Florence District Three

Personnel Report

November 2026

Recognitions

November 9-13, 2026
School Psychologist Week

November 10, 202026
Finance Department Appreciation Day

November 11, 2026
Veterans Day

November 18, 2026
Educational Support Staff Appreciation Day

November 20, 2026
Substitute Appreciation Day

Certified Vacancies – 2026-2027

Early Childhood	I
Social Studies	I

Florence District Three

Proposed Calendars 2027-2028

Proposed: Drafts A & B

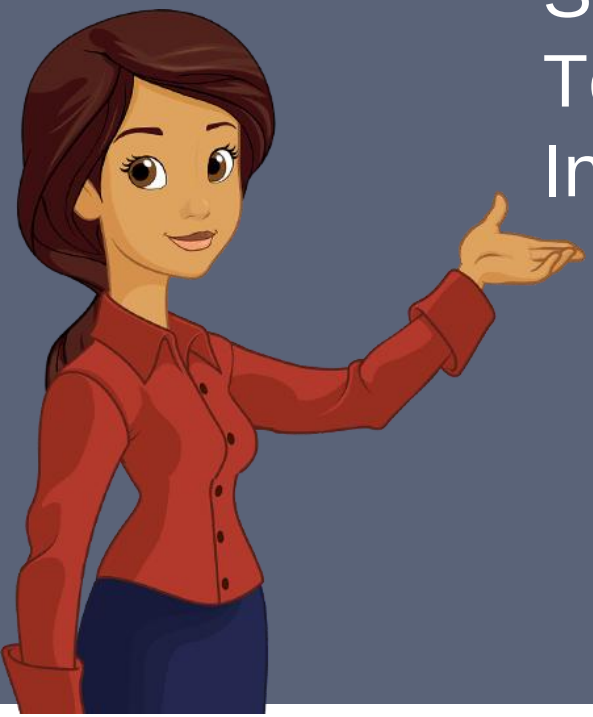
Calendar Days

Number of days needed for the calendar

Student Days – 180

Teacher PD Days - 10

Inclement Weather Days – 3



FAQ:

Keep in Mind…

180 Day Employees
144 Days = 80%

Florence County School District Three - Draft A
2027-2028 Modified School Year Calendar

		July 2027				2
SUN	MON	TUE	WED	THU	FRI	SAT
				01	02	03
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
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		August 2027				22
SUN	MON	TUE	WED	THU	FRI	SAT
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		September 2027				21
SUN	MON	TUE	WED	THU	FRI	SAT
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		October 2027				15
SUN	MON	TUE	WED	THU	FRI	SAT
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31						

		November 2027				17
SUN	MON	TUE	WED	THU	FRI	SAT
	01	02	03	04	05	06
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		December 2027				13
SUN	MON	TUE	WED	THU	FRI	SAT
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Inclement Weather Days:
October 4th, February 21st, February 22nd

7/1/2027.....240 Day Employees Begin
7/5/2027.....230 Day Employees Begin
7/5/2027.....220 Day Employees Begin
7/6/2027.....210 Day Employees Begin
7/12/2027.....200 Day Employees Begin
7/19/2027.....190 Day Employees Begin
7/26/2027.....185 Day Employees Begin
7/29/2027.....180 Day Employees Begin

July
1-2.....District Shutdown
1.....4th of July Holiday (Observed)
12-15.....New Teacher Orientation
19.....Opening Ceremonies/School PD (PD 1)
20-21.....School Level Pro. Dev. (PD 2-3)
22.....District Level PD (PD 4)
26-27.....Teacher Workdays (PD 5-6)
27.....Open House
28.....District Level Prof Dev. (PD 7)
29.....First Day for Students

August

September
6.....Labor Day (No School)
30.....45th Day for Students
30.....Parent Teacher Conferences

October
1.....Early Dismissal for Students
1.....District Prof Dev. (PD 8)
4-8.....Intercession Period

November
22-26.....Thanksgiving Holiday

December
17.....Early Dismissal for Students
17.....90th Day for Students
20-31.....Winter Break

January
3.....School Level PD (PD 9)
4.....Classes Resume
17.....MLK Holiday

February
21-25.....Intercession Period

March
14.....135th Day for Students
16.....Parent Teacher Conferences
17.....School Level PD (PD 10)

April
14.....Good Friday
17-21.....Spring Break

May
25.....180th Day for Students
25.....Early Dismissal for Students
29.....Memorial Day Holiday

June
5/25/2028.....180 Day Employees End
5/25/2028.....185 Day Employees End
5/26/2028.....190 Day Employees End
5/26/2028.....200 Day Employees End
5/31/2028.....210 Day Employees End
6/15/2028.....220 Day Employees End
6/29/2028.....230 Day Employees End
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		January 2028				19
SUN	MON	TUE	WED	THU	FRI	SAT
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		February 2028				16
SUN	MON	TUE	WED	THU	FRI	SAT
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		March 2028				22
SUN	MON	TUE	WED	THU	FRI	SAT
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		April 2028				14
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		May 2028				19
SUN	MON	TUE	WED	THU	FRI	SAT
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		June 2028				0
SUN	MON	TUE	WED	THU	FRI	SAT
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180 Employees must work at least 144 days
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144 Days = 80%

Florence County School District Three - Draft B
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SUN	MON	TUE	WED	THU	FRI	SAT
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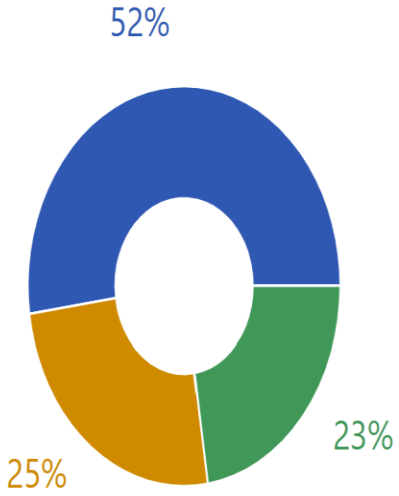
COMPARISON OF CALENDARS

	Calendar A Draft	Calendar B Draft
First Day for Teachers	July 19, 2027	July 19, 2027
First Day for Students	July 29, 2027	July 29, 2027
Weather Days (If needed)	October 4th, February 21st, February 22nd	October 4th, February 21st, February 22nd
Last Student Day	May 25, 2028	May 25, 2028
Last Day for Teachers	May 26, 2028	May 26, 2028
Holidays	July 1st – Fourth of July Sept. 6th – Labor Day Oct. 4-8th – Intercession Period Nov. 22-26th - Thanksgiving Break Dec. 20th – Jan. 2nd – Winter Break Jan. 17th – Dr. Martin L. King, Jr. Day Feb. 21-25th – Intercession Period April 14th – Good Friday April 17-21st – Spring Break May 29th – Memorial Day	July 1st – Fourth of July Sept. 6th – Labor Day Oct. 4-8th – Intercession Period Nov. 22-26th - Thanksgiving Break Dec. 20th – Jan. 2nd – Winter Break Jan. 17th – Dr. Martin L. King, Jr. Day Feb. 21-25th – Intercession Period April 14th – Good Friday April 17-21st – Spring Break May 29th – Memorial Day
Teacher PD/ Workdays	July 19-22nd, July 26-27th, July 28th, October 1st, Jan. 3rd, March 17th	July 19-22nd, July 26-27th, July 28th, October 1st, Jan. 3rd, February 18th



Which 2027–2028 calendar draft do you prefer?



Draft A	162 · 52%
Draft B	78 · 25%
No preference	70 · 23%

International Teacher Exchange

November 2026



The Program Is Built for Exchange

The J-1 teacher program is a temporary cultural and educational exchange.

Congress created the exchange program to increase understanding between people in the United States and people in other countries.

01

Teach and learn

Teachers bring their experience to U.S. classrooms and learn from American schools.

02

Share cultures

Teachers and students share traditions, perspectives and ideas.

03

Take learning home

Participants return home with new knowledge and experiences to share.

Our Exchange Sponsor Partnerships

FSD3 works with three private exchange sponsors listed by the South Carolina Department of Education:

FACES

Foreign Academic and Cultural Exchange Services

TPG

TPG Cultural Exchange

EPI

Educational Partners International

How the arrangement works

The sponsor manages the J-1 exchange and Visa process. The District hosts the teacher, employs them in the classroom and supports cultural activities at school and in the community.

Although agreements vary, our FACES, TPG and EPI partnerships have similar sponsor-led requirements.

Common Terms in Exchange Sponsor Agreements

Our sponsor agreements share core expectations for a temporary exchange.

1. **Remain in the sponsor program**
   The sponsor retains program oversight while the District hosts the teacher and supports the exchange.

2. **Return home when the program ends**
   Participants are expected to return to their home country when their authorized exchange ends.

3. **Extensions require approval**
   An extension depends on the sponsor agreement and U.S. Department of State authorization.

The agreements are built around a temporary exchange, not an open-ended transfer to District sponsorship.

The signed TPG agreement describes a three-year term, with a possible fourth or fifth year if authorized. Sponsor terms are similar, but exact provisions vary.

Sponsor Agreements Restrict Direct Hiring

Our exchange agreements include restrictions on recruiting or hiring participants outside the sponsor arrangement. The signed TPG agreement specifies the terms below.

TPG restriction period

During the agreement and for two years after it ends.

If the agreement is breached

$14,500

per teacher employed in breach, as specified in the agreement

TPG may also remove

the other remaining teachers on its J-1 visa, under the contract language.

The District's sponsor agreements contain similar restrictions. The $14,500 amount and removal provision above are specific to the signed TPG agreement.

Why Direct Sponsorship Is Not a Simple Workaround

Two separate issues affect the proposal.

1 Program purpose

J-1 teacher exchange is designed for temporary educational and cultural exchange, with learning shared across countries.

2 Current sponsor agreements

Our sponsor agreements generally require participants to remain in the sponsor's J-1 program and restrict direct hiring outside it. The signed TPG agreement includes a two-year post-program restriction.

The signed TPG agreement also allows TPG to remove its remaining teachers if the District breaches the restriction.

Visa Sponsorship

H-1B Sponsorship
Estimated cost per new hire:
$3,830–$4,895 for an eligible in-country case when the payment does not apply. Premium processing adds $2,965.

Additional legal fees.

Green Card Sponsorship
$3,000 – $5,500 (Standard)

$6,000 – $8,500 (with Premium)
Excludes green card sponsorship, which requires separate PERM processing ($6,000–$15,000+) down the road.

Additional legal fees.

Board Takeaway: Agreement, Timing and Cost

Both recruitment routes carry constraints. Sponsor terms are similar, while the H-1B route has substantial costs and uncertain timing.

Issues for the Board to consider

- J-1 sponsor agreements generally require a temporary, sponsor-led exchange and restrict direct hiring. The signed TPG agreement specifies $14,500 per teacher and allows removal of remaining TPG participants if breached.
- A cap-subject H-1B case requires selection and can take months; the FY2026 regular USCIS median was 5.1 months, with employment generally aligned to an Oct. 1 start.

Cost estimates are per candidate and exclude salary, travel, credential review and legal expenses. Approval is not guaranteed.