

**I. EXECUTIVE SESSION
4:00 p.m.**

A regular meeting of the Board of Trustees of the Charleston County School District was held on Tuesday, June 25, 2012 in the Board Room at 75 Calhoun Street, with the following members of the Board present: Mr. Chris Fraser - Chair, Mrs. Cindy Bohn Coats - Vice Chair, Mr. Craig Ascue, Rev. Chris Collins, Mrs. Toya Hampton-Green, Mrs. Elizabeth Kandrac, Mrs. Elizabeth Moffly, Mr. Brian Thomas, and Dr. Nancy J. McGinley, Superintendent and Executive Secretary. Mrs. Ann Oplinger who participated by phone called in at 5:30pm. Staff members Mr. Michael Bobby, Mrs. Audrey Lane, Mr. Bill Lewis, Mrs. Melissa Matarazzo, Mr. Bill Briggman, Dr. Brenda Nelson, and Mr. John Emerson were also in attendance.

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

Mr. Fraser called the Open Session meeting of June 25, 2012 to order at 4:00 p.m. Rev. Collins moved, seconded by Mr. Thomas, to go into Executive Session to discuss agenda items listed below. The motion was approved unanimously.

- 1.1: Student Transfer Appeals
- 1.2: Appointment – Principal – Haut Gap MS
- 1.3: Student Expulsion Appeal Decisions – Board Committee
- 1.4: Request for Proposal #P1207 Wireless Network System
- 1.5: Charleston Progressive Academy Building Package
- 1.6: New Buist Academy – Building Package
- 1.7: Annual Renewal of Administrative Contracts

OPEN SESSION

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

The Board reconvened in Open Session at 5:25 p.m. Chairman Fraser called the meeting to order and he led the group in a Moment of Silence followed by the Pledge of Allegiance.

III. ADOPTION OF AGENDA

Mrs. Coats moved, seconded by Rev. Collins to Adopt the amended Agenda of June 25, 2012. The motion was approved 7-1 (Moffly opposed).

- Mrs. Moffly moved, Mrs. Kandrac to change 11.1 - Second Reading 2013 Budget to information only. The motion failed 2-6 (Kandrac and Moffly opposed).
- Mr. Ascue moved, seconded by Mrs. Moffly to defer agenda item 11.2 - MBE Utilization Plan until the Policy Committee address it and bring it back to the full board. Mr. Ascue also requested that he be informed when the Policy Committee plans to discuss the MBE Utilization Plan. The motion was approved 8-0.
- Mrs. Kandrac said 7.1 – Open Session Minutes of June 11th meeting was not listed. Mr. Fraser said items 7.1 – Approval of Board Minutes and 7.3 Financial Minutes would be pulled since they were not included with the agenda. The motion was approved 8-0.
- Mrs. Coats moved, seconded by Mr. Ascue to approve the modified agenda. The motion was approved 7-1 (Moffly opposed).

IV. SPECIAL RECOGNITIONS

There were no Special Recognitions to come before the board at this meeting.

V. SUPERINTENDENT'S REPORT

Dr. McGinley shared the following:

- A Moment of Silence was requested to remember the Academic Magnet High School student that was recently killed.
- The district will unveil two brand new Student Registration Centers in North Charleston at North Charleston High and Northwoods Middle. These centers are designed to streamline the process for

families registering students for District 4 schools. If these models are successful, they may be duplicated.

- While schools are officially closed, the facility staff is hard at work getting schools ready for re-opening in August.
- Also, the district's curriculum specialists, the literacy staff and induction leaders are busy conducting professional development to ensure our teachers and leaders learning best practices.
- Mrs. Susan Haire was thanked who writes the summary of board meetings sometimes late at night. Mrs. Haire was thanked for her tireless service to the district over the past 4 ½ years. She recently accepted a position in Berkeley Co. as their new communications office. She played a significant role in overhauling the district's website, expanding ParentLink phone notification system, creating the weekly desk letter and setting the standard for district branding and will truly be missed.

VI. VISITORS, PUBLIC COMMUNICATIONS

1. Ms. Fouche Sheppard shared copies of a petition to keep James Simons as a traditional neighborhood school. She requested the school be re-opened as a strong academic school for all students. She urged district to reopen school as a traditional neighborhood school and not a Montessori school.
2. Ms. Lynn Carroll, a Drayton Hall teacher and parent, expressed concerns to the board about the Star Program at MUSC. She said the program is good but it does not address academic needs of students enrolled in the program. She said packets provided by schools are not opened. Also, she said it lacks a transition process and no communication is provided by STAR program employees. She urged board to address concerns immediately. Dr. McGinley asked Dr. Lisa Herring to communicate with Mrs. Carroll regarding concerns expressed.
3. Mr. Patric Hayes addressed the board regarding the 2013 budget. He thanked Rev. Collins for his attempt to give teachers a three-step salary increase. Then he expressed support for the 2x2 budget proposal. He spoke about the Literacy Initiative and said the proposed budget did not include a tax increase.
4. Ms. Katherine Anderson, an Assistant Principal at A.C. Corcoran ES, addressed the board regarding the 2013 budget. She asked the board also not to exclude administrators from proposed salary increases.

VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS

NOTE: Mrs. Oplinger called in at 5:30pm. Therefore, she only voted on items below.

- 7.1:** Open Session Minutes June 18, 2012
The Open Session Minutes of June 18, 2012 was pulled since it was excluded from the board agenda packet.

7.2: A. Motions of Executive Session of June 18, 2012

1.1: Appointment – Principal – Northwoods MS

The recommendation for the appointment of Mr. Dan Conner for the position of Principal at Northwoods MS failed with a vote of 5-4 (Coats, Fraser, Green and Oplinger supported the motion).

During discussion, Rev. Collins expressed concerns about the selection process for principals. He requested the district identify backup candidates to enable the board to have more than one person, preferably local persons be considered. Mrs. Kandrac asked if that was a motion. Mr. Fraser said it was not the setting for a conversation about who is hiring or who is accountable for performance of those hired. Rev. Collins inquired more about the principal selection process suggested one of the other candidates be vetted. Dr. McGinley response was that all principals recommended were already vetted. Should the board decide that they want to be accountable for hiring principals, a letter should be written to the SC State Department communicating that the board wants to take on that responsibility so the board would be held accountable and her name could be removed from the responsibility. Mr. Fraser said board is not qualified to make a school based leadership decision. Mrs. Green said, per the superintendent's contract, the superintendent is accountable for hiring staff. The board hires the superintendent. Bringing three candidates for the board to decide who

to appoint in not in accordance to the superintendent's contract and totally disregards how the operates. The Superintendent is responsible for hiring her leadership team. Rev. Collins disagreed with Mrs. Green and said the school board is responsible for hiring the superintendent and school principals. He said that no principal is hired without board approval. The board is not trying to take that responsibility from the superintendent but wants the best principals hired. On a personal note, he said he wants the Superintendent to have the best candidates. Chairman Fraser disagreed with Rev. Collins' statement and he suggested the board move on to the other principal appointments after stating that the topic could be discussed at a different time.

1.2: Appointment – Principal – Garrett Academy

The Board approved the appointment of Ms. Tracey Lewis for the position of Principal at Garrett Academy. The vote was approved 6-3 (Collins, Kandrac and Moffly opposed).

Rev. Collins asked if it was possible to use locals to do the job. He said many administrators working with the District are doing a good job and folks are brought in from other areas to do the job. This is an indication that administrators in the system are not capable of doing the job.

Mrs. Coats stated for the record that the people that identify the top three candidates to the superintendent, the committee, are made up of a neighborhood team of individuals to include (teachers, school improvement council members, PTA members and resident leaders within the neighborhood of the school. The superintendent interviews the top three candidates identified by the neighborhood committee. Mr. Fraser suggested a board workshop be scheduled to review

Rev. Collins said those who selected top three are saying the three are all good candidates that are supposedly qualified. That means that all qualify for the job.

Dr. McGinley said she accepted the responsibility of being accountable for selection of principals when she signed her contract. It's a legally binding contract based on school board policy about who makes the final selection of principals and who evaluates principals. Not one person on the board, individually or collectively, has a superintendent's license that has been approved by the state and Mrs. Oplinger is the only person on the board that has served as a principal. It is her responsibility to match principals with schools and she does that because she knows the school and the job and the work the principal need to do. It is her professional responsibility to use her judgment to make the best match for each school.

Mrs. Kandrac said in some cases there are five top choices. Soften the superintendent doesn't choose the candidate recommended by the committee. There are many cases where the superintendent has chosen another candidate. After Mrs. Coats disagreed, Mrs. Kandrac mentioned Zucker MS.

Mrs. Moffly said the board has the right to disapprove any candidate selected.

1.3: Appointment – Principal – North Charleston ES

The Board approved the appointment of Ms. Cindy Saulsberry for the position of Principal at North Charleston ES. The vote was 5-4 (Collins, Kandrac, Moffly and Thomas opposed).

Mr. Fraser called for a vote on Mrs. Kandrac's motion to not appoint principals until the principal evaluations requested are provided. The motion failed 6-3 (Kandrac, Moffly and Thomas opposed).

1.4: Appointment – Principal – Baptist Hill HS

The Board approved the appointment of Ms. Kala Goodwine for the position of Principal at Baptist Hill High. The vote was 2-7 (Kandrac and Moffly opposed).

1.5: Appointment – Principal – Corcoran ES

The Board approved the appointment of Reginald Bright for the position of Principal at

Corcoran ES. The vote was 7-2 (Kandrac and Moffly opposed).

B. Motions of Executive Session of June 18, 2012

The board delayed approval of the June 18, 2012.

1.1: Student Transfer Appeals

The Board approved student transfer appeals as follows. The motion was approved 9-0.

- Approved student transfer appeals A, D, F, G, K, M, O, P, Q, S, and T;
- Approved student transfer appeal B for Laing MS; C for Whitesides ES, and E for Laing MS;
- Denied student transfer appeals H magnet procedures; and
- Denied I, J, L, N, U & V.

1.2: Appointment – Principal – Haut Gap MS

The Board approved the appointment of Mr. Travis Benintendo for the position of Principal at Haut Gap MS. The vote was 9-0.

1.3: Student Expulsion Appeal Decisions

Mr. Ascue shared the committee's motion to uphold the District 4 Constituent Board's decision with the addition of a friendly amendment from Mrs. Moffly, seconded by Rev. Collins to allow the students the opportunity for credit recovery since they had already completed the semester.

After Mr. Ascue and the committee accepted the friendly amendment, the amended motion to uphold District 4 Constituent Board's decision and allow the students the opportunity for credit recovery since they had already completed the semester was approved 9-0.

1.4: Request for Proposal #P1207 Wireless Network System – Mr. Bobby/Mr. McCarron – PULLED

This item was pulled from the agenda. Therefore no action was taken on this item.

1.5: Charleston Progressive Academy Building Package

The board approved a motion authorizing staff to enter into a negotiated contract with the lowest responsive, responsible bidder, M.B. Kahn Construction, for the Charleston Progressive Academy – Building Package (Solicitation No 12-SMG-B-004) at a Not to Exceed (NTE) price. The information was received at the June 25, 2012 Board meeting and the Board agreed to reallocate funds to fully fund the Charleston Progressive Academy – Building Package at the July 23, 2012 Board meeting. The amount is \$14,300,000.00. The funding source is Charleston Progressive Academy program budget which will have to be increased via a reallocation on July 23, 2012. The motion was approved 7-2 (Kandrac and Moffly opposed).

1.6: New Buist Academy – Building Package – Mr. Lewis

NOTE: Chairman Fraser announced for the record that Mr. Brian Thomas asked to be recused from discussion. Mr. Thomas left the room at this time and returned for the discussion of agenda item 1.7.

The board approved a recommendation authorizing staff to use the Summer Project Process to proceed with the scheduled Bid Opening and Contract Award for the New Buist Academy Package (Solicitation No. 12-SMG-B-006) and approve M.B. Kahn for the New Buist Academy Building Package. The amount is \$18,144,000.00 and the funding source is one cent sales tax revenue. The motion was approved 6-1-2 (Thomas abstained, Moffly and Kandrac opposed).

1.7: Annual Renewal of Administrative Contracts – Mr. Bobby/Mr. Briggman

The board approved the Annual Renewal of Administrative Contracts for the 2012-13 school year. The motion was approved 9-0.

OPEN SESSION

7.3: Financial Minutes of June 18, 2012

The Financial Minutes of June 18, 2012 was pulled since it was excluded from the board agenda packet.

VIII. CAE UPDATE

IX. MANAGEMENT REPORT(S)

X. COMMITTEE REPORT(S)

10.1: Audit & Finance Committee

10.2: Policy Committee

A. Second Reading of Policy DKC – Expense Authorization/Reimbursement – Mr. Emerson/Mrs. Moffly

A recommendation to approve the Second Reading of Policy DKC – Expense Authorization/Reimbursement.

Mrs. Kandrach questioned why Mr. Emerson was listed as presenting to board when he is not a trustee and Mrs. Moffly is chair of Policy Committee. Mr. Fraser said names of staff members were listed to make process more transparent. Mrs. Moffly said policies are developed in conjunction with staff.

Mrs. Coats said in last minutes discussion revolved around the words “board members” during discussion of approval and reimbursement. She said those words are in the policy and have been there since the policy was written in 2005. Mrs. Coats moved to amend the policy, seconded by Mrs. Moffly to remove the word moved “board” and simultaneously add a line to reference policy BID that reads “the board expense reimbursement should follow procedures used by employees in policy DKC”. Mrs. Moffly said it was a friendly amendment. Mr. Fraser said he preferred seeing the revised document and felt it would be cleaner and easier. Mrs. Green agreed that the document should be revised prior to approval of second reading. At this time, Mrs. Coats withdrew her amendment.

Mrs. Green moved, seconded by Mrs. Coats to defer the approval of policy DKC until the next meeting on July 23rd. Approved 9-0.

Rev. Collins said Policy Committee agreed to approve as is. The work has already been done with DKC; now it needs to be aligned with policy BID.

Mr. Bobby said the unresolved issue is what to do with policy DKC to align it with policy BID. He urged board to consider revising the policy and bringing it back during month of July so changes could be communicated and the policy could be put into practice.

B. Second Reading of Policy GBEBDA – Cell Phone Acceptable Use - Mr. Emerson/Mrs. Moffly

A recommendation to approve the Second Reading of Policy GBEBDA – Cell Phone Acceptable Use.

Mrs. Moffly said some amendments discussed were not included in 2nd reading i.e., allow hands free cell phone devices in district vehicles. Rev. Collins said the policy does not apply to personal cell phones; only district phones. Mr. Ascue said he meant the policy to say any phone—personal or district phone. Mrs. Coats said the original motion said “may not use phone”; this version says “may use phone”. Mr. Fraser suggested Policy Committee schedule a meeting to review the policy.

Mrs. Moffly moved, seconded by Rev. Collins to defer Policy DKC until next meeting. The motion was approved 9-0.

XI. POTENTIAL CONSENT AGENDA ITEMS

11.1: Second Reading 2013 Budget – Mr. M. Bobby

A recommendation to accept the second reading of the Fiscal Year 2013 School District budget.

FY2013 Proposed Budget

General Operating Fund - \$357,341,794

Special Revenue Funds - \$67,095,073

Education Improvement Act Funds (EIA) - \$23,555,379

Debt Service - \$82,185,582

Capital - \$188,533,045

Food Service - \$21,253,315

Mrs. Coats moved, seconded by Mrs. Oplinger, approval of the proposed budget for Fiscal Year 2013. The budget includes all actions described below and detailed in the second reading of the Budget Book. The funding source and cost follows. The motion was approved 8-1 (Kandrac opposed.)

Mr. Bobby presented the 2013 budget. He said staff has worked 8 months to get to this point. First reading was approved June 11th. He illustrated a few changes made since first meeting. He said the district has a better position since approval of first reading. District proposes to move forward with CCSDs budget and if necessary, amend the district's budget after the state finalizes its budget. Last year the budget was amended in August after the state approved its budget.

Everything done in the proposed budget and all new money supports goals of Vision 2016.

- The GOF number changed and is now less than proposed earlier. The proposed budget is \$ 357,046,794.
 - The Literacy Pathways amount initially proposed was reduced by approximately \$650,000. The total number of Associate Teachers hired were reduced. In the future, the district may want to increase this number due to outcomes and analytics.
 - Strategic Improvements reduced by \$320,000. Those were additional supports building level but also had impact on places and positions.
 - Fund Balance increased to \$5,500,000
 - Reduced millage exchange from 3.0 to 1.9 to be paid off with savings and refinancing of existing debts over next twelve months. The intent is to generate additional millage on general operating side by exchanging debt service millage for operating millage.
 - This allows the district to maintain net \$0 tax increase and a slight increase of 4% taxes to property owners for one year only. The millage will need to be adjusted back to the 27.9 mills in 2014.
 - Mrs. Moffly inquired about millage increase and said she is confused because there is another increase. Now there is a different scenario. Mr. Bobby said it's the same strategy. The only difference is that Debt Service was to be reduced by 3 mills and Operating was going to increase by 3 mills. Now the 3.0 amount has been changed to 1.9. Mrs. Moffly said if no change, why it is being done. Mr. Bobby said to boost revenue on the operating side. Another way to do is to avoid millage exchange and entertain a tax increase. Mrs. Moffly said if the district lived within the revenue it wouldn't need to do anything.
- Mr. Bobby said the basic problem has been doing business without increased revenues. Now something must be done. There are non-renewal amounts in this budget. It is necessary to work toward operating without one time funding. The district has avoided spending \$20.5 million by not giving cost increases, step increases and furloughs. The intent is to recoup that amount for staff. He spoke of the cumulative loss of income for staff over the last four years.
- The Millage Exchange recommended was considered to reduce reliance on Fund

- Balance. There was a \$9 million fund balance prior to discussion of millage exchange.
- One mill on the operating side is approximately \$1.850 million. He said the district does not want to dip into fund balance because it fell short.

Mrs. Coats asked about the reduced amounts in the revised budget for the Literacy Budget. Mr. Bobby explained shared amounts and where they would be used. The Substitute pool was changed to 3 days to reduce the strain on schools.

Mr. Fraser asked the cost for COLAs and steps. Mr. Bobby said on page 67 the amount is \$2.5 million.

Mrs. Moffly asked where amount is for STEP and COLA increase for everyone on staff. She is looking for \$22 million.

The cost for one step is shown below:

- \$2.77 million teachers
- \$190,000 principal and administrators
- \$339,000 classified

The cost for COLA is shown below:

- Teacher – \$3, 153,000
- Principal and Administrators - \$288,000
- Classified Employees \$514,000

Mr. Thomas asked Mr. Bobby to define classified professional. Mr. Bobby said those are the folks compensated on an hourly basis and are support staff in food services, administrative assistants, technicians, etc.

Mr. Ascue thanked Mr. Bobby for the revisions. Then he asked about policy for Fund Balance. Mr. Bobby said district would be greater than 5% policy as required. However, he would like to keep fund balance at 8%. Mr. Ascue also asked about an increase in 2014 and cost to homeowners. Mr. Bobby said 4 times every \$100,000 (cost of home) times the number of mills. The amount could be 6 instead of 3 and depends on the tax classification.

Mrs. Oplinger thanked Mr. Bobby for a well crafted budget and providing workshops and time for individual members to ask questions during the process.

Rev. Collins asked how much more would be returned to Fund Balance. Mr. Bobby said it be ideal to have much more. He said Fund Balance was down to zero at one point, but the district was able to bring it back up. He said \$24.4 million is the current fund balance amount. He hopes to be successful in putting 5% in Fund Balance annually. Mr. Fraser asked balance at this point. He said if Mr. Ravel was still on the board he would say that Mr. Bobby would out perform his fund balance because he has done such a good job over the last four years. He also said the TAN execution is also a part of budget.

Mrs. Coats moved, seconded by Mrs. Oplinger to approve the budget.

Mrs. Moffly moved, seconded by Mrs. Kandrak to amend the budget exclude the Pay for Performance because she hasn't gotten the principal evaluations she requested from staff. She said it was necessary for the Policy Committee to review the Pay for Performance and financial obligations attached. Mrs. Coats asked for clarification. Mrs. Moffly said she wanted administrators Pay for Performance removed. Mr. Fraser said it is just approving the concept and would probably have to go before the Policy Committee since it does not identify how or when it would be implemented and would be done over the course of the

year. Therefore, the board would have a chance to weigh in on how it would be done. Mrs. Moffly said if that's the case, then it's not time to implement it so why there is money in the budget before a policy is written to address implementation. Mr. Fraser said because the budget if it isn't then it means the board supports two steps for those individuals. The money is being set aside to work through during the course of the year. Financially, a commitment is made and funds would be set aside. How it is distributed would be based on performance of employees. Mrs. Moffly asked if it could be redirected if the board chose not to use it for that purpose. She said it was out of context. However, Mr. Fraser said there was already a motion and second to approve the budget. He asked the board to weigh in on removing the amount for Paid for Performance. He said if it is not set aside, then that group would get the 2%. Mrs. Moffly said that is yet to be determined by state legislators since CCSD's budget relies on the state budget.

Mr. Thomas asked who determines if goals are reached. Mr. Fraser said the evaluation and consultant firm will help in determining if Vision 2016 goals are reached.

Rev. Collins asked who was included in the Paid for Performance group. Mr. Fraser said Director level and above. Dr. McGinley said her performance is based on the 2016 goals and they are broken down into annual targets. The intent is to work with the board so her goals are the goals of the Associate Superintendents, Directors, and Administrative Team would be the first group of employees. Instead of an automatic increase annually, it would be tied to student achievement. Therefore, some will get a raise, others won't. Staff would have to bring a proposal to the Policy Committee.

Rev. Collins said the goals have been identified. The criteria would have to be established. However, some may not be able to reach their goals because of someone else's performance. Mr. Fraser said the performance goal is one piece and it is done like a private sector. Rev. Collins said when already 2 years behind in COLA and Step. He could see doing it after everyone is already caught up. But disagrees with doing it when already behind. He suggested the policy say how to devise it.

Mrs. Moffly moved, seconded by Mrs. Kandrak to pull her earlier motion and take the Pay for Performance concept to the Policy Committee. Mrs. Green said she would rather the full board address Paid for Performance instead of the Policy Committee because the committee has not been functioning well and often there is a tie vote. Mrs. Green called for the vote on pulling the Paid for Performance piece from the budget. The motion failed 2-7 (Kandrak and Moffly supported the motion).

Mrs. Moffly said she asked about a line item in the budget of \$3.6 million in budget and has not gotten that information. She suggested that the board consider amending the budget to include reallocating funds to hire a consultant firm to do a performance audit of the district, hired by the board. And, seek recommendations from three state agencies—the State Treasurer, Legislative Audit Council, and the Inspector General's Office. She said it was necessary to have a professional from the outside be brought in to audit the district.

Mr. Fraser asked for clarification. Mrs. Moffly said she wanted funds allocated for Paid for Performance to pay for a Performance Audit. Mr. Fraser asked for the amount. Mrs. Moffly said that \$3.6 included in the budget along with a staffing amount which wasn't needed at this time. However, she did not provide an amount for the Performance Audit. Moffly said she wanted money allocated in the second reading of the budget to hire a consultant firm to do a performance audit of the district. Again, Mr. Fraser asked how much. Mrs. Moffly said she didn't know how much. Therefore Mr. Fraser said it could be done after the budget is approved. Mrs. Moffly said because of the size of the district and

its budget it should be done to show that the district is being efficient and effective and not wasting human resources. When growing the budget by \$22 million on human capital it is expected. She said an outside person was needed. Mr. Fraser said he didn't think it was appropriate for this budget. Mrs. Moffly reiterated her request. However, she did not provide an amount.

Mr. Bobby said the board received from staff a comprehensive audit plan for an efficiency audit to occur next year and \$150,000 is set aside to cover areas identified. The last comprehensive audit done KPMG nine years ago. That cost was approximately \$200,000. He said if the board desires to do a district wide audit similar to KPMG, must consider a shift in funding. If the cost was \$200,000 nine years ago, it would probably be more at this time.

Mr. Thomas asked who is in charge of the comprehensive audit plan. Mr. Bobby said five year audit would identify which areas need auditing. Mr. Thomas said there is a trust problem in the community. Therefore, it may be a good idea to do the performance audit. Mr. Fraser said he doesn't disagree with the concept. However, he didn't think this was the time to do it. Mrs. Moffly said it was the time to do it since everything is focused on the budget. She offered to amend the motion. Mr. Fraser told Mrs. Moffly it wasn't practical to approve something without the cost. She agreed to move forward to investigate the cost and said the auditing firm should be hired by the Board, not the district so they'd be accountable to the board. Mr. Ascue said it wasn't a bad idea and was discussed by the Finance and Audit Committee. Mrs. Moffly said she would contact the three groups and bring back a cost. Mrs. Kandrac said she asked all county board candidates in 2010 what they thought about an audit and it's in the minutes. Rev. Collins supported the idea. Mrs. Moffly said approving this budget approves all employment. A lot of new hires are in the wings. She was glad to see some reductions, but she wanted to postpone giving new hires an increase because legislators are working on pension reform. Mr. Bobby asked her if it meant not hiring new staff for a week. He said he read proposal and everything would start July 1st. That is not a big issue. Dr. McGinley said all new employment is July 1st. No new hires should happen before that time. She also said the board is responsible for new hires. Mr. Bobby said teacher contract renewal was approved. All others hired are not brought to the board for approval. Mrs. Moffly said they should also come to the Board. Mr. Fraser said district's hiring process already addresses what Mrs. Moffly requested.

However, Mr. Fraser suggested Performance Audit concept be brought back to the board on the July 23, 2012 agenda.

Rev. asked who district level administrators report to. Mr. Bobby said some report to him, Dr. McGinley and others. There are no building based administrators in this group. Dr. McGinley said working on framework with the consultant group. Rev. Collins said since behind on steps for employees. He asked that all are current before Performance Reviews are addressed. Mr. Bobby said to accomplish this, the second group of the 43 employees would have to be placed on hold and another pot of money would have to be identified which is not cost neutral. Rev. Collins asked how much cost for performance would be based on. MB said there would be a cap if goals for evaluation was reached down to no performance reached.

Mr. Thomas asked about the millage rate for next year. Mr. Bobby said board would have to approve it. Mr. Thomas asked if no step was considered, would there be a need for the millage exchange. Mr. Bobby answer was no. He said regardless of whatever modest number that is considered, they should also be a millage exchange at some level. That just addressed the immediate need but there is a long term need to be addressed.

Dr. McGinley said the responsibility of the leadership is to continue to make academic progress. If employees are continuously asked to sacrifice, may lose more good employees. There have been cuts, furloughs and people are working hard. Would be asked to sacrifice quality of work if not considered. 2 steps won't make people whole; it would take 3. Mr. Bobby shared salary increases for Dorchester and Berkeley for 2009 – present. He said CCSD is not keeping pace with neighbors. He asked Mrs. Susan Haire where she is going and said she is not the only person the district has lost to nearby counties.

Mrs. Green called for the vote on the recommendation to approve the 2012-13 budget at 7:27pm.

*Mrs. Coats stated for the record that on March 12, 2012 the Board approved the Comprehensive Audit Plan with the various audits the district plans to do. It is on the operations page. The vote was 8-0. The minutes were approved February 27, 2012.

- Mrs. Moffly motion that was seconded by Mrs. Kandrac to pull the pay for performance from the current budget until reviewed in Policy Committee and confirmed that there are no financial obligations. The vote failed 2-7 (Kandrac and Moffly supported the motion).

Mrs. Kandrac asked about ECD on page 41. Ms Terri Shannon Said self contained early child development. Mrs. Kandrac asked about pages 148-9 word "Homes". Mr. Bobby said there are different types of taxpayers. Mrs. Kandrac also said when one abstains, they must provide a letter. She mentioned Mrs. Coats working for an entity and references from entity being removed from the budget. Mrs. Coats said last year she worked last year at Budget Time an entity mentioned in the budget and she is no longer there. Mrs. Kandrac said the budget included funds for a pending lawsuit which included someone on the board. The individual should recuse his/herself because would be paid for money in this budget. She said to approve the amount would mean paying for counsel.

At 7:37p.m. Mr. Ascue moved, seconded by Mrs. Green to close debate. Since the vote was 5-4 (Collins, Kandrac, Moffly and Thomas opposed), Mr. Fraser announced that a 2/3rd vote was required. Therefore, the discussion continued because the vote did not carry by vote.

At 7:35pm Mr. Ascue left and returned at 7:36pm.

Mrs. Kandrac said she did not have enough time to review the Board budget book since was delivered on Friday and she did not receive a call to let her know it was being delivered. Mrs. Kandrac inquired about the pictures used on the Vision 2015 brochure and asked if they were CCSD students. She went on to say that every year, since she has been on the board, she has requested a line-by -line budget that shows every amount that is spent. She is bothered her that staff told her they did not have enough time to get it done. Mrs. Kandrac requested a full book for next school year.

Mrs. Moffly inquired about No Child Left Behind money included in budget on page 59 that supports Communities in Schools (CIS). Mr. Bobby said school based funds could be used to pay for CIS. Then he asked Mrs. Michele English Watson to address what is being done differently this year. Mrs. English Watson said that all of the funds did not come from Title I. Three major grants were written funds CIS also schools can use school wide funds for CIS.

In response to a question Rev. Collins asked about the accounting code, Mr. Bobby said he would provide the board with a list of accounting codes.

11.2: MBE Utilization Plan – Mr. Bobby/Mr. Feil

A recommendation to approve the Minority Business Enterprise Utilization Plan.

This item was pulled. No action was taken.

11.3: St. Andrews Middle HVAC Project Energy Management System (EMS) Controls – Mr. Bobby

A recommendation to approve the installation of EMS controls to the current St. Andrews HVAC Replacement Project that was previously approved by the board.

Mrs. Coats moved, seconded by Rev. Collins approval of the recommendation to add installation of the EMS controls to the current St. Andrews HVAC Replacement Project that was previously approved by the board. The cost is \$82,950 and the funding source is FY13 FCO Contingency or Project Savings.

11.4: Career & Technology Academy – Early Site Package – Mr. Bobby

A recommendation to award a contract for Career and Technology Academy – Early Site Package (Solicitation #12-SMG-B-007).

Rev. Collins moved, seconded by Mr. Ascue, approval of an award contract for Career & Technology Academy – Early Site Package (Solicitation #12-SMG-B-007) to Gulfstream Construction Company for the base bid, in the amount of \$1,492,563.00. The funding source is the one cent sales tax revenues. The vote was 6-3 (Kandrac, Moffly and Thomas opposed).

Mrs. Moffly object to the large Wando Middle College and said it is growing a school. She read from the Moultrie News which mentions security gates that would be manned daily.

XII. NEW BUSINESS

1. Mrs. Moffly added Student Code of Conduct, Performance Audit, TIF for Kiawah, Ed Specs revised 2011
2. Mrs. Kandrac added SRO Report, Response to Employee Accident Request & Drug and Alcohol Testing

Since there wasn't any further business to come before the board, the meeting adjourned at 7:49 p.m.