HORRY COUNTY BOARD OF EDUCATION

M I N U T E S

BOARD WORK SESSION

September 9, 2019
District Office
335 Four Mile Road
Conway, SC 29526

Board of Education

Ken Richardson
John Poston
Chris Hardwick
David Cox
Janet Graham
Janice Morreale
Neil James
Ray Winters
Shanda Allen
Sherrie Todd
Helen Smith

Horry County Schools Staff

Velna Allen, Mary J. Anderson, Gretchen Ayers, Daryl Brown, Joe Burch, Edi Cox, Kenny Generette, Marie Holden, Kim Inman, Candace Lane, Rick Maxey, Norman McQueen, Heidi Oates, Mark Porter, Mariah Reiss, Lucas Richardson, Donna Satterley, April Scott, Kelly Wilson, Kristin Wilson, Mark Wolfe

As required by SC Law 30-4-80, local news media were informed of the date, time, place, and agenda of this meeting. Copies of the agenda were posted at the District Office and distributed to schools for posting.

5:00 PM - Board Dinner, District Office - Room C107

1. OPENING - September 9, 2019 - 6:00 PM - CALL TO ORDER

Chairman Richardson called the meeting to order at 6:00 P.M.

a. Invocation, Pledge of Allegiance

Mr. Winters offered the invocation and led the Pledge of Allegiance.

b. Approval of Agenda

A motion was made to approve the agenda as presented.

Moved By: Mr. James
Seconded By: Mr. Hardwick

The Board Chair did not cast a vote on this item.

Board Action: Carried Unanimously

c. Approval of Minutes

A motion was made to approve the August 19, 2019, minutes as presented.

Moved By: Mr. Cox
Seconded By: Ms. Allen

The Board Chair did not cast a vote on this item.

Board Action: Carried Unanimously

2. DISCUSSION

a. Curriculum Committee Report - Ms. Todd

Ms. Sherrie Todd, Chair of the Curriculum and Instruction Committee, presented a report on the meeting held August 26, 2019. Information presented included the new K-12 STEM Initiative and high school program options. Ms. Todd reported that the committee reviewed the course offerings and the structures at program schools to determine the impact of the increase in the number of STEM, AP, dual-enrollment, and career and technology courses offered at the base high schools.

Ms. Todd noted with the implementation of K-12 STEM district-wide this academic year, students in all the base high schools, as well as all elementary and middle schools, will have the opportunity to take STEM courses. She also observed that as the STEM course offerings increase at the base high schools, there will be a need for additional specialized STEM courses that cannot be offered at the base high schools because of enrollment numbers and the cost of offering these courses at each school.

Ms. Todd stated the Curriculum and Instruction Committee took into consideration course offerings, use of resources, ways to provide more opportunities for students to reach their post-secondary goals, and the needs of the school system as a whole in making a recommendation. With these thoughts in mind, the Curriculum and Instruction Committee recommended establishing the Scholars Academy as a stand-alone school. The Curriculum and Instruction Committee also recommended establishing the Academy for Arts, Science & Technology (AAST) as a program school to offer career and technology courses

and specialized STEM courses for only juniors and seniors, thus removing the freshmen-entry STEM program.

It should be noted Mr. James and Ms. Smith had concerns over athletics and academic awards should these changes be made. Dr. Maxey noted that a student enrolled in a stand-alone Scholars Academy would be allowed to participate in the athletic programs of the base high school that serves the student's residential address in the same manner as students enrolled in the District's stand-alone Early College High School. Dr. Maxey also stated that student ranking for a stand-alone Scholars Academy would be calculated the same as it is calculated in a base high school. With AAST serving only juniors and seniors, these students' athletic participation and class ranking will occur at their respective base high schools.

b. S.C. School Boards Association (SCSBA) School Law Conference - Board Members/Mr. Generette

Mr. Generette gave a report on the SCSBA Law Conference that he and several members of the Board attended. Mr. Generette noted that helpful information was shared with attendees regarding the South Carolina Freedom of Information Act (FOIA) and the Individuals with Disabilities Education Act (IDEA). Mr. Winters, who was also in attendance, shared that based upon information he received the District appears to be proactive and not reactive when addressing these matters. Mr. Generette concluded that it was helpful to learn that the District experiences challenges that are common across the country.

c. Monitoring Report: OE-3 Treatment of Stakeholders - Mr. Generette

Referencing the detailed the OE-3 report presented to the board, Mr. Generette briefly explained the means by which the superintendent engages with stakeholders including community members, parents, staff, and students.

d. Comprehensive Employee Compensation Study - Mr. Richardson

Mr. Richardson reached out to Mr. Hardwick, Chairman of Finance Committee, and Mr. Cox, Chairman of Human Resources Committee, to seek their support in beginning the process of a salary study. Mr. Richardson expressed his concern over losing talented employees and his desire to establish the means to discourage employees from leaving. Mr. Poston suggested promoting employee retention through compensation packages and looking at the benefits and training. When considering the selection of a consulting firm to complete a salary study, Mr. James remarked that it is important to select not the lowest bidder but the most evaluated bidder and to consider the results they have produced from other areas, as well as the price they are going to charge us. He also noted that when we get the results, the Board needs to be willing to act on the consulting firm's recommendations and to put it into the budget going forward.

Mr. Richardson noted he wanted the consultant and the Board to understand that this salary increase would be for every employee. Mr. Richardson expressed to the Board that he agreed with Mr. James in that he would like every Board member to be ready to act upon the results of the study. Mr. Richardson stated the Board should be prepared and ready to move forward with the support of Human Resources and Finance Committees.

Dr. Maxey commented on the importance of the salary study, as the District has talented employees that we want to retain in our system. Dr. Maxey stressed the value of ensuring the District is competitive in salaries not only in our area but across the state as well. Dr. Maxey concluded that the District will need to move forward soon on a solicitation to select a firm to conduct the study if the results are to be considered for implementation in the next budget cycle.

e. Superintendent's Report

1. Post-Hurricane Dorian Report

Dr. Maxey shared information regarding HCS preparation before, during, and after Hurricane Dorian. Dr. Maxey noted that schools designated by Horry County Emergency Management as shelters were staffed by our employees (principals, custodians, and nutrition services) ensuring the shelters were open and operating around the clock. Dr. Maxey noted that Facilities employees spent 245 hours getting buildings ready before the storm in order to reduce damage to property, including preparing approximately 700 sandbags. During the storm, five schools were opened as shelters Monday through Friday, with one of those shelters designated by DHEC to serve evacuees with special needs. All five shelters served three meals a day with the highest number of evacuees being 739. David Beaty, Coordinator of Safety and Security, led the District's shelter efforts, kept staff informed with weather updates, and worked as the District's liaison to Horry County Emergency Management. Dr. Maxey noted Custodial staff worked 12 hour shifts at the Red Cross Shelters from Tuesday, September 3rd, until the last shelter closed on Friday, September 16th. Over the 4 days of shelter operations, District Nutrition Services prepared and served approximately 3,900 meals to evacuees, school, and Red Cross staff.

Dr. Maxey noted following the storm, all shelters were cleaned and disinfected. Post-event operational and damage assessments were conducted by campus administrators and Facilities personnel. Transportation employees checked roads for flooding and accessibility. Though the impacts of Hurricane Dorian on District facilities was minimal, Dr. Maxey stated that 173 work orders were submitted with issues such as rain leaks, wet ceiling tiles, and HVAC. Dr. Maxey thanked all

employees who took time away from their own families to serve the community during this time of need.

2. Make-up Day Schedule

Dr. Maxey noted that HCS will use days already established without impacting holidays to make up for days lost during Hurricane Dorian. HCS Schools were closed from September 3rd-6th, 2019. The following days will be used as make-up days: October 14th, October 15th, January 17th, and February 18th. Dr. Maxey expressed how fortunate that the overall the effects of Dorian were not like the ones experienced with Hurricane Florence.

Dr. Maxey noted that January 16, 2020, will now be a full day, and January 17, 2020, will be a half day with a 2.5 hour early dismissal for students. With these alterations to the student calendar, for grading purposes, the first semester will now end on January 17, 2020, instead of January 16, 2020. February 17, 2020, will be a Teacher Work/Staff Development Day and a Student Holiday, unless a make-up day is required due to a future school cancellation.

3. Preliminary Report on Day 10 Student Enrollment

Dr. Maxey asked Mr. Joe Burch, Coordinator of Planning, to present the findings of the Day 10 student enrollment data. Mr. Burch shared that this year the District is up 653 students from this time last year, with a total of 45,132 students compared to last year's enrollment of 44,479 students. Mr. Burch reminded everyone that that this number is not the number that District uses for budgeting purposes, as that more stable benchmark is the 45-Day Average Daily Membership (ADM) total. Mr. Burch stated that the District continued to see larger numbers in middle schools with 420 students, robust numbers in high schools with 152 students, whereas elementary numbers flattened this year with growth of 81 students. Carolina Forest attendance area showed the largest growth numbers, with 413 more students as compared to this time last year. The St. James cluster comes in second, with 130 more students. The program schools showed a small decline in students.

Ms. Morreale asked if the Day 10 number was an HCS benchmark or a state benchmark. Mr. Burch stated it was an Horry County benchmark. Mr. Burch noted that the 45-Day ADM and 135-Day ADM reports were state benchmarks. Ms. Morreale then asked if staffing was based on these numbers at the Day 10 mark. Dr. Maxey stated that enrollment reviews were looked into early and again after Labor Day. Dr. Maxey also noted that the administration is comfortable with staffing based upon the enrollment numbers reviewed at those times.

4. STEM Spotlight

Dr. Maxey shared a video highlighting the District's STEM initiative by focusing on interviews of elementary school STEM teachers taking part in trainings prior to the beginning of school. Dr. Maxey stated he would work to keep this in front of employees and the Board and, again, thanked the Board for funding these STEM opportunities for all of our District's students.

3. ADJOURN BOARD WORK SESSION AND CONVENE SPECIAL-CALLED MEETING

A motion was made by Mr. James and seconded by Ms. Graham to adjourn from the Board Work Session and convene a Special-Called Meeting.

Moved By: Mr. James
Seconded By: Ms. Graham

The Board Chair did not cast a vote on this item.

Board Action: Carried Unanimously

4. EXECUTIVE SESSION

a. Receipt of Legal Advice in Regards to Current Litigation

A motion was made to move into Executive Session at 7:02 PM.

Moved By: Mr. Hardwick
Seconded By: Ms. Graham

The Board Chair did not cast a vote on this item.

Board Action: Carried Unanimously

5. BUSINESS

A motion was made to adjourn the Executive Session and move into the Business portion of the Special-Called meeting at 7:28 PM. It should be noted that Mr. Winters and Ms. Morreale recused themselves from Executive Session. Mr. Richardson noted that no votes were taken in Executive Session.

Moved By: Mr. Hardwick
Seconded By: Ms. Smith

Board Action: Carried Unanimously

a. Advisory Board Members - Board Members

There were no Advisory Board appointments.

6. CONSENT

a. Personnel Recommendations As Required by Law

b. Education Fund Allocation – District 2

c. Education Fund Allocation – District 7

A motion was made to approve the Consent Agenda as presented. The Board Chair did not cast a vote on this item.

Moved By: Mr. Winters
Seconded By: Mr. Hardwick

Board Action: Carried Unanimously

7. ADJOURNMENT

A motion was made by Mr. Hardwick and seconded by Ms. Smith to adjourn the meeting at 7:28 PM.

Moved By: Mr. Hardwick
Seconded By: Ms. Smith

The Board Chair did not cast a vote on this item.

Board Action: Carried Unanimously

a. UPCOMING MEETING(S)

1. Board Development Retreat, September 16, 2019, 3:00 PM, C300

2. Facilities Committee Meeting, September 23, 2019, 4:00 PM, C300

3. Board Meeting, September 23, 2019, 6:00 PM, Board Room

Heidi Oates

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Heidi Oates

Executive Assistant to the Superintendent and Horry County Board of Education