



Florence County School District 3

Board Meeting

Minutes

Location: FSD3 Board Room

Thursday, October 20, 2022

6:00 p.m.

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

Absent: **Almeta Fleming joined the meeting later.**

Call to Order: Board Chair, Barbara Bryant called the October 20, 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: 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 8-0.

Approval of the Consent Agenda: Julia Mims made the motion to approve the Consent Agenda as presented. Gloria Robinson 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: September 15, 2022 board minutes, the Certified Personnel Report, and Student Transfer Request.

Public Participation: None.

Board Chair Report

Ms. Barbara Bryant, FSD3 Board Chair welcomed everyone attending the October 20, 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 reported that she, along with several other board members, attended various events during the last month which included:
 - ✓ Scranton Elementary School's Literacy night
 - ✓ Benedict College's presentation of the Equity video
 - ✓ The SCSBA's Pee Dee's Regional Advocacy meeting
 - ✓ The SCSBA's Beyond the Basics workshop
2. Request to attend any Meetings

- Several board members will be attending the SCSBIT Risky Business Seminar at Hilton Head Island, SC October 26-28.
- Rutha Frieson shared with board members and those present for the meeting the Lions Club Peace Poster contest. This includes all Lions clubs around the globe. There will be one winner/school. These winners will advance to further judging of these selected winning posters.

* Board member, Almeta Fleming, joined the group.

Staff Reports

Finance Update – Hope Gibson, Finance Director

September Financials - The September 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 September 30, 2022.

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

Mrs. Scott shared with board members the FSD3 recruitment Strategic Plan:

- Employee Benefits
 - Alternative Certification Program
 - ✓ Carolina Transition to Teaching currently with 6 participants (MSE)
 - ✓ PACE Program currently with 1 participant (LCECC), 2 participants (JPT), and 4 participants (LCHS)
 - ✓ DIRECT Program currently with 1 participant (LCHS-CATE)
 - ✓ American Board currently with 1 participant (LCHS)
 - ✓ Teachers of Tomorrow currently with 1 participant (LCHS)
 - ✓ Project CREATE currently with 2 participants (LCECC & JCL)
 - ✓ Initial Provisional Certificate currently with 2 teachers (MSE & JCL)
 - Leadership Academy
 - Strategic Staffing Incentive

Board Member, Jac'Kel Brown, joined the meeting F2F.

Office of Alternative Learning and Staff Support – Ned Blake, Director of Alternative Programs & Staff Support

Alternative Learning - Mr. Blake began his report with an update of the student population in the alternative educational programs. Currently, the Panther Academy has 24 students in grades 7-12. There are 6 middle school students, 16 high school students, and 2 out of district students (F5). Panther Academy has participated in several community service initiatives over the past few months such as reading to Head Start students and visiting and providing care packages to the LC Senior Citizens Center. Mr. Blake reported that students are transitioning well back to regular home school placement with intentional support. The academy has character speakers visit monthly.

Staff Support – Mr. Blake continued his report with a brief summary of the staff support. Weekly surveys are sent to all schools and departments to assess their needs and support. Mr. Blake is currently implementing a ‘Take Five Moments’. During a busy day some teachers do not have a moment to take a break. Mr. Blake has the ‘Take Five’ candy bars to be distributed to key personnel to take opportunities to visit a classroom teacher or staff member, give them the candy and take five minutes.

New Teacher Induction and Mentoring-FSD3 has 28 induction teachers (19 elementary and 9 secondary). Each induction teacher has a school level teacher mentor and is provided ongoing support. FMU has partnered FSD3 and are providing support to elementary induction teacher through mentoring. FMU also attends monthly induction meetings and presents on various topics in education.

Mr. Blake ended his report with an invite for board members to view the Virtual School awards at 9:00 a.m. The link has been sent.

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

Report Card Ratings Each school gave an overview of their school’s 2021-2022 report ratings and their Goals and Strategies:

LCECC – Kindergarten Readiness Assessment Overall Score

2020 – 20.6% 2021 – 21.8% 2022 – 27%

ELA 2nd graders on track for 3rd grade

2020 – 26.9% 2021 – 28.2% 2022 – 40%

Math 2nd graders on track for 3rd grade

2020 – 45.5% 2021 – 14.5% 2022 – 30.6%

ELA 1st graders on track for 2nd grade

2020 – 19.4% 2021 – 29.7% 2022 – 29.6%

Math 1st graders on track for 2nd grade

2020 – 19.4% 2021 – 24.8% 2022 – 33.3%

MSE – AVERAGE: Overall rating

JCL – AVERAGE: Overall rating

OES – BELOW AVERAGE: Overall rating

SESA – AVERAGE: Overall rating

REMJK – BELOW AVERAGE: Overall rating

JPT – UNSATISFACTORY: Overall rating (Middle school)

JPT – GOOD: Overall rating (High School)

LCHS – UNSATISFACTORY: Overall rating

In the Spotlight – it is **Principals Month**!!!!

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

COVID #s Last month (September) FSD3's numbers were at 1% positive for Students and 1% Positive for Staff. October numbers were at 0% positive for students and 0% positive for staff. October data was last updated on 10/17/2022.

Safety - FSD3 has several practices to ensure the school environment stays safe:

- ✓ Ident-a-kid has been ordered for all schools. This is a visitor management system.
- ✓ Table Top Drill was held on Thursday, October 6th. This exercise involved administrators, SEL counselors, and behavior interventionists.
- ✓ Safety walkthroughs by SLED is scheduled in January for all secondary schools.
- ✓ Stop the Bleed training is scheduled in February.

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

- CogAt and Iowa (2nd graders) is currently in progress: October 10-28, 2022
- 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:

- ✓ BCBK – Executive Sessions/Open Meetings
Added information related to executive session, purpose and legal references.
- ✓ ABCC – Board Member Term of Office and Method of Election
Deleted portions that were included in another policy-EEBA
- ✓ JD – Student Fees, Fines, and Charges
Added fees must be approved and uniform/instructional fees and exemptions.
- ✓ JGC – Student Healthservices/Accidents/First Aid
LPN must work under RN/Procedures/Information about DNR
- ✓ IKDA – Flag/Motto Displays
Added mottos/specific flags that are required/legal references

Jac'Kel Brown made the motion to approve the recommended revisions as presented. Julia Mims provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to approve the recommended revisions to policies BCBK, ABCC, JD, JGC, and IKDA as presented passed 9-0.

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.

Jac'Kel Brown made the motion to approve 1st 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 1st reading of Policy BBBE as presented passed 9-0.

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

Legislative Updates- The Fall legislative preview webinar is on Wednesday, November 2nd at noon. This webinar will cover hot topics and issues that will be on the 2023 legislative agenda. There is no registration fee for this event, however, board members MUST register to receive Boardmanship Institute credit.

FSD3 District Updates – Salary Study Update

A recommendation came from the FSD3 current finance consultant. The next step is to request proposals/bids for services to conduct a salary study for all employee classifications. Also to develop salary scales and develop job descriptions.

District Summary 2021-2022: Accreditation Classifications

Dr. Hickson shared with board members the All Clear for FSD3 Accreditation Classifications.

Executive Session: Jac'Kel Brown made the motion to enter into executive session to discuss personnel regarding hiring, termination, resignation, grievance 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 –Julia Mims made the motion to exit executive session. Gloria Robinson 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:

Jac'Kel Brown made the motion to authorize Dr. Hickson to go forward and settle with FTC as proposed by attorneys. Gloria Robinson provided the 2nd for this motion. All board members present voted in favor of this motion. The motion to authorize Dr. Hickson to go forward with the settlement with FTC as proposed by attorneys passed 9-0.

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

Rutha Frieson, Secretary