

**Vision 20/20:** A world-class rural school district. Demonstrating our **BEST.**  
 Behave Responsibly  
 Exceed Expectations  
 Scholarship First  
 Team work always!



## Minutes

### HAMPTON COUNTY SCHOOL DISTRICT 2 BOARD OF EDUCATION

REGULAR MEETING

7/17/18

District Board Room

Estill, SC 29918

**Mission:** The mission of Hampton County School District 2 is to provide a rigorous personalized learning environment of academic excellence that prepares *Each Child, Each Day*, and in *Every Classroom* to be **college/career** and **citizen** ready with no excuses.

#### 6:00 p.m. EXECUTIVE SESSION

John Gordon made motion to enter Executive Session. Mary Ann Atkins seconded the motion. The motion was carried. **Motion passed by unanimous consent, (5/0).** Mary Ann Atkins made motion to come out of Executive Session. John Gordon seconded the motion. **Motion passed by unanimous consent, (5/0).**

- Legal Matters
- Student Matters
- Human Resources

#### 7:00 p.m. REGULAR BUSINESS MEETING

| Time     |  |
|----------|--|
| 2 mins.  | <b>1.0 CALL TO ORDER</b> <ul style="list-style-type: none"> <li>▪ <b>Statement of Media Notification</b><br/> <i>In accordance with the S.C. Freedom of Information Act, Section 30-4-80(e), South Carolina Code, 1987, as amended, all local news media have been notified of the date, time, location, and agenda of the meeting to include a posting on the district's webpage.</i></li> <li>▪ <b>Approval of Agenda</b> <ul style="list-style-type: none"> <li>- Mary Ann Atkins made motion to approve the agenda. John Gordon seconded the motion. The motion was carried. <b>Motion passed by unanimous consent, (5/0).</b></li> </ul> </li> </ul>  |
|          | <b>2.0 MOMENT OF SILENCE</b>   |
| 15 mins. | <b>3.0 PUBLIC COMMENTARY PARTICIPATION</b><br>Any person may address the Board for a maximum of three minutes following the public comment card procedures. Each speaker must fill out a public comment card. The forum will be limited to 15 minutes.   |
| 5 mins.  | <b>4.0 REPORTS FROM BOARD MEMBERS</b> <ul style="list-style-type: none"> <li>• Testing Data Inquiry – Mr. Thomas Owens (<b>tabled</b>)</li> <li>• Teacher Hiring/Shortages (<b>will address during HR presentation</b>)</li> <li>• Salary Study – Mr. Owens concerns about the salary study.             <ul style="list-style-type: none"> <li>- The salary study should have been completed in March but did not receive until June.</li> <li>- Why salary study was completed by Renee Jeffcoat and not Scott Allan?</li> <li>- Were 3 competitive bids received for price comparison of Mr. Allan's services?</li> </ul> </li> <li>• Capital Improvement Projects – Mr. Owens concerns about the Capital Improvement Projects             <ul style="list-style-type: none"> <li>- Was there a fee for the floor plans that were presented to the Board?</li> <li>- When did the Board request actions toward building a new school?</li> <li>- Who decided to build a new school? When was the discussion discussed?</li> </ul> </li> <li>• Policy KF- Section B (Action Item)<br/>           Jacqueline Hopkins made motion for Policy KF to remain the same. Earl Choice seconded the motion. The motion carried. <b>Motion passed (4/5). Thomas Owens abstained from voting.</b> </li> </ul> |

- **Office of Finance and Operation Services – Ms. Corine Miller (10 mins.)**
  1. District Financial Report for June 2018
    - Ending balance 1, 869, 126.63
  2. Policy KF- Revision Section A
    - Add Head Start to policy under Category A. Head Start (Lowcountry Community Action Early/Head Start) is a school affiliated group
  3. Q & A from BOE Members (15 mins.)
- **Office of Administrative Services – Ms. Conchita Bostick (10 mins.)**
  1. District Vacancies Update 2018-19 school year

| Estill Elementary School Certified   | Estill Middle/High School Certified | Classified Positions           | Certified Administrator           |
|--|-------------------------------------|--------------------------------|-----------------------------------|
| Elementary Teachers <ul style="list-style-type: none"> <li>• 1<sup>st</sup> Grade</li> <li>• 4<sup>th</sup> Grade</li> <li>• 5<sup>th</sup> Grade</li> </ul> | Media Specialist                    | Bus Drivers                    | Director of Special Services (DO) |
| Media Specialist   | Secondary ELA (1)                   | Administrative Assistant (EMS) |                                   |
| Art Teacher(LTS)   | 6 <sup>th</sup> grade teacher       |                                |                                   |
| Music Teacher(LTS)   | Principal                           | Custodian (EMS)                |                                   |
|  |                                     | Paraprofessionals (EES)        |                                   |
|  |                                     |                                |                                   |
|  |                                     |                                |                                   |

2. Teacher Recruitment Strategy
  - **Continue our relationship with Colleges and Universities to meet/recruit educators prior to graduation.**
    - CERRA (Center for Educator Recruitment, Retention & Advancement)
    - Teacher Job Fair
  - **Provide recruitment incentives**
    - \$5,000 sign on bonus to be given incrementally.
      - 1<sup>st</sup> year - \$2,000.00
      - 2<sup>nd</sup> Year - \$1,500.00
      - 3<sup>rd</sup> Year - \$1,500.00
    - Student Loan Forgiveness
      - \$5,000.00 each year (up to 7 years)
    - Critical Need Recruitment
      - Sign on Bonus
      - Exempt from \$ 10,000.00 Cap
  - **Purchase and Implement Application software (Front-Line)**
    - Simplify the application process
    - Reduce response time (interviewing and hiring)
    - Gain access to the names and information of teachers who are looking for employment in our area
  - **Maintain long-term relationship with students**
    - Provide support and tracking of prospective educators
    - Promote South Carolina State University's Program For the Recruitment and Retention of Minority Teachers
    - Work Cooperatively with Estill Middle/High Guidance to encourage students to pursue a career in Education
3. Q & A from BOE Members (15 mins.)

|         |     |  |
|---------|-----|--|
|         |     | <ul style="list-style-type: none"> <li>▪ <b>Office of Student Services – Ms. Rose Choice (15 mins.)</b> <ol style="list-style-type: none"> <li>1. 2018-2019 Student/Parent Handbook Updates <ul style="list-style-type: none"> <li>- The State Department of Education provided guidance for student code of conduct. There are 3 levels of behavior.</li> <li>- We aligned our student code of conduct with the recommendation of the State Department. <ul style="list-style-type: none"> <li>• Level 1 – Behavior Misconduct</li> <li>• Level 2 – Disruptive Conduct</li> <li>• Level 3 – Criminal Conduct</li> </ul> </li> <li>- As recommended by Thomas Owens, each school handbook will have a different color.</li> </ul> </li> <li>2. Proficiency-based Course Request -1<sup>st</sup> Semester 2018-2019</li> <li>3. Band Uniform PowerPoint Presentation (see attachments) <ul style="list-style-type: none"> <li>- Mr. Hubbard presented the Board with a Power Point presentation for new Band Uniforms.</li> </ul> </li> <li>4. Q &amp; A from BOE Members (15 mins.)</li> </ol> </li> </ul> |
| 2 mins. | 6.0 | <b>CONSENT ITEMS – BOARD ACTIONS</b> <ol style="list-style-type: none"> <li>1. <b>Approval of Minutes from 5.1.2018 (Work Session), 6.18.2018 (Work Session Budget), 6.19.2018 (Regular Business Meeting), 6.21.2018 (Called BOE Meeting)</b></li> <li>2. Human Resources</li> <li>3. Policy JKE Revision - Expulsion of Students – <b>2<sup>nd</sup> Read</b></li> <li>4. Policy IKE Revision – <b>2<sup>nd</sup> Read</b></li> <li>5. Policy IKFC, IKFC-R – <b>2<sup>nd</sup> Read</b></li> <li>6. 2018-2019 Student/Parent Handbook – <b>2<sup>nd</sup> Read</b></li> <li>7. Policy KF – <b>1<sup>st</sup> Read</b></li> <li>8. Out of District Transfer Request</li> </ol>   |
|         | 7.0 | <b>EXECUTIVE SESSION (if warranted)</b>  |
| 1 min.  | 8.0 | <b>ADJOURNMENT</b>   |

November 28, 2018

**BOARD BUSINESS ACTIONS/VOTING RECORDS**  
**Regular Meeting-07/17/2018**

|   |   |   |
|---|---|---|
| That upon the recommendation of the Superintendent, the Board approves the <b>Approval of Minutes from 5.1.2018 (Work Session), 6.18.2018 (Work Session Budget), 6.19.2018 (Regular Business Meeting), 6.21.2018 (Called BOE Meeting)</b> | <b>Motion made by: Thomas Owens</b><br><b>Motion seconded by: John Gordon</b> | <input checked="" type="checkbox"/> Earl Choice<br><input checked="" type="checkbox"/> MaryAnn Atkins<br><input checked="" type="checkbox"/> John Gordon<br><input checked="" type="checkbox"/> Jacqueline Hopkins<br><input checked="" type="checkbox"/> Thomas Owens<br><b>The motion passed 5 of 5</b> |
| That upon the recommendation of the Superintendent, the Board approves the <b>Human Resources recommendation of Plan B.</b>   | <b>Motion made by: Thomas Owens</b><br><b>Motion seconded by: John Gordon</b> | <input checked="" type="checkbox"/> Earl Choice<br><input checked="" type="checkbox"/> MaryAnn Atkins<br><input checked="" type="checkbox"/> John Gordon<br><input checked="" type="checkbox"/> Jacqueline Hopkins<br><input checked="" type="checkbox"/> Thomas Owens<br><b>The motion passed 5 of 5</b> |
| That upon the recommendation of the Superintendent, the Board approves the <b>revision of Policy JKE-Expulsion of students – 2<sup>nd</sup> read.</b>   | <b>Motion made by: Thomas Owens</b><br><b>Motion seconded by: John Gordon</b> | <input checked="" type="checkbox"/> Earl Choice<br><input checked="" type="checkbox"/> MaryAnn Atkins<br><input checked="" type="checkbox"/> John Gordon<br><input checked="" type="checkbox"/> Jacqueline Hopkins<br><input checked="" type="checkbox"/> Thomas Owens<br><b>The motion passed 5 of 5</b> |
| That upon the recommendation of the Superintendent, the Board approves the <b>revision of Policy IKE – 2<sup>nd</sup> read.</b>   | <b>Motion made by: Thomas Owens</b><br><b>Motion seconded by: John Gordon</b> | <input checked="" type="checkbox"/> Earl Choice<br><input checked="" type="checkbox"/> MaryAnn Atkins<br><input checked="" type="checkbox"/> John Gordon<br><input checked="" type="checkbox"/> Jacqueline Hopkins<br><input checked="" type="checkbox"/> Thomas Owens<br><b>The motion passed 5 of 5</b> |
| That upon the recommendation of the Superintendent, the Board approves the <b>revision of Policy IKFC, IKFC-R – 2<sup>nd</sup> read.</b>  | <b>Motion made by: Thomas Owens</b><br><b>Motion seconded by: John Gordon</b> | <input checked="" type="checkbox"/> Earl Choice<br><input checked="" type="checkbox"/> MaryAnn Atkins<br><input checked="" type="checkbox"/> John Gordon<br><input checked="" type="checkbox"/> Jacqueline Hopkins<br><input checked="" type="checkbox"/> Thomas Owens<br><b>The motion passed 5 of 5</b> |

|  |   |   |
|--|---|---|
| That upon the recommendation of the Superintendent, that the Board approves the <b>2018-2019 Student/Parent Handbook – 2<sup>nd</sup> Read</b>     | <b>Motion made by: Thomas Owens</b><br><b>Motion seconded by: John Gordon</b> | <input checked="" type="checkbox"/> Earl Choice<br><input checked="" type="checkbox"/> MaryAnn Atkins<br><input checked="" type="checkbox"/> John Gordon<br><input checked="" type="checkbox"/> Jacqueline Hopkins<br><input checked="" type="checkbox"/> Thomas Owens<br><b>The motion passed 5 of 5</b> |
| That upon the recommendation of the Superintendent, the Board approve <b>adding Head Start under Category A of Policy KF – 1<sup>st</sup> read</b> | <b>Motion made by: Thomas Owens</b><br><b>Motion seconded by: John Gordon</b> | <input checked="" type="checkbox"/> Earl Choice<br><input checked="" type="checkbox"/> MaryAnn Atkins<br><input checked="" type="checkbox"/> John Gordon<br><input checked="" type="checkbox"/> Jacqueline Hopkins<br><input checked="" type="checkbox"/> Thomas Owens<br><b>The motion passed 5 of 5</b> |
| That upon the recommendation of the Superintendent, the Board approve the <b>Out of District Transfer Request.</b>                                 | <b>Motion made by: Thomas Owens</b><br><b>Motion seconded by: John Gordon</b> | <input checked="" type="checkbox"/> Earl Choice<br><input checked="" type="checkbox"/> MaryAnn Atkins<br><input checked="" type="checkbox"/> John Gordon<br><input checked="" type="checkbox"/> Jacqueline Hopkins<br><input checked="" type="checkbox"/> Thomas Owens<br><b>The motion passed 5 of 5</b> |