

A regular meeting of the Charleston County School District Board of Trustees was held on Monday, August 25, 2014, in the Board Room at 75 Calhoun Street. The following members of the Board were present: Mrs. Cindy Bohn Coats - Chair, Mr. Tom Ducker – Vice Chair, Mr. Craig Ascue, Mr. Chris Fraser, Mr. Todd Garrett, Mr. Michael Miller, Mrs. Elizabeth Moffly, and Mr. Emerson Tripp Wiles and Dr. Nancy J. McGinley, Superintendent and Executive Secretary. Rev. Chris Collins participated by phone during the discussion of agenda item 11.1 - Prioritization of Capital Projects for November 4, 2014 Referendum.

Staff members Mr. Michael Bobby, Mr. Jeff Borowy, Mr. Bill Briggman, Mr. John Emerson, Mrs. Michele English-Watson, Dr. Lisa Herring, Mr. Ron Kramps, Mrs. Audrey Lane, Mr. Louis Martin, Mr. John McCarron, Dr. Brenda Nelson, Mrs. Terri Nichols, Mr. Paul Padron, Mrs. Erica Taylor, Mrs. Latisha Vaughn-Brandon, Mrs. Anita Huggins, and Dr. James Winbush were also in attendance.

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

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

Mr. Fraser moved, seconded by Mr. Miller, to go into Executive Session at 4:30 p.m. to discuss the Executive Session items listed below. The motion was approved unanimously.

**1.1: Student Transfer Appeals**

**1.2: Charter Application of Allegro Charter School of Music**

**1.3: Legal Update – General Counsel**

**II. CALL TO ORDER, INVOCATION/MOMENT OF SILENCE, & PLEDGE of ALLEGIANCE**

Mrs. Coats called the Open Session meeting of August 25, 2014 to order at 5:15pm. Then she called for a Moment of Silence followed by the Pledge of Allegiance.

**III. ADOPTION OF AGENDA**

Mr. Garrett moved, seconded by Mr. Ascue, to adopt the August 25, 2014 agenda with one amendment, agenda item 11.1 was changed to an action item. The motion was approved 8-0.

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

**V. SUPERINTENDENT’S REPORT – Dr. Nancy J. McGinley, Superintendent of Schools**

Dr. McGinley shared the following:

- The annual First Day Festival with the City was a huge success. It was held on August 17<sup>th</sup> at Liberty Square. The 10,000 attendees enjoyed games, give-aways, and free harbor boat rides. Mayor Riley, his staff, the volunteers, and partners who worked to make the annual celebration success were thanked.
- Dr. McGinley provided an update on the first day of school and schools visited by the Senior Leadership Team.
- Senator Kimpson was thanked for his donation to the Charleston Promise Neighborhood Schools through his Time to Give Back Program.
- Dr. McGinley spoke about the kinesthetic classroom at Pinckney Elementary that was featured in a story on News 4 last week. CCSD was presented the first ever Flagship School District for action-based learning award. Coach David Spurlock was thanked for leading the district to the forefront of this movement. Dr. McGinley encouraged board members to visit action-based learning labs.
- Day 5 enrollment 45,000 students, which is 900 more students over last year. This does not include CD and Head Start students. The seven day enrollment update will be included in the Friday Update.
- Mr. Jeff Borowy, the new Executive Director of Capital Programs, was introduced and welcomed. Mr. Borowy was hired to continue the work of Mr. Bill Lewis whose last day was Friday.

**VI. VISITORS, PUBLIC COMMUNICATIONS**

1. Mr. Roger O'Sullivan, a Parents Involved in Education representative, addressed the Board about the new Advanced Placement U.S. History course. He expressed concerns about the impact it would have on students receiving college credits.
2. Mr. Edward Fennell, a CCSD Board candidate running for the West Ashley seat, expressed concerns about the decision made at a recent Special Called Board meeting. He urged the Board to schedule a meeting to vote when a quorum can be present.
3. Ms. Debbie Jones, a Parents Involved in Education representative, expressed concerns about the framework for the new Advanced Placement U.S. History course.
4. Ms. Sherrie Timmerman, a Parents Involved in Education representative, expressed concerns about the Board about the new Advanced Placement Program from the College Board. She shared a copy of a resolution to delay and rewrite of the Advanced Placement U.S. History curriculum framework.
5. Mr. Patrick Bryant, a Chamber of Commerce and Yes for Schools Campaign representative, addressed the Board about the upcoming referendum. He urged the board to adopt the list with priorities to avoid an unsuccessful campaign.
6. Mr. Michael Smith addressed the Board in support of the Allegro Charter School application. The charter has the full support of Mayor Riley and the Charleston Symphony. He addressed the topic of diversity. He urged the Board to support the application.
7. Ms. Carol Aust addressed the Board in support of the Allegro Charter School.
8. Junius Wright, a teacher, addressed the Board in support of the Allegro Charter School.
9. Mr. Paul J. Gawrych, a Mt. Pleasant Town Council representative and Mt. Pleasant Blue Ribbon Committee member, addressed the Board sharing details about the town's partnership with the District and growth in the Town of Mt. Pleasant. He urged the Board to support the referendum list provided by staff.
10. Mr. Aaron Rosendary addressed the Board in support of Allegro Charter School.
11. Ms. Kate Darby, Chair of the Mt. Pleasant Blue Ribbon Committee, addressed the Board about school needs in Mt. Pleasant. She spoke for individuals that had a concern about recent changes on the capital program list. She urged the Board to vote on the list presented by staff.
12. Ms. Rebecca Imholz, a Mt. Pleasant Blue Ribbon Committee member, urged the board to have transparency and open communication with the public.
13. Mr. Jordan Pace, president of the Americans for Prosperity group, addressed the Board in support of the Allegro Charter School Application. Also, he expressed concerns about the referendum and said the amount requested was too much for a building program.

## **VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS**

### **7.1: A. Open Session Minutes of August 11, 2014**

Mr. Ducker moved, seconded by Mr. Ascue, to approve the open session minutes of August 11, 2014. The vote was 5-2-0 (Miller and Moffly abstained).

### **B. Open Session Minutes of Special Called Meeting of August 14, 2014**

Mr. Ducker moved, seconded by Mr. Miller, to approve the open session minutes of the special called meeting of August 14, 2014. The vote was 7-1-0 (Fraser abstained).

### **C. Open Session Minutes of Special Called Meeting of August 18, 2014**

Mr. Ducker moved, seconded by Mr. Miller, to approve the open session minutes of the special called meeting of August 18, 2014. The vote was 7-1-0 (Moffly abstained).

### **7.2: Executive Session Action Items of August 25, 2014**

The Board voted on the following executive session action items of August 25, 2014.

#### **1.1: Student Transfer Appeals**

Mr. Ducker moved, seconded by Mr. Fraser, to approve student transfer appeals #1 and #3; to deny student transfer appeal #2. The vote was 8-0.

#### **1.2: Charter Application of Allegro Charter School of Music**

Mr. Miller moved, seconded by Mr. Ducker, to refer the Allegro Charter application to the next Strategic Education Committee meeting. The vote was 8-0.

#### **1.3: Legal Update – General Counsel**

The Board did not receive a legal update from General Counsel.

### **7.3: A. Financial Minutes of August 11, 2014**

Mr. Fraser moved, seconded by Mr. Garrett, to amend the financial minutes of August 11, 2014, to show that savings in the amount of \$ 2.2 million from other projects was reallocated to this project. The vote was 7-1-0 (Miller abstained).

**B. Financial Minutes of August 14, 2014**

Mr. Fraser moved, seconded by Mr. Ascue, to approve the financial minutes of August 14, 2014. The vote was 7-1-0 (Fraser abstained).

**C. Financial Minutes of August 18, 2014**

Mr. Fraser moved, seconded by Mr. Miller, to approve the financial minutes of August 18, 2014. The vote was 8-0.

**VIII. CAE UPDATE**

**A. Bridge Update – Mrs. Anita Huggins – Executive Director, Office of Teacher Effectiveness**

Mrs. Anita Huggins presented the following:

- All CCSD schools use ADEPT to evaluate teachers.
- Current direction from the state model proposes that 50% will come from professional practice, a 30% from student growth measure, and 20% district choice.
- The Classroom Observation Tool is the district created tool based on the state model.
- All teachers have been observed in the 14 Bridge schools.

Mrs. Moffly questioned the observation process. Mrs. Huggins said since principals are already evaluating teachers it does not add to the responsibility to principals. However, it is an additional responsibility for Teacher Effectiveness staff.

CCSD implemented the Individual Value-Added Factors last year. The factors considered in the calculations were also highlighted.

Mrs. Moffly asked about compensation for teachers. Right now a FAQ is being prepared about compensation. Mrs. Huggins said when the scores become available, mid to late September, the bonus amount would be \$1,000 for effective teachers and \$4,000 for highly effective teachers for the remaining years of the grant (3 years, ending 2016-17). The payout would probably be late October. The individual value-added factors were identified (prior achievement, free/reduced lunch status, participation in ESOL, prior year attendance, student special need status, and student mobility). The intent is to be fiscally responsible and thoughtful about doing it. After reviewing the data late September – early October that information will be shared with the Board.

Mr. Ducker asked the cost to implement the Bridge Program district-wide after the grant. Ms. Huggins said it would be millions, if done considerately. At this time there are seven evaluators on staff. Their salaries are included in the grant. Mr. Ducker asked if there was a pool of money for pay-out grants. Mrs. Huggins said, as with any grant, it is up to the district to sustain it. And, the decision to have a pool of funds would be the decision of the District and Board to determine the amount of money and source. Mr. Ducker asked if teacher salaries would have to be reduced to create a pool of money to give back to them in incentives. Mrs. Huggins the state requires the district to maintain the current pay structure. The current conversation has been to not reduce teacher salaries but to support teacher salary with bonus pay through an evaluation system.

Mr. Ascue asked if funds were requested from the Federal Government to sustain the incentive program. Mrs. Huggins said requests have been made and will continue to be fiscal advocates in conversation with the government. She also said a lot of decisions related to the Bridge Program would have to be made by the end 2016-17 which is the end of the grant period.

Mr. Miller asked if the grant allowed staff to identify non-effective teachers. Mrs. Huggins confirmed and said more support is provided to Principals and Assistant Principals throughout the year by the Office of Teacher Effectiveness. That is an added benefit of the grant.

Mrs. Moffly asked how many teachers were placed on professional growth. Mrs. Huggins said as a result of the first year of Classroom Observation Tool, none. She added that there are a lot of strong teachers, and she has seen some improvement.

Mr. Ascue requested a breakdown of the Classroom Observation Tool by school. Mrs. Huggins said she would provide it.

Mr. Ducker asked what would warrant an incentive for a teacher that was just doing his/her job. Mrs. Huggins said the incentive is for factoring in a high potential school. A portion of their bonus for being effective. The program was rolled out in 84 schools. However, a waiver was requested for 13 schools before the roll out.

Mrs. Huggins thanked Mr. Bill Briggman, Dr. Lisa Herring, Mrs. Audrey Lane, and Ms. Betsy Reidenbach for their help with professional development and helping to get the waiver approved. Student Learning Objectives templates are available on the intranet. Student progress is being tracked with MAP data and compared with students nationally.

Mrs. Moffly asked about the Individual Value-Added Factors. Mrs. Huggins said the district made the decision to help teachers with students that come in at different levels. The scores are computed by a third party (Mathematica).

Mr. Ducker asked if Board approval was required for third-party vendors. Mrs. Huggins said since the school district doesn't have the capacity to do the work, a vendor is needed to remain objective. Dr. McGinley said an external technical assistance team or staff with professional knowledge to do the work would have to be hired to do the work. She said the process could be discussed at a later date since it is so complex. Regardless to the decisions made later on, at this time there is consistency with principals and assistant principals administering the evaluation and they know how to give feedback to teachers which is valuable for teachers that are trying to become highly effective. Dr. McGinley thanked Mrs. Huggins and other staff members working on the Bridge Project.

**IX. MANAGEMENT REPORT(S)**

**X. COMMITTEE REPORT(S)**

**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*  
*-What is needed to move the item forward?*

**10.2: Policy & Personnel Committee – Mr. Tripp Wiles**

**A. Policy 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?*

**10.3: Strategic Education Committee – Mr. Michael Miller**

**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?*

**XI. POTENTIAL CONSENT AGENDA ITEMS**

**11.1: Prioritization of Capital Projects for November 4, 2014 Referendum**

**NOTE:** Rev. Collins called in to participate in the discussion of this agenda item. However, Rev. Collins did not vote on the recommendation.

The Board reviewed and discussed the proposed list of core and contingency projects for the November 4, 2014 Referendum prepared by staff. It was recommended that the Board review the projects, rationale, and take action on this item at the September 8, 2014 Board meeting.

Mr. Ascue moved, seconded by Mr. Fraser to approve the project list moving the advance design for a new third high school east of the cooper/replacement of Lincoln High School to the core project list and move the construction of the third high school east of the cooper (also known as Lincoln HS) facility to the second list. Mr. Ascue also requested that McGinley ask Mr. Louis Martin and the construction team to go out to the school to work closely with the staff at Lincoln High.

Mr. Fraser said the things at the top would be considered first. And, if there is money left, the other items would be considered.

Mr. Ducker asked Mr. Ascue about moving the advanced design to the core project list and if there is

a priority list. Mr. Bobby said there is not a priority list from staff or the board. However, some projects will happen fairly quickly because of overcrowding or conditions.

Mr. Ducker asked if moving the item to the top is irrelevant. He asked if moving the construction of the East Cooper HS (Lincoln HS) to the top of the list is irrelevant because there is no priority list, therefore, it doesn't matter where it is on the list until the phase is identified. Mr. Bobby said that was correct and that was how it was done with the third building project. He said the board asked staff to come up with a list of overcrowding and future growth, life safety/condition, and capital maintenance and capital technology. The initial amount staff came up with is \$404 million. It increased to \$420 million. Then, an aggressive amount of \$501 million was identified. The money received from the sales tax creates a "pay as you go" program. Therefore, all projects can't be done at once. The strategy is, if it's successful, the "high need" project in Mt. Pleasant would be considered. Mr. Ducker asked if it is true that all of the core projects would be done with the \$420 million amount because of the phasing. The portion of the revenue earmarked for Capital and Technology maintenance is spread out over the six-year term. If the conservative amount of \$404 million is received, an amount would be extracted for Capital and Technology needs for all CCSD schools. Therefore, all schools would receive something. Mr. Bobby urged the board to be careful about protecting the \$125-\$150 million reserved for the protective maintenance.

Mr. Garrett reiterated that the proposal is to move up the advanced design for Lincoln. There is a lot of discussion about it. The sales tax proposal would address the growth and safety and not just "do something because it's wanted". The majority of the sales tax money will come from tourists. If not, the money would have to come from raising property taxes. Construction costs would be more because of the default line. The board doesn't agree on the list, but the list addresses the growth in CCSD. It would allow a lower tax and pay for ongoing maintenance and technology. Mr. Garrett thanked staff and others for their hard work on this project.

Mr. Fraser supported Mr. Garrett's statement. To stay the course would make Charleston a better place to do business. He urged the board to support the recommendation from Mr. Ascue.

Mrs. Moffly asked about the collection of taxes. Mr. Garrett said the vote could have taken place in 2015. However, it would mean jumping through hoops at the last minute. Mrs. Moffly said she voted against the earlier amendment because the recommendation said the list would be prioritized. Mrs. Moffly mentioned a lawsuit in Allendale and said Charleston could have been a part of that lawsuit. For the sake of rural schools and because of damages Lincoln High endured due to the hurricane in 1989, she urged the board to consider moving Lincoln/East Cooper High School to the core list. She said it is the right thing to do for a rural school.

Mr. Ascue said his earlier request was that the advanced design be moved to the top of the list because he wants to be more focused while narrowing down the list. He urged Dr. McGinley to have Mr. Lou Martin work with staff at Lincoln High on a monthly basis.

Mr. Ducker agreed with what Mr. Garrett said earlier. Regardless to where projects are on the list overcrowded schools will probably receive priority on the list and building Lincoln High would jeopardize the Mt. Pleasant High which has an overcrowding problem. He asked how it could be done without asking taxpayers to pay more taxes.

Rev. Collins said he was concerned about security. He asked the board to identify funds for safety issues-- securing windows and providing security cameras. Mrs. Coats said funds were identified last year to address security issues. Mr. Bobby said \$1 million was set aside after the district did its own assessment. A lot of the things Mr. Jeff Scott identified in the assessment have been done and staff continues to address security needs. Dr. McGinley said security is also built into the edifice of new facilities.

Rev. Collins hung up at 7:05pm after mentioning a recent court ruling about changing a board agenda that was published and indicating that he would not vote on this agenda item. Mrs. Moffly urged Rev. Collins to reconsider voting on the item. However, Rev. Collins ended the conversation and hung up.

Mr. Ascue moved, seconded by Mr. Fraser, to approve the priority list published placing the Advanced design to replace Lincoln High 9-12 program at a site to be determined, on the core list of projects adding funds in the amount of \$500,000 to cover the cost. The vote was 8-0. (Although Rev. Collins participated in the discussion, he did not vote on this agenda item).

Mrs. Moffly moved, seconded by Mr. Ascue, that the new Lincoln HS be moved to the core list. The vote failed 5-3 (Ascue, Moffly and Miller supported the motion).

Mrs. Moffly inquired about the difference in the amounts for Wando Stadium and N. Charleston Stadium. Mr. Garrett said one is on "hard ground" and the other is in the marsh. Mrs. Moffly also questioned why another high school in N. Charleston was needed. Mr. Miller said all board members probably had projects they favored.

**XII. NEW BUSINESS**

Mr. Miller requested information on students that participated in any academies, where and how they are doing today.

Mrs. Moffly asked if the Fraser Elementary facility was being auctioned off. Mr. Fraser said it wasn't.

Since there were no further business to come before the Board, at 7:08 Mr. Fraser moved, seconded by Mrs. Coats to adjourn the meeting.