

Clover School District Board of Trustees
Regular Board Meeting
October 15, 2018
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The Clover School District Board of Trustees met on Monday, October 15, 2018 at 6:00pm for executive session and open session at 7:00 pm. Board members in attendance were Chairman-Mack McCarter, Vice-Chairman-Joe Gordon, Secretary Sherri Ciurlik, members-Liz Johnson, Ginger Marr, Rob Wallace, and Jay Young.

Others in attendance were Superintendent- Dr. Sheila Quinn, Assistant Superintendent-Ken Love, Executive Director of Secondary Education and Administrative Services-Dr. Mark Hopkins, Executive Director of Instructional Services and Elementary Education-Dr. Millicent Dickey, Executive Director of Human Resources Tony Hemingway, Public Information Officer Bryan Dillon, and Board Attorney Franklin Pendleton.

In accordance with the South Carolina Code of Laws, 1976, Section 30-4-80(d), as amended, *The Enquirer-Herald*, and *The Herald* were notified of the time, date, place, and agenda of this meeting. An agenda was posted at the meeting site and on the school district Web Site.

OPEN SESSION

Chairman McCarter called the meeting to order at 6:00pm and asked for a motion to convene open session. ***The motion for open session was made by Mr. Wallace and seconded by Mr. Young. Motion carried unanimously.***

EXECUTIVE SESSION

Executive session discussions included a review of personnel recommendations and a review of the district's salary study.

A motion to suspend executive session and go into open session at 6:55pm was made by Mr. Wallace and seconded by Mr. Young. Motion carried unanimously.

OPEN SESSION

Chairman McCarter called the public open session meeting to order at 7:00 p.m. The audience was welcomed and greeted. The meeting continued with the Pledge of Allegiance and the invocation by Mr. Wallace.

The October 15, 2018 agenda was approved as printed with no objections or concerns.

The board approved the printed minutes from the September 24, 2018 meeting as written with no objections or concerns.

A motion to approve the personnel recommendations as presented by the administration in executive session was made by Mrs. Marr and seconded by Mr. Young. Motion carried unanimously.

RECOGNITIONS

Regan Zieverink

Cadet Zieverink received the Gold Valor award for her courageous and heroic actions following the Jet Ski accident involving her friend McKenna Woodhead. The Gold Valor Award is Air Force Junior ROTC's highest award and recognizes the most outstanding voluntary acts of self-sacrifice and personal bravery involving conspicuous risk of life above and beyond the call of duty. Cadet Zieverink's fortitude and valiant lifesaving actions reflect great credit upon herself, Clover High School and the United States Air Force Junior Reserve Officer Training Corps.

LuAnne Lovelace

Clover High School teacher, LuAnne Lovelace, has been awarded the Outstanding Regular Educator of the Year Award by the South Carolina Division on Career and Development and Transition. Mrs. Lovelace, who has taught Art at CHS for 14 years, was nominated for the award by Mrs. Patti Myers for her tremendous support and devotion to the disabled. Last year, Mrs. Lovelace created a therapeutic art program for students at Clover High School. She dedicates her lunch and planning period so that students are able to have opportunities to participate in Art.

Oakridge Elementary School

Oakridge Elementary School students read more than 342,000 minutes this summer, over double the amount they read last summer, to earn the title of "Best in the State" for South Carolina in the 2017 Scholastic Summer Reading Challenge for the second consecutive year. The school will be featured in the 2019 Scholastic Book of World Records and will receive a commemorative plaque and a celebration kit to commemorate the students' summer reading achievements. Students recognized were: Evan Taylor, Canyon Turner, Elizaveta Vedernikova, Zaria Mungo and Ellie Dutterer.

PUBLIC FORUM - NONE

FINANCE AND FACILITIES REPORT – MR. KEN LOVE, ASSISTANT SUPERINTENDENT, BUSINESS SERVICES

Mr. Love gave the monthly finance and facilities report for October. His report included updates on county tax notices, the auditors anticipated date in the district for the annual audit, and the athletic budget.

Mr. Love requested approval of the following recommendations on the salary study. Once approved, these recommendations are to be included in the district's accounting manual as well as the October 15, 2018 board minutes:

Recommendation #1 – Implement a uniform system of granting experience credit for all classified new hires.

- One year of credit for every prior relevant work experience in a school district setting

- One year of credit for every two years of prior relevant work experience in a non-school district setting
- No credit for non-relevant work experience
- Experience credit for degrees as follows:
 - Associate's Degree – 2 years of credit
 - Bachelor's Degree – 4 years of credit
 - Master's Degree – 5 years of credit

Recommendation #2 – Going forward with any new hire, discontinue using the National Board Teaching supplement as a factor to determine placement on the pay scale when a teacher moves into an administrative position.

Recommendation #3 – Going forward, when an administrator moves to a new administrative position that is on a lower salary scale, the administrator's pay will be adjusted to the lower scale unless otherwise approved by the Superintendent. If the salary is allowed to remain the same, it will be frozen until the individual's work experience catches up with the level of pay.

Recommendation #4 – The Superintendent will have the authority to negotiate initial administrative salaries up to 5% as a “supplement”. If the supplement is granted, the individual's salary will remain frozen until the work experience catches up with the salary.

Recommendation #5 – Award salary increases when the scales are adjusted for those individuals who are retired but have returned to work (“Working Retirees”).

The Superintendent will apprise the Board when utilizing recommendations 3 and 4.

The salary study recommendations were unanimously approved by the board as presented without any concerns or objections.

SUPERINTENDENT'S REPORTS

4-H AT BETHANY, MRS. KATHY WEATHERS- PRINCIPAL, MRS. MARGARET GUERIN-ASST. PRINCIPAL, MRS. LAURA FALLS- TECHNOLOGY COACH

The Administrative Team from Bethany gave a PowerPoint presentation on the 4-H Program. The 4-H Program includes livestock projects, healthy lifestyles projects, natural resources projects, leadership and citizenship, personal development and science, engineering and technology. The school has applied for grants and they are in partnership with the York Soil and Water Conservation District. All grade levels are involved with the 4-H project.

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CSD TRANSPORTATION SERVICES, MR. JAY DOVER, TRANSPORTATION COORDINATOR

Mr. Dover provided the board with an update on the district's transportation services for the new school year. Clover School District buses travel 4015 miles roundtrip daily and transports 6472 students. There are fifty-one (51) maintained buses and twenty (20) district owned buses. All buses are secured within a locked parking lot outside of business hours. Each state-owned route bus has a four (4) camera video system

LITERACY – MRS. JENNIFER DUNDR, ELA INSTRUCTIONAL SUPERVISOR AND DR. AMY BOWLES, EARLY CHILDHOOD INSTRUCTIONAL SUPERVISOR

Mrs. Dundr gave an overview of the CSD Literacy Framework. She stated that the purpose of the framework is to provide a district-wide guide to literacy instruction, and assist teachers in the effective implementation of the South Carolina English Language Arts Standards. This framework provides information that supports a common language, consistent practices, and expectations across each grade level within Clover School District. It also focuses on the overall goal of guiding students to become independent readers and writers. Her presentation walked the audience through an ELA Mansion.

POLICY MANUAL UPDATES – DR. MARK HOPKINS, EXECUTIVE DIRECTOR SECONDARY EDUCATION AND ADMINISTRATIVE SERVICES

Dr. Hopkins presented the following policies for second reading: **Policy AC**-Nondiscrimination/Equal Opportunity; **Policy GBA**-Open Hiring/Equal Employment Opportunity & Affirmative Action; **Policy GCE**-Professional Staff Recruitment; **Policy GCEC**-Posting & Advertising of Professional Vacancies; **Policy GCF**-Professional Staff Hiring; and **Policy GDF**-Support Staff Hiring. The policies added statements to include explicit protections for pregnancy, childbirth, and related medical conditions for all employees. ***The board unanimously approved the policies as presented for Second Reading without objection.***

Policy GCC - Professional Staff Leaves and Absences; **Policy GCO, GCO-R** - Evaluation of Administrative Staff; **Policy IHAE** - Physical Education; **Policy IHAM** - Health Education; **Policy IHBA** - Special Education/Programs for Students with Disabilities; **Policy IKFC, IKFC-R** - Employability Credential **Policy IKF, IKF-R** - Graduation Requirements, Endorsements and Pathways; and **Policy JHCB** - Released Time for Religious Instruction were all presented for first reading. ***The board unanimously approved the policies as presented for First Reading without objection.***

CERTIFICATION/ELECTION OF VOTING DELEGATES FOR 2018 SCSBA LEGISLATIVE ADVOCACY MEETING

SCSBA's annual business meeting will take place on Saturday, December 7, 2018. The Delegate Assembly is the policy-making body of the association and is composed of certified voting delegates from active board members. Clover School District has three (3) votes. ***The board unanimously approved Mr. Gordon, Mr. McCarter and Mr. Young as the voting delegates for the 2018 SCSBA Delegate Assembly and Mrs. Marr as the alternate.***

A motion to adjourn Open Session and reconvene executive session at 8:25pm was made by Mrs. Ciurlik and seconded by Mr. Wallace. Motion was unanimous.

RECONVENE EXECUTIVE SESSION

Executive session reconvened at 8:30p for discussions on superintendent's evaluation process.
Meeting adjourned at 9:30pm.

MackMcCarter, Chairman

Joe Gordon, Vice Chairman

Sherri Ciurlik, Secretary

Liz Johnson

Ginger Marr

RobWallace

James H. Young