

**ORANGEBURG COUNTY CONSOLIDATED SCHOOL DISTRICT THREE**  
**Regular Board of Trustees Meeting, 6:30 PM**  
**Board of Trustees Work Session, 7:30 PM**  
**October 9, 2018**  
**District Office Board Room**  
**1654 Camden Road, Holly Hill, SC 29059**

**AGENDA**

- I. CALL TO ORDER/PRAYER FOR BOARD TRUSTEES**
- II. APPROVAL OF AGENDA**
- III. APPROVAL OF MINUTES – September 6, 2018 and September 25, 2018**
- IV. PUBLIC COMMENTS**
- V. REPORTS (5 Minutes)**
  - A. Superintendent’s Report and Update Requested by Board – J. Gibbs-Brown**
  - B. FOR INFORMATION**
    - 1. 2018-19 Make-up Day(s)
    - 2. Budget Update – Gail Sanders
    - 3. Operations & Athletics Updates – Gerald Wright
    - 4. Transportation Update – Kevin Addison
    - 5. Preliminary Analysis and Desk Audit – Joann Lawton
    - 6. Sick Leave Bank Options – Imani Newborn
  - C. FOR APPROVAL**
    - 1. Second Reading of Policies to Address Pregnancy Nondiscrimination – Imani Newborn of  
White & Story Law Firm
      - a. Policy AC (Nondiscrimination/Equal Opportunity)
      - b. Policy GBA (Open Hiring/Equal Employment Opportunity and Affirmative Action)
      - c. Policy GCE (Professional Staff Recruitment)
      - d. Policy GCEC (Posting and Advertising of Professional Vacancies)
      - e. Policy GCF (Professional Staff Hiring)
      - f. Policy GDF (Support Staff Hiring)
    - 2. Second Reading of Revised Policies – Imani Newborn of White & Story Law Firm
      - a. Policy Section E-Support Services
      - b. Policy Section I-Instruction
      - c. Policy Section K-School-Community-Relations
- VI. EXECUTIVE SESSION**
  - A. PERSONNEL**
    - 1. Vacancies and Recommendations
  - B. LEGAL**
- VII. OPEN SESSION**
  - A. ACTION AS REQUIRED FROM EXECUTIVE SESSION**
- VIII. WORKSESSION**
  - A. CURRICULUM AND INSTRUCTION – Jesulon Gibbs-Brown**
    - 1. Consultant – Michelle Myers
    - 2. Accountability and Assessment – Loretta Washington
- IX. ADJOURNMENT**

**ORANGEBURG COUNTY CONSOLIDATED SCHOOL DISTRICT THREE**  
**Regular Board of Trustees Meeting**  
1654 Camden Road  
Holly Hill, SC 29059  
October 9, 2018  
6:30 P.M.

The Board of Trustees of Orangeburg County Consolidated School District Three met on Tuesday, October 9, 2018 at 6:40 P.M. The following individuals were present: Board Chair Vernell Goodwin, Vice Chair Dennis White, Parliamentarian Kenneth Hilliard, Secretary Catherine Shuler, Board Member Barbara Butler, Board Member Betty Pelzer, Board Member Alice Pickney, Superintendent Jesulon Gibbs-Brown, Associate Superintendent Gerald Wright, Human Resource Director Joann Lawton, Federal Programs Director Janice Rivers, Accountability and Assessment Director Loretta Washington, Business Manager Gail Sanders, Board Recording Secretary Gloria Middleton, Kevin Addison, Director of Transportation/Food Service. Liana Calloway, Director of Special Services, Principals Kelvin Lemon, Robert Hemby, Keonia Gilliard, Dr. Derrick James, Latonya Durant, Sharon Wilson, Mental Health representative Shaunette Lloyd, District Attorney Lonnese Williams of White & Story Law Office, representative from Holly Hill Observer newspaper, District staff and community members.

In accordance with the SC Code of Law, 1976, Sections 90-4-9 (d) as amended, notices were given to the Times & Democrat and Holly Hill Observer/The Striper newspapers of the time, date and place of the meeting.

**CALL TO ORDER/PRAYER FOR BOARD TRUSTEES**

Chair Vernell Goodwin called the meeting to order and Kenneth Hilliard prayed for Board Trustees.

**APPROVAL OF AGENDA**

Barbara Butler made a motion to approve the agenda. Catherine Shuler seconded the motion and the vote was in favor.

**APPROVAL OF MINUTES**

Catherine Shuler made a motion to approve the minutes for September 6, 2018 and September 25, 2018. Alice Pickney seconded the motion and the vote was in favor.

**PUBLIC COMMENTS**

There were no comments.

**SUPERINTENDENT'S REPORT AND UPDATE REQUESTED BY BOARD – J. Gibbs-Brown**

Dr. Gibbs-Brown thanked Gerald Wright and Kelvin Lemon for their support in organizing tailgating activities for homecoming.

Dr. Gibbs-Brown shared information she received on a conference call from the County regarding early release on Wednesday (October 10, 2018) and the closing of schools on Thursday (October 11, 2018) due to tropical storm Florence.

The Consolidation Transition Meeting was held in Orangeburg Three at Lake Marion High School on October 4, 2018. The meeting at Orangeburg 4 was canceled due to tropical storm Florence. The next meeting was scheduled for October 18, 2018 at Orangeburg Five.

Shaunette Lloyd of Mental Health was present at the meeting, and Dr. Gibbs-Brown informed the Board that Mental Health received a grant and would like to work in partnership with the District.

Other highlights regarding Dr. Gibbs-Brown's participation in school and community events for the period of May 9, 2018 - June 8, 2018 include: (a copy is included in these minutes):

- Midlands Superintendents' Meeting
- Leadership Orangeburg Presentation
- Principals' Meeting
- Accountability & Assessment Meetings with Faculty & Staff
- Orangeburg County School District Transition Committee Meetings
- Department of Mental Health Social Worker Grant Planning
- Scholastic Data Teams Training Meeting w/Principals
- Dinner with Football Team
- Office Homecoming Luncheon
- Homecoming Parade, Tailgating & Football
- County Delegation Meeting
- Data Deep Dives at SCASA
- County Emergency Preparedness Call

#### FOR INFORMATION

#### 2018-19 MAKEUP DAY(S)

This discussion was moved under items for approval.

#### BUDGET UPDATE

Gail Sanders gave the budget report for September 1, 2018 through September 30, 2018. Total revenues were \$1,224,659.19 and total expenditures were \$2,066,085.76 (a copy is included in these minutes).

#### OPERATIONS & ATHLETICS UPDATES – Gerald Wright

Gerald Wright informed the Board that the demolition project was near completion.

During the hurricane, they did normal preparation for anticipated rain, wind, and possible tornadoes.

Emergency plans such as active shooter drills, first aid stop the bleed, procedures for handling visitors, school and district emergency management teams training, and pre-crisis intervention team have been updated.

Games canceled during inclement weather were Hampton on October 11, 2018 (volleyball) and Hampton on October 12, 2018 (football).

Tailgating at homecoming went very well and the support from the community was great. Traffic congestion was quickly resolved and it was an enjoyable evening for everyone (a copy is included in these minutes).

Chair Goodwin reminded Gerald Wright that winter sports are coming up soon and they need to plan accordingly.

**TRANSPORTATION UPDATE – Kevin Addison**

Mr. Addison told the Board that when winds are 30-40 mph, that determines if it is safe to operate school buses (a copy is included in these minutes). He also informed the Board that applicants who expressed an interest in driving bus for the District again would have to be re-certified because their names are no longer on the list of certified drivers.

**Preliminary Analysis and Desk Audit – Joann Lawton**

Joann Lawton told the Board that we have to apply for accreditation compliance by October 15, 2018. The Analysis forms come back in January and is due back to the State Department by February. There are deficiencies that need to be resolved in order for the District/Schools to meet standards.

The desk audit is reviewing paperwork to see if they are submitted on time, i.e., meeting calendars, school renewals, district calendars, master schedules, comprehensive health plans, black history programs, etc. They are uploaded to the State Department and a report is e-mailed to Board Members.

An updated list of new employees is included in these minutes.

**Sick Leave Bank Options**

Signing-up for the Sick leave bank is usually done during open enrollment and employees would have to apply for membership. It may also require a grace period before you become a member, require a committee to make decision, and give employees an option to appeal.

Sick leave donation is volunteer, there is no committee, and human resource can make decisions.

The tax implications are that all employees should be able to apply, and individuals receiving days from the bank would have to claim it as income. This discussion was tabled until later.

**SECOND READING OF POLICIES TO ADDRESS PREGNANCY NONDISCRIMINATION -**

**Lonnese Williams of White & Story Law Firm:**

- AC – Nondiscrimination/Equal Opportunity
- GBA – Open Hiring/Equal Employment Opportunity
- GCE – Professional Staff Recruitment
- GCEC – Posting and Advertising of Professional Vacancies
- GCF - Professional Staff Hiring
- GDF – Support Staff Hiring

There were no changes since the first reading.

- Section E – Support Services (28 sections)
- Section I – Instruction (66 sections)
- Section K – School-Community-Home Relations (23 sections)

Sections E and K had no changes since the first reading,

Changes in Policy I are as follows:

- Languages were removed and/or vetted by the review team or Director of Special Services in Policies IHAM, IHBA, IKA-R, IKR, IKF and IKFC. Some may have or did not have changes made (copies are included in these minutes).

**FIRST READING OF A NEW POLICY – Lonnese Williams**

- IKC – Class Ranking

Betty Pelzer made a motion to approve the second reading of policies AC, GBA, GCE, GCEC, GCF, GDF, Sections E, I, & K. Alice Pickney second the motion and the vote was in favor.

Vernell Goodwin made a motion to approve the first reading of policy IKC. Betty Pelzer seconded the motion and the vote was in favor.

Catherine Shuler made a motion to go in to Executive Session to discuss Personnel – Vacancies/Recommendations and Legal matters. Kenneth Hilliard seconded the motion and the vote was in favor.

**EXECUTIVE SESSION**

Barbara Butler made a motion to reconvene in Open Session. Catherine Shuler seconded the motion and the vote was in favor.

**OPEN SESSION**

We have to make-up 4 days from Hurricane Florence and November 6, 2018 (Election Day) cannot be used. October 23, 2018 is a Teacher Workday that will be used as an early dismissal day in the morning and Parent-Teacher Conference in the afternoon. This will be discussed at the next meeting.

Sick Leave Bank/Donation will be discussed at the next Board Meeting.

**ACTIONS AS REQUIRED FROM EXECUTVE SESSION**

1. Betty Pelzer made a motion to hire Candidate A as Athletic Director at Lake Marion High School pending the results of SLED report, credentials and references. Kenneth Hilliard seconded the motion and the vote was in favor.
2. Dennis White made a motion to hire Candidate B as J.V. Softball coach. Barbara Butler seconded the motion and the vote was in favor.

WORKSESSION**CURRICULUM AND INSTRUCTION – Jesulon Gibbs-Brown**

Michelle Myers (Consultant) could not attend the work session, but she will make plans to attend the November Board Meeting. Loretta Washington shared a PowerPoint presentation with the 2018 District and School Data Analysis with the Board of Trustees.

Mrs. Washington gave testing information for Grades 3-8 districtwide for ELA, Math, Social Studies and Science. Also, benchmarks are given several times a year. Principals and teachers share the results with parents and students to make sure they fully understand what is expected of them. This year all students will have data binders and they will begin having data talks (a copy is included in these minutes).

Principal Lemon said 70.9% of students received certificates for Ready to Work, 65.5 received it in soft skills, and the Graduation Rate is 75.4%. End of Course test results were embargoed. Principal Lemon is working hard to show as much improvement as possible.

The Principals agreed that the staff needs additional professional development and they need to be committed to the profession. If they continue to work hard, they may see some desired results. This year, the focus is on Math.

End of Course tests will be given in December. Challenges they face include the many days that students have been out due to inclement weather and expulsions. Student cannot learn when they are not in school.

There is a need for an Alternative Program. Lake Marion High School offers credit recovery to make up class time. They also offer Gator Bites where teachers re-teach for mastery. Students are graded on behavior instead of performance.

The Board members agreed that all schools are aware of what they need to be doing to move students to a desired level. They need to hold the staff accountable to make sure they are working hard to increase test results.

The Board also thanked Loretta G. Washington for her presentation.

Kenneth Hilliard made a motion for the meeting to be adjourned. Alice Pickney seconded the motion and the vote was in favor.

The meeting ended at 10:38 p.m. and the next regular meeting is scheduled for November 13, 2018, 6:30 p.m.

Respectfully submitted,

  
Gloria Middleton, Recording Secretary

  
Catherine Shuler, Board Secretary