



# Florence County School District 3

*Board Meeting*

*Minutes*

*Location: FSD3 Board Room*

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**Thursday, September 15, 2022**

**6:30 p.m.**

**In Attendance:** Barbara Bryant, Julia Mims, Rutha Frieson, Paula Morris, Almeta Fleming, Mattie Thomas, Jac'Kel Brown and Jason Kirby. Gloria Robinson joined by telephone.

**Absent:** None.

**Call to Order:** Board Chair, Barbara Bryant called the September 15, 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 2<sup>nd</sup> 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:** Gloria Robinson made the motion to approve the Consent Agenda as presented. Julia Mims provided the 2<sup>nd</sup> 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: August 18, 2022 board minutes, the Certified Personnel Report, and Student Transfer Requests.

**Public Participation:** None.

## **Board Chair Report**

Ms. Barbara Bryant, FSD3 Board Chair welcomed everyone attending the September 15, 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
  - SCSBA School Law Conference – August 26-28, 2022 in Greenville, SC. Board members that attended were: Barbara Bryant, Mattie Thomas, Gloria Robinson, Paula Morris. Dr. Hickson also attended this conference. Sessions included: Ethics for Elected Officials, FOIA Fishbowl, Navigating the First Amendment, Policy in Practice, Cases and Controversies, A Review of the National School Landscape, and a Legislative Update.
2. Request to attend any Meetings

- Barbara Bryant, Mattie Thomas, Gloria Robinson, Rutha Frieson, and Paula Morris will be joining Dr. Hickson to attend the Regional Advocacy Meeting at the Florence Civic Center on Wednesday, October 5th.
- Barbara Bryant, Gloria Robinson, and Rutha Frieson are scheduled to attend the Beyond the Basic workshop in Columbia on Thursday, October 13, 2022.
- Mattie Thomas, Julia Mims, and Rutha Frieson are scheduled to attend the Risky Business Seminar at Hilton Head Island on Wednesday, October 26, 2022 thru Friday, October 28, 2022.

### **Staff Reports**

#### **Finance Update** – *Hope Gibson, Finance Director*

*August Financials* - The August 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 August 31, 2022.

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

Sharing the newly created administrative rule to Policy GAR, Paid Parental Leave. This administrative is effective from July 1, 2022 through June 30, 2023 and may be extended by the FSD3 Board.

Who is eligible to receive this leave:

- 1) District employees who are employed by the district and give birth are entitled to receive up to six weeks of paid parental leave.
- 2) District employee who do not give birth are entitled to receive up to two weeks of paid parental leave.
- 3) District employees who are primarily responsible for furnishing the care and nurture of an adopted child under the age of 12 months (Primary caregiver) are entitled to up to six weeks of paid parental leave.
- 4) District employees who are not primarily responsible for furnishing the care and nurture of an adopted child under the age of 12 months are entitled to up to two weeks of paid parental leave.

This administrative rule clarifies the terms used and how to request to use the paid parental leave.

This leave is not sick leave and would not be deducted from the sick leave balance. Only 1 other neighboring district with this perk. This is for permanent full-time employees.

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

**SC Ready & SC PASS** scores were shared at this meeting. Mrs. Howard talked about the FSD3 continuous cycle of improvement for students to identify the need, create action plans, set SMART goals, progress monitor-targeted groups and adjust instruction as needed. Mrs. Howard also shared Graduation rate and College and/or Career Ready, which the 2022 scores for College and/or Career Ready are not currently available. Schools are also have data meetings to review school data and action plans with

goals aligned to report card goals. FSD3 has several afterschool programs such as 21<sup>st</sup> Century at LCECCA, MSE, REMJH and JPT. Soon coming will be academic programs at OES, JCL and SESA. The Waterford Family Orientation started today at JCL & SESA and will be tomorrow, the 16<sup>th</sup>, at LCECCA & OES.

***In the Spotlight-***

- ✓ Discover. Imagine. Create. On Saturday, September 17, 2022, at the Hyman Fine Art Center in Florence.
- ✓ Professional Development Day on Wednesday, October 5, 2022, which will consist of Leader in Me: Core Implementation Training and LETRS.
- ✓ During Intercession, October 5-7, 2022, "Transforming Learning, Academic Camps-Targeted Groups, Enrichment Camps, and SEL Camps will be offered.
- ✓ 30 for 30 - Students who read 30 minutes/day will have encountered 13.7 million words by graduation.
- ✓ Let's Fall in love with reading at Literacy Night-author Jay Spearman on September 20, 2022 from 6 to 7 P.m. at SESA.
- ✓ Equity is... an art and photography exhibition by students from FSD3 on Saturday, September 24, 2022 beginning at 2:00 p.m. at Benedict College in Columbia SC.

All board members are welcomed to attend any of the public events listed.

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

**COVID #s** Last month (August 1st) FSD3's numbers were at 4% positive for Students and 2% Positive for Staff. Mrs. Feagin was happy to report that as of September 1st FSD3 is 0% positive for staff and students. This was updated as of 9/12/2022.

**Help 4 Kids-** FSD3 is participating in this program again for SY 2022-2023. Every Wednesday approximately 375 bags are picked up and delivered to our elementary schools to be given out on Fridays.

**Policy GAR Revision** – The last revision of this policy changed the language of Bereavement Leave to match the language of Sick Leave, however, sick leave does not mention brother/sister-in-law that was covered in the previous policy version for immediate family. The recommendation to the board is to add brother/sister-in-law to Bereavement Leave as immediate family. Jac'kel Brown made the motion to accept this revision as presented. Almeta Fleming provided the 2<sup>nd</sup> for this motion. The motion to insert brother/sister-in-law as part of the definition of immediate family in the section of Bereavement Leave in Policy GAR passed 9-0.

**Policy BC Revision** – Board members would like to change back the official board meeting time to 6:00 p.m. instead of 6:30 p.m. Jac'Kel Brown made the motion to change the start times of the monthly board meetings to 6:00 p.m. Julia Mims provided the 2<sup>nd</sup> for this motion. All board members present voted in favor of this motion. The motion to change the start time for monthly board meeting to 6:00 p.m. in Policy BC passed 9-0.

***Children's Internet Protection Act (CIPA)***

*Brian Huckabee, Director of Communication, Technology and Facilities Maintenance*

Each year the district must come before the Board of Trustees to discuss the Federal e-Rate funds received for discounts for internet access or internal connections. Because we receive these funds, we

have to provide certain tools in place to shield children's access to any obscene or harmful content over the Internet. This is known as the Children's Internet Protection Act or CIPA. FSD3 provides internet content filtering protection with Cisco Umbrella. This is provided to us at no cost by the state department. It allows us to filter content by category or by key words. You can even customize it to block certain sites. This program works well with our firewall. We also use Google for Education. It is also CIPA compliant. There are no ads in Google Workspace, which means student data is not used for ad targeting, with the key point is Google Classroom stores our data (homework, assignments, etc.) but we still own the data. All students and staff must sign the Internet Safety Policy or Acceptable Use Policy (IJNDB). This policy contains District Rights and Responsibilities, Acceptable Use and Unacceptable Use.

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

**Legislative Updates-** Currently, legislators are not in session, but they will be back the 24<sup>th</sup> with the focus on the abortion law.

As previously mentioned, the Advocacy meeting for the Pee Dee Region is Wednesday, October 5, 2022 at the Florence Civic Center with dinner beginning at 5:00 p.m. This event is sponsored by the SC School Boards Association.

**County Updates** – the Farmers' Telephone litigation is still on-going. Therefore, we are still required to pay our annual tax assessments this year. Luckily, FSD3's is usually not as high as some districts. Hopefully, the attorneys representing the school districts and counties will reach an agreement with Farmers' Telephone soon.

Happy to report that there is now a SC Coalition for Safer Schools. The 2023 School Safety Policy Agenda addresses both in-school and out-of-school factors that contribute to violence against children in South Carolina.

**District Updates** – Dr. Hickson gave an update of FSD3's current enrollment (as of 9/12/2022). We are currently at 3004 for all students 3K-12<sup>th</sup> grade. This is still a decrease of about 158 students from last year.

FSD3 currently has 93 students participating in the dual enrollment program. This is 36 seniors and 7 juniors from LCHS and 50 students from JPT also taking courses from The Continuum.

FSD3's Alternative School-Panther Pride:

- ✓ Grades K-6 Elementary Panther Academy is located on the JCL campus currently with 4 students
- ✓ Grades 7-8 Panther Academy is located on the Lifelong Learning Center campus with 11 students
- ✓ Grades 9-12 Panther Academy is also located on the Lifelong Learning Center campus with 17 students.

The Lifelong Learning Center Panther Academy has 7 staff and 1 office staff plus an SRO. The Elementary Panther Academy at the JCL site has 1 teacher.

Virtual Instruction currently has 28 students enrolled (6-7<sup>th</sup> grade; 4-8<sup>th</sup> grade; 7-9<sup>th</sup> grade; 4-10<sup>th</sup> grade; 4-11<sup>th</sup> grade; and 3-12<sup>th</sup> grade. By school, this is 4 from JPT, 8 from REMJH and 16 from LCHS.

Panther Academy students will be celebrating successes. For the completion of each APEX course, student receives a personal pan pizza and a congratulatory balloon (monthly). They have the Prowling Panther of the Week award, and quarterly awards celebrations for honor roll, most improved, and students of the Quarter for middle school and high school.

**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. Julia Mims provided the 2<sup>nd</sup> for this motion. All board members present voted in favor of this motion. The motion to enter into executive session passed 9-0.

Jason Kirby left the meeting after executive session began, and Jac'Kel Brown and Barbara Bryant recused themselves from a portion of this session.

**Exit Executive Session** –Paula Morris made the motion to exit executive session. Julia Mims provided the 2<sup>nd</sup> 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 8-0.

## **PUBLIC SESSION**

### **Action from Executive Session:**

Jac'Kel Brown made the motion to add \$4,000 to the administrative salaries to add what was done with the teacher salaries and to hire a consultant to do a salary study for FSD3. Julia Mims provided the 2<sup>nd</sup> for this motion. All board members present voted in favor of this motion. The motion to add \$4,000 to the administrative salaries and to hire a consultant to do a salary student for FSD3 passed 8-0.

Jac'Kel Brown made the motion to approve the recommended interim director for the Office of Exceptional Children. Almeta Fleming provided the 2<sup>nd</sup> for this motion. All board members present voted in favor of this motion. The motion to approve the recommended interim director for the Office of Exceptional Children passed 8-0.

**Adjourn:** There being no further business for the Board of Trustees, Julia Mims made the motion to adjourn. Paula Morris provided the 2<sup>nd</sup> for this motion. All board members present voted in favor of this motion. The motion to adjourn passed 8-0.

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Date approved

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Barbara Bryant, Chair

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Shelia Knotts, Recording Clerk

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Rutha Frieson, Secretary