



# ORANGEBURG CONSOLIDATED SCHOOL DISTRICT FIVE

## BOWMAN NORTH ORANGEBURG

### Mission

OCSD5 exists to provide effective teaching and learning through equitable, high expectations and digital Vision

OCSD5 will graduate all students with life characteristics, world-class knowledge and skills, college and career ready.

## **Special Called Board Meeting Minutes**

### **October 29, 2018**

### **The Clyburn Center**

### **6:00 P.M.**

Chair Ulmer welcomed everyone and called the meeting to order. Trustee Samuel Farlow led a Moment of Silence and the Pledge of Allegiance. Chair Ulmer asked for a motion to approve the Agenda, Vice Chair Stephens motioned to approve the agenda, Trustee Carson seconded the motion and with a unanimous show of hands, motion was adopted.

### **Presentation**

While anticipating the arrival of Senator John W. Matthews, Chair Ulmer turned the floor over to Vice Chair Stephens who gave a brief update on Legislative items. Vice Chair Stephens stated that it appears that the State of SC is moving toward consolidated schools in all areas and what is done in Orangeburg County relative to the handling of consolidation will be a model for the rest of the State.

Senator John W. Matthews was welcomed by Chair Ulmer. Senator Matthews presented two checks totaling \$575,000 to OCSD5 for Bethune Bowman's Mohawk Mania Program (\$500, 000) and The Teacher Academy (\$75,000). Principal of Bethune Bowman Lakekia Lewis and Dr. Tasha Louis-Nance of The Teacher Academy were in attendance.

### **Executive Session**

Chair Ulmer asked for a motion to go into Executive Session. Vice Chair Stephens motioned, seconded by Trustee Farlow and with a unanimous show of hands, the motion was adopted.

### **Return to Open Session**

Trustee Farlow motioned to return to open session, seconded by Trustee Carson and with a unanimous show of hands, motion was adopted.

### **Action as Required from Executive Session**

Trustee Gleaton made the following recommendation:

"As the demand for skilled, qualified and effective teachers, administrators and all employee groups continues to increase and the talent pool for replacing these employees continues to decrease, this School Board must act to retain the services of our employees. The competition to hire skilled employees has dramatically increased and will continue to rise as there are fewer and fewer candidates for each position. As our School Board members have participated in candidate forums and have attended and participated in District Consolidation meetings, one recurring theme has come to the forefront in each venue — and that is the need to increase teacher and staff salaries in order to compete with school districts in the area and the state for the best employees. While this Board cannot set the salaries for the new consolidated school district, we can do our best to retain our current employees and give them an incentive to remain with us and the new consolidated district. I propose that this School Board, in an effort to show our appreciation to our current employees, and to encourage them to remain with the District, even in to consolidation, provide each full time employee with a one-time Retention Stipend up to \$1500 to be paid with the December 21, 2018 payroll, before employees leave for the Holiday Break. Employees who work in a position, as designated by an FTE and Bus Drivers, will be eligible for a \$1500 retention stipend. Substitute Bus Monitors, not included in our FTE count, who work an average of 20 hours per week, will be eligible for a \$750 retention stipend. We also want to show that our regular substitute employees, whether they are substitute teachers or in other areas, are valuable as well. Substitute employees, who have worked at least 20 days during this fiscal year, are eligible for a \$200 retention stipend. Other staff who have not worked during this fiscal year or will end employment before January 7, 2019 will not be eligible for this retention stipend. We believe that this act of appreciation to our current employees will benefit our school district, and most importantly, it will benefit our students as these employees will continue to teach, train and develop our students into the future.

Secretary Jenkins made a motion to approve the proposed staff stipend, seconded by Vice Chair Stephens and with a unanimous show of hands, motion was adopted.

Trustee Gleaton proposed that a letter or thank you note be sent to Senator Matthews for his work and effort for OCSD5. All members agreed.

Superintendent Washington commented that he would like to congratulate the BBH Football Team and the O-W Volleyball Team for advancing to the Region Playoffs and North Middle High Royal Cadets on making the State Finals.

## **Adjourn**

Transcription by:       Maretta J. Linder  
                                  Secretary to Board of Trustees

Approved