HORRY COUNTY BOARD OF EDUCATION

M I N U T E S
BOARD MEETING
District Office
February 22, 2016

The following persons were present:

Board of Education

Joe DeFeo, Chairman	Holly Heniford	Pam Timms
David Cox	Neil James	Sherrie Todd
Jeffrey Garland	Janice Morreale	Ray Winters
Janet Graham	John Poston	

Horry County Schools' Staff

Mary Anderson	Kristin Dowling	Ben Prince
Terra Bodkins	Kenny Generette	Lucas Richardson
Robin Bolling	Roger Gray	Scott Scrivner
Daryl Brown	Teal Harding	Heather Sheehan
Dottie Brown	Traci Hogan	Angie Smith
Dena Chatfield	Charles Hucks, Jr.	Rhonda Snowden
Carolyn Chestnut	Rick Maxey	Judy Stall
Edi Cox	Norman McQueen	David Stoudenmire
Samantha Coy	Boone Myrick	Tammy Trulove
David Cupolo	Beverly Pilkey	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.

1. OPENING FEBRUARY 22, 2016, AT 6:00 P.M. – CALL TO ORDER

A. Invocation
Chairman DeFeo called the meeting to order. Mr. James offered the invocation.

B. Presentation of Colors, Pledge of Allegiance
North Myrtle Beach High School Navy JROTC presented the colors and led the Pledge of Allegiance.

C. Approval of Agenda
An item will be added under Facilities for discussion today and will be brought to the Board at a later date for a vote. A motion was made by Mr. Cox to approve the agenda with the noted item being added. The motion was seconded by Mr. James and carried unanimously. The Board Chair did not cast a vote on this item.

D. Approval of Minutes – February 8, 2016
A motion was made by Ms. Timms and seconded by Mr. Cox to approve the February 8, 2016, Minutes as presented. The motion carried unanimously. The Board Chair did not cast a vote on this item.

2. RECOGNITIONS

A. Ocean Bay Elementary School Students Named to the South Carolina Elementary Honor Choir
Scott Scrivner, Music Teacher for Ocean Bay Elementary, along with Ben Prince, Principal of Ocean Bay Elementary, recognized the Ocean Bay Elementary students who have been named to the South Carolina Elementary Honor Choir.

B. Advanced Placement BC Calculus Top Scorer – John Mastroberti
John Mastroberti, a Carolina Forest High student who attends the Scholars Academy, was recognized for being one of 11 people in the world to have earned a perfect score on the Advanced Placement BC Calculus exam.

3. PUBLIC COMMENTS

Billy Skipper – Mr. Skipper signed up to address the Board in advance of the meeting. When called, he did not come forward.

Abdullah Mustafa – Addressed the Board regarding fairness for Title I schools.

PC Pitstop – Mr. Rob Cheng addressed the Board regarding computer anti-virus software that is available through his company. A handout was given to Board members.

4. DISCUSSION

A. Facilities Committee Report – Mr. James
Mr. James stated that the Facilities Committee met earlier in the afternoon and he shared a summary of the items discussed. The item that was added to the agenda as a Business item for discussion involves a need for additional funds in the amount of $581,000 to cover additional equipment needs for the 2015-16 year. Mark Wolfe shared the specifics of the request, which includes needs in the areas of fleet vehicles, building services, and maintenance equipment. The current annual budget for maintenance equipment is $28,409. This limited budget does not permit the purchase of commercial grade equipment that will allow our employees to perform their jobs.

Mr. James added that this recommendation comes from the Facilities Committee to present to the Board for a vote at the next meeting. Mr. James also shared that supporting information will be provided to Board members along with their packet for the next meeting. In clarification of the summary, an additional $581,004 is being requested, which is in addition to the $454,543 that was budgeted for equipment. Mr. James noted that it was requested in the Facilities Committee meeting that information on the budget and the timeframe be shared so the Committee members can see how the budget has been modified over the years. As for a funding source for this request for the additional $581,004, Mr. James recommends this come from the excess capital project funds. If this is approved, it will leave approximately $1.3 million. Mr. Poston asked if it might be helpful for the Finance Committee to look at this when they meet this week to determine if this would be the best use of those funds to take it out of the contingency or to see if there are other funding sources. This appears it will be a budgetary item and not a one-time expense. Therefore, it may be advantageous to look at this from a budgeting standpoint. Mr. Garland, Chair of the Finance Committee, agreed for this to be added to the Finance Committee agenda.

Mr. DeFeo asked that the requested information be provided in an email to Board members if this request is time sensitive and needs to be on the next Board agenda.

B. Construction Update – Mr. Ferris
Mr. Robbie Ferris of First Floor and Mr. John Richards of Thomas & Hutton Engineering, provided a construction update for the Board. Slides showing changes that have been made to the design were shared. An itemized list of the changes will be provided soon. Mr. Ferris stated that the changes that have been made are for the better and have been made without a change order. Mr. Richards gave an update on the land disturbance and permitting process for the school sites.

C. Multi-tier Recommendation Process for At-will Employees – Ms. Anderson
Ms. Anderson stated that at the last Board meeting, administration was asked to bring back an explanation of the process being proposed regarding at-will employees, as well as some additional information that was shared with Board members via the Board update. The at-will recommendation form that was shared lists six categories. Mr. James asked if any of the areas were weighted. As of this time, no weighting has been assigned to the justifications. Ms. Anderson reviewed the document and explained the process. This information is being brought to the Board as a result of a request from Board members for the District to look at the recommendation process that we have as relates to at-will employees and to develop something that is specific in terms of what the recommended employee brings to the position. This document will allow us to articulate those justifications for recommending the return of an at-will employee. Mr. Cox shared that the Human Resources Committee will be meeting again on March 8th, and thereafter will bring a final recommendation to the Board.

D. State-wide Teacher Salary Data – Ms. Anderson
Teacher salary data for South Carolina was provided. Ms. Anderson noted that Horry County ranks third in the category of beginning teacher salaries. However, if you look at the comparison from the top paying district to the lowest paying district, there is only an approximate $5,500 difference. If proportioned out over 24 pay periods, it equates to approximately $115 difference. Ms. Heniford noted that on the final step of the Bachelor's, Horry County is significantly higher, adding that she feels it is important to maintain our skilled employees who contribute so much, and that retraining employees is quite costly. Ms. Anderson shared that statistics reveal that we lose many teachers in the first five years, and that our job is not just to recruit them, but also to retain them. Ms. Heniford shared that she feels it is a good investment to maintain our teachers. Mr. DeFeo shared that he does not see that salaries are particularly a problem, but that there is not enough teachers graduating. Ms. Heniford shared that she has some ideas regarding recruiting, and for example, we need to consider the cost of living in this area, as housing is extremely expensive here. We may need to look at giving some type of housing allowance. Ms. Heniford will plan to attend the upcoming Human Resources Committee meeting to share her ideas.

E. Transportation Fuel Expenditures – Mr. Brown
Mr. Brown shared that at our previous Board meeting, administration was asked to gather information regarding our fuel expenditures. A report, which only covers our District-owned buses, was provided. The majority of our buses our funded through the State and we do not have that information available to us. Mr. Poston asked about a pilot program, bio-diesel, which was approved a few years ago. He requested a report on the bio-diesel pilot. Mr. Brown will research this and provide information to the Board. Mr. James asked how frequently we look at the cost for the use of the activity buses and make rate adjustments accordingly. Mr. Brown will check on this and provide the requested information.

F. Superintendent's Report

1) South Carolina School Boards Association Annual Convention – Dr. Maxey acknowledged the opportunity he had this past weekend to attend the SCSBA Annual Convention along with several Board members. Valuable information was gained. The session that grabbed Dr. Maxey most was the session by CERRA, which shared information on the declining number of persons enrolling in education programs. Dr. Maxey gave Board members who attended an opportunity to share their comments regarding their experience at the Convention.

2) Relocation of HCS Adult Education (Myrtle Beach Site) to HGTC – Grand Strand Campus – Dr. Maxey shared that our District is very appreciative of the opportunity given to allow us to relocate our Myrtle Beach site of Adult Education to the Grand Strand Campus of HGTC. We have enjoyed a great working relationship with President Wilson over the years, and we certainly wish to maintain that. They have welcomed us and Ms. Carter says that it has been a great experience. The transition was made this past week. This is the kind of partnership that we need to have in our community. We will certainly return the favor to HGTC and Coastal should the need arise.

3) HCS Job Fair – March 5, 2016 - The HCS Job Fair will take place on Saturday, March 5th, from 9:30 a.m. until 2:45 p.m. at Conway High School. At the present time, we have 429 participants from 21 states registered.

5. EXECUTIVE SESSION

A. Update Regarding Network Security
B. Discussion of Contractual Arrangements Concerning Legal Services
C. Discussion of the Employment of Personnel

A motion was made by Mr. Cox and seconded by Ms. Morreale to enter into Executive Session for discussion of the above noted items. The motion carried unanimously and the Board moved into Executive Session at 7:20 pm. The Board Chair did not cast a vote on this item.

RETURN FROM EXECUTIVE SESSION

A motion was made by Ms. Heniford and seconded by Mr. James to return from Executive Session. The motion carried unanimously and the Board returned to open session at 8:35 pm.

6. CONSENT AGENDA

A motion was made by Ms. Heniford and seconded by Mr. Winters to approve the Consent Agenda items as follows:

A. Personnel Recommendations as Required by Law
B. Monitoring Report: R-4 Social Studies
C. Monitoring Report: OE-4 Personnel Administration

The motion carried unanimously and the Consent Agenda items were approved as presented. The Board Chair did not cast a vote on this item.

7. ADJOURNMENT

A motion was made by Mr. Cox and seconded by Ms. Graham to adjourn. The motion carried unanimously and the meeting adjourned at 8:38 p.m. The Board Chair did not cast a vote on this item.

BOARD SELF-ASSESSMENT RESULTS

A summary of the responses follows.

Respectfully submitted,



Rhonda Snowden
Executive Assistant to the Superintendent and
Horry County Schools' Board of Education

Approved: _____

Board Performance Indicators - 9 Responses

5= strongly agree, 4 = agree, 3 = neither agree nor disagree, 2 = disagree, 1 = strongly disagree

	February 22, 2016 *Date*
Agenda	
Reports are clear, well prepared and provide adequate information for decision making.	**31 / 3.88**
The majority of agenda items focus on our core purpose.	**35 / 4.38**
Meetings	
Our meetings are businesslike, results-oriented and we function like a team.	**36 / 4.50**
Our discussions are cordial and well balanced (not dominated by just a few members.)	**38 / 4.75**
Community	
Board members make reasonable efforts to inform themselves about education through school visits, professional meetings and outside reading.	**33 / 4.13**
Board members meet reasonable expectations of involvement by participating in school and other public meetings as representatives of the Board.	**33 / 4.13**
Board members efficiently address issues and concerns brought to them by the public.	**35 / 4.38**
Superintendent Relationship	
The Board seeks and values the input of the Superintendent as issues are discussed and decisions are made.	**39 / 4.88**
Work / Policies	
Board decisions are based on thoughtful analysis of available information.	**36 / 4.50**
Board members balance the issues of their district with the needs of the entire school district.	**34 / 4.25**
The Board places emphasis on building consensus among members through open and honest communication.	**35 / 4.38**

Comments:

1. Missing Facilities documents on Granicus make it difficult to have effective discussion items (4.A and 4.B)

2. Public concerns should vet through staff if possible rather than Board members referring them to public comments.