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HCA Board Meeting – 06.27.22- HCA CommonsKevin Murray, Chair- **Present**Michele Bulmer, Vice Chair- **Present**

Ashley Pitts, Secretary-

Present

Audrey Decker, Member-

Present

Susan Groseclose, Member-

AbsentDustin Ennis, Member- **Present**Jared Chambliss, Member-**Absent**Pete Frommer, Treasurer-**Present**Phyllis Smith, Member-**Absent****Meeting called to order – Kevin called to order at 6:00pm**

- Dr. Ann Marie Taylor (Invocation)
- Pledge of Allegiance (K. Murray)
- Ashley Pitts (Mission Statement): “Our mission is to create an innovative and challenging learning environment that teaches the whole learner through the pillars of connection, flexibility, and service”.

Chair’s Report:**Vice Chair’s Report:****Committee Reports:**

- Non-Profit Committee Report
- Growth Committee Report
- Charter Rewrite Committee

Secretary’s Report:

- Approval of last meeting minutes- Ashley made a motion to approve the Board Meeting on 6/8/22, Audrey seconded, motion carried.

Treasurer’s Report:

- Monthly Fiscal Report- Per Pete, board treasurer we are 11 months through the year meaning the overall percent remaining you want to see is 8.3%. Our revenue has been consistent since January, we are continuing to receive Federal Deposits as they are approved and have received more local revenue than anticipated for the school year. Expense wise, we are sitting at 12.08% remaining which is just above the 8.3% of where the school should be at this time of year, some sections do have overspent or unbudgeted lines which most are due to specific coding for federal grants. Overall the projected operating budget balance (does not include bond transactions) for FY22 is in the black (good) **\$10,621.07**. The actual total operating net income through 5/31/22 is in the red **\$538,248.24** (should get closer to zero as federal claims are continuing to process).

Executive Director’s Report:

- Monthly Fiscal Update- see above, Pete discussed the above details.
- Budget Approval- Voting Item- State as starting the per student allocation differently, there is no longer a state funding formula. However, per our accountant it should benefit us because of the difference in percentage in students with disabilities. Our per student allocation may increase for students with disabilities. Base student cost as far as the state is concerned shouldn’t change. Kevin made a motion to approve the budget FY22-23, Michelle seconded, motion carried.
- Front Playground Proposal- Sarah present proposal regarding the front playground. Front playground was donated years ago. 3 phase proposal to add a few things to our existing front playground. Ballpark cost of about \$50,000 each phase. Phase 1 wouldn’t be started until October or November. Phase 1 w the would include more structures that include motion equipment. Goal is to have a mini Odell Weeks type structure. Carolina Parks and Play are a SC approved vendor. The \$19,000 that was raised from last years Read A Thon will help with the cost. Plans to have more donations and Read A Thon will go towards the playground. Discussed location of playground for security reasons. Before anything is set in stone security team should meet and discuss security options. Michelle asked if we go through the process of getting other quotes, but because they are an SC vendor approved by the SCDE we do not have to get an RFP.
- MOE with Erskine and Limestone- To discuss in contractual executive session.
- Handbook Review- 2nd reading- changes to be made and will readdress the handbook once board reviews the newest version of the handbook.
 - Employee Handbook

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- Needs to have a section regarding when grades are expected to be submitted in PS
- Employee dress code needs to very clear- Teachers/staff should not be allowed to wear clothing that students aren't allowed to wear
- **Making sure there is a section about enforcing the discipline policy**
- Athletic Handbook
 - Chain of Command: Needs to say "High/Middle School Principle"
 - What is considered half a day for absences? 8am-12pm or 4 hours in general?
 - The verbiage is still vague. There needs to be a more specific time frame for when the students' grades have to be brought up in order to be eligible to play. There seems to be too many steps in trying to help students get those grades up. By the time we go through the process of helping the student, half the season is gone by and they've still been able to play with bad grades.
- Student/Parent Handbook- **Dustin asked about restorative conversations and how we punish students for example with cell phones. Dustin stated "rules are rules" if a student breaks a rule then there should be an automatic punishment. If a student takes a cell phone out and they should take it out on first offense. First offense currently warrants a restorative conversation, however do we say zero tolerance or do we change the verbiage. Dustin and Audrey agreed that the zero tolerance should stay and if a student takes a cell phone, we should confiscate the phone and call parents. Dustin stated that a distraction in the classroom will cause test grades to come down further and will change. Changes to be made and sent to secretary and then sent to board to review before the next board meeting. Email all concerns/changes with page numbers/header to board secretary.**
 - Enrollment: What is the clear policy for kids expelled from other schools and allowed to attend HCA? If we are taking in students that are expelled from other schools, that's a concern. We should not be accepting them at our school during that school year. We are asking for trouble. We need to deny students that are expelled from other schools during that current school year.
 - Calendar: Are we going to try to mimic ACPSD calendar with some breaks? Some parents have students in both school settings and may be worth looking into to try to mimic what break weeks we can.
 - Priority Status: Children of board members should be a priority status and should be stated in the handbook- **Board member children can not be priority status enrollment due to the Charter School Act.**
 - Cell phones should be a ZERO tolerance in classrooms. Absolutely no warnings, other than the first day of school. The cell phone should be confiscated immediately if seen out in class and given to the front office. The parent of that child will have to come get the phone from the office. NO questions asked. These are distractions.- **See discipline policy**
 - There should be a ZERO tolerance for disrespect towards teachers and students at this school. Walking out of classrooms, talking back to teachers, bullying teachers and students, fighting....etc.
 - Restorative justice: Does not work for older kids. I could see this working for young kids Pre-K to 5th grade but it is too light for older kids. Restorative justice needs to be removed!
 - Peer Court- Is a bad idea. Kids at an adolescence age are not mature enough to remove their personal feelings when recommending punishment for their fellow students. You will cause more issues between students and you are taking the authoritative part away from adults. Adults/Teachers need to be looked at as the authority in the school at all times. This gives the idea that students are just as equal in making "adult" decisions. And I'm sorry but they are not equal when it comes to authority and discipline. This does not need to be implemented!- **Peer court has been removed.**

Questions/Comments from Board Members:

- **Dustin Ennis:**
 - Teachers are leaving? We should implement an exit interview with the board and the teacher that is leaving. They are leaving anyway, why not be able to ask them why they are leaving? Why are we hearing about this from parents and not the administration. Lastly, I believe the board should put together an anonymous survey about the culture/climate in HCA. and send it to the current staff members. This is where the checks and balance system need to work. Teachers need to have a platform to speak without feeling that they are being judged for their

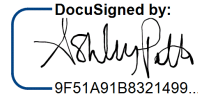
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answers. I'm NOT insinuating that judgement is happening now but if you make this anonymous and it comes from the board and directly back to the board....there would be no questions on the honest answers without judgement. I will stress that this comes directly from the board to the teachers and directly back to us. I think that is the safest way to get honest answers about what daily life looks like at HCA. – Questions concerning exit interviews. Dr. Taylor addressed the staff that are leaving using initials.

- This is the statewide data is the following - Executive Summary At the beginning of each school year, the Center for Educator Recruitment, Retention, and Advancement (CERRA) administers the South Carolina (SC) Annual Educator Supply and Demand Survey to collect information on teachers entering the profession, those leaving their classrooms or the profession altogether, and positions that remain vacant. A total of 83 SC public school districts, career and technology centers, and state agencies submitted a survey for the 2021-22 school year. Below are some key findings from the survey:
 - § Districts1 reported more departures overall. o Approximately 6,900 teachers2 from 2020-21 did not return to a teaching/service3 position in the same district in 2021-22. This is a 15.5% increase compared to the number of departures reported last year.
 - o Departure reasons: 34% left for external reasons (personal/family); 18.5% retired; and 27% did not provide a reason or the district did not collect/report the information.
 - o Regardless of departure reason, 23% are teaching in another SC public school district.
 - § Districts reported fewer early-career teacher departures. o 35% of all teachers who left had five or fewer years of classroom experience; 12% had only one year or less. These percentages are down from 42% and 16% last year.
 - o 30% of first-year teachers hired for 2020-21 did not return to a teaching/service position in the same district in 2021-22. This percentage is down from 36% last year.
 - § Districts reported more vacant teaching/service positions. o Approximately 1,060 teaching/service positions were still vacant in September-October 2021. This is an increase of more than 50% compared to last year and the largest number of vacancies reported by districts since the Supply and Demand Survey was first administered in 2001.
 - § Districts reported more teachers hired to fill vacancies. o Just over 7,000 teachers were hired for the 2021-22 school year. This is an 11% increase compared to the number of hires reported last year.
 - o 22% of new hires are recent graduates from an SC teacher education program. This percentage was 24% last year.
 - o International visiting teachers accounted for about 4% of all new hires, compared to only 1% last year and 5% several years before.
- Here is the HCA-specific information:
 - 5 – received many write-ups, and resigned. We have all that documentation if needed.
 - 2 – Many write-ups, fired. Again, we have all documentation.
 - 1 – Resigned since she was no longer coaching and felt very connected to another employee. We have exit interview info. She did not feel supported, and she had a bad coaching experience this spring, which was her final straw in my opinion.
 - 1 – retired
 - 6 – moved to Aiken Co. We have exit interview information if you would like to see it.
 - 2 - left for family reasons
 - 1 – retired although formally it was a resignation and we have exit info.
 - 1 – leaving to student teach with us in the fall (TA moving to teacher role)

Dustin addressed that it is the boards place to see exit interviews because we as a board should know the teachers/staff concerns/reasons for leaving. Michelle stated that as a board member he can ask for the exit interviews at any point and he doesn't have to wait for the board meeting. Dustin didn't know that there are exit interviews that are done by HR. Dr. Taylor addressed that state wide the teacher retention rate is less and less each year. Dustin stated that as a board he feels we should do our due diligence to ensure that we are retaining our teachers if it is an internal issue. Dr. Taylor asked when she got there to do observations and do exit interviews. Dr. Taylor attested that the law requires us to do observations of teachers. Dustin asked if it is done in an intimidating manner. Dr. Taylor said that if she comes to a staff member and say that "this is what I observed and these are the areas where we need to grow, how can we do that?". She further addressed that when a staff member isn't on board she isn't going to "give them a place to hide but a place to grow". Dr. Taylor said that the exit interviews are done by HR and can be placed in a spread sheet that she can present to the board in the categories. Dr. Taylor said that HCA is different than other schools because we are part of the Collective Leadership Initiative. Data collected from the SCDE and data has improved. When you look at overall data culture and climate is overall great, however as always perspective is everything. Dustin voiced that on going surveys on "what works and what doesn't work" type surveys. Dustin wishes to set good practices in place to ensure that we are setting our school up for success, even as a board. Ashley asked about using a third party agency to do exit interviews. Per Dr. Taylor stated that HR does



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not share names with the exit interviews she just shares the data to the leadership team. Dustin agreed that a third party agency should be conducting the exit interviews. Dustin thinks that it is intimidating that an exit interview done by HR here. Dr. Taylor said that she looks back at every situation and she personally wouldn't of done anything different in the situations. Dr. Taylor to research to see what other schools are doing for exit interviews.

Executive Session: Kevin made a motion to end public session, Michelle seconded, motion passed. Executive session began at 0654pm.

- Contractual

Open Session: Michelle made a motion to end executive session, Audrey seconded, motion passed. Executive session ended at 0728pm. Michelle made a motion to go back into public session, Ashley seconded, motion passed, public session began at 0729pm.

- Michelle made a motion that we authorize the Board Chair, in consultation with legal counsel, to negotiate and execute a settlement agreement and general release with Russell Smith in the amount of \$25,000, Dustin seconded, motion passed
- Michelle made a motion to authorize settlement with Moormann Architect in the amount of \$10,000, Pete seconded, motion passed
- Michelle made a motion to authorize settlement with Carolina Erosion in the amount of \$7,500, Kevin seconded, motion passed.
- Michelle made a motion to approve the MOA between Erskine and Limestone, Dustin seconded, motion passed.
- Ashley made a motion to approve a \$5,000.00 bonus for Dr. Taylor, Dustin seconded and motion passed.

Kevin made a motion to end public session, Michelle seconded and motion passed. Public session ended at 0731pm.