



Florence County School District 3

Board Meeting

Minutes

District Office Board Room

Thursday, October 15, 2020

6:30 p.m.

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

Absent: Mattie Thomas.

Call to Order: Board Chair, Barbara Bryant called the October 15, 2020 regular monthly 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: Julia Mims 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.

Consent Agenda: Almeta Fleming made the motion to accept the Consent Agenda as presented. Paula Morris provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to accept the consent agenda as presented for tonight's meeting passed 8-0. This consent agenda contained the following items: Minutes from the September 17, 2020 regular monthly board meeting and the Certified Personnel Report.

Communications to the board

Board Chair Report

- i. *Public Participation Suspension* - Due to COVID-19 and safety to the Public, Rutha Frieson made the motion to suspend the Public Participation portion (Policy BCBI) for this board meeting. Jason Kirby provided the 2nd for this motion. All board members approved. The motion to suspend the Public Participation portion for this board meeting passed 8-0. Tonight's meeting is being streamed on Facebook.
- ii. *Report of any Meetings/School Events Attended* – Paula Morris participated in the Risky Business virtual conference that was held today, October 15, 2020. Mrs. Morris mentioned the message of being confident while facing the COVID challenges in our present world. This workshop mentioned not hanging with toxic (negative) people, but instead build confidence to overcome fear. Mrs. Morris also did a walk-thru at Ronald E. McNair Jr. High School. Mrs. Morris complimented Jay Alexander and his maintenance staff, as well as, Mr. Fleming, Principal, for the great face-lift for this school. Ms. Almeta Fleming participated in the Beyond the Basic seminar. The speaker in this virtual session that stood out to her was Ron L. Harvey with his topic 'Stability During Crisis'. We should engage individuals by listening, talking and building trust by communicating with others. We should be clear in what we do, don't divide. Also, How to be civil on a virtual platform. Create an environment of acceptance by accepting people as they are. You can disagree, but still be civil. Don't do a meeting before the meeting, this is not civil. This causes silos. He had a lot to say, but for the workplace, we, as leaders, are to model the standard behavior. Julia Mims also participated in the Risky Business Virtual conference today. She commented on the Social Media. Ask yourself 3 things before you post something 1) Does this need to be said? 2) Does this need to be said by me? And 3) Does this need to be said now? Dr. Mims also stated the requirements that are coming up with fire safety that

was mentioned today. She also talked about the mental health issues going on in today's present world. Rutha Frieson also commented on today's session from the Risky Business Virtual conference during the mental health segment with Jennifer Butler.

- iii. *Request to attend any Meetings* – Gloria Robinson, Almeta Fleming, Rutha Frieson, and Barbara Bryant asked to attend the SCSBA Regional Advocacy Meeting-Midlands on October 29, 2020 at the Cooperative Conference Center in Columbia.

Staff Reports

Finance Update – *Michelle Humphrey, Finance Director*

The September financials are linked to your board agenda and on the FSD3 website. Our current budget remains at \$29,832,700, which includes the \$200,000 board approved use of fund balance for facility safety improvement measures. Our auditors, Mauldin & Jenkins, are currently on-site this week conducting field work. The audit should be completed shortly and ready for submission on schedule for December 1, 2020. Even though the State Superintendent of Education under Act 135 has been given an extension of this deadline to January 15, 2021. FSD3 are planning to submit on December 1, 2020. Mrs. Humphrey publicly thanked her staff, and specially thank Mr. Rick Melton, who will be retiring this month, on an awesome job he has done for the FSD3 Finance Department.

Instructional Update – *Allana Prosser, Chief Academic Officer*

E-Learning, as was mentioned at a previous board meeting, is a cohort for the 2020-2021 SY, which FSD3 has been selected by the SC Education Oversight Committee to be a part of. E-Learning days will be used to extend learning into the home on scheduled make-up days due to inclement weather or other unusual disruptions to the regular school day. FSD3 will have a mock E-Learning day on Friday, October 16, 2020, which is required by SC EOC for this program. Students will work on “At Home Learning Packets” or in Google Class on assignments. Office hours for teachers on the 16th will be 11:30 a.m. to 12:30 p.m. Students will be marked present if all assignments are submitted by Wednesday, October 21, 2020. We will have a survey afterwards to see what worked and/or what we need to work on.

School Visits – The District Instructional team visited all schools this month with a focus on “dropping in” on our virtual classrooms. The team visited 74 classrooms (both virtual and face-to-face). Evidence was seen of very well planned lessons and use of curriculum and programs. Very well behaved students both virtually and face-to-face. We saw some virtual classrooms that were structured EXACTLY like face-to-face with some strong virtual engagement. Our next steps will be to continue to work on increasing engagement in the virtual environment and ensure that high expectations and structure is required in all virtual classrooms.

Writing Plan – the FSD3 writing plan is divided into Quarter requirements and instilling the love of reading and writing. The key to this plan is implementing a consistent daily time of writing and giving students feedback.

Elementary Virtual Fridays – In an effort to provide time for virtual students who need individual and small group assistance, we will begin “Focus Fridays” on October 23rd. On Focus Fridays, FSD3 elementary virtual students will be participating in live sessions and/or small groups during the AM sessions and E-Learning/asynchronous assignments during the PM session. Students that have been assigned a small group or whole group time will sign on to the live session during that time and all students will complete regular academic assignments or Education Galaxy assignments as posted for the remainder of the day. There may be certain Fridays when a student does not participate in a live session if it's not needed. This will be great practice for E-Learning. The teacher will be available to answer questions or provide support by phone or email during the hours students are working independently.

Ronald E. McNair principal, Terrell Fleming – Virtual students are connected to their teachers 5 days a week, but our Hybrid students only see their teachers 2 days a week. Being a CSI school, we needed more direct instruction with our Hybrid students. With our DREM Four Day learning plan, we will allow all of our DREM face-to-face students to come to school 4 days/week instead of the current 2 days/week. Fridays will be reserved for virtual learning and invitation for small groups and clubs. This pilot will begin on Monday, October 26, 2020. Mr. Fleming asked the board's consent approval for students to participate in a basketball program. The board gave consent as long as this program practices all of the CDC and DHEC guidelines as it pertains to COVID 19.

J. Paul Truluck Creative Arts and Science Magnet School will begin hosting our grades 9th – 11th high school students on campus four days/week. Mondays through Thursday. We will continue to look at options to eventually accommodate our grades 6th – 8th students in the future.

Hot Spot Updates – Approximately 190 hot spots have been dispersed within the district. Our IT department has done an amazing job of trouble shooting some problems with the hot spots. We will continue to grow in our use of technology with virtual learning, we are still seeing some with the internet needs and continue to try to assist those families with hot spots. We have also purchased a program, Go Guardian, a monitoring system which has helped teachers not only know when some students are gaming, but stopping the gaming. Teachers are able to help students log on because they can actually see what is on their screen. Very excited about this program.

Assessments – FSD3 has completed MAP, TE21, and USA test Prep testing. The task of getting everyone in to test face-to-face was a huge challenge so we did have to allow some virtual testing. The team is now analyzing this data to provide both support for those who are in academic need as well as enrichment for those who need to be challenged to grow.

Change in Learning - FSD3 has had a number of families who want to change the mode of learning, mostly from virtual to face-to-face. We have a number of folks on waiting lists, therefore, in an effort to accept students on the waiting list for the school in Lake City, we are currently partnering with the Boys and Girls Club. All waiting list students at LCECC have been offered an opportunity with the Boys and Girls Club. Of these 21 students on the waiting list, 12 will attend/5 said No/4 are thinking about it and will let us know. All 5 students on the MSE waiting list will go to the Boys and Girls Club. Mrs. Prosser has visited this site, and she was very pleased with the setup. FSD3 staff is at this site.

First Steps Grant – We were awarded \$15,000 from Florence County First Steps to continue our Parent Child Plus Program.

Operations Updates – *Kasey Feagin, Chief Operations Officer*

Mrs. Feagin started her report to talk about the parent groups within our schools:

School Improvement Councils (SIC) – this group serves as an advisory committee to a school's principal and faculty. This council is mandated by law to exist in every public school in SC. This group consists of for elementary and middle schools: 2 elected parents; 2 elected teachers; 2 appointed community members; and the Principal as the Ex-Officio. For High Schools: 2 elected parents; 2 elected teachers; 2 elected students; 2 appointed community members; and the principal as the Ex-Officio.

PTA vs/PTO – PTA is a formal membership organization now headquartered in Alexandria, VA. This group must pay dues to the state and national organizations as well as abide by state and national group rules. The National PTA maintains a Washington, D. C. office where it pursues a public policy agenda, and most state PTA units advocate at their respective state capitals. The PTA carefully protects its name so that only dues-paying members of the group can call themselves a PTA. A PTO group is a generic term that stands for "parent-teacher organization". This group usually represent groups that choose to remain independent. Most often single-school or district-level groups that operate under their own bylaws and by and large concern themselves with the goings-on at their building or in their town only. *Currently, FSD3 has only one active PTO, which is J. C Lynch Elementary, and NO PTA groups.*

Booster Clubs – A booster club is an organization that is formed to support an associated club, sports team, or organization. The main purpose is to develop support and raise funds for the student program. Booster clubs are organized and run by parents of the students in a particular organization.

Currently, LCHS has a Band Booster Club and an Athletic Booster Club.

Testing for SY 2020-2021 – ACT Makeup (this is the Juniors who did not get to take ACT during the 19-20 SY) will be October 20, 2020. WIN – Ready to work testing (also for Juniors who did not get to test during the 19-20 SY) will be October 26-30, 2020. CogAt & Iowa testing for 2nd graders will be October 19th – November 13, 2020. **ALL STATE TESTING MUST BE DONE ON A FSD3 CAMPUS Face-to-Face.**

Policy ADD – 2nd Reading – This is the Face Covering policy recommended by SCSBA to reduce the spread of the pandemic (COVID-19), the CDC recommends that a face covering be worn in public settings when other social distancing measures are difficult to maintain. The district will consider the circumstances in the community and consult local health officials for the implementation of this policy. The exceptions for wearing a face covering may include, but are not limited to, the following activities: mealtimes, outdoor recess where students can maintain a physical distance of at least 6 feet, and administration of medication.

This policy was approved with 1st reading during the September 17, 2020 board meeting. Paula Morris made the motion to approve 2nd reading of this policy as presented. Julia Mims provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approved 2nd reading of Policy ADD-Face Coverings passed 8-0.

Administrative Rule – IKA – There has been a lot of talk about the 'No Zero' policy. Mrs. Feagin offered a

summary – the goal is for teachers to focus on the mastery. i.e., we can take a driver's test over if we fail, the legal BAR exam can be re-taken, most things in our life can be re-taken, but sometimes in school, students are not given that opportunity. In this revised administrative rule, it provides students with at least one opportunity to demonstrate proficiency for a major assessment that s/he scores below a 60. Teachers can penalize students for late work, though if a student has made a reasonable attempt to complete work, the teacher is encouraged to assign a grade no lower than 60 percent. Because of the nature of the content of this administrative rule, it is asked for an approval from the board for this particular administrative rule. Paula Morris made the motion to approve the revised administrative rule for Policy IKA. Julia Mims provided the 2nd for this motion. 7 board members approved this motion. 1 board member opposed (Rutha Frieson). The motion to approve the revised administrative rule for Policy IKA passed 7-1.

DHEC-Mark Hendricks – Mr. Hendricks approached board members tonight to present a possible MOA with DHEC and the FSD3 schools being a possible site for vaccinations or, in the case of something else, we are giving out pills. We are trying to get a large pool of sites so that it will make it more convenient for folks to receive services. We are trying to plan ahead. The way the MOA is worded, we are trying to be able to work around school events and schedules. Mr. Hendricks entertained questions from board members concerning this MOA:

Besides FSD3, what other Florence County School Districts have you approached? Florence 1 already has an MOA with us. Last year we used 4 sites from Florence 1, but this year we have 7 sites within the Florence 1 district. We have had the MOA with Florence 1 for few years now. We have 12 counties that my team deals with, and we are trying to expand our pool of sites so that folks are not having to travel, for instance Lake City to Florence, so much to receive services. There was an MOA with Florence 3 about 10 years ago.

Are you not looking at Districts 2, 4, or 5? We are presently looking at 2 and 4. We are also looking with private and other public sites. When we look at sites, we are looking at sites that can get a lot of people flow, and schools are one of those sites. We are also looking at the Continuum.

Looking at the MOA, if I am looking at it correctly, it says a 24-hour contact notice. Is that what you are actually saying? No we will approach the school as far ahead of time as possible for something we are aware of. These 24-hr scenarios will only be in case of an emergency where we would need a site. So if on an emergency basis, you will come in spray down and clean up the area that was used. Yes, we usually try to use outdoor areas, if possible, but we would spray down and clean up as we do at our offices, and I am sure, you do within your facility. This MOA also talks about a storage area. So are we to provide you with storage space for supplies? Only if there is a long on-going disease, i.e., Anthrax. For most of our operations, there are a lot of times in which we can complete our operations within 24 hours. The reason for a lot of sites is because, like when we started we only had 2 sites within SC, there is no way to pull a lot of population of people at one site. With many sites, we can treat many more folks without excess storage at one site. I know you said you and Jay have been to different sites, have you already assessed these sites in Florence 3? We have not done the physical site of all the properties. The only ones we have done is in Lake City. We look for 2 levels of assessment. One is traffic control points and public access points. My team has already done a first sweep of assessment and these 4 sites look the most promising which does not mean we can use it or not use it. We have different tiers for these sites. We use statistical analysis for all of these different needs and assessments. Have you approached the City of Lake City with this proposal? We have not approached the City administration yet just because we are running behind with our batches. The FSD3 is the first, other than the Continuum, contact within Lake City we have made. During the operation hours going to be while our children are on site. Hopefully not, which is the reason why we are trying to secure different sites. Today I appeared before the County Park and Recreation to try to secure sites with these facilities. So if school is in session, and we need to do something for a particular day and the school is not out, we would use another site. Unless it is something that pertains to the students itself, i.e., an outbreak of some sort with students, we could go in with school in session. Usually, the school would want us to in order to supply the need. We also looked at the terms and conditions, and this is a year's contract and both parties could terminate at any point and time. Yes ma'am the term is renewable for 5 years (10/31/2025). We would contact you each year to see if you would like to renew the MOA for up to 5 years. What about the section that reads each party would be responsible for their own events. Meaning that FSD3 would be responsible for any part that they wanted to participate in for staff or students. Thank you Mr. Hendricks. We will take a look at this and make a decision at the November 19th board meeting.

Legislative Updates – No state budget For now (Session ended the last week in September and will resume in January). With no budget, school districts and state government will continue to operate according to the continuing budget resolution (H.3411). K12 get a second shot at unexpended coronavirus funding. Districts will be receiving additional funds. FSD3 received 3 applications last week. Lawmakers pass a bill aimed at expanding broadband accessibility in rural areas.

3 Regional Advocacy Meetings – these meetings will discuss critical education issues. 1) on October 21st in the Upstate; 2) on October 28 in the Lowcountry; and 3) on October 29th in the Midlands.

Goals of FSD3 – 6 board goals for continuous improvement. Ms. Hickson received requests from the board based on a previous conference. So I wanted to share and give an update. The first request was to implement a grading/assessment system to not allow a grade of zero for a student. This was presented in Mrs. Feagin's report. Any feedback you have for this, please let us know. The 2nd request referenced PTO, PTA, and SIC and who serves on these committees. Mrs. Feagin also addressed these items during her report. Ms. Hickson however did share that at JCL's PTO and SIC, there are some members serving on both committees, however, their officers are different. The principal did try to have different parents on these committees, but sometimes there are but there are different officers. The 3rd request was to incorporate more writing in classrooms from kindergarten through high school classes, and Mrs. Prosser shared this information during her report. Of course, there is always room for continuous improvement. This writing plan was implemented starting last year. We will continue to monitor it to make sure our students are mastering it. The 4th concern was to implement a class or program to address our mental health, first aide for students who are experiencing a crisis in their homes, lives, school, socially and emotionally. Ms. Hickson wanted to bring board members attention back to a board meeting in 2018 at OES. Some may remember that. Some students were scoring 'Not Met' on SC Ready and MAP data year after year after year. As a result of the data, a 'root-cause analyze' was done to identify issues and trauma that individual students were facing. After the analysis the findings were that a large number of our students were experiencing and had experienced trauma in their lives. We also met and collaborated with a number of community agencies to addressing the trauma issues. Well Springs was at the table, as well as Pee Dee Mental Health, Pee Dee Coalition, Members of the City of Lake City, and the LC Police Department. We talked about what was happening with our children. Some of may remember we had cards made with dots. We represented the children where some were failing in math or reading. Some had been to DJJ in the past. Just a number of indicators that could be hindering their achievement. Presently, FSD3 has 3 mental health counselors serving all schools, 4 social emotional counselors serving at JPT, OES, REMJH, Panther Pride, and LCHS. FSD3 also has a partnership with Well Springs, who provides 3 clinicians serving REMJH, LCHS, MSE, & Panther Pride. These counselors and clinicians have been serving our student during the regular school year, but they have also served our students during the pandemic shutdown. I am excited to introduce 3 guests tonight who will speak concerning what type of services we are giving our students. Ms. Latoria Blake, Children Services Supervisor, Pee Dee Mental Health, Mr. Patrick Pinckney, Social-emotional counselor serving LCHS, and Dr. Yvonne Commodore, Social-emotional counselor serving REMJH and Panther Pride.

LaToria Blake: Sharon cooper is our director. We currently have 3 counselors working in the Lake city area. Now and throughout the summer we are doing virtual services. When students were sent home in March, our counselors were still helping their clients providing items within the community, fruit, etc. Also, during the pandemic we have given our patients doing virtual and/or home visits if no access to technology is available. We have also chrome books available for patients and also for patients to come into the office and be seen virtual for sessions and/or telehealth in the office with a counselor due to our office is not currently open for the public. Counselors go out to the schools weekly. Services are provided to students who are at the school and also those that are in school virtually. We are still doing our psychiatric medical assessments. Our doctors are still providing that service for our patients to be sure patients are getting the needed meds. We are also currently working with DSS and DJJ with students coming from these facilities. We just started a multi-family support therapy program. This promotes change in youth as well as parents. We notice that a lot of our patient's issues are stemming from their parents. Parents do not understand sometimes that the behavior is reacting to the behavior from the parent. Counselors will be going to a home 2x/week, and at least one parent has to agree to sit in on this session. So we will not only be working with the student, but with the whole household. We will also be implementing drug testing for those patients who have had legal issues in the juvenile system with drug/criminal activity within this program. This program should increase school attendance, academic grades, family functioning, and effective parenting practices.

Brochures were available.

Patrick Pinckney: We have been doing everything we can to help our students. In partnership with Dr. Commodore and Nicole Brooks in order to build a foundation for the students leaving 8th grade and coming to LCHS in the 9th grade. We believe in mentor and advocates trying to keep the network the child already has. We also try to enhance the student's strengths. Most students seem to be adjusting fairly well with the new COVID world at school. Some, of course, miss friends, but some are very comfortable with the smaller numbers at school. If needed, we have session with the entire family at one time. We do whatever is necessary to eliminate barriers for our students.

Yvonne Commodore: Dr. Commodore discussed the data and kids. Whatever we do is driven by data to make sure we are getting the most for our bucks. In 2018-2019 we had 1041 student offenses. Kids misbehave for one of the following reasons: Anger Management, Low Self Esteem, Mental Health, Abuse and Neglect, or Grief and Loss. We implemented the Positive Behavior Intervention and Support (PBIS) System with fidelity. We had school-wide monthly professional development on classroom management and relationship building with children and their families. We implemented a summer intensive three week camp for at risk students, as well as a yearly parent retreat to promote parent involvement, and bonding experiences. So right now we have 0 referrals F2F, but we do have some action on virtual. So we now have the PBIS for virtual learning. In the 2019-2020 discipline school data our referrals have gone down 550 referrals from the previous 1041 referrals in 2018-2019. (Of course we have taken into account the 2 missed months during COVID.) We now have 52 students based on the screening of kids coming into the school. We have seen a rise in students who are self-medicating. We are trying to teach students coping schools instead of turning to these types of actions.

Ms. Hickson ended with the statement she is very proud of what is going on in FSD3 to make sure our students are taken care of and able to achieve the academic success needed.

Executive Session – Julia Mims made the motion to enter into executive session to discuss a personnel issue regarding hiring, termination, resignation or potential legal matters. Jason Kirby 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.

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 passed 8-0.

PUBLIC SESSION

Action taken from Executive Session – No action was needed.

Adjourn: There being no further business for the Board of Trustees; Julia Mims made the motion to adjourn. Almeta Fleming 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

Paula Morris, Secretary