

SUPERINTENDENT'S REPORT FOR JANUARY 2023



FSD3- A Premier District of Choice



Ensuring Our Students Are College or Career Ready, Productive and Responsible members of society.



LEGISLATIVE UPDATES

The General Assembly's annual, regular session started on the second Tuesday in January and will run through the second Thursday in May.

Some 2023 Education Bills of Interest Filed in the Legislature (Sources: SCSBA/Legislative Website)

SENATE BILLS

- (S.27) and (H.3429) Mandating paid prenatal leave.
- (S.39) would create the South Carolina Education Scholarship Trust Fund for eligible students to pay for expenses to attend public school or private school.
- (S.63) Directs the General Assembly to fund, install, maintain and provide wireless local area networks in every school and school bus and directs districts to make school bus Wi-Fi available to students on non-school days.
- (S.64) Authorizing districts to provide monetary bonuses.
- (S.114) Creates an enhanced penalty for convictions of assault against an education professional or law enforcement officer during the performance of their official duties.
- S.124 Would create a pilot program to allow public schools to hire non-certified teachers in a ratio of up to 10 percent of its teaching staff.

LEGISLATIVE UPDATES

(S.125) and (H. 3113) Providing a scholarship stipend for students majoring in education.

(S. 134) Would require school boards to live stream all regular meetings by July 1, 2024. This bill passed the Senate last year.

(S.136) Would create the South Carolina Education Bank Act to provide funding for school district facilities, infrastructure, etc.

(S.189) Would abolish the EOC and direct certain roles and responsibilities to the S.C. State Department of Education and State Board of Education.

(S.191) would authorize school districts to hire retired classroom teachers who can return to work without a loss of their retirement pay.

(S.201) Enacting a Teachers' Freedom of Speech Act.

(S.202) Teachers' Bill of Rights Act.

(S.234) Enacting the Parental Bill Right.

(S.237) Would enact the School Guardian Act authorizing school districts to designate certain employees as school guardians to provide armed protection in their schools.

Salary Study Update

- The **Salary** Study RFP-2022-002 was posted on our district Website on December 05, 2022.
- The deadline for RFP Submission was January 03, 2023, by 4:30 pm.
- A committee reviewed and scored all submitted proposals on January 10, 2023.
- **Evergreen** Solutions, LLC received the highest score and was awarded the contract.
- Ms. Hope Gibson placed a courtesy Phone Call to the Awardee: January 10, 2023
- Ms. Gibson mailed a follow-up letter to all companies that submitted a proposal. An Award letter is on our website under Finance.
- A meeting with Evergreen Solutions, LLC is scheduled for Friday, January 19, 2023, to discuss the initial work.

Timeline

Evergreen possesses the ability, staff, skills, and tools to conduct the Job Description Review and Salary Study for the Florence County School District Three in 3.5 months of the project start date and following the signing of the contract. This is based on a tentative start date of January 17, 2023, and a completion date of April 30, 2023, as shown in **Exhibit 1**.

Exhibit 1 Proposed Timeline

PROJECT TASKS	2023			
	JAN	FEB	MAR	APR
1.0: Project Initiation	█			
2.0: Evaluate the Current System		█		
3.0: Collect and Review Current Environment Data		█		
4.0: Evaluate and Build Projected Classification Plan		█		
5.0: Identify List of Market Survey Benchmarks and Approved List of Targets		█		
6.0: Conduct Market Salary Survey and Provide External Assessment Summary			█	
7.0: Develop Strategic Positioning Recommendations				█
8.0: Conduct Solution Analysis				█
9.0: Develop and Submit Draft and Final Reports				█
10.0: Develop Recommendations for Compensation Administration				█
11.0: Provide Revised Class Descriptions and FLSA Determinations				█

District Updates

Cameras

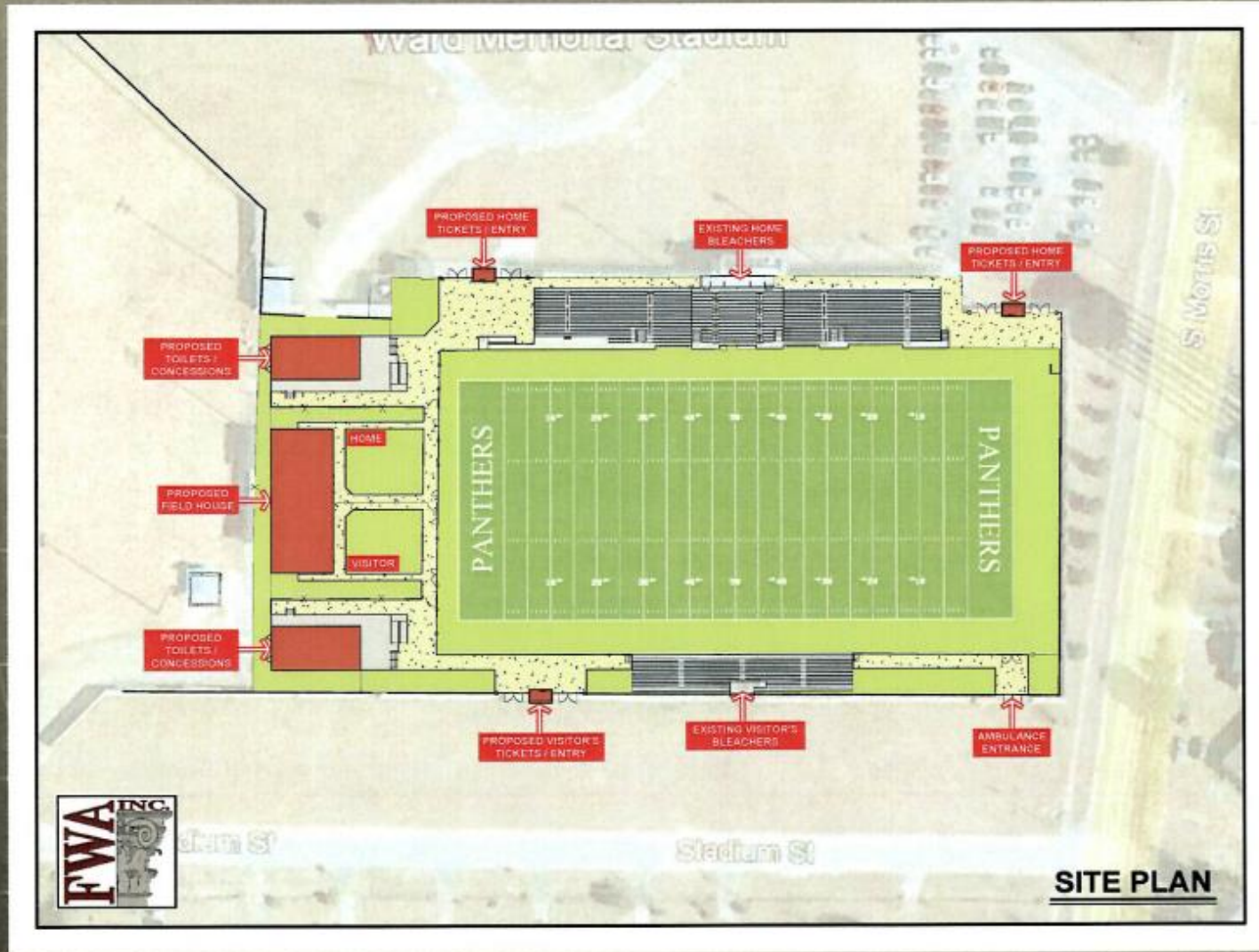
- The IT and Maintenance Departments conducted a walk through with an engineer from A3 Communications on January 9 at Lake City High, J. Paul Truluck and Dr. Ronald E. McNair.
- The engineer used computer software to show camera placement and coverage over school floor plans.
- A3 is working on a quote and will provide the coverage map with the quote.
- The district will schedule a demonstration of the camera options as well as the software options.

Athletic Facilities

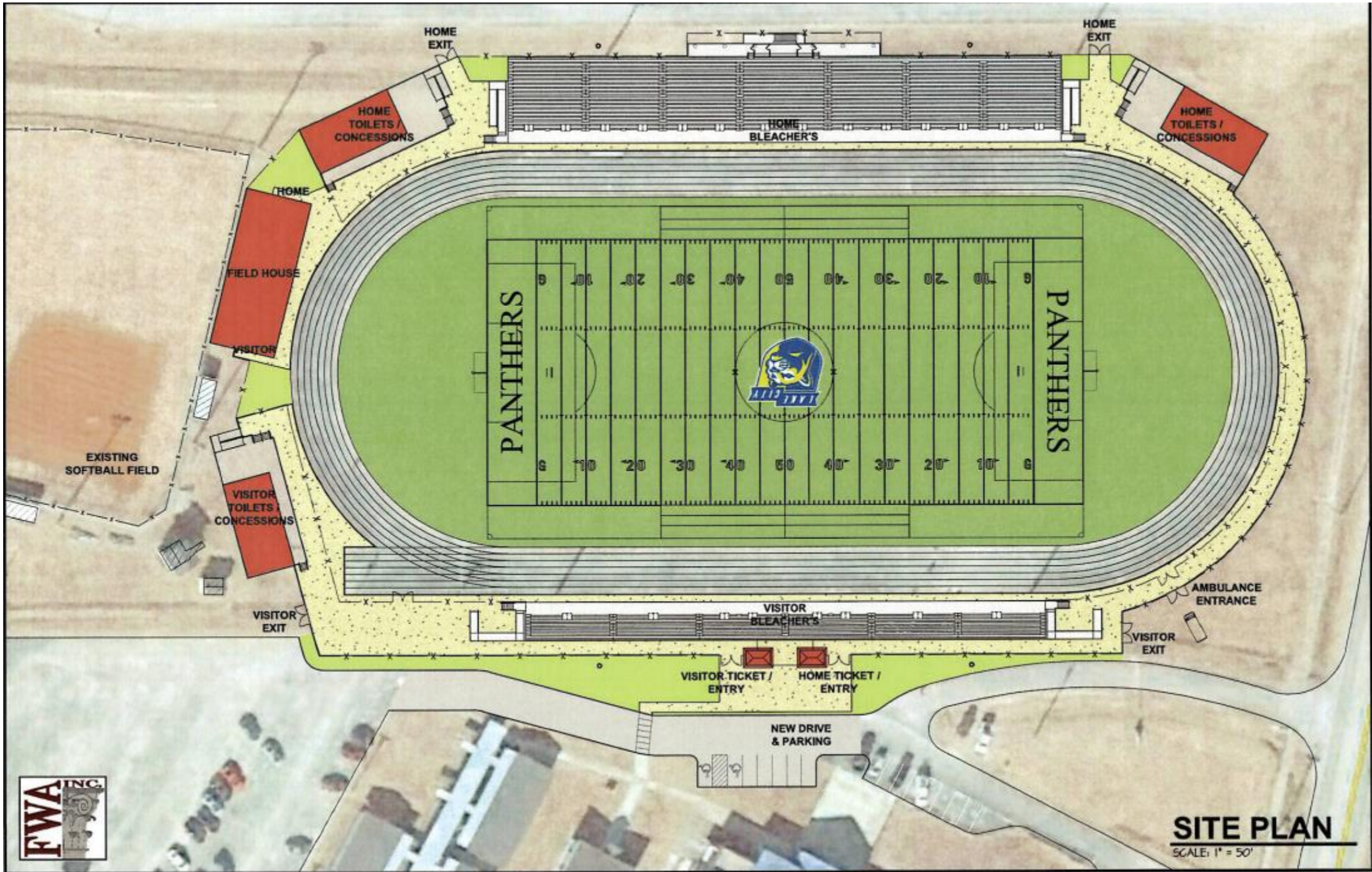
- Mr. Fleming, Mr. Apicella, Facility directors, and I met with the Engineer, Mr. Hal Fuller, last week to review current facilities and possibilities.
- I would also like to establish a “Fundraiser Committee” to brainstorm possible fundraisers and allow donors to donate toward special building projects that could possibly bare his/her name on a building based on the amount of the donation.



Project Approach



Ward Stadium Upgrades



SITE PLAN

SCALE: 1" = 50'

THANK YOU, BOARD!

- We are excited about the approval to begin improvements on FSD3 school buildings and athletic facilities. This is a huge WIN for Students!
- I plan to share information regarding the process and progress at each next board meeting.
- We will host meetings (Virtual and/or F2F) with various groups, including school personnel, parent groups, and public stakeholders to hear their insights and suggestions, as we determine immediate needs and set priorities for each project.

All sports were asked to submit program needs. The following items were submitted and purchased:

- **Wrestling— New mat**
- **Track—Warmups, field equipment, javelins**
- **Football—helmet decals, mouthpieces, girdles, knee pads**
- **Softball—JV and varsity uniforms, fill-in pants, hose kit for infield**
- **Boys Basketball—New uniforms**
- **Girls Basketball—JV uniforms, equipment, warmups**
- **Boys Soccer—Uniforms, warmups, and new net**
- **Girls Soccer—Uniforms**
- **Cross Country—New uniforms, a portable bench, side panels for team tent**
- **Volleyball—New uniforms**
- **Baseball—practice baseballs, JV and varsity shirts, game socks**
- **Cheer—New uniforms**
- **Athletic Department—two additional LC branded tents, new sideline chairs for the gym, new bleachers and concrete pads for baseball, softball, and track.**

**Brand new
wrestling mat.
The old mat
was 30 years
old.**



New bleachers and concrete pads for the baseball, softball, and track facilities to replace the old wooden bleachers.



Varsity Softball Uniform



JV Softball Uniform



The Lake City Athletic Department sends thanks to the Board of Trustees for supporting our vision in continuing to improve the opportunities for our student-athletes.

“We have amazing kids who deserve the best and we thank you for your continued support”.

#LCstrong

Parents and Students are receiving Important Notices this month!



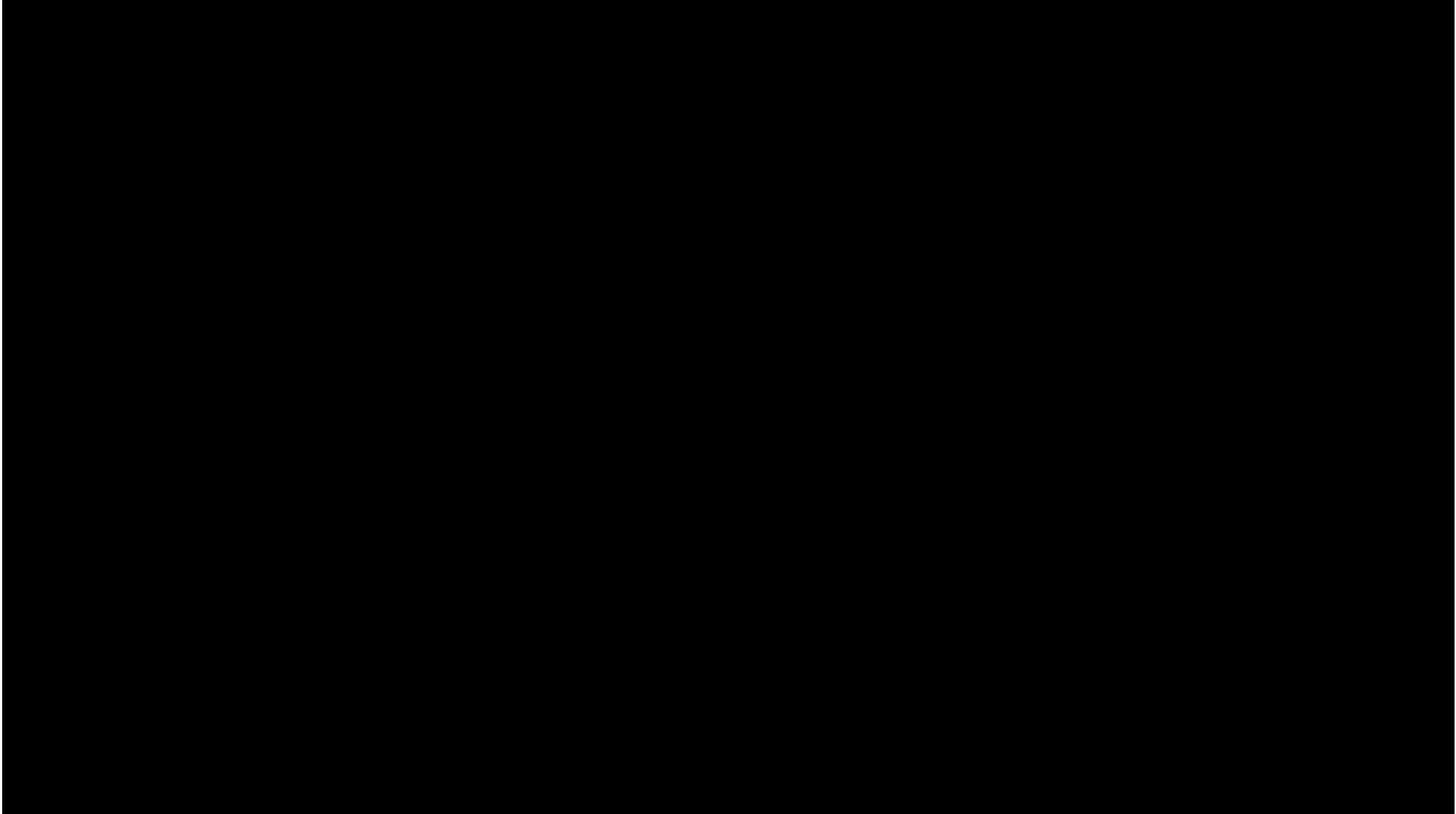
FSD3 will offer a variety of Enrichment Camps this summer designed to accelerate students' learning.

- FSD3 will not offer summer school for promotion in grades K-8 this year.
- There are so critical skills students must master, and summer school does not provide enough time to reteach all the essential skills students need to be successful in college or careers.
- Students must master specific content skills before moving on to the next course so that they do not continue to struggle through the next grade.
- Summer Camps will provide opportunities to accelerate students' learning by providing hands-on experiences designed to build retention.
- Parents are now encouraged to contact their child's principal to discuss their child's progress.

Planning for the 2023 -2024 SY

- We have begun the planning process for the 2023 -2024 SY.
- Ms. Gibson, our Financial Consultant, and I have outlined the budget process.
- I met with HR in December and Principals last week to discuss staff allocations as we prepare for recruitment.
- I have asked Principals and Department Leaders to assess their school or department to identify needs based on data and their five-year vision and goals for their school and its alignment with the district's five-year vision and goals.
- Tentative Budget Timeline

**HAPPY SCHOOL BOARD APPRECIATION MONTH! THANK YOU FOR YOUR
COMMITMENT TO CREATING EXCELLENCE IN FSD3!**



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College or Career Ready,
Productive and Responsible Members of Society

