

Monday, September 10, 2018
Committee of the Whole

12:30 p.m. in Board Room at 75 Calhoun Street

Note: Start times of each section are projected and subject to change.

1. Opening Items - Approximately 12:30 p.m.

Subject	A. Call to Order
Meeting	Sep 10, 2018 - Committee of the Whole
Category	1. Opening Items - Approximately 12:30 p.m.
Access	Public
Type	Procedural

Subject	B. Adoption of the Agenda
Meeting	Sep 10, 2018 - Committee of the Whole
Category	1. Opening Items - Approximately 12:30 p.m.
Access	Public
Type	Action
Recommended Action	Motion to adopt the agenda

2. Work Session - Clemson Inclusion and Equity Report

Subject	A. Clemson Inclusion and Equity Report
Meeting	Sep 10, 2018 - Committee of the Whole
Category	2. Work Session - Clemson Inclusion and Equity Report
Access	Public
Type	Information
ORIGINATOR/DEPARTMENT:	Mr. Don Kennedy, Chief Financial & Administrative Officer

BACKGROUND/DISCUSSION:

The Clemson Office of Inclusion and Equity Report, A comprehensive Look at Closing the Readiness Gap for the Children of

Charleston County, is being finalized and will be sent to Board members under separate cover. The following quote from the report provides background on the CCSD School Board's request for the Clemson study and the study's purpose,

"This report was undertaken at the request of the Board of Trustees of the Charleston County School District (CCSD). By vote on December 11, 2017, the Board contracted with the Clemson University Office of Inclusion and Equity to support the goals of the District's Strategic Plan by providing "an analysis of the climate of diversity and inclusion, and to... identify[ing] sources of tension in the District." Accordingly, the Clemson team conducted an audit of diversity and intercultural competence throughout the district's schools and offices, and among community stakeholders including students, families, teachers, principals, support personnel, faith leaders, businesses, civic and community organizations, and municipalities. In addition to the observations and suggestions offered throughout the county, the team reviewed county economic, population, and education data as well numerous statutes, policies, reports., and other documents. The recommendations in this report reflect these sources and perspectives about diversity, inclusion, equity, and cultural heritages throughout the district."

The report is provided as information at the September 10, school board meeting. The authors of the report will schedule a date to discuss the report and respond to School Board members' question. Staff may discuss time-sensitive initiatives related to one or more recommendations.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Don Kennedy

3. Executive Session - Approximately 2:00 p.m.

Subject	A. Convene Executive Session to consider items covered by attorney-client privilege
Meeting	Sep 10, 2018 - Committee of the Whole
Category	3. Executive Session - Approximately 2:00 p.m.
Access	Public
Type	Action
Recommended Action	Motion to convene Executive Session to consider items covered by attorney-client privilege as listed in Section 2 of this agenda

Subject	B. Contractual Matter pursuant to SC 30-4-70(a)(2)
Meeting	Sep 10, 2018 - Committee of the Whole
Category	3. Executive Session - Approximately 2:00 p.m.
Access	Public
Type	Action, Information
Recommended Action	Motion to ...

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

BACKGROUND/DISCUSSION:
Contractual Matter - Charter School Lease Extension

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Jeff Borowy

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

Meeting Sep 10, 2018 - Committee of the Whole
Category 3. Executive Session - Approximately 2:00 p.m.
Access Public
Type Action, Information
ORIGINATOR/DEPARTMENT: Mr. Jeff Borowy, Chief Operating Officer

BACKGROUND/DISCUSSION:
Contractual Matter - Land Transfer

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Jeff Borowy

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

Meeting Sep 10, 2018 - Committee of the Whole
Category 3. Executive Session - Approximately 2:00 p.m.
Access Public
Type Information
ORIGINATOR/DEPARTMENT: Mr. Jeff Borowy, Chief Operating Officer

BACKGROUND/DISCUSSION:
Contractual Matter - Land Sale

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Jeff Borowy

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

Meeting Sep 10, 2018 - Committee of the Whole
Category 3. Executive Session - Approximately 2:00 p.m.
Access Public
Type Information
ORIGINATOR/DEPARTMENT: Mr. Jeff Borowy, Chief Operating Officer

BACKGROUND/DISCUSSION:
Contractual Matter - School Security

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Jeff Borowy

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

Meeting Sep 10, 2018 - Committee of the Whole

Category 3. Executive Session - Approximately 2:00 p.m.

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 **G. Legal Matter pursuant to SC 30-4-70(a)(2)**

Meeting Sep 10, 2018 - Committee of the Whole

Category 3. Executive Session - Approximately 2:00 p.m.

Access Public

Type Action

Recommended Action Motion to ...

ORIGINATOR/DEPARTMENT: Mrs. Natalie Ham, General Counsel

BACKGROUND/DISCUSSION:

Legal Matter

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Natalie Ham

4. Reconvene Open Session - Approximately 3:30 p.m.

Subject **A. Reconvene Open Session**

Meeting Sep 10, 2018 - Committee of the Whole
 Category 4. Reconvene Open Session - Approximately 3:30 p.m.
 Access Public
 Type Procedural

Subject B. Approval of Minutes - August 13, 2018

Meeting Sep 10, 2018 - Committee of the Whole
 Category 4. Reconvene Open Session - Approximately 3:30 p.m.
 Access Public
 Type Action
 Recommended Action Motion to approve minutes of the August 13, 2018 Committee of the Whole meeting

Subject C. Visitors/Public Comments

Meeting Sep 10, 2018 - Committee of the Whole
 Category 4. Reconvene Open Session - Approximately 3:30 p.m.
 Access Public
 Type Information

5. Operations Committee - Approximately 3:40 p.m.

Subject A. Capital Projects Report - July 2018

Meeting Sep 10, 2018 - Committee of the Whole
 Category 5. Operations Committee - Approximately 3:40 p.m.
 Access Public
 Type Information

ORIGINATOR/DEPARTMENT: Ms. Joyce Costello, Capital Programs

BACKGROUND/DISCUSSION:

The monthly Capital Projects Report is submitted for information.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Joyce Costello

Subject **B. Nutrition Services**

Meeting Sep 10, 2018 - Committee of the Whole

Category 5. Operations Committee - Approximately 3:40 p.m.

Access Public

Type Action

Recommended Action "The board here directs the superintendent, to one conduct an independent survey which includes students, teachers, principals and a sample survey from parents on our product and service. Step two is to review method of service other school districts may use in the quality and efficiency of serving its students."

ORIGINATOR/DEPARTMENT: Board Members (Mr. Kevin Hollinshead, Mr. Chris Staubes, Rev. Chris Collins, Mr. Michael Miller)

BACKGROUND/DISCUSSION:

"Our nutrition policy is to ensure every child leaves our cafeteria happier than when they came in. The board need to discuss and review its current structure, food quality, consistency of the service level across the district."

Subject **C. LAMC Community Program**

Meeting Sep 10, 2018 - Committee of the Whole

Category 5. Operations Committee - Approximately 3:40 p.m.

Access Public

Type Information

ORIGINATOR/DEPARTMENT: Board Members (Mr. Kevin Hollinshead, Rev. Chris Collins, Mr. Michael Miller)

BACKGROUND/DISCUSSION:

"LAMC is the Lowcountry Alliance for Model Communities - a nonprofit organization founded for the purpose of advocating environmental justice and promoting community development, education, employment, quality housing, and community involvement for the study area neighborhoods. The LAMC board includes representatives from each of the neighborhoods as well as at-large representatives with key areas of experience or knowledge. The Community Mitigation Plan Working Group, which includes members of LAMC as well as elected officials, appointed representatives, and the CMP Project Manager, will serve as the primary advisory body for overseeing the details and technical aspects of the Revitalization Plan. **The board needs to know how this program helps impact our neighborhoods in North Charleston.**"

6. Strategic Education Committee - Approximately 4:00 p.m.

Subject	A. CCSD Marching Band for PE Credit - Locally-Designed Course
Meeting	Sep 10, 2018 - Committee of the Whole
Category	6. Strategic Education Committee - Approximately 4:00 p.m.
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

Subject	B. Approve for Potential Consent
Meeting	Sep 10, 2018 - Committee of the Whole
Category	6. Strategic Education Committee - Approximately 4:00 p.m.
Access	Public
Type	Action
Recommended Action	Motion to approve Items ____ as Consent Agenda Items

7. Policy & Personnel Committee - Approximately 4:10 p.m.

Subject	A. Policy JFABCA - Voluntary Transfers for Children of CCSD Employees
Meeting	Sep 10, 2018 - Committee of the Whole
Category	7. Policy & Personnel Committee - Approximately 4:10 p.m.
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 Durham 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. Rural Recruitment Initiative - First Year Teacher Salary Stipend

Meeting Sep 10, 2018 - Committee of the Whole

Category 7. Policy & Personnel Committee - Approximately 4:10 p.m.

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

Subject **C. Early Teacher Recruitment**

Meeting Sep 10, 2018 - Committee of the Whole

Category 7. Policy & Personnel Committee - Approximately 4:10 p.m.

Access Public

Type Action

Recommended Action Motion to approve the 2020 Teacher Salary Schedule and promotion of the First Year Teachers being paid as Second Year Teachers for the 2020 school year.

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

BACKGROUND/DISCUSSION:

Despite a nation-wide teacher shortage, CCSD had an incredibly successful teacher recruitment season for SY 2019. A key teacher recruitment strategy to address the recruitment needs for SY 2020 is Early Hiring, which will begin this fall.

With the Board's commitment to make CCSD the top paying district for teachers in South Carolina, we will use the following to promote early hiring:

- Advertise the 2020 Teacher Salary Schedule. (As you will recall, the money to do this is already set aside for the Phase 2 teacher salary structure/State mandated STEP for 2020. The CCSD will budget 2%). See attached Teacher Salary Schedule for SY 2020.
- Use Rural Recruitment Initiative funds to promote "First Year Teachers Paid as Second Year Teachers" (2020 Teacher Salary Schedule - BA/Step 0 \$38,703 compensated as BA/Step 1 \$39,590).

Our ability to communicate our 2020 Teacher Salary structure is a critical for our success with early hiring. Most districts will not be a position to share their 2020 Teacher Salary Schedule until much later in the school year.

PERSON(S) RESPONSIBLE FOR IMPLEMENTATION: Bill Briggman

Subject **D. Approve for Potential Consent**

Meeting Sep 10, 2018 - Committee of the Whole

Category 7. Policy & Personnel Committee - Approximately 4:10 p.m.

Access Public
Type Action
Recommended Action Motion to approve Items ____ as Consent Agenda Items

8. Closing Item(s)

Subject **A. Adjourn Committee of the Whole**
Meeting Sep 10, 2018 - Committee of the Whole
Category 8. Closing Item(s)
Access Public
Type Action
Recommended Action Motion to adjourn Committee of the Whole

"Students are the Heart of Our Work"