and fire assessment surveys. The Fire Marshall conducts at least one visit/school level. Maintenance conducts checks for locked interior doors.

All reports are sent to the district and housed at the school level as well.

Metal Detectors and Searches – the new metal detectors are currently in all secondary schools and are used daily. All schools also have metal detector wands. Random searches are conducted at least weekly at elementary level and twice a week at secondary level. SLED is scheduled to conduct walkthroughs of secondary schools in January.

Safety/Crisis Teams – Safety teams are at each school. They meet to discuss all safety issues-falls, trips, injuries of student and staff on campus & identify areas of concern, and other items related to safety at school. Team members include, but not limited to, Principal/admin, custodian, cafeteria workers. The agenda and meeting minutes are sent to SCBIT with at least 1 meeting each semester.

Active Shooter Training – FSD3 conducted active shooter training for all employees including bus drivers at the beginning of the SY. Employees also complete online training on Safe Schools. During the first week of school, administrators meet with all staff to discuss safety plans.

Florence County Sheriff’s Department (FCSD) and Fire Department – FCSD have all building keys and camera access for dispatch. Knox boxes are also located outside on all campuses for fire department to have access if needed.

Online Emergency Management Plans – Plans for each location are updated annually with student rosters updated at least monthly. FCSD and LCPD as well as fire department have access to the plans with their logins. Included in these plans are a list of special needs students who would need assistance exiting the building and building floor plans and aerial views of campuses.

Quick Tip – this link and information is on all school and district websites and the app can be downloaded. This link is used to report any safety issues or concerns. Everyone has access to report. Emails are sent to school level and district level administrators when a report has been made. These reports can be anonymous or the individual can give their name.

Superintendent’s Report- *Laura Hickson, Ed. D., Superintendent*

Legislative Updates- Registration is now open for SCSBA’s 2-23 Annual Convention scheduled for February 17-19, 2023 in Hilton Head. On Monday, November 14, 2022, 10:00 a.m., the SC Education Oversight Committee held a Joint meeting with Academic Standards & Assessments & Public Awareness Subcommittees. I have not seen the outcome yet. Legislators will be back in session in January 2023-starting the 10th.

FSD3 District Updates – Safety remains a top priority in FSD3. One of our Operational Goals is to ensure the safety of all district schools, offices, students, and staff:

District Needs:

Upgrade all district cameras starting with our high school, Magnet School, and Junior High School:

- ✓ We need upgraded cameras inside and outside of our buildings.
- ✓ Need to be able to records continuously without running out of storage. Store in Cloud with sound options in high-traffic areas.

Additional District Needs-Competitive:

- ✓ Develop a Marketing Plan
- ✓ Upgrade our Athletic Facility and add specific extra-curricular

Save the Date: Board/Leadership Retreat – Day 1-11/28/22 5:30 pm to 8:30 pm and Day 2-11/29/22 9:00 pm -4:00 pm with Dr. Lee Pritzl and Dr. Stephen Peters.

Called Board Meeting – Tuesday, November 29th at 4:30 pm in the Board/Staff Development Room Review the 2021-2022 SY Financial Audit and accept the results. These results must be submitted to the SDE by December 1, 2022. Jac’Kel Brown made the motion to approve to have a called board meeting on Tuesday, November 29th, in order to review and accept the results from the SY 2021-2022 fiscal audit and to enter into Executive Session. Jason Kirby provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve to have a called board meeting on Tuesday, November 29th, in order to review and accept the results from the SY 2021-2022 fiscal audit and to enter into Executive Session passed 9-0.

Exit Executive Session –Rutha Frieson made the motion to exit executive session. Almeta Fleming 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.

Dr. Julia Mims exited the meeting at this time.

PUBLIC SESSION

Action from Executive Session:

Jac’Kel Brown made the motion to approve a bonus to all staff including certified, classified, support, principals, assistant principals, district leaders, administration, and the superintendent. Rutha Frieson provided the 2nd for this motion. All board member present voted in favor of this motion. The motion to approve a bonus to all staff including certified, classified, support, principals, assistant principals, admin assistants, district leaders, district administration, and the superintendent passed 8-0.

Adjourn: There being no further business for the Board of Trustees, Jac’Kel Brown 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 8-0.

Date approved

Barbara Bryant, Chair

Shelia Knotts, Recording Clerk

Rutha Frieson, Secretary