

**Monday, September 24, 2018
 Board of Trustees Meeting**

**Regularly Scheduled Meeting of CCSD Board of Trustees
 Board Room 75 Calhoun Street
 4:00 PM**

1. Opening Items - Approximately 4:00 p.m.

Subject

A. Call to Order

Meeting Sep 24, 2018 - Board of Trustees Meeting
 Category 1. Opening Items - Approximately 4:00 p.m.
 Access Public
 Type Procedural

Subject

B. Adoption of the Agenda

Meeting Sep 24, 2018 - Board of Trustees Meeting
 Category 1. Opening Items - Approximately 4:00 p.m.
 Access Public
 Type Action
 Recommended Action Motion to adopt the September 24 agenda

Subject

C. Convene Executive Session to consider items covered by attorney-client privilege

Meeting Sep 24, 2018 - Board of Trustees Meeting
 Category 1. Opening Items - Approximately 4:00 p.m.
 Access Public
 Type Action
 Recommended Action Motion to convene Executive Session to consider agenda items

2. Executive Session

Subject

A. Contractual Matter pursuant to SC 30-4-70(a)(2)

Meeting Sep 24, 2018 - Board of Trustees Meeting
 Category 2. Executive Session
 Access Public
 Type Information
 ORIGINATOR/DEPARTMENT: Mr. Jeff Borowy, Chief Operating Officer

BACKGROUND/DISCUSSION:
Contractual Matter - Land Transfer

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Jeff Borowy

Subject **B. Contractual Matters pursuant to SC 30-4-70(a)(2)**

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 2. Executive Session

Access Public

Type Action, Information

ORIGINATOR/DEPARTMENT: Mr. Jeff Borowy, Chief Operating Officer

BACKGROUND/DISCUSSION:
Contractual Matters - Land Sale and Construction Costs

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Jeff Borowy

Subject **C. Personnel Matter pursuant to SC 30-4-70(a)(2)**

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 2. Executive Session

Access Public

Type Action

Recommended Action Motion to approve forwarding of formal complaints to the SC Department of Education related to the attached contract teachers.

ORIGINATOR/DEPARTMENT: Mr. Bill Briggman, Chief Human Resources Officer

BACKGROUND/DISCUSSION:
In accordance with Policy GCQC - Resignations, staff is providing to the Board of Trustees information related to three recent breach of contracts by CCSD teachers.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Bill Briggman

Subject D. Legal Matter pursuant to SC 30-4-70(a)(2)

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 2. Executive Session

Access Public

Type Action

Subject E. District 23 Constituent Board Vacancy Recommendation

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 2. Executive Session

Access Public

Type Action

Recommended Action Approve the recommendation to fill the vacant seat on the District 23 Constituent Board

3. Open Session Reconvened - Approximately 5:30 p.m.

Subject A. Reconvene Open Session

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 3. Open Session Reconvened - Approximately 5:30 p.m.

Access Public

Type Action

Recommended Action Motion to reconvene Open Session

Subject B. Moment of Silence

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 3. Open Session Reconvened - Approximately 5:30 p.m.

Access Public

Type Procedural

Subject C. Pledge of Allegiance to the Flag

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 3. Open Session Reconvened - Approximately 5:30 p.m.

Access Public

Type Procedural

Subject D. Approval of Minutes - August 27 & September 10, 2018

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 3. Open Session Reconvened - Approximately 5:30 p.m.

Access Public

Type Action

Recommended Action Motion to approve minutes of the August 27, 2018 board meeting and minutes of the September 10, 2018 special-called board meeting

4. Consideration of Executive Session Items

Subject A. Personnel Matter pursuant to SC 30-4-70(a)(2)

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 4. Consideration of Executive Session Items

Access Public

Type Action

Recommended Action Motion to approve forwarding of formal complaints to the SC Department of Education related to the attached contract teachers.

ORIGINATOR/DEPARTMENT: Mr. Bill Briggman, Chief Human Resources Officer

BACKGROUND/DISCUSSION:

In accordance with Policy GCQC - Resignations, staff is providing to the Board of Trustees information related to three recent breach of contracts by CCSD teachers.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Bill Briggman

Subject B. Legal Matter pursuant to SC 30-4-70(a)(2)

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 4. Consideration of Executive Session Items

Access Public

Type Action

Subject C. District 23 Constituent Board Vacancy Recommendation

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 4. Consideration of Executive Session Items

Access Public

Type Action

Recommended Action Approve the recommendation to fill the vacant seat on the District 23 Constituent Board

5. Visitors/Public Comments

6. Other Business carried forward from September 10 Committee of the Whole Meeting

| | |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Subject | A. Meeting Street Report and Request for Waiver |
| Meeting | Sep 24, 2018 - Board of Trustees Meeting |
| Category | 6. Other Business carried forward from September 10 Committee of the Whole Meeting |
| Access | Public |
| Type | Action, Information |
| Recommended Action | Motion to approve a waiver from the provisions of S.C. Code Ann. §59-1-425, which states the opening date for students must not be before the third Monday in August, for the current school year and all subsequent years. |
| ORIGINATOR/DEPARTMENT: | Ms. Natalie Ham, General Counsel |

BACKGROUND/DISCUSSION:

In 2014 CCSD, on behalf of Meeting Street Schools, requested a waiver from the State Department of Education from statutory provisions that allow them to be a school of choice in Charleston County. CCSD was recently made aware that the prior request should have also included a waiver from the provisions of S.C. Code Ann. §59-1-425 which states the opening date for students must not be before the third Monday in August. This would allow their start date to be several weeks earlier than the traditional calendar. Meeting Street Schools is now requesting a waiver from the CCSD board from the provisions of that particular statute.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Ms. Natalie Ham

7. Action Items - Operations Committee

| | |
|------------------------|---------------------------------------------------------------------------------------|
| Subject | A. 2017-2022 Capital Building Program (Phase IV) Sales Tax Budget Reallocation |
| Meeting | Sep 24, 2018 - Board of Trustees Meeting |
| Category | 7. Action Items - Operations Committee |
| Access | Public |
| Type | Action |
| Recommended Action | Motion to approve the reallocation of funds |
| ORIGINATOR/DEPARTMENT: | Reginald McNeil, Capital Programs |

BACKGROUND/DISCUSSION:

The Charleston County School District is executing the 2017-2022 Capital Program (Phase IV). This Capital Program is funded by an approved referendum to extend a one (1) cent sales tax for a term of six years to finance education capital improvement projects.

Moultrie Middle School Expansion: The successful qualified bid exceeded the approved project budget by \$1,200,000. Staff recommends funding the original scope of the project with:

1. \$993,507 from the sale of the former Laing Middle School. Total Laing proceeds were \$11.7 million. In December 2017, the Board authorized staff to utilize the sale proceeds from the former

Laing Middle School to fund a \$6.1 million increase to the D2 stadium budget; and in August 2018, authorized \$2 million for the D2 bus lot.

2. \$206,493 from the condemnation award from the Town of Mt. Pleasant to the District. In 2017, the District received \$213,000 for the (i) installation of a concrete median down the middle of Coleman Boulevard in front of Moultrie Middle School which will prevent any left turns into or out of the circular drive at Moultrie on the side of the school fronting onto Coleman Boulevard; (ii) condemning a small portion of the Moultrie site (approximately 0.146 acre) located at the corner of Coleman Boulevard and Simmons Street in connection with the road improvements; and (iii) requesting a temporary construction easement over a strip of the property along Coleman Boulevard.

The attached resolution details the reallocation request.

PERSON(S) RESPONSIBLE: Reginald McNeil, Capital Programs

8. Action Items - Policy & Personnel Committee

| | |
|--------------------|---------------------------------------------------------------------------------------------------------|
| Subject | A. Policy JFABCA - Voluntary Transfers for Children of CCSD Employees (FIRST READING) |
| Meeting | Sep 24, 2018 - Board of Trustees Meeting |
| Category | 8. Action Items - Policy & Personnel Committee |
| Access | Public |
| Type | Action |
| Recommended Action | Motion to approve for First Reading changes to Policy JFABCA and move to the September 24 Board Agenda. |

ORIGINATOR/DEPARTMENT: Mrs. Natalie Ham, General Counsel

BACKGROUND/DISCUSSION:

It is the District's current practice to allow children of nonresident employees to attend magnet schools/programs **only if** the child owns property in their name, within the county, with a tax assessed value of \$300.00 or more. The policy already waives tuition for children of nonresident employees attending any CCSD school.

Policy JFABCA has been revised to allow children of nonresident employees to attend magnet schools/programs if they otherwise qualify for attendance at the magnet school/program. Additionally, it has been updated to allow nonemployees such as contract bus drivers, School Resource Officers (SRO) and other positions working in our schools and/or connected/affiliated with the District to utilize this provision.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Natalie Ham

| | |
|----------------|-------------------------------------------------------------------------|
| Subject | B. Policy JFAA - Admission of Resident Students (SECOND READING) |
| Meeting | Sep 24, 2018 - Board of Trustees Meeting |
| Category | 8. Action Items - Policy & Personnel Committee |

Access Public

Type Action

Recommended Action Motion to approve Second Reading of proposed changes to Policy JFAA

ORIGINATOR/DEPARTMENT: Mrs. Natalie Ham, General Counsel

BACKGROUND/DISCUSSION:

Policy JFAA has been revised by the DAP to include information related to the enrollment of students who have been expelled from another district/state. Specifically, the district will no longer admit students who have been expelled. The policy proposed changes further advises that (1) A principal who has concerns regarding a discipline issue(s) of the first time enrollee should seek the review of the record by DAP; (2) The CD Board will decide on the time frame for the bar to enrollment; and (3) The student may reapply (after the bar is lifted) for enrollment and the CD will order the student enrolled if he/she otherwise meets enrollment criteria.

This policy passed first reading at the August 27, 2018 Board meeting.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Natalie Ham

Subject C. Rural Recruitment Initiative - First Year Teacher Salary Stipend

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 8. Action Items - Policy & Personnel Committee

Access Public

Type Action

Recommended Action Motion to increase all first year classroom teachers (zero years of experience on SC Certificate) to the second year teacher salary schedule (1 year of experience on SC Certificate) for School Year 2018-2019. This is salary adjustment is for classroom teachers only as outlined as an allowable Rural Recruitment Initiative expenditure.

ORIGINATOR/DEPARTMENT: Mr. Bill Briggman

BACKGROUND/DISCUSSION:

For FY 2019, CCSD will receive state funding for the Rural Recruitment Initiative. The Rural Recruitment Initiative is a state funded recruitment and retention program to address the statewide teacher shortage concerns. The use of the term "rural" is somewhat misleading. The District's eligibility is based on our five-year average teacher turnover rate as reported on the district report cards and the funds can be used district-wide, not limited to select schools. The District was awarded \$1.67M for recruitment initiatives.

The district is permitted to use a portion of these approved funds to increase the salary of our current first-year classroom teachers to the second year salary level in an effort to encourage them to stay with CCSD. The total cost, based on an estimate of 250 first year teachers (salary and benefits): \$289,030. This increase is for classroom teachers only; guidance, media and any other positions paid on the teacher salary schedule are not subject to this increase.

2019 Salary Schedule

| Degree | First Year | Second Year |
|--------------|------------|-------------|
| BA | \$37,407 | \$38,258 |
| BA+18 | \$39,566 | \$40,478 |
| MA | \$42,089 | \$43,062 |

| | | |
|--------------|----------|----------|
| MA+30 | \$45,235 | \$46,284 |
| DCTR | \$49,005 | \$50,160 |

Note, this is another step for the Board in reaching their goal of being the highest paying district in South Carolina.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Bill Briggman

9. Action Items - Strategic Education Committee

| | |
|--------------------|------------------------------------------------------------------------------------------------------------------------------|
| Subject | A. CCSD Marching Band for PE Credit - Locally-Designed Course |
| Meeting | Sep 24, 2018 - Board of Trustees Meeting |
| Category | 9. Action Items - Strategic Education Committee |
| Access | Public |
| Type | Action |
| Recommended Action | Motion to approve Locally Designed Subject Area Course Application for "Marching Band" and submit to SBE for final approval. |

ORIGINATOR/DEPARTMENT: Ms. Emilie Woody, Ms. Robin Jones, Ms. Katey Hines-McCormack - Learning Services

BACKGROUND/DISCUSSION:

In May 2018, SDE allowed districts to submit a Marching Band course that could be used to fulfill PE graduation credit. High School Band Directors, principals, guidance directors, and district office staff collaborated to design a course. It has been approved by band directors and principals, but also requires local and State Board approval.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Learning Services

10. Superintendent's Report

| | |
|----------------|------------------------------------------|
| Subject | A. Magnet/Choice Schools |
| Meeting | Sep 24, 2018 - Board of Trustees Meeting |
| Category | 10. Superintendent's Report |
| Access | Public |
| Type | Information |

ORIGINATOR/DEPARTMENT: Dr. Gerrita Postlewait, Superintendent

BACKGROUND/DISCUSSION:

Board Directive – Magnet and Choice Schools

At the September 7 Committee of the Whole meeting the board discussed Recommendation #3 of the Clemson Inclusion and Equity Report. "Reform the System to Ensure Access to Quality Schools." Staff prepared drafted suggested actions to be taken in the next 90 days. Board members reviewed the draft and offered additional guidance. Attached is the revised scope of work that will be provided to the Working Group charged with carrying out these tasks immediately. Unless further revised by the board on September 24, the directive will go forward as outlined in the Sept. 24 board documents.

Subject **B. Superintendent's Evaluation, 2017-2018**

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 10. Superintendent's Report

Access Public

Type Information

ORIGINATOR/DEPARTMENT: Dr. Gerrita Postlewait, Superintendent

BACKGROUND/DISCUSSION:

Superintendent Evaluation – 2017-18

On June 25 the board approved the evaluation process for 2018-20. The attached document contains a summary of the process for 2017-18. Timeline: Goal and data summaries to be provided to the Board at least one week prior to the October 8 Committee of the Whole meeting. An executive session will be held following the October 8 meeting, at which time the board will complete the evaluation and share the results with the superintendent.

11. Closing Items

Subject **A. Other Announcements**

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 11. Closing Items

Access Public

Type Information

Subject **B. Adjournment**

Meeting Sep 24, 2018 - Board of Trustees Meeting

Category 11. Closing Items

Access Public

Type Action

Recommended Action Motion to adjourn the meeting

"Students are the Heart of Our Work"