

Bamberg County School District
Board of Trustees Special Called Meeting
Bamberg County School District Office
June 21, 2022
5:00 p.m.

Members present: Board Chair Janeth Walker, Vice Chair Beverly P. Bonaparte, Secretary Tonie A. Holman, Trustee Gwendolyn D. Bamberg, Trustee Naomi Eckels, Trustee John L. Hiers, Trustee Cynthia “Cindy” F. Hurst, and Trustee Blossom J. Thompson.

Absent: Trustee Harriet H. Coker.

1. **Call meeting to order:** Board Chair Janeth Walker called the meeting to order.

Notice to Media: In accordance with the S. C. Code of Laws of 1976, as amended, Section 30-4-80(E), The Times and Democrat Newspaper, The Bamberg County Leader, WIIZ 97.9 FM, WBSC-LP 102.3 FM, and the Bamberg School Districts One and Two Websites have been notified of the time, date, place and agenda of this meeting.

2. **Approval of Agenda**
Trustee Blossom Thompson moved and Trustee Naomi Eckels seconded to approve the agenda as presented. The motion passed 8-0.

3. **Second Reading – BCSD New Policies – Section G:**
 - a. GA – Personnel Goals
 - b. GBA – Open Hiring/Equal Employment Opportunity
 - c. GBAA – Sexual Harassment and Retaliation (Staff)
 - d. GBAA-R – Sexual Harassment and Retaliation (Staff)
 - e. GBAA-E – Sexual Harassment and Retaliation Complaint Form
 - f. GBAA-E(2) – Sexual Harassment and Retaliation Complaint Process
 - g. GBAC – Discrimination, Harassment, and Retaliation
 - h. GBAC-R – Discrimination, Harassment, and Retaliation
 - i. GBAC-E(1) – Discrimination, Harassment and Retaliation Complaint Form
 - j. GBAC-E(2) – Discrimination, Harassment, and Retaliation Complaint Process
 - k. GBB – Staff Involvement in Decision Making
 - l. GBC – Staff Compensation
 - m. GBE – Staff Rights and Responsibilities
 - n. GBEA – Staff Code of Ethics
 - o. GBEB – Staff Conduct
 - p. GBEB A – Staff Dress Code
 - q. GBEB A-R – Staff Dress Code
 - r. GBEBB – Staff Conduct with Students
 - s. GBEBB-R – Staff Conduct with Students
 - t. GBEB C – Gifts to and Solicitations by Staff
 - u. GBEB D A – Criminal Record Checks
 - v. GBEC – Drug and Alcohol-Free Workplace and Schools
 - w. GBEC-E – Drug and Alcohol-Free Workplace and Schools – Notice to Staff Members
 - x. GBED – Tobacco-Free Workplace
 - y. GBEE – Internet and Electronic Communication

Board of Trustees Meeting Minutes

Page 2 of 5

June 21, 2022

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| z. | GBEEA – Social Media |
| aa. | GBEF – Cellular Phones and Other Personal Electronic Communication Devices |
| bb. | GBG – Legal Defense of Staff |
| cc. | GBGA – Staff Health |
| dd. | GBGAA – Service Animals (Staff) |
| ee. | GBGAB – Lactation Accommodation |
| ff. | GBGB – Staff Personal Security and Safety |
| gg. | GBGD – Workers’ Compensation |
| hh. | GBH – Staff Participation in Community Activities |
| ii. | GBI – Staff Participation in Political Activities |
| jj. | GBJ – Personnel Records and Files |
| kk. | GBK – Staff Concerns/Complaints/Grievances |
| ll. | GBK-R – Staff Concerns/Complaints/Grievances |
| mm. | GBK-E(1) – Bamberg County School District Grievance Form |
| nn. | GBK-E(2) – Bamberg County School District Response to Grievance Form |
| oo. | GC – Professional Staff |
| pp. | GCA – Professional Staff Positions |
| qq. | GCB – Professional Staff Contracts and Compensation |
| rr. | GCC – Professional Staff Leaves and Absences |
| ss. | GCC-R – Professional Staff Leaves and Absences |
| tt. | GCC-E – Staff Rights and Responsibilities Under the Family Medical Leave Act (FMLA) |
| uu. | GCCAAA – Sick Leave Donation Program |
| vv. | GCAAA-E – Request to Donate Sick Leave |
| ww. | GCAAA-E – Request to Donate Sick Leave |
| xx. | GCD – Professional Staff Vacations and Holidays |
| yy. | GCE – Professional Staff Recruitment |
| zz. | GCE-R – Professional Staff Recruitment |
| aaa. | GCEC – Posting and Advertising of Professional Vacancies |
| bbb. | GCF – Professional Staff Hiring |
| ccc. | GCF-R – Professional Staff Hiring |
| ddd. | GCG – Part-Time and Substitute Professional Staff Employment |
| eee. | GCG-R – Part-Time and Substitute Professional Staff Employment |
| fff. | GCI – Professional Staff Development |
| ggg. | GCK – Professional Staff Assignments and Transfers |
| hhh. | GCK-R – Professional Staff Assignments and Transfers |
| iii. | GCMD – Instructional Staff Extra Duty |
| jjj. | GCNA – Supervision of Instructional Staff |
| kkk. | GCO – Evaluation of Administrative Staff |
| lll. | GCO-R – Evaluation of Administrative Staff |
| mmm. | GCOA – Evaluation of Instructional Staff |
| nnn. | GCOA-R – Evaluation of Instructional Staff |
| ooo. | GCQA/GCQB – Professional Staff Reduction in Force |
| ppp. | GCQC/GCQD – Resignation of Professional Staff |
| qqq. | GCQE – Retirement of Professional Staff |

and Schools – Notice to Staff Members, GBED – Tobacco-Free Workplace, GBEE – Internet and Electronic Communication, GBEEA – Social Media, GBEF – Cellular Phones and Other Personal Electronic Communication Devices, GBG – Legal Defense of Staff, GBGA – Staff Health, GBGAA – Service Animals (Staff), GBGAB – Lactation Accommodation, GBGB – Staff Personal Security and Safety, GBGD – Workers’ Compensation, GBH – Staff Participation in Community Activities, GBI – Staff Participation in Political Activities, GBJ – Personnel Records and Files, GBK – Staff Concerns/Complaints/Grievances, GBK-R – Staff Concerns/Complaints/Grievances, GBK-E(1) – Bamberg County School District Grievance Form, GBK-E(2) – Bamberg County School District Response to Grievance Form, GC – Professional Staff, GCA – Professional Staff Positions, GCB – Professional Staff Contracts and Compensation, GCC – Professional Staff Leaves and Absences, GCC-R – Professional Staff Leaves and Absences, GCC-E – Staff Rights and Responsibilities Under the Family Medical Leave Act (FMLA), GCD – Professional Staff Vacations and Holidays, GCE – Professional Staff Recruitment, GCE-R – Professional Staff Recruitment, GCEC – Posting and Advertising of Professional Vacancies, GCF – Professional Staff Hiring, GCF-R – Professional Staff Hiring, GCG – Part-Time and Substitute Professional Staff Employment, GCG-R – Part-Time and Substitute Professional Staff Employment, GCI – Professional Staff Development, GCK – Professional Staff Assignments and Transfers, GCK-R – Professional Staff Assignments and Transfers, GCMD – Instructional Staff Extra Duty, GCNA – Supervision of Instructional Staff, GCO – Evaluation of Administrative Staff, GCO-R – Evaluation of Administrative Staff, GCOA – Evaluation of Instructional Staff, GCOA-R – Evaluation of Instructional Staff, GCQA/GCQB – Professional Staff Reduction in Force, GCQC/GCQD – Resignation of Professional Staff, GCQE – Retirement of Professional Staff, GCQF -- Discipline, Suspension, and Dismissal of Professional Staff, GCQF-R – Discipline, Suspension, and Dismissal of Professional Staff, GCR – Non-School Employment of Professional Staff, GCRD – Tutoring for Pay, GD – Support/Classified Staff, GDA – Support Staff Positions, GBD – Support Staff Contracts and Compensation, GDBC – Support Staff Supplementary Pay/Overtime, GDBC-R – Support Staff Supplementary Pay/Overtime, GDC – Support Staff Leaves and Absences, GDC-R – Support Staff Leaves and Absences, GDD – Support Staff Vacations and Holidays, GDF – Support Staff Hiring, GDF-R – Support Staff Hiring, GDJ – Support Staff Assignments and Transfers, GDO – Evaluation of Support Staff, GDQB – Resignation of Support Staff, GDQC – Retirement of Support Staff, GDQD – Discipline, Suspension, and Dismissal of Support Staff, GDQD-R – Discipline, Suspension, and Dismissal of Support Staff, and GDR – Non-School Employment of Support Staff as presented. The motion passed 8-0. [Board Packet Enclosures]

Policies GCCAAA -- Sick Leave Donation Program, GCAAAA-E – Request to Donate Sick Leave, and GCAAAA-E – Request to Donate Sick Leave were removed and not presented to the board for second reading, as the Board Policy Review Committee chose not to adopt these policies.

4. **Discussion: 2022-2023 Budget**

Handout: Tentative 2022-2023 Budget and Salary Scales

During a review and discussion of the 2022-2023 budget prepared by Finance Director Devon Furr, Ms. Furr advised allocations from the state were received prior to the start of the meeting, so the numbers had not been incorporated in the handout presented. Ms. Furr reported the budget was balanced at \$18,365,598.65, but was certainly subject to change based on the information that just came down from the state legislators and board decisions. The legislation did reflect a \$4,000.00 increase for teachers and a 8% increase for bus drivers. Ms. Furr noted she had still not gotten all of the federal program allocations.

Ms. Furr presented several examples of neighboring salary scales for positions that were not included in Bamberg's existing salary scales that could be utilized to create new scales, if desired.

5. **Executive Session**

Board Chair Janeth Walker called for a motion to enter Executive Session. Trustee Cynthia Hurst moved and Vice Chair Beverly Bonaparte seconded to enter Executive Session. The motion carried 8-0.

Board Chair Janeth Walker noted that the Board would be moving into Executive Session to discuss Personnel – Budget 2022-2023.

Open session: Trustee Cynthia Hurst moved and Trustee Naomi Eckels seconded for the Board to come out of Executive Session and return to the regular session of the meeting. The motion carried 8-0.

6. **Action on Executive Session Items**

No action was taken on executive session items.

7. **Adjourn**

Vice Chair Beverly Bonaparte moved and Secretary Tonie Holman seconded to adjourn the meeting. The motion passed 8-0.

The meeting was adjourned at 8:01 p.m.

Minutes approved:

Janeth Walker, Board Chair

Tonie A. Holman, Secretary