

C. Behind the Scene Heroes

#### CCSD BOARD OF TRUSTEES

February 23, 2015 75 Calhoun St., Charleston, SC 29401 Academics



A regular meeting of the Charleston County School District Board of Trustees was held on Monday, February 23, 2015, in the Board Room at 75 Calhoun Street. The following members of the Board were present: Mrs. Cindy Bohn Coats - Chair, Mr. Chris Staubes – Vice Chair, Mrs. Kate Darby, Mr. Tom Ducker, Mr. Todd Garrett, Rev. Eric Mack, Mr. Michael Miller, Mr. Emerson Tripp Wiles and Mr. Michael Bobby, Acting Superintendent of Schools and Executive Secretary. Rev. Chris Collins arrived at 5:30p.m.

The news media was duly notified of the meeting and representatives were present.

Mrs. Coats called the meeting to order at 4:30 p.m. Mr. Miller motioned, seconded by Mrs. Darby to convene into Executive Session. The motion was unanimously approved.

# **EXECUTIVE SESSION** 4:30 p.m. Staff members Mr. Jeff Borowy, Mr. Bill Briggman, Dr. Charles D'Alfonso, Dr. Dena Davis, Mr. John Emerson, Mrs. Michele English-Watson, Dr. Lisa Herring, Mrs. Anita Huggins, Mr. Ron Kramps, Mrs. Audrey Lane, Mr. Lou Martin, Mr. John McCarron, Dr. Brenda Nelson, Mrs. Terri Nichols, Mr. Paul Padron, Mrs. Erica Taylor, Mrs. Ruth Taylor, Mrs. Latisha Vaughn-Brandon, and Dr. James Winbush were also in attendance. 1.1: Legal Update 1. Settlement Proposals 1.2: Superintendent Search - Contractual & Employment Issues **OPEN SESSION** 5:15 p.m. 11. CALL TO ORDER, INVOCATION/MOMENT OF SILENCE, & PLEDGE of ALLEGIANCE Mrs. Coats called the Open Session meeting of January 12, 2015 to order at 5:19pm. Then she called for a Moment of Silence followed by the Pledge of Allegiance. Ш. ADOPTION OF AGENDA Mr. Ducker moved, seconded by Mrs. Darby, to adopt the February 23, 2015 agenda with the following amendments. The motion was 8-1-0 (Collins abstained). Mrs. Coats said a request is being made to waive Policy BEDA - Board Meeting Notification. Waiving policy BEDA would allow the Board to act on new agenda items the Board received after the Wednesday deadline. Mr. Ducker requested agenda item 12.1 - Calculators for the new ASPIRE Test be changed to an information item, instead of an action item. However, Mr. Bobby asked the Board to allow staff to share information since there was a sense of urgency around the decision related to the purchase of calculators. Mr. Ducker agreed. The agenda item was changed to information/action. Mr. Miller requested that agenda item 10.1F - First Reading - Policy JIH - Student Searches, Interrogations and Arrests be pulled. IV. SPECIAL RECOGNITIONS (15 minutes) - Mrs. Erica Taylor, Executive Director of Strategy & Communications A. Moultrie Mock Trial The Board recognized the Moultrie Mock Team for coming in first place in the Battle of the Carolinas Mock Trial Competition. B. Buist Mock Trial The Board recognized the Buist Mock Team for coming in fourth place in the Battle of the Carolinas Mock Trial Competition.

Mr. Michael Bobby presented the Behind the Scene Heroes Award to Master Chief Strickland and Mr. Nathan Steward for helping the basketball team at Lincoln HS with emergency transportation after a game. The two

West Ashley HS staff members were nominated by Mr. Rodney Dewitt, the athletic director at Lincoln.

#### D. Wando AP Civics Group

The Board recognized the Wando Advanced Placement Civics Team for receiving the state competition and five of the six "best unit" awards during the "We the People" Civics competition in January. The event was sponsored by the Center for Civic Education.

# E. Black History Recognition

Kierra Wellington, a Sanders Clyde ES student involved with the YoArts project, presented a video clip about the Charleston Civil Rights Movement featuring Dr. Millicent E. Brown. Dr. Brown, one of the first black students to attend an all white school in Charleston SC, shared details of her participation in the effort to desegregate Rivers HS in 1963. The video clip is also available on the YoArt Project website YoArtinc.org.

# V. SUPERINTENDENT'S REPORT – Mr. Michael Bobby, Acting Superintendent of Schools

Mr. Bobby reported the following:

- Mr. Bobby began his Superintendent's Report by congratulating everyone recognized during special recognitions and thanked Sanders Clyde for the presentation in honor of Black History Month.
- Mr. Bobby acknowledged the "call to action" from individuals that urged the Board to improve diversity in Charleston County School District. He said everyone that stood in response to the visitor's request acknowledged their awareness of diversity issues in CCSD. Dr. Herring and a Task Force will move with urgency to begin efforts to address Diversity issues in CCSD. The district is committed to doing the work that needs to be done. However, it is necessary for everyone to commit to doing the work to make the necessary changes.
- Last week a meeting was held to discuss Durham Bus Services. Mr. Dukes, a Durham representative, responded to some of the transportation issues earlier during the meeting.
- Letters will be sent to students who applied and received seats at magnet schools in Charleston. Staff will ensure that tuition is received for students that are required to pay tuition.
- On Friday February 27<sup>th</sup>, the new State Superintendent Molly Spearman will visit CCSD schools. She is also scheduled to meet with district leaders on Thursday afternoon.
- Because of the change in Weather Pattern and possibility of unsafe roads, CCSD schools will be closed on Tuesday, February 24<sup>th</sup>. The make-up day will probably be the Friday before Spring Break.
- CCSD staff members are working to address concerns and make recommendations about the bell time schedule. A public meeting will be scheduled to receive public comments because of the impact changing the bell times would have on other schools.
- CCSD hosted its second annual symposium for Historically Black and Historically Hispanic Colleges and Universities. Professors and leaders from these distinguished institutions spent three days meeting students, teachers, and administrators and touring some CCSD schools.
- The fifth annual Educator Gala was held to pay tribute to excellent teachers. Mr. Bobby thanked the seven Board members that attended the gala. Staff members from the Office of Teacher Effectiveness, volunteers, and vendors were also thanked. This year there were 1,100 guests and 100 volunteers.

### VI. VISITORS, PUBLIC COMMUNICATIONS

- 1. Mr. Larry Kobrowsky reminded the Board about the Federal Law that relates to district's admissions policy. He reminded everyone that race or ethnic background could not play a part in decision-making in CCSD. He shared a copy of the law with Board members while stating that no-one, to include the Board, had the right to make school admission decisions based on race. He also said there should not be a lottery since there is an admissions policy.
- 2. Ms. Natalie Davison, a student at Academic Magnet HS (AMHS), asked the Board to consider replacing the school's admissions policy with a lottery system for students who qualify to attend to increase diversity in magnet schools.
- 3. Ms. Sada Orr, a Charleston County School of the Arts student, addressed the Board about increasing diversity at her school. She requested an opportunity to meet with the Board to discuss diversity issues.
- 4. William Pugh, a student at Academic Magnet HS and Students Advocating for Diversity in Education (SADE) representative, asked everyone in the room to stand if they agreed that CCSD had diversity issues.
- 5. Mr. Noah Jones addressed the Board about diversity issues at Academic Magnet HS and said nothing was done to honor Black History Month at AMHS.
- 6. Ms. Charlisa Pugh, the parent of a Academic Magnet HS student, addressed the Board about the decreased number of African Americans at Academic Magnet HS. Her son is one of the 16 black students currently enrolled at Academic Magnet HS. She suggested a lottery be considered to provide a fair and equitable opportunity for all qualified applicants. She urged the Board to look at the current and pass processes to solve admissions issue at AMHS and other magnet schools.
- 7. Ms. Christine Hilkenstine addressed the Board in support of Head Start programs in Charleston County.

- Her child is enrolled in the Head Start program at Murray LaSaine. She asked the Board to continue to supporting Head Start programs in the upcoming budget.
- 8. Ms. Darlene Rawl, chair of the Academic Magnet HS School Improvement Council, spoke about qualified magnet students that were turned away. She suggested that the number of African Americans dropped when the school moved from Burke HS downtown and again when it moved to its current site. She said it is time to replicate the AMHS program downtown to address student needs.
- 9. Mr. Tony Lewis expressed concerns about projects on the unfunded project list—Charleston Developmental Academy, Stoney Field, Middle School, and Early Childhood Program and said that voters that supported the One Cent Sales Tax were deceived. Mr. Lewis said he represents everyone concerned about the list of unfunded projects in District 20.
- 10. Mr. Muhiyidin P'baha, a 2004 graduate of Academic Magnet HS, addressed the Board about diversity issues that are linked to student achievement, suspension, and expulsion. He suggested that magnet schools promote "white flight".
- 11. Ms. Misty LeClerc, a 2010 Wando HS Teacher of the Year and a member of the Leadership Advisory Council and Teacher Roundtable, provided an update of topics recently discussed at their meetings.
- 12. Mr. David Duke, President of Durham Bus Services, addressed the Board in an attempt to set the record straight about school bus safety in Charleston County. He said over 400 employees are committed to safety and getting students to school on time. Two-thirds of the buses used are state owned. The average age of Durham buses is 7 years. The age of buses owned by the state is 14 years. Buses owned by Durham Bus Service are annually updated and inspected regularly. Mr. Duke also spoke of Durham's partnership with CCSD.
- 13. Mr. Jason Slade addressed the Board about segregation issues at magnet schools. He suggested the Board listen to the youth that are demanding changes.

# VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS

# 1. Request to Waive Policy BEDA – Board Meeting Notification

This item was acted on during the adoption of the agenda.

Academic Calendars

# 7.1: Open Session Minutes of February 9, 2015

Mr. Wiles moved, seconded by Mrs. Darby, to approve the open session minutes of February 9, 2015. The vote was 9-0.

# 7.2: Executive Session Action Items o0f February 23, 2015

The Board voted on the following executive session action items of February 23, 2015.

#### 1.1: Legal Update

#### 1. Settlement Proposals

Mr. Staubes moved, seconded by Mr. Miller, to allow General Counsel to resolve a pending legal matter at an amount not to exceed what was discussed in Executive Session. The vote was 8-1-0 (Collins abstained).

# 1.2: Superintendent Search - Contractual & Employment Issues

Mr. Staubes moved, seconded by Mrs. Darby, to select South Carolina School Boards Association as the search firm to conduct a Superintendent search for CCSD. The vote was 7-2 (Collins and Miller opposed).

Rev. Collins asked Mrs. Coats to provide details of what was discussed in Executive Session, since he arrived after executive session. Mrs. Coats said a discussion could take place in open session, if the Board decided to take action on the Superintendent Search – Contractual and Employment Issues agenda item.

Rev. Collins suggested establishing a committee with Board members, staff, and others to discuss the superintendent's search.

Rev. Mack said the Board has heard from the two firms that presented to the Board earlier. Now the Board is moving forward with selecting one of those firms to conduct a superintendent search. The search firm selected could help in area Rev. Collins mentioned earlier.

Rev. Collins said several firms should be considered and an offer should be extended to other search

firms. The committee he mentioned earlier could narrow the search down to individuals for the Board to consider.

Rev. Mack suggested the Board begin the search by selecting firms then, proceed to receiving community input. He suggested there was an urgent need to move forward. Mr. Staubes said he agreed with Rev. Mack. Then he said while the public should be involved at every stage, involving the public at the point of selecting a firm was not recommended.

Rev. Collins said to not to open the offer to others may be a liability to the District. Mrs. Coats reiterated that the Legal Counsel was present every time the hiring of a superintendent was discussed.

Mr. Ducker said stakeholders should be brought in after information is provided on the type of person the Board is looking for; not before.

Rev. Collins reiterated that failure to make a public announcement would possibly set the district up for a lawsuit. Mr. Ducker assured Rev. Collins that both the Board and stakeholders would be major players.

Mr. Miller agreed with what Rev. Collins said about the two companies that addressed the Board regarding the superintendent search. He said it may be in the district's best interest to advertise for a search firm and since CCSD hasn't had a superintendent since November, someone may ask the following questions:

- Why has it taken the district so long to determine that they want a superintendent in place by July 1<sup>st</sup>
- Did the Board allow enough time to get the best results?
- How did the two companies that presented to the Board come about?

Mr. Miller said he could not and he did not have the answer to the last question. He went on to say that Rev. Collins' concern about the participation of community partners is valid. Individuals who should be on the committee should be identified. It would make sense to him if the Board identified the expectations of the search firm prior to receiving applications from individual firms

Mrs. Coats said other local geographic districts have done something similar to what's being done in CCSD. Also, the superintendent search has been on the agenda as legal updates since Christmas. Mrs. Coats asked if the Board wanted professional guidance to help with hiring a new superintendent to lead CCSD schools citing that this would be a monumental decision that would involve stakeholders, teachers, and others. She concluded that hiring the vendor that is already working for CCSD to help identify the right candidate should be considered.

Rev. Mack said since no one on the CCSD had experience in hiring a superintendent of schools, it is necessary to hire a firm to begin the process.

Rev. Collins said voting to hire a search firm would not be legal since the hiring of a search firm was not presented properly. Mrs. Coats reiterated that the Board consulted with attorneys throughout the process and, since it's been done in other districts, she is comfortable with the decision and the fact that the two attorneys on the CCSD Board are comfortable with how it is being done.

# 7.3: Financial Minutes of the February 9, 2015

Mr. Ducker moved, seconded by Mr. Staubes, to approve the financial minutes of February 9, 2015. The vote was 9-0.

Mr. Ducker asked staff to explain why renovating the third floor at James Simons ES was excluded

earlier. Mr. Bobby said it was left unfinished and not fully designed earlier. Mr. Borowy said decisions were made prior to him being hired. Mrs. Coats said the third floor at James Simons was left undesigned since Montessori decisions at was being discussed.

#### VIII. CAE UPDATE

#### 8.1: Head Start/Early Head Start

Mrs. Ruth Taylor presented the following:

- Board member Michael Miller is the CCSD Board representative that serves as the Head Start/Early Head Start liaison.
- The Head Start/Early Head Start Policy Council Members, Head Start parents, and staff were recognized.

Ms. Dena Davis presented the following information:

#### - Cornerstones of HeadStart

- o To enhance children's development and health
- o To strengthen family development
- o To strengthen community partnerships
- o To support staff development in delivery of comprehensive services
- o To enhance children's development and health

#### - Head Start Act

- Authorizes appropriation of funding
- Spells out intent and purpose of program, types of services, population to be served, reporting and evaluation requirements
- o 10% of enrollment slots reserved for children with disabilities
- o 15% limit on administrative costs
- o 20% matching for nonfederal share

#### - Head Start Performance Standards

- Federal regulations for all Head Start programs serves as a guide for all aspects of program operations
- o Ensures quality of services
- o Federal government monitors the implementation of the standards

#### Core Values

- Establish supportive learning environment
- o Recognize members have roots in *many cultures*
- o Understand the *empowerment of families*
- o Embrace a comprehensive vision of health
- Respect importance of an individual's development
- Building communities where each child and adult is treated as an individual but also sense of belonging
- o Foster relationships with larger *community* to provide networks and collaborations
- o Develop continuum of care, education and services to provide uninterrupted support

Mr. Miller said he requested the Head Start/Early Head Start presentation because several years ago, when the past director stepped down, Mrs. Taylor did everything she could to keep the program going. Now that Mrs. Davis has been hired, she will keep the program going. He reminded the Board that they are required to participate in the Head Start/Early Head Start training. Mr. announced that he and Rev. Mack completed the training earlier.

Rev. Mack asked about deficiencies that were identified. Mrs. Davis said all of the deficiencies identified were corrected and the CCSD is currently competing for funds. Mrs. Davis said that any CCSD Board member could be called to answer Head Start/Early Head Start questions.

Mr. Garrett asked what curriculum was being used. Ms. Davis said CCSD is using the Creative Curriculum.

137	2402104	The presentation concluded with a brief presentation of the Head Start/Early Head Start program.		
IX.	MANAGEMENT REPORT(S)  COMMITTEE REPORT(S)			
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	10.1:	Audit & Finance Committee - Mr. Todd Garrett		
		A. Audit & Finance Committee Update		
		The Committee will provide information and receive input from Board members on the following:		
		-Items that are currently before the committee that have not been brought forward to the Board;		
		-Future topics the committee plans to bring forward; and		
	10.2:	-What is needed to move the item forward?  Policy & Personnel Committee – Mr. Tripp Wiles		
	10.2.	1.		
		A. Policy Committee Update  The Committee will provide information and receive input from Peard members on the following:		
		The Committee will provide information and receive input from Board members on the following:  -Items that are currently before the committee that have not been brought forward to the Board;		
		-Future topics the committee plans to bring forward; and		
		-What is needed to move the item forward?		
		B. Second Reading – Policy GCA/GDA – Profession Staff Positions/Classified Staff		
		Positions		
		Mr. Ducker moved, seconded by Mrs. Darby, to approve the second reading of Policy GCA/GDA. The		
		vote was 9-0.		
		C. Second Reading – Policy JFABC – Student Transfers		
		Mr. Ducker moved, seconded by Mrs. Darby, to approve the second reading of Policy JFABC. The		
		vote was 7-2 (Ducker and Miller).  D. Second Reading – Policy GCKB – Hiring of Principals and Assistant Principals (Rescind		
		policy)		
		Mr. Ducker moved, seconded by Mrs. Darby, to approve the second reading of Policy GCKB. The		
		vote was 9-0.		
		Rev. Collins asked staff to clarify the difference between a Director and an Executive Director. Mr.		
		Bobby said the Executive Director is a higher position that requires a supervision of more individuals.  Also, the Executive Director has a different level of responsibility. Mr. Bobby said they have a		
		difference in job classification.		
		difference in job diassification.		
		Mr. Ducker said he spoke with Mr. Briggman earlier about positions and he was comfortable with it.		
		Rev. Collins said the policy says "the Board shall approve". Mrs. Darby said a list would come to the		
		Board for approval. The intent of the policy is not for the Board to approve individual		
		recommendations brought for approval by the superintendent.		
		E. First Reading – Policy BCA – Board Member Code of Ethics		
		Mr. Ducker moved, seconded by Mr. Miller, to approve the first reading of Policy BCA. The vote was		
		9-0.		
		Rev. Collins inquired about the policy and stated that there should be three different policies. Mrs.		
		Coats reminded Rev. Collins that he was the only seated member that was on the Board at that time.		
		Rev. Collins said the policy says Board members shouldn't respond to parents when they call Board		
		members to get answers to their questions.		
		Mrs. Darby said the policy addresses the Deard's Code of Ethics. The effect is to set Deard and		
		Mrs. Darby said the policy addresses the Board's Code of Ethics. The effort is to get Board and Constituents to not have conversations when they have matters pending that may come before the		
		Board for review. Rev. Collins suggested the policy be re-written.		
		Board for former. Nov. coming suggested the policy be to written.		
		Mr. Staubes said the policy mentions Board members having conversations with parents, when they		
		know they have a pending litigation.		
		Mr. Ducker said one policy was sufficient. He suggested the policy be clarified to say "knowingly".		
		Mrs. Coats said the first reading of the policy would as back to the Policy Committee to review. Mrs.		
		Mrs. Coats said the first reading of the policy would go back to the Policy Committee to review. Mr. Wiles said the word "knowing" could be added. Rev. Collins was asked to send concerns he had with		
		I writes said the word knowling could be added. Rev. Collins was asked to selld collectis lie flad with		

		the policy about having discussions with parents.
		F. First Reading – Policy JIH – Student Searches, Interrogations and Arrests - Pulled
		This item was pulled from the agenda. Therefore, no action was taken.
		G. First Reading – Policy IMG – Service Animals
		Mr. Ducker moved, seconded by Mr. Miller, to approve the first reading of Policy IMG. The vote was
		9-0.
		H. Regulation – IMG – Service Animals
	10.2.	The Board received the regulation to Policy IMG as information. No action was taken.
	10.3:	Strategic Education Committee – Rev. Chris Collins  A. Strategic Education Committee Update
		The Committee will provide information and receive input from Board members on the following:
		-Items that are currently before the committee that have not been brought forward to the Board;
		-Future topics the committee plans to bring forward; and
		-What is needed to move the item forward?
		B. Academic Calendar – 2015-2016 School Year
		Rev. Collins moved, seconded by Mrs. Darby, to approve Option A of the Academic Calendar for 2015-2016 school year. The vote was 9-0.
		Mr. Garrett offered an amendment to the Calendar A Option, seconded by Mr. Wiles, to start school on Wed Aug 12; students starting on 19 <sup>th</sup> and have students make days up on November 23 <sup>rd</sup> and 24 <sup>th</sup> . The vote failed 3-6 (Coats, Collins, Darby, Ducker, Mack and Miller opposed).
		Rev. Collins suggested Dr. Herring provide additional information since the process was not simple. Rev. Mack inquired further about the amendment. Dr. Herring said the recommendation was considered by a committee of teachers and principals who reviewed the Academic Calendar and there was a process of elimination based on instructional days. The groups that impacted the decision were the Teacher Roundtable and Principal Roundtable. A mid-week start date was the preference of parents of younger students. Also, there were 6-7 different options. These options were collapsed and key factors were considered. The number of instructional days for each semester was also taken into consideration. The academic calendar process started in January and 400 feedback comments and commentary were taken in consideration when the committee met. The calendar option that is being recommended was chosen by 862 individuals. Input from Principals, Teachers, and Senior Leadership were all considered. Early release days were encouraged for Professional Development purposes.  Mr. Ducker asked about Teacher Workdays. Dr. Herring said they are highlighted in yellow.  Mr. Miller asked the difference between a half days and planning periods that are used in Berkeley County. He also asked if CCSD half days would be used for Professional Development days. Dr.
		Herring said teacher planning time allowed teachers time to collaborate and prepare grades. Professional Development days are for professional training and are led by principals and other professionals.  Mr. Miller asked if the proposed calendar protected the integrity of teacher workdays. Dr. Herring said teacher workdays allow teachers time to get their work done.
XI.	POTENT	TIAL CONSENT AGENDA ITEMS
XII.	NEW BU	JSINESS
	12.1:	A. Calculators for the new ASPIRE Test
		Mr. Staubes moved, seconded by Mr. Garrett, to approve the purchase of calculators to be used for the new ASPIRE test. The vote was 9-0.
		Dr. Herring said the urgency is because of the changes in student assessment. When the district became aware of the ACT assessment, it was determined that students could use calculators and it was brought to the attention of administrators that some students/schools had calculators and others did not. In checking with neighboring district, it was determined that they were experiencing the same dilemma and were planning to make necessary purchases. Since the cost of the calculators was a concern, it was negotiated by Mr. Wilcher. The district was notified by the state in February. The test is scheduled for April. Purchasing calculators at this time would get them into the hands of teachers in

time for the test. Staff considered purchasing for some calculators and purchasing them in bulk.

Mrs. Coats asked staff to define units. Mr. Wilcher said there are 10 calculators in a package.

Mr. Mack said his concern was that whenever a request for this amount came before the Board, there should be three quotes to help him understand why one was recommended. Mr. Wilcher said they went to a contractor under contract due to time restraints. However, they compared prices with other companies. Rev. Mack said he understood the urgency. However, he should have that information before him. Mr. Wilcher said they called multiple vendors to compare prices. Rev. Mack said staff should go back to bring three quotes to the Board. However, since there is an urgency, that should be done in the future. Staff said earlier, a district-wide bid was done to select a company. However, a lower price was negotiated with the company recommended. Mr. Wilcher said there wasn't enough time to put out a bid to multiple vendors. Dr. Herring said she understood what was requested and they would adhere to the request. Mr. Bobby suggested staff spend time getting that information.

Rev. Collins said comparable information should be provided. However, he felt sure the best price was selected.

Mr. Garrett said his concern wasn't with the calculator but the last minute request. Mr. Bobby said it came outside of normal protocol. Staff does not like placing something in front of the board at the last minute to vote on. However, this would not be brought before the Board if it weren't an emergency.

There being no further business to discuss, at 7:30pm Mr. Miller called for the meeting to adjourn, seconded by Mr. Garrett. The meeting adjourned by consensus.