

A regular meeting of the Charleston County School District Board of Trustees was held on Monday, February 9, 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, Rev. Chris Collins, 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.

Staff members Mr. Jeff Borowy, Mr. Bill Briggman, Dr. Charles D'Alfonso, 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. LaTisha Vaughn-Brandon, and Dr. James Winbush were also in attendance.

Mrs. Coats called the meeting to order at 4:45pm. Then she called for a motion to go into Executive Session.

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

**I. EXECUTIVE SESSION**  
**4:30 p.m.**

Mr. Ducker moved, seconded by Mrs. Darby to go into Executive Session to discuss the topics listed below:

**1.1: Northwood Academy Purchase**

**1.2: James Simons Montessori School – 3<sup>rd</sup> Floor Up fit**

**1.3: West Ashley Head Start – Offer of Access and Parking Improvement Agreement**

**1.4: Legal Update**

**1.5 Contractual Matter**

**II. CALL TO ORDER, INVOCATION/MOMENT OF SILENCE, & PLEDGE of ALLEGIANCE**  
Mrs. Coats called the Open Session meeting of February 9, 2015 to order at 5:13pm. Then she called for a Moment of Silence followed by the Pledge of Allegiance.

**III. ADOPTION OF AGENDA**  
Mr. Garrett moved, seconded by Mrs. Darby, to adopt the February 9, 2015 agenda. The motion was approved 9-0.

**IV. SPECIAL RECOGNITIONS (15 minutes) – Mrs. Erica Taylor, Executive Director of Strategy & Communications**

**A. West Ashley High School** administrators were recognized for their new partnership with Goodwill Industries that will create a three-phase program aimed to provide at-risk students with the skills needed to be successful in the workplace.

**B. AMC8 Top Scores** – James Staubes, an 8<sup>th</sup> Grader at Cario MS was recognized for receiving a perfect score on the AMC8 Middle School Mathematics Exam.

**V. SUPERINTENDENT'S REPORT – Mr. Michael Bobby, Acting Superintendent of Schools**  
Mr. Bobby reported on the following:

- Diversity & Inclusion is an opportunity. As a result of diversity issues that surfaced recently, there is an opportunity to look at things that need to happen. This is not a crisis but a perfect storm that would allow the district to make changes in a positive way. The advantage today is to learn and grow from things that have happened. Diversity & Inclusion is an important initiative that would make the district stronger and better. A Task Force is being established by Dr Herring. They will develop short term and long term plans. Mr. Bobby suggested the district move forward with the sense of urgency to make the necessary changes going forward.
- Mr. Bobby held his second Superintendent's Breakfast since the last board meeting. The breakfast included a discussion about the importance of positive school and work climate for students and staff.
- Mr. Bobby attended the Tri-county Cradle to Career Council meeting where a new baseline report on public education was unveiled. Mr. Bobby encouraged everyone to read the report if they had not yet done so. The full strength of the community is needed to solve the achievement gap issue. The action base stance the Cradle to Career team and other community partners are coming together for this work.

- National Signing Day was celebrated with student athletes, their families, coaches and media partners. Fifty one CCSD students received athletic scholarships to attend colleges this fall. These male and female scholar athletes represented many different sports. Students who participate in sports were commended. The event was arranged by David Spurlock. Mr. Bobby echoed the words of Mr. Spurlock, if every student participated in a team sport, the district would probably have close to 100% graduation. Athletics teaches responsibility, discipline and goal setting among other things. The link between middle school sports and student achievement is food for thought.
- Burke Alumna Raven Saunders broke the all time American Junior indoor shot put national record on Saturday in her 5<sup>th</sup> collegiate appearance. Raven is a student athlete at Southern Illinois, and is now ranked #1 in this season's NCAA shot put rankings and #5 in the nation for women's shot put.
- The second Charleston STEM Festival held at Brittlebank Park on Saturday was a huge success. Over 4,700 attendees came out to have fun while learning more about Science, Technology, Engineering and Math. Mr. Rodney Moore, the Science Curriculum Specialist and the CCSD team were thanked for making the festival possible.
- Annual Trebuchet Contest will be held at the Citadel this Saturday. Roughly 40 teams from elementary, middle and high schools will compete to see who can launch their object the farthest.
- The SC Business Education Association recognized two Career and Technology Education teachers from Wando High Center for Advanced Studies with annual awards for excellence in teachers. Rosemary Bianchi was named the SCBEA Secondary Teacher of the Year and business and technology instructor Todd Schuff was named the SCBEA New Teacher of the Year.
- The Career and Technology Education and Work Based Learning team has been busy supporting and promoting the annual Career Symposium at Stall, Job Shadowing Day hosted by Mayor Riley at the City of Charleston offices and departments, and several Youth Apprenticeship information nights at Trident Tech. February is CTE Month and Job Shadowing Month.
- CCSD's Nursing Service took home Nursing Services Palmetto Gold awards. Only 100 nurses statewide received Palmetto Gold recognition each year. Brenda Burkholder from Wando High School, Ali Hill from Head Start and Early Head Start, and Terry Lupo from Hursey Elementary received this prestigious honor.
- Cool School Star selection panelists visited Ladson ES, Liberty Hill Academy, and Pinehurst Elementary this week. The Cool School Start Finalist will be announced Friday night at the Gala.
- Mr. Bobby invited everyone to consider visiting the online auction to look at items donated to raise funds for educator professional development. Over \$200,000 has been raised to support teachers
- Mr. Bobby thanked Senator Marlon Kimpson and community leaders for coming together to provide support the free screening of the movie "SELMA" for students in CCSD.

**VI. VISITORS, PUBLIC COMMUNICATIONS**

1. Attorney Eduardo Curry said diversity was not an option. He expressed concerns about the recent issue at Academic Magnet HS (AMHS) and the elimination of Axxis Consulting Company.
2. Ms. Wendy Hermance, representative of AMHS students, urged the staff to continue the consulting contract with Axxis Consultants. She cited the number of African Americans at AMHS and spoke about a recent lawsuit against the school.
3. Mr. Anthony Bryant addressed the Board about multiple issues to include Environment Protection Agency and Tax Increment Financing concerns.
4. Mr. Richard Goss said, educating children properly, would eliminate poverty/diversity issues and/or concerns. Mr. Goss offered a prayer for the district and said he and others are also praying for CCSD.
5. Ms. Katherine Lewis, a CCSD employee, thanked the Board on behalf of teachers in the district to address the hard issues in the district. She said Mr. Clayton worked in the district for free before being paid and he is one of the "best consultants" in the area of diversity.
6. Ms. Phyllis Gildea, a teacher at Northwoods MS, addressed the Board about start time for middle school students. She cited behavior problems at the end of the school day and suggested that student's behavior, extracurricular activities, and other things are impacted due to the late start time. The board asked staff to provide a report on the number of schools affected by the late start time.
7. Mrs. Elizabeth Moffly expressed concerns about the Diversity contract with Axxis Consulting. She said to get respect, you must show respect. She urged the Board to not renew the contract with Axxis Consulting citing that the district is asking the Board to approve an unauthorized contract because it is in excess of the district's \$50,000 procurement contract. She suggested the Board used the funds requested for equitable education.
8. Rev. Nelson Rivers, III addressed the Board about diversity at AMHS. He said at the rate the Board is going, the number of African Americans at AMHS may be lowered. He urged the Board to go see the movie

	<p>"Selma". He said in the movie, people thought their actions were right. However, they were wrong. He said people are always being told to wait. He suggested enough information was already available to stop segregation at AMHS-- a private school funded with public dollars.</p> <p>Mr. Staubes inquired about the number of African Americans that applied to Academic Magnet HS. Mr. Garrett said he was told the number is only 29. Mr. Staubes said he was trying to determine if it is an issue caused by the district.</p> <p>9. Attorney Jay Seibels addressed the Board about AMHS admissions. He said something needs to be done about it. It should be given a lot of thought. He suggested that not enough information may be provided to know how many applied. He urged the Board to study to determine why there is a problem with enrollment of African-Americans. He said a lottery doesn't resolve the achievement gap. It just dissolved how it happened. He pointed out that the young man that was recognized earlier may not get in with a lottery. Also, he suggested the Axxis contract be discontinued because of the damage it has already done.</p> <p>10. Kirt Lingren, a Teacher Forum Group representative, asked if any Board member had been an educator. He said when there are decisions affecting teachers, teachers who are experts in that field would be happy to provide input. He said Mr. Bobby has been good about listening and Mrs. Darby asked for list of Teacher Forum members.</p> <p>11. Mr. Clifford Riba, a SOA representative, spoke of work being done with Mr. Martin and Mr. Clayton to address diversity issues long before the AMHS issue occurred. He said the strides made represent the work done by Mr. Clayton. He said Mr. Clayton works with them; not just for them. He urged the Board to join them tomorrow night. He said Rev. Mack and Mrs. Coats have already agreed to do so.</p> <p>12. Muhiyidin O'baha, AMHS Alumni, addressed the Board about diversity at AMHS. He suggested funds spent on Diversity be used to address institutional distrust to address diversity in the classroom.</p> <p>13. Ms. Darlene Rawls spoke against using the lottery to select students at AMHS. She urged the Board to start another gifted magnet school and not limit the number of gifted students.</p>
<b>VII.</b>	<b>APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS</b>
	<p><b>7.1:</b> <b>Open Session Minutes of January 26, 2015</b> Mrs. Darby moved, seconded by Mr. Miller to approve the open session minutes of January 26, 2015. The vote was 9-0.</p>
	<p><b>7.2:</b> <b>Executive Session Action Items of February 9, 2015</b> The Board voted on the following executive session action items of February 9, 2015.</p>
	<p><b>1.1: Northwood Academy Purchase</b> Mr. Garrett moved, seconded by Mr. Ducker, to approve a request authorizing staff to execute an agreement to purchase &amp; upgrade Northwood Academy and up-grade the facilities. The funding source is the 2015 Spring BAN funds. The motion was approved 9-0.</p>
	<p><b>1.2: James Simons Montessori School – 3<sup>rd</sup> Floor Up fit</b> Mr. Garrett moved, seconded by Mr. Ducker, to approve the recommendation to award a contract for design services for James Simons Montessori School third floor. The funding source is Phase IV (2017-2022) Sales Tax Referendum initially funded with general obligation (GO) bonds. The motion was approved 9-0.</p>
	<p><b>1.3: West Ashley Head Start – Offer of Access and Parking Improvement Agreement</b> Mr. Garrett moved, seconded by Mr. Ducker, to approve the offer for access and parking improvements at West Ashley Head Start. The license is at no cost. The permanent easement cost – To Be Determined. The motion was approved 9-0.</p>
	<p><b>1.4: Legal Update</b> The Board received a legal update. However, no action was taken.</p>
	<p><b>1.5: Contractual Matter</b> The board discussed how to conduct a superintendent search. No action was requested and no action was taken.</p>
	<p><b>7.3:</b> <b>Financial Minutes of the January 26, 2015</b> Mr. Wiles moved, seconded by Mr. Garrett, to approve the financial minutes of January 26, 2015. The vote was 9-0.</p>
<b>VIII.</b>	<b>CAE UPDATE</b>
<b>IX.</b>	<b>MANAGEMENT REPORT(S)</b>
	<p><b>8.1:</b> <b>A. Agreed Upon Procedures</b></p>

		<p>The Board received an update on the Agreed Upon Procedures for the 2005-2009 Building Program. Based on information provided from Ms. Emily Sobczak, of Finney, Horton, and Greene, a variety of procedures were done and there were no findings. She went on to say with a total of \$80 million tested and to have no findings is very good.</p> <p>Mr. Bobby said it's the final report of the 2005-2009 Building Program.</p>
<b>X.</b>		<b>COMMITTEE REPORT(S)</b>
	<b>10.1:</b>	<b>Audit &amp; Finance Committee – Mr. Todd Garrett</b>
		<p><b>A. Audit &amp; Finance Committee Update</b>  <i>The Committee will provide information and receive input from Board members on the following:</i>  <i>-Items that are currently before the committee that have not been brought forward to the Board;</i>  <i>-Future topics the committee plans to bring forward; and</i>  <i>-What is needed to move the item forward?</i></p>
		<p><b>B. Axxis Consulting</b></p> <ol style="list-style-type: none"> <li>1. Mr. Garrett moved, seconded by Mrs. Darby, to approve the recommendation to pay for all services to Axxis Consulting that have been performed to date. The vote was 9-0.</li> <li>2. Mr. Garrett moved, seconded by Rev. Collins, to approve the recommendation to extend the Axxis Consulting contract through June 30, 2015. The vote failed 4-5 (Coats, Darby, Ducker, Staubes and Wilder opposed).</li> </ol> <p>Mr. Garrett said the request was to pay the \$20,396.67. Then he asked about the amount for the contractual extension. Mrs. Lane said the daily rate of \$867 was a reduced rate and included additional days. Mr. Garrett said similar consultants were paid at a similar rate. He voted against it at the Audit &amp; Finance meeting because of the lawsuit related to AMHS and poor judgment of an outside consultant being asked to come into it. He said the district paid \$50,000 which did not require Board approval. Staff's recommendation is to continue work.</p> <p>Mr. Ducker said it failed coming out of the Audit &amp; Finance Committee. However, Mr. Garrett said it was his recommendation to forward it to the Board. Rev. Collins added that since there are diversity concerns in the district, action should be taken.</p> <p>Mrs. Darby said her challenge with the contract is not with Mr. Clayton, but with not following the process. She suggested the process be followed and bidding out the contract. Mr. Staubes agreed and said the rate of \$800 a day was a bit much when teachers are complaining about their pay rate.</p> <p>Rev. Collins said the amount is small because travel and other costs may be included. Also, he said the Superintendent was authorized to hire up to a certain amount. He suggested the contract be re-bid in June when it ends.</p> <p>Mr. Garrett said the reason why it shouldn't be delayed is because Academic Magnet HS is only one school. One should look at the demographics of the Free &amp; Reduced Lunch students who can't wait for changes to be made. The work is still needed, even if the motion fails.</p> <p>Mrs. Lane said bidding the work out for an RFP is a 3-6 month process. However, the work needs to be done now because there is a lot of work at stake. No one in the district has the experience of Mr. Clayton. MUSC and Boeing just hired diversity leaders. She suggested that the work needs to be done now.</p> <p>Mrs. Coats said her concern is the undocumented work and she doesn't see the robust needed that the district is saying exists.</p> <p>Mr. Garrett said the District needs to step forward and hire a full time Diversity person today similar to Medical University of SC (MUSC) and not have a part time person.</p> <p>Mr. Miller said the fact that the board is having this conversation says a lot. The Board has not had a conversation about Diversity until October 2014. Mrs. Coats disagreed and mentioned the program</p>

	<p>with eighth grade students. Miller said students across the district perform at a high level. MUSC saw the need to have a person to handle Diversity. It is unfortunate that Axxis has taken the burden when there are needs in the District. He suggested that everyone need to take an honest look to see that there is a lack of Diversity in some schools. The CCSD Board should recognize the problem and fix it. And, decide if Mr. Clayton is the one to fix it. He worked with schools that have worked with Mr. Clayton. If the work is important, the Board should create the blueprint to address the disconnection with schools and communities across the board. If Mr. Ducker is right about the need to have a full time person to address Diversity, the Board should take an active role and look determine how to start the process.</p> <p>Mrs. Coats asked Mr. Miller to identify what is in the Diversity Plan to increase diversity. Mrs. Lane shared the four components and suggested that Mr. Clayton was available to answer questions from the Board.</p> <p>Mr. Clayton said it was challenging to sit in the room to have advocates as well as others that had concerns. He said there were 15 revisions to the plan. He did not start at the first version. He offered to help beginning with the 13<sup>th</sup> revision. He was willing to help with Diversity, worked long hours and he never charged for travel days. If the board votes to support him or not, the fact is that this conversation is taking place. He represents Diversity and Inclusion. He urged the Board to ask staff about the result of his work. His company is not a sole proprietorship. He had four clients when he began the work. He only has one because of his conversation with Mrs. Lane that he is needed here to do the work with CCSD. He appreciates the opportunity to have this conversation with the Board. He is not the only one who could do the work. However, he has been engaged with the district and would like to continue through the duration of the contract in July.</p> <p>Mrs. Darby said she appreciates the work Mr. Clayton is doing. However, her concern is with the way the contract has been handled is not good. She thanked Mrs. Lane for being an advocate for Mr. Clayton. Whatever the results, he has been a catalyst for the district. Mr. Clayton concluded that he didn't create the process.</p> <p>Mrs. Coats offered an apology to Mr. Clayton because Mrs. Lane led him to believe that CCSD should be his only client.</p> <p>Rev. Collins mentioned the Minority Business Enterprise contract and suggested the Board just not be blinded by color.</p> <p>Mr. Garrett said the district is following its plan with hiring SWMBE. However, the pool was small. Mr. Garrett said it was a single source deal.</p> <p>Mr. Bobby said he didn't believe the board is making a decision based upon color. Also, it is his hope that the decision that is being made is in the best interest of the children the district serves. Mr. Clayton became connected with the district through informal means. He first had a small contract with Mr. Padron and Mrs. Lewis. It was that experience that began the discussion for the next work and what he is doing now. There has to be a champion of the work on staff to keep an eye on the prize. This was a transition to start the work this year. The plan has always been to include a request for a full time position in the district. It was a transitional process.</p>
	<p><b>C. Capital Programs Phase IV Early Out Projects - Pulled</b> This item was pulled from the agenda. Therefore, no action was taken.</p>
	<p><b>D. Capital Projects Using Sinking Fund</b> Mr. Garrett moved, seconded by Mr. Miller, to approve the recommendation to authorize staff to utilize sinking funds in the amount not to exceed \$12,400,000 for capital projects. The vote was 9-0.</p>
	<p><b>E. Head Start/Early Head Start Financials</b> Mr. Garrett moved, seconded by Mr. Miller, to approve the Head Start/Early Head Start financial report for the December 1, 2014 – December 31, 2014 period. The vote was 9-0.</p>
	<p><b>F. Request for Proposal P1516 Single Human Capital Management Data System</b> Mr. Garrett moved, seconded by Mr. Miller, to approve the recommendation to award the Request for Proposal #1516 Single Human Capital Management Data System to FUEL, Inc. for \$1,164,544 (five year contract). The vote was 9-0.</p>

		<p><b>G. Smart Choice Software Adoption</b> Mr. Garrett moved, seconded by Mr. Miller, to approve the recommendation to adoption of Smart Choice software for enrollment, registration and school choice processing. The cost is \$46,000. The funding source is FY2014-15 Fixed Cost of Operations. The vote was 9-0.</p>
		<p><b>H. Wando HVAC Retrofit Contract</b> Mr. Garrett moved, seconded by Mr. Miller, to approve the contract for retrofit of Wando HS HVAC equipment not to exceed \$3.7 million. The funding source is Sinking Funds. The motion was approved 9-0.</p>
		<p><b>I. FCO FY15 Repurposing CC Blaney ES Renovation</b> Mr. Garrett moved, seconded by Mr. Miller, to approve the contract for renovation of CC Blaney in an amount not to exceed \$1.3 million. The vote was 9-0.</p>
		<p><b>J. Extension of Jones Ford, Inc. Lease of Charlestowne Academy, Bethune Campus</b> Mr. Garrett moved, seconded by Mr. Miller, to approve the extension of the September 30, 2014 lease to Jones Ford, at no cost to the district. The vote was 9-0.</p>
	<b>10.2:</b>	<b>Policy &amp; Personnel Committee – Mr. Tripp Wiles</b>
		<p><b>A. Policy Committee Update</b> <i>The Committee will provide information and receive input from Board members on the following:</i> -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?</p> <p>Mr. Wiles announced that the next Policy &amp; Personnel Committee meeting is scheduled to be held on Wednesday, March 11, 2015.</p>
	<b>10.3:</b>	<b>Strategic Education Committee – Rev. Chris Collins</b>
		<p><b>A. Strategic Education Committee Update</b> <i>The Committee will provide information and receive input from Board members on the following:</i> -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?</p> <p>Rev. Collins announced that the next Strategic Education Committee meeting is scheduled to be held on Tuesday, March 10, 2015.</p>
<b>XI.</b>	<b>POTENTIAL CONSENT AGENDA ITEMS</b>	
<b>XII.</b>	<b>NEW BUSINESS</b>	
		<p><b>A. Consideration of Citizens Serving on the Policy &amp; Personnel and Strategic Education Committees - (Staubes, Garrett, Darby, Coats)</b> The Board discussed the possibility of having citizens serve on the Policy &amp; Personnel and Strategic Education Committees.</p> <p>Mr. Garrett said it has been an incredible asset to have citizens work with the Audit and Finance Committee. They are top notch individuals that bring incredible knowledge to the table and they do their homework.</p> <p>Mr. Miller said the Strategic Education Committee (SEC) discussed it earlier for input. However it was determined that citizens serving shouldn't have the ability to vote because they are not board members and would not be held accountable.</p> <p>Mrs. Coats agreed and said that's reasonable because it is mentioned in the state law.</p> <p>Mr. Staubes spoke about the citizens serving on the Audit and Finance Committee. He said they were high level folks and that would be the criteria for SEC.</p> <p>Mrs. Coats said Policy and Personnel Committee (PP&amp;C) and SEC should discuss this topic further and bring a recommendation to the next Board meeting.</p> <p>Rev. Collins said he only wanted the SEC to debate it and bring something to the Board. Also, he said the Board policy requires the board to identify its goals. He would like to have an opportunity to work</p>

		<p>with Dr. Herring and Mr. Bobby before decisions are made.</p> <p>Mr. Garrett said when they added someone, staff came up with the description of services needed. Also, Mr. Garrett said if they are going to devote time and talent, they should have a vote. Rev. Collins said it was because that decision didn't come from a Board committee, but staff. Mr. Garrett said Audit &amp; Finance Committee has a rule that nothing would be squashed in the A&amp;F Committee meetings.</p>
		<p>Mrs. Darby requested the Diversity Plan be added on the Google Drive.</p>

Since there were no further business to come before the CCSD Board of Trustees, at 6:48pm Mr. Wiles moved, seconded by Mr. Staubes to adjourn the February 9, 2014 meeting.