

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 TRUSTEES

CALLED MEETING

8/9/2018 – 6:00 pm

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.

5:30 p.m. EXECUTIVE SESSION:

Mary Ann Atkins made the motion to enter into Executive Session. John Gordon seconded the motion. **The motion was carried by unanimous consent, (4/0).** 5:40 p.m.

- Human Resources
- Student Matters

GENERAL SESSION:

1.0 Call to Order

2.0 Statement of Media Notification

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.

3.0 Approval of Agenda

John Gordon made the recommendation to approve the agenda. Mary Ann Atkins seconded the motion. **The motion was carried by unanimous consent, (4/0).**

4.0 New Business (agenda items in *italics* is noted as emergency topics for Board of Trustees consideration)

- Transportation Plan Updates - Shenna Solomon, Coordinator of Transportation
 - Increase driver pay scale by \$1.30
 - Sign on bonus of \$500
 - Safety Trainer/Coordinator
 - New drivers will be paid 6 hours plus benefits
- Consolidated Administrative Functions Proviso 1.1.02
 Wednesday, August 15, 2018, Molly Spearman will shared details of the consolidated administrative functions proviso and how it will affect our district.

5.0 Board Business Action

- Student Matters
- Human Resources - Personnel

6.0 EXECUTIVE SESSION (If needed)

7.0 Adjournment

October 3, 2018

BOARD BUSINESS ACTIONS/VOTING RECORDS
Regular Meeting-08/09/2018

That upon the recommendation of the Superintendent, the Board approves Student Services re-enrollment request of Student A and Student C for 2018-19 school year. Student B did not appear before the Board.	Motion made by: Thomas Owens Motion seconded by: John Gordon	<input type="checkbox"/> Earl Choice - absent <input checked="" type="checkbox"/> MaryAnn Atkins <input checked="" type="checkbox"/> John Gordon <input checked="" type="checkbox"/> Jacqueline Hopkins <input checked="" type="checkbox"/> Thomas Owens The motion passed 4 of 0
That upon the recommendation of the Superintendent, the Board approves Human Resources recommendation for employment of Employees 1 and 3.	Motion made by: Mary Ann Atkins Motion seconded by: John Gordon	<input type="checkbox"/> Earl Choice - absent <input checked="" type="checkbox"/> MaryAnn Atkins <input checked="" type="checkbox"/> John Gordon <input checked="" type="checkbox"/> Jacqueline Hopkins <input checked="" type="checkbox"/> Thomas Owens The motion passed 4 of 0
That upon the recommendation of the Superintendent, the Board approves the Transportation Retention/Recruitment Plan.	Motion made by: Thomas Owens Motion seconded by: Mary Ann Atkins	<input type="checkbox"/> Earl Choice - absent <input checked="" type="checkbox"/> MaryAnn Atkins <input checked="" type="checkbox"/> John Gordon <input checked="" type="checkbox"/> Jacqueline Hopkins <input checked="" type="checkbox"/> Thomas Owens The motion passed 4 of 0

Transportation Office
636 4th Street, Estill, SC 29918
Phone (803) 625-5022 Fax (803) 625-2573



PRELIMINARY PLAN FOR REGULAR ROUTE TRANSPORTATION 2018-2019

DATE	ROUTE TYPE	PREPARED BY
July 31, 2018	REGULAR & SPECIAL ED	Shenna Solomon

SUMMARY

Over the past few years' school bus driver employment with Hampton County School District 2 has been on a steady decline, making it a challenge to run the regular education and special education transportation programs.

4Y Trend:

School Year	# of Buses	# of Drivers at Beginning of Year	#of Drivers at the end of Year	# of Drivers Needed to Be Replaced
2015-2016	16	15	13	
2016-2017	13	13	11	
2017-2018	13	10	6	
2018-2019	13	*9		3

*Projection

RECRUITMENT/RETENTION STRATEGIES

STRATEG	CURRENT TRENDS			RECOMMENDATION
#1 Increase the Bus Driver Salary Scale	District		Starting Pay for driver	Increase bus driver pay scale to include a \$1.30 increase onto the current pay scale. Proposed scale attached.
	Hampton 2 Starting driver pay: \$10.20	Allendale	10.74	
		Jasper	11.32	
		Hampton One	11.22	
		Colleton	13.50	
		Abbeville	11.25	
		Anderson 3	11.38	
		Laurens55	11.26	
#2 Sign-on Bonus	Currently not offered at Hampton 2			Recommendation for a \$500 sign-on bonus to recruit new drivers for school district. This fee would be payable to driver upon successfully passing CDL training/testing and being employed by the school district. This fee would be used to recoup expenses spent associated with the following: DOT Physical (cost average \$150) CDL Permit Testing (\$25) CDL Driver Testing (\$40)

#3 Provide local training to: *Current *New *Perspective Drivers	Currently not offered at Hampton 2	Regular route driver with added duties. Duties would include safety training programs in compliance with South Carolina State laws, setting up safety programs; training programs; examining school bus drivers; and most importantly – ensuring applicants satisfy all requirements to receive their CDL. <ul style="list-style-type: none"> - 200-day employee - \$10,000 supplement added to regular driver salary Job description attached
#4 New Employees	Regular route drivers currently get 8 hours per day	6 Hours + benefits Current drivers will remain at their same hours This stipulation would affect new regular route drivers
#5 School Bus Contracting	Currently not offered at Hampton 2	2 Bus Contractors in this area of SC <ul style="list-style-type: none"> - Durham School Services - First Student Contacted both companies, first student isn't able to bring services to this area of SC. Durham is currently preparing a quote for service to Hampton 2. Timeline for quote – 8/3/18 – 8/6/18

RECRUITMENT/RETENTION STRATEGIES CONCLUSION

School districts across the country are dealing with a critical bus driver shortage. This is not a new problem, but it's an issue that is increasing in severity. Another issue is the extensive qualifications that school bus drivers must possess. New drivers who would be required to participate in training and testing need additional support in order to be successful. Offering signing bonuses, attractive benefits packages, and other incentives to draw in and keep school bus drivers are strategies that can be implemented to lessen the strain bus driver shortages create. ***That upon the recommendation of the Superintendent that the Board approves the 2018-2019 Transportation Recruitment/Retention Plan.***