



Monthly Business Meeting of the Board of Trustees
Monday, June 24, 2019
6:00 p.m. – Central Office @ 386 E. Black Street
AG E N D A

- I. Call to Order - Helena Miller – Board Chair**
 - A. Approval of Agenda *(Policy BEDB)*
(Under consent agenda, all action items will be voted on after one motion and second to approve them without discussion. If a board member wants any action item discussed or voted on separately, the board member, before the agenda is approved, must ask that the action item be moved to the discussion item section.)
- II. Recognitions
- III. Citizen Participation
- IV. Consent Action Agenda
 - A. Approval of Minutes *(Policy BEDG)*
 - 1. May 13, 2019 Work Session
 - 2. May 28, 2019 Business Meeting
 - B. Approval of Personnel Recommendations *(Policy BDD)*
- V. Action Agenda
 - A. Approval of FY2019-2020 General Fund Budget
 - B. Approval of School Renewal Plans
 - 2nd Read Policies** *(Policy BG/BGD)*
 - C. Approval of Policy **AC** – *Nondiscrimination/Equal Opportunity*
 - D. Approval of Policy **ADA** – *School District Goals & Objectives*
 - E. Approval of Policy **ADB** – *Drug and Alcohol-Free Workplace and Schools*
 - F. Approval of Policy **ADC** – *Tobacco Free School District*
 - G. Approval of Policy **JIHC, JIHC-R** – *Weapons Screening/Use of Metal Detectors*
- VI. Communications
- VII. Report of the Superintendent
 - A. Announcements
 - B. Master Plan 2020-2030 – *2nd Draft*
- VIII. Review of School Board Work Session – June 10
- IX. Other and Future Business
- X. Executive Session(s) *(Policy BEC)*
 - ~**Personnel Matters** – *Hirings*
 - ~**Contractual Matter** – *Intergovernmental Agreement*
- XI. Action as Required from Executive Session(s) *(Policy BEC)*
- XII. Adjournment

One Team One Mission One Rock Hill

Call to Order

Helena Miller

ROCK HILL SCHOOL DISTRICT THREE BOARD OF TRUSTEES

School Board Work Session

Monday, May 13, 2019

Central Office

The Rock Hill School District Three Board of Trustees met this date at 4:00 p.m. with members present as follows: Windy Cole, Mildred Douglas, Brent Faulkenberry, Terry Hutchinson, Helena Miller, Robin Owens, and Ann Reid. Mrs. Miller called the meeting to order.

A motion was made by Terry Hutchinson, seconded by Ann Reid, to approve the agenda. The agenda was unanimously approved as presented, 7-0.

Chairman Miller stated the local news media was notified of the agenda, in writing, on Thursday, May 9, 2019.

Board Professional Development – *Demographics of Rock Hill School District*

Dr. Luanne Kokolis, Chief of Strategic Planning, Engagement, & Program Support, introduced Dr. Jerome McKibben who presented the results of the demographic study based upon data compiled by McKibben Demographic Research, LLC.

Student Call to Order

Lucas Moyon, a senior at Rock Hill High School, led in a moment of silence and the Pledge of Allegiance.

Recognitions

~2019 Catawba Region Technology Champion

Janiah Davis, a senior at Rock Hill High School, was recognized as having been named the Catawba Region's 2019 Technology Champion.

~2019 U.S. Senate Youth Scholarship Semifinalist

Blake Savage, a senior at Northwestern High School, was recognized for being named a semifinalist in the 2019 U.S. Senate Youth Scholarship Competition.

~ATC Cosmetology Award Winners

Ms. Lisa Puckett and her Cosmetology students were recognized for earning state-level awards at the recent state cosmetology competition in Myrtle Beach.

~Seal of Biliteracy Students

Forty-five high school students were recognized for earning the South Carolina Seal of Biliteracy.

Dutchman Creek Middle School Improvement Council

Mr. Clayton Moton, principal of Dutchman Creek Middle School, and members of the DCMS School Improvement Council, presented the SIC's goals for this school year.

First Set Section “A” Policies – 2nd read

Dr. Luanne Kokolis, Chief of Strategic Planning, Engagement & Program Support, presented the following policies to the Board for review and discussion:

***Policy AA** – *School District Legal Status*

***Policy AC** – *Nondiscrimination/Equal Opportunity*

***Policy ADF** – *District Wellness*

These policies will be on the Action Agenda at the May 28 business meeting for 2nd and final reading.

Second Set Section “A” Policies – 1st read

Dr. Kokolis also presented the following policies to the Board for review and discussion:

***Policy ADA** – *School District Legal Status*

***Policy ADB** – *Nondiscrimination/Equal Opportunity*

***Policy ADC** – *District Wellness*

These policies will be on the Action Agenda at the May 28 business meeting for 2nd and final reading.

Policy JIHC, JIHC-R – Weapons Screening / Use of Metal Detectors – 1st read

Mr. Tony Cox, Chief of Operations and Mr. Kevin Wren, Risk, Security & Emergency Management Director, presented the following policy and administrative rule to the Board for review and discussion:

***Policy JIHC, JIHC-R** – *Weapons Screening / Use of Metal Detectors*

This policy and administrative rule will be on the Action Agenda at the May 28 business meeting for 1st read.

Community Eligibility Provision for Food Service Program

Mrs. Terri Smith, Chief Finance Officer, presented to the Board for review a resolution stating the district is unable to participate in the Community Eligibility Provision (CEP) for FY2019-20 because it will not be fiscally viable.

This resolution will be on the Action Agenda at the May 28 business meeting for board approval.

Administrative Rule IJOA-R – Field Study

Dr. Luanne Kokolis presented administrative rule **IJOA-R** – *Field Study* for review. Dr. Kokolis stated that recommended changes have been made to this administrative rule to have procedures in place for future district-wide field study opportunities. This was presented as information only and the changes noted now become a part of the rule.

Healthy Snack List

Ms. Sadie Kirell, Lead Clinical Nurse, presented to the Board as information the district’s Healthy Snack List, which will be implemented in August 2019.

School Board Work Session – Page 3
Monday, May 13, 2019
Central Office

FY 2019-2020 Food Service Meal Prices

Mrs. Terri Smith, Chief Finance Officer, informed the Board that the administration is not recommending an increase to the student *or* adult meal prices for FY2019-2020.

School Renewal Plan Approval

Dr. Luanne Kokolis presented to the Board for review and discussion School Renewal Plans that will be submitted to the Board for approval at the May business meeting. Board members requested to see the “activities” that accompany the goals, before the next meeting.

General Fund Budget Update FY2019-2020

Mrs. Terri Smith, Chief Finance Officer, presented as information an update on the FY 2019-2020 General Fund budget.

Sustainability – Energy Management Update

Energy Manager Kim Melander provided the Board with the annual *Sustainability – Energy Management Update*.

Other and Future Business

The Board discussed Other and Future Business.

Executive Session

A motion was made by Terry Hutchinson, seconded by Windy Cole, to adjourn open session and enter executive session for the following:

~**Personnel Matters** – *Teacher/Personnel Discipline Matter*

~**Contractual Matter** – *Intergovernmental Agreement*

This motion was unanimously passed, 7-0.

A motion was made by Windy Cole, seconded by Ann Reid, to adjourn executive session and return to open session. This motion was unanimously passed, 7-0.

Action as Required from Executive Session

There was no action taken from the executive session.

Adjournment

A motion was made by Terry Hutchinson, seconded by Windy Cole, to adjourn the meeting. This motion was unanimously passed 7-0.



Meeting of the Board of Trustees

Tuesday, May 28, 2019
6:00 p.m. - Central Office

I. Call to Order and Approval of Agenda

The Rock Hill School District Three Board of Trustees met this date at 6:00 p.m. with members present as follows: *Windy Cole, Mildred Douglas, Brent Faulkenberry, Terry Hutchinson, Helena Miller, Robin Owens, and Ann Reid.*

Chairman Miller opened the meeting and Hayden Joyner, a senior from Northwestern High School representing the Applied Technology Center, led in a moment of silence and the Pledge of Allegiance.

Ms. Miller stated that the local news media had been notified of the agenda for this meeting, in writing, on Friday, May 24, 2019.

Ms. Miller noted that there would be no executive session at the end of the business meeting, thus removing Items 10 and 11 from the agenda.

A motion was made by Windy Cole, seconded by Terry Hutchinson, to approve the amended agenda. The agenda was unanimously approved as amended, 7-0.

II. Recognitions

A. Recognition of Battle of the Books Winning Team

The Battle of the Books team from Cherry Park Elementary School of Language Immersion was recognized as winners of this year's Battle of the Books competition.

B. Recognition of Science Bowl Winning Team

The Science Bowl team from Old Pointe Elementary School was recognized as winners of this year's Science Bowl competition.

C. Recognition of 2019 Toyota TeenDrive365 Video Challenge Winners

Hayden Joiner and Catalina Zeigler, students at Northwestern High School, were recognized for being selected as the South Regional winners in the 2019 Toyota TeenDive 365 Video Challenge.

D. Recognition of Scot McGuire, DCMS – SCBDA Outstanding Performance Award,

E. Recognition of Mark Yost, Ryan Tinker, NHS – SCBDA Outstanding Performance Award,

F. Recognition of Ben Hingle, RHHS – SCBDA Outstanding Performance Award, and

G. Recognition of James Turner, SPSHS – SCBDA Outstanding Performance Award

Band directors from Dutchman Creek Middle School, Northwestern High School, Rock Hill High School, and South Pointe High School were recognized for receiving the SCBDA Outstanding Performance Award, the highest possible award given to band programs in the state of South Carolina.

H. Recognition of RHHS Men's Golf State Championship

The Rock Hill High School Men's Golf Team was recognized for winning the school's first-ever golf state championship.

I. Heimlich Heroes Demonstration – Richmond Drive Elementary

Heimlich Heroes, comprised of 4th and 5th graders from Richmond Drive Elementary School, demonstrated the skills they've learned this year.

III. Citizen Participation - None

IV. Consent Action Agenda

On a motion by Terry Hutchinson, seconded by Windy Cole, the following topics on the consent action agenda were unanimously approved, 7-0: the minutes of the April 8 work session; the minutes of the April 22 business meeting; and, the personnel recommendations as submitted by the administration.

V. Action Agenda

A-C. Approval of Section "A" Policies – 2nd and final read

A motion was made by Terry Hutchinson, seconded by Ann Reid, to approve the following policies as a group, for 1st read:

***Policy AA – School District Legal Status**

***Policy AC – Nondiscrimination/Equal Opportunity**

***Policy ADF – District Wellness**

After discussion, a motion was then made by Robin Owens, seconded by Brent Faulkenberry, to exclude Policy **AC – Nondiscrimination/Equal Opportunity** from the group for further discussion at the June work session. This motion was unanimously approved, 7-0.

The initial motion to approve the "group," which now consists of Policies **AA** and **ADF**, was unanimously approved, 7-0.

J. Approval of Policy ADA – School District Goals & Objectives – 1st read,

K. Approval of Policy ADB – Drug and Alcohol-Free Workplace and Schools – 1st read, and

L. Approval of Policy ADF – District Wellness – 1st read

A motion was made by Terry Hutchinson, seconded by Mildred Douglas, to approve Policies **ADA – School District Goals & Objectives**; **ADB – Drug and Alcohol-Free Workplace and Schools**; and, **ADC – Tobacco Free School District** as a group, for 1st read. This motion was unanimously passed, 7-0.

M. Approval of Policy JIHC, JIHC-R – Weapons Screening/Use of Metal Detectors – 1st read

A motion was made by Mildred Douglas, seconded by Brent Faulkenberry, to approve Policy **JIHC, JIHC-R – Weapons Screening/Use of Metal Detectors** for 1st read.

Mrs. Robin Owens read the following prepared statement:

"I will be voting in favor of this policy and the accompanying administrative rule tonight, at first read, although I have serious concerns regarding this policy. Despite my concerns, after much prayer and consideration, I am led, ultimately, by my passionate

desire to keep our schools and our children safe, and, although this is an imperfect policy, I do believe it will increase safety. I also strongly believe there are critical changes that should be made to this proposed policy before it is presented again to the board for 2nd and final reading.

First, I would like to thank district staff for the revisions made from the version of this policy presented to the board at its work session on May 13th. I expressed some concerns at that meeting, and it is clear you attempted to address several of those concerns with your edits.

However, a few concerns do remain unaddressed.

1. The revised policy JIHC, as proposed, directly conflicts with current policy JIH - The policy immediately preceding policy JIHC in the district's policy manual is the general policy for Student Interrogations, Searches, and, Arrests (policy JIH) and its accompanying administrative rule. Policy JIH has no language allowing random searches. In fact, policy JIH establishes specific criteria for any student to be searched. The criteria are that school officials:
"Have reasonable grounds for suspecting that the search will disclose evidence the student, or other person, has violated or is violating either the law or the rules of the district or school, and that the search "be limited in scope to the extent that the measures utilized to carry out the search are reasonably related to the objectives of the search." Furthermore, policy JIH indicates, "the search should not be excessively intrusive in light of the age and sex of the person searched and the nature of the suspected infraction of the law or district or school rules."
This policy does not mention random searches or administrative searches and provides no language allowing an exception for random searches from these criteria. If the board adopts the proposed version of policy JIHC without simultaneous and corresponding changes to policy JIH, the school district will have two related policies that provide competing and conflicting direction creating potential liability for the school district.
2. Important terms are not clearly defined - In policy JIHC we should clearly define that an administrative search is a random search which may occur at any time and will occur periodically in every high school. We should also clearly define a personal search is a search that targets a specific person or group of people and is based on reasonable suspicion that the person or persons are in possession of something that violates a school rule or law. The definitions of these two terms are not crystal clear in the policy as written.
3. Establish higher approval standards for entrance searches than building searches - Language should be added to the policy acknowledging that random searches located at the entrance of schools will affect substantially more people and are in a more publicly visible location than searches in a randomly selected classroom. An entrance search sends a much stronger message of **both** the **security** in place within a building and the current and present **possibility of danger** within the same building to students, teachers, staff, parents, and the public at large. In consideration of the optics and the possible alarm created by a random search at the entrance of a school, the requirement of direct

approval from the district superintendent to conduct an entrance search should be added.

4. Limit random searches in primary schools - Language should be added which limits or eliminates the use of random in-building searches in elementary schools or pre-schools. Currently, the revised policy does not address secondary schools verses primary schools for random searches. If approved, the policy as currently written would allow all activities described under "Administrative Searches / Searches Inside the Building" to occur in any school or district facilities, including searches of pre-kindergarten students at Central Child Development Center. Although I have been told and I believe this is not how district personnel intend to use this policy, never-the-less, as drafted, I am forced, as a board member to approve the possible use of random searches on four-year-old's, if I choose to vote to accept this policy.
5. Provide guidance for personal searches using metal detectors - Eight pages of instruction are included in the proposed policy regarding how to conduct random searches (a.k.a., administrative searches) using metal detectors, while only two short paragraphs (less than ½ page) are written giving guidance as to how to conduct personal searches based on reasonable suspicion. More guidance is needed in this portion of the policy, as "reasonable suspicion" is a legal standard and extreme care must be taken to ensure that before a specific student receives a personal search the reasonable suspicion standard is met, that the appropriate and necessary personnel are present for the search, and that both the rights of the student and the interests of the school district are protected.

District staff, I thank you for your work on this policy and for your continued focus on the safety and security of our schools. I also thank you for considering these suggestions as we work together to craft the best policy possible to meet our shared goals."

The motion to approve Policy **JHHC, JHHC-R – Weapons Screening/Use of Metal Detectors** for 1st read for unanimously approved, 7-0.

N. Approval of School Renewal Plans

A motion was made by Robin Owens, seconded by Windy Cole, to split the school renewal plans into two groups and approve Group #1 as a unit and look at the schools in Group #2, with which there are questions, individually.

After a lengthy discussion, the motion to split into two groups failed by a vote of 1-6, with Faulkenberry voting for the motion, and Cole, Reid, Miller, Hutchinson, Douglas and Owens voting against the motion.

A motion was then made by Windy Cole, seconded by Terry Hutchinson, to table this item for further discussion at the June work session. This motion passed, 6-1, with Mrs. Douglas voting against the motion.

O. Approval of Community Eligibility Provision (CEP) Resolution

A motion was made by Terry Hutchinson, seconded by Robin Owens, to approve the Community Eligibility Provision (CEP) Resolution.

This motion was unanimously approved, 7-0.

VI. Communications - None

VII. Report of the Superintendent

A. Announcements

Superintendent Cook made the following announcements:

- On Saturday, June 8, more than 1,100 students in the Class of 2019 are expected to participate in graduation commencement at the Winthrop Coliseum. This year, Rock Hill High School will begin our day of celebration at 10am, followed by Northwestern at 2pm, and South Pointe at 6pm. As a reminder to our community this is a ticket-only event, and we look forward to celebrating this academic milestone with our students and their families while maintaining the dignity of the ceremony. Safety and security plans have been reviewed with Winthrop University Police, Rock Hill Police, and contracted security guards in an effort to ensure each ceremony operates smoothly. For the second consecutive year, each ceremony will be broadcast live on the district website as well as the district Facebook Page. To view on our web site, please visit www.rock-hill.k12.sc.us/graduation.
- Join Rock Hill Schools and the Rock Hill Schools Education Foundation as we recognize and celebrate Rock Hill Schools alumni who have gone on to play in the National Football League. On June 28, we are hosting the first-ever Night of Champions at Southern Charm Events to raise funds that will benefit each District Three high school athletics program and the Rock Hill Schools Education Foundation. We have invited many District Three alumni home for this event, including 2019 Super Bowl champions Stephon Gilmore and Cordarelle Patterson, as well as Ben Watson, Chris Hope, Mason Rudolph, Rick Sanford, Jadeveon Clowney, DeVonte Holloman, Tori Gurley, Jaleel Scott, Johnathan Joseph, Derek Ross, Ko Simpson, and more. A free skills camp will be held on Saturday, June 29 for more than 350 area children where they will receive coaching from coaches from our high schools and our NFL alumni. If interested in purchasing tickets or sponsoring packages to the Night of Champions, please visit the foundation's website at www.rhsdfoundation.org.
- On Tuesday, June 11, Rock Hill Schools Adult Education will host its graduation ceremony at Castle Heights Middle School. The ceremony will begin at 7pm.
- Last week, Chief Financial Officer Terri Smith presented an overview of the preliminary general fund budget for 2019-2020. For those who were unable to attend the Budget Listen and Learn, the recording of the meeting can be viewed on the school district's website. On Monday, June 10 at 5:30pm, district administration will host the official public hearing on the proposed 2019-2020 general fund budget. Two weeks later, on June 24 at 6pm, the Board of Trustees is expected to vote on the budget.
- You are encouraged to visit the district's capital building program, "Build on the Rock," website – www.rock-hill.k12.sc.us/BuildOnTheRock - for more information. This website provides status updates on active and planned construction projects in the district. On the page, viewers can see project descriptions, before and after photographs, and construction timelines.

- The School Board will next meet on Monday, June 10 for a work session. The meeting will begin at 4pm. Our next business meeting will be Monday, June 24 at 6pm in the Central Office. Meetings are streamed on our website and available for viewing on-demand immediately following each broadcast. We invite our community to watch meetings live on our Facebook broadcasts at Facebook.com/RockHillSchools.

VIII. Review of School Board Work Session

Chairman Miller reviewed, for the viewing audience, the topics discussed at the May 13 work session.

IX. Other and Future Business

The board discussed other and future business.

X. Executive Session - None

XI. Action as Required from Executive Session

XII. Adjournment

On a motion by Terry Hutchinson, seconded by Mildred Douglas, the Board voted unanimously, 7-0, to adjourn the meeting.

Secretary

APPROVED: _____
Chairman

PERSONNEL MATTERS – May 2019

The board affirmed contracts for the following certified employee(s):

Jason Smith.....	Applies Technology Center
Katherine Holder	Bellevue
Lauren Jenkins	Bellevue
Kimberly Robinson.....	Bellevue
Began Zahler.....	Bellevue
Amaris Bolyard.....	Castle Heights
Robertretta Patterson.....	Castle Heights
Tami Price.....	Castle Heights
Sara Brenton	Cherry Park
Jonathan Smith.....	Ebinport
Christina Shaffery	Exceptional Student Education
Kimberly Nelson.....	Independence
Christine Ross.....	Independence
Laura Rebecca Crumpton	Mt. Holly
George Cantrell.....	Northwestern
Lynelle Cherry	Northwestern
Ali Dean.....	Northwestern
Lakeesha Jeter.....	Northwestern
Tyler Klipa.....	Northwestern
John McDonald.....	Northwestern / Rock Hill High
Chanel Mims.....	Northwestern
Monica Chambo.....	Oakdale
Julie Cornwell.....	Oakdale
Valerie Dixon.....	Oakdale
Brianna Larson.....	Oakdale
Leigh Strickland.....	Old Pointe
Jeremy Hughes.....	Phoenix Academy
Heather Dillingham	Raven Academy
Kendrick Cherry	Rawlinson Road
Madeline Colvin	Rawlinson Road
James Kevin Davis	Rawlinson Road
Gary Dent.....	Rawlinson Road
Faith Patterson	Rawlinson Road
Margaret Patton	Richmond Drive
Michelle Taylor	Richmond Drive
Brandice Brown	Rock Hill High
Jonathan Ferguson	Rock Hill High
Jim Gatch	Rock Hill High
Jillian Knight	Rock Hill High
Erica Reuss	Rock Hill High
Megan Flaherty	Rosewood
Brianna Gaffney.....	Saluda Trail
Shemeika Massey	Saluda Trail
Taylor Snyder	Saluda Trail
Nathan Carnes.....	South Pointe

Olga Goodman South Pointe
Christopher Goodwin..... South Pointe
Kelsey Haizlip South Pointe
Sara Zee South Pointe
Ayende Ignacio Alcala..... Sullivan
Aracelis Rodriguez Sullivan
Jennifer Hudson York Road

AS INFORMATION TO THE BOARD

Resignations – Administrative

Kevin Wren Administrative Services
Carrie Underwood Central Office / Instruction
Jason Ramey Northside
Dr. Tammy White..... Sunset Park
Stephanie Koontz York Road

Resignations – Certified

Hope Abraham Belleview
Christine M. Allen Belleview
Caroline Hodges Belleview
Samuel Koch Belleview
Caitlin Hayes Castle Heights
Rebecca Oliver Castle Heights
Briley Prince..... Castle Heights
Flor de Lis Morales Torres Cherry Park
Cornelia Hillman Dutchman Creek
Michael de Kozlowski..... Dutchman Creek
Mackenzie Hadley-Theobald.. Dutchman Creek
Elizabeth Stewart Buie Exceptional Student Education
Jessica D. Leslie Exceptional Student Education
Diane Gardin Finley Road
Corrie Lovell Independence
Adrienne Waymer Independence
Maria Elena M. Santiago Mt. Gallant
Lisa A. Tasso Mt. Holly
Janie L. Davis Northside
Mary Monk Northside
William E. Archie, Jr. Northwestern
Lisa R. Lynn Northwestern
Sarah Zion Nasui Northwestern
Robert H. Page, Jr. Northwestern
Katelin Tough Northwestern
Alexis Moore Oakdale
Stacy Wright Oakdale
Morgan Davis Raven Academy
Diane Slater Raven Academy
Deborah Harris Rawlinson Road
Kelly Hiatt Rawlinson Road
Jennifer Mummert Rawlinson Road
Garrett Shipley Rawlinson Road

Elisa Archie	Rock Hill High
James Blankenship	Rock Hill High
Mallorie L. Llanas	Rock Hill High
Jessica M. Lynn.....	Rock Hill High
Anne K. Muray.....	Rock Hill High
Donna Roberts.....	Rock Hill High
Nancy Marty.....	Rosewood
Jenelle Gilliam.....	Saluda Trail
Anna Grice	Saluda Trail
Ernessa H. Rice	Saluda Trail
Victoria Sechrist.....	Saluda Trail
Amy Smith	Saluda Trail
Kylie Betlesky	South Pointe
Christopher Bidell	South Pointe
Anna F. Howell	South Pointe
Kristin Kunde	South Pointe
Gloria Masterton.....	South Pointe
Jeremy Linnick.....	South Pointe
Tricia Crenshaw	Sullivan
Tim Davis	Sullivan
Nermin Mansour.....	Sullivan
Sue Whitley	Sullivan
Modinatu Amuda.....	Sunset Park
Danielle Ehrhardt	Sunset Park

Transfers – Certified

Sharon Bybee	Applied Technology Center
Janet Barnes.....	Bellevue
Tonya Garren.....	Castle Heights
Steven D. Johnson, Jr.	Castle Heights
Daphney Wells	Castle Heights
Kirk Robinson	Dutchman Creek
Rachel Faile.....	Exceptional Student Education
Juliene Jackson.....	Finley Road
Kristen V. Nichols	Mt. Holly
William McHenry.....	Northwestern
Shayla Scott.....	Northwestern
Leigh Strickland	Old Pointe
Leslie Lanier	Rawlinson Road
Kelly Mitchell.....	Rawlinson Road
Rita Akley.....	Rock Hill High
Anna Bryson.....	Rock Hill High
Kelsey Overbeck	Saluda Trail
Melissa Remus	Saluda Trail
Rebecca Matthews.....	Sylvia Circle/T3 Program

New Employees – Non-Certified

Jennifer K. Hefley	Central Child Development Center
A JoBeth Faile	Central Office / Finance
Heather Buchanan	Central Office / Finance
Jeff Blais.....	Rock Hill High
Michael Muhammad.....	South Pointe

Resignations – Non-Certified

Robert P. Arnold..... Facilities Services
Beverly Hovis..... Facilities Services / Purchasing
James M. Jennings..... Flex Center / Technology
Sandra Howard..... Mt. Gallant
John T. Simpson..... Old Pointe
Jeff Blais..... Rock Hill High
Ronald H. Cauthen South Pointe
Adam Rainey South Pointe
Elizabeth Haile Sunset Park

Termination – Non-Certified

Cynthia Long..... Richmond Drive

Transfers – Non-Certified

Summer Shaver Castle Heights
Sara K. Johnson..... Central Office / IT
Gail Willis Ebenezer Avenue

MONTHLY BOARD REPORT

JUNE 24, 2019

PERSONNEL DEPARTMENT

SUMMARY

**ROCK HILL SCHOOL DISTRICT THREE OF YORK COUNTY
ROCK HILL, SOUTH CAROLINA**

1. BOARD ACTION REQUIRED

CERTIFIED

New Employees(36)

2. AS INFORMATION TO THE BOARD

ADMINISTRATIVE

Resignations.....(3)

CERTIFIED

Resignations.....(17)

Transfers(18)

NON-CERTIFIED

New Employees(3)

Resignations.....(4)

Transfers(10)

BOARD ACTION REQUIRED

NEW EMPLOYEES – CERTIFIED (36)

Susan Ashby	Bellevue	Music teacher
Laura Saint-Aime'	Cherry Park	Grade two/three French immersion teacher
Loana Benton	Dutchman Creek	Special education resource teacher
Latrelle Moody	Dutchman Creek	Special education resource teacher
Alicia Young	Ebenezer Avenue Montessori	Lower elementary Montessori teacher
Chelsey Bates	Independence	Kindergarten teacher
Erin Grant	Independence	Special education teacher/SC/ED
Gloria Bull	Mt. Gallant	Special education resource teacher
Alisha Bowen	Mt. Holly	Grade five teacher
Natalie McCrary	Northside	Drama teacher
Amanda Sippel Brumble	Northside	Grade five teacher
Emery Chisholm	Northwestern	Social studies teacher
Alexis DeLeo	Northwestern/South Pointe	Math teacher
Nina Lowenbach	Northwestern	English teacher
Kristen Sabo	Northwestern	Special education resource teacher
Page Wofford	Northwestern	Physical education teacher
Pamela Broussard	Oakdale	Grade three teacher
Raymond Krolewicz	Raven Academy	Middle level math teacher
Jennifer Bush	Rawlinson Road	Grade seven English/LA teacher
Carter Baran	Rawlinson Road	Middle level social studies teacher
Megan Mackie	Rawlinson Road	Grade six math teacher
Sarah Ganrude	Rock Hill High	Science teacher
Dana Jacobs	Rock Hill High	Teacher/athletic trainer
Michelle Ramirez	Rock Hill High	Family and consumer science teacher
Ronald Neumann, Jr.	Saluda Trail	Grade seven math teacher
Shannon Neumann	Saluda Trail	Grade six English/LA teacher
Courtney Sigmon	Saluda Trail	Grade seven social studies teacher
Constance Wright	Saluda Trail	Grade seven science teacher
Matthew Alford	South Pointe	Social studies teacher
Zachery Button Audrey	Sullivan	Middle level social studies teacher
Collins	Sullivan	Middle level social studies teacher
Katelyn Eagle	Sullivan	Middle level social studies teacher
Monica Jones	Sullivan	Grade six English/LA teacher
Mariluz Julio Moreno	Sullivan	Spanish teacher
Mariesmil Roman Lopez	Sullivan	French teacher
Dallas Sparks	York Road	Guidance counselor

AS INFORMATION TO THE BOARD

RESIGNATIONS – ADMINISTRATIVE (3)

Dr. Jean Dickson	Lesslie	Principal
Dr. Thomas Sparks	Northwestern	Assistant principal
Meredith Johnson	South Pointe	Assistant principal

RESIGNATIONS – CERTIFIED (17)

Robin Ellison	Applied Technology Center	Guidance counselor
Angelia Green	CO/Personnel	Teacher support specialist
Janet Morris	CO/Personnel	Teacher support specialist
Melanie Burnette	Ebinport	Kindergarten teacher
Juliene Jackson	Finley Road	Grade two teacher
Pattie Bechtler	Northside	ESOL teacher
Kelli Passmore	Northside	Art teacher
Grady Baggett	Northwestern	Physical education teacher
Knox Baggett	Northwestern	Social studies teacher
Courtney M. Young	Oakdale	Grade four teacher
Sharon Beeks	Rawlinson Road	Special education resource teacher
Rebecca Browning	Rawlinson Road	Physical education teacher
Kelly Childers	Richmond Drive	School nurse
Larry Corley	Rock Hill High	Physical education teacher
Kyle Pearson	Saluda Trail	Grade seven social studies teacher
Michael Zapolnik	South Pointe	Art teacher
Anthony Hicklin	Sullivan	Grade six English/LA teacher

TRANSFERS – CERTIFIED (18)

Teresa Williams	Castle Heights	Special education resource teacher
Andrew Kostecki	Dutchman Creek	Middle level science teacher
Tracy Danenhower	Ebinport	Reading recovery teacher
Heather Robinson	Ebinport	Special education SC/DD/K4 teacher
Donna Workman	Ebinport	Special education SC/DD/K4 teacher
Remi Flaherty	India Hook/Cherry Park	Guidance counselor
Celeste Prange	India Hook	Grade three teacher
Darrell Brevard	Oakdale	Special education resource teacher
Leigh Gantt	Old Pointe	Special education multi-cat I teacher
Haily Jacobs	Richmond Drive	K4 teacher
Robert Nathan Ashworth	Raven Academy	Middle level science teacher
Adrienne Knight	Raven Academy	Physical education teacher
Michaela Chefren	Rawlinson Road	Special education resource teacher
Teresa Rodgers	Richmond Drive	Reading recovery teacher
Cameron Figueroa	Rosewood	Special education resource teacher
Christina Selle	Saluda Trail	Grade six science teacher
Kristin Culbreath	Sullivan	Priority school math intervention/coach
Pamela Unruh	Sullivan	Middle level English/LA teacher

NEW EMPLOYEES – NON-CERTIFIED (3)

Matthew Brown	Facilities Services	HVAC technician
Skyler Jones	Mt. Holly	Special education assistant
Megan Burley	Richmond Drive	Kindergarten assistant

RESIGNATIONS – NON-CERTIFIED (4)

Elizabeth Sturgis	Cherry Park	Behavior management assistant
Sherry Walker	Flex Center/Food Service	FS accountability specialist/bookkeeper
Jacqueline Hathaway	Independence	Secretary/bookkeeper

Jacob Herring	Northwestern	Special education shadow assistant
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TRANSFERS – NON-CERTIFIED (10)

Tamishia Knox Harris	Castle Heights	Special education shadow assistant
Laura Cline	Ebinport	Special education assistant/K4
Tammy Gaither	Ebinport	Special education assistant/K4
Maria McFadden	Ebinport	Special education assistant/K4
J. Cody Boyd	Facilities	General maintenance
Nnaemeka Hardy-Holmes	Old Pointe	Special education assistant/multi-cat I
Laverne Moss	Old Pointe	Special education assistant/multi-cat I
Robert Mercer	Rawlinson Road	Building maintenance
Mary Phillips	Richmond Drive	K4 assistant
Robert Lynn	South Pointe	Building maintenance

Memo

TO: Dr. Bill Cook
FROM: Terri Smith
DATE: June 12, 2019
SUBJECT: FY 2019-2020 General Fund Budget

District administration is requesting approval of the FY 2019-2020 General Fund budget at the Board of Trustees business meeting on June 24, 2019. Administration is requesting a six mill increase and use of fund balance.

Rock Hill Schools' stakeholders were invited to attend a Budget Listen & Learn on May 21, 2019. Public Hearing on the FY 2019-2020 proposed General Fund budget was held on June 10, 2019. There have been no changes to the proposed budget since the public hearing.

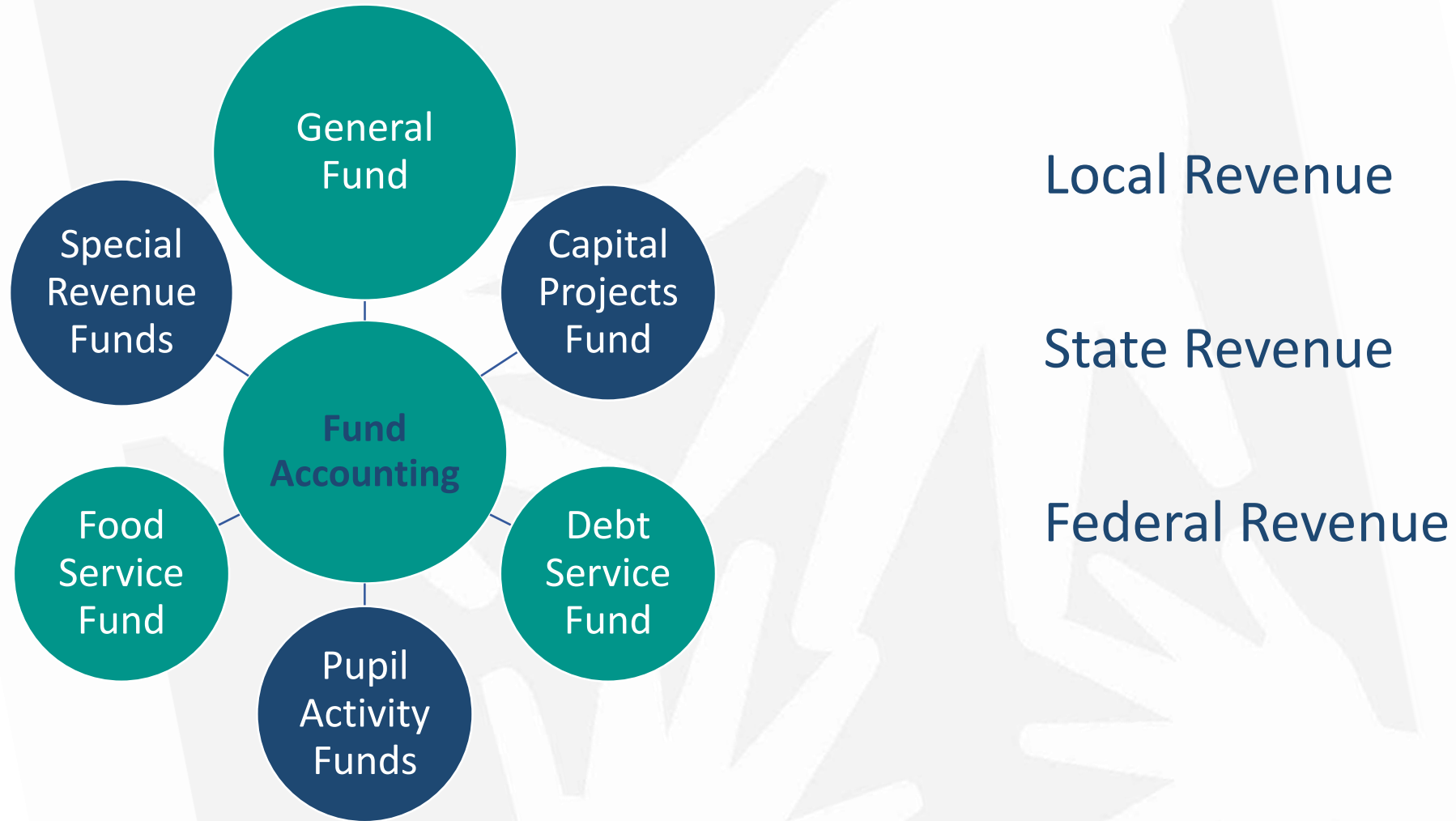
Included in the packet are the salary schedules for FY 2019-2020. With approval of the FY 2019 - 2020 General Fund budget, the Board of Trustees is also approving the salary schedules.



FY 2019-20 General Fund Budget

Board of Trustees Business Meeting
June 24, 2019

Types of Funds and Funding Sources



What is the General Fund?

- Main operating fund
- Accounts for all operating revenues and expenditures for the educational and support programs of the district
- Includes financial resources that are not restricted for a specific purpose
- Districts may only have one General Fund

What is the General Fund Budget?

- Financial plan for the operation of the school district
- Approved by the Board of Trustees annually
- Annual appropriations lapse at June 30th
- Any amendments to the annual budget must be approved by the Board of Trustees

FY 2018-2019 General Fund Percentage of State and Local Funding

State Funding 63%

- Largest source – Education Finance Act (EFA)

Local Funding 37%

- Largest source – Property Taxes

What is the Education Finance Act of 1977 (EFA)

Purpose: Ensure an equal education opportunity for every public K-12 student

- Created defined minimum program for public K-12 students
- Committed S.C. to fund 70% of the program cost in an average district
- Required districts to provide their local share of the program cost
 - Based on district's ability to raise revenues from property taxes

EFA Base Student Cost

- General Assembly sets a base student cost per weighted pupil annually
- Weightings are used to define a minimum educational program for every student based on their educational needs

For example: ESOL (English to Speakers of Other Languages)

Gifted & Talented

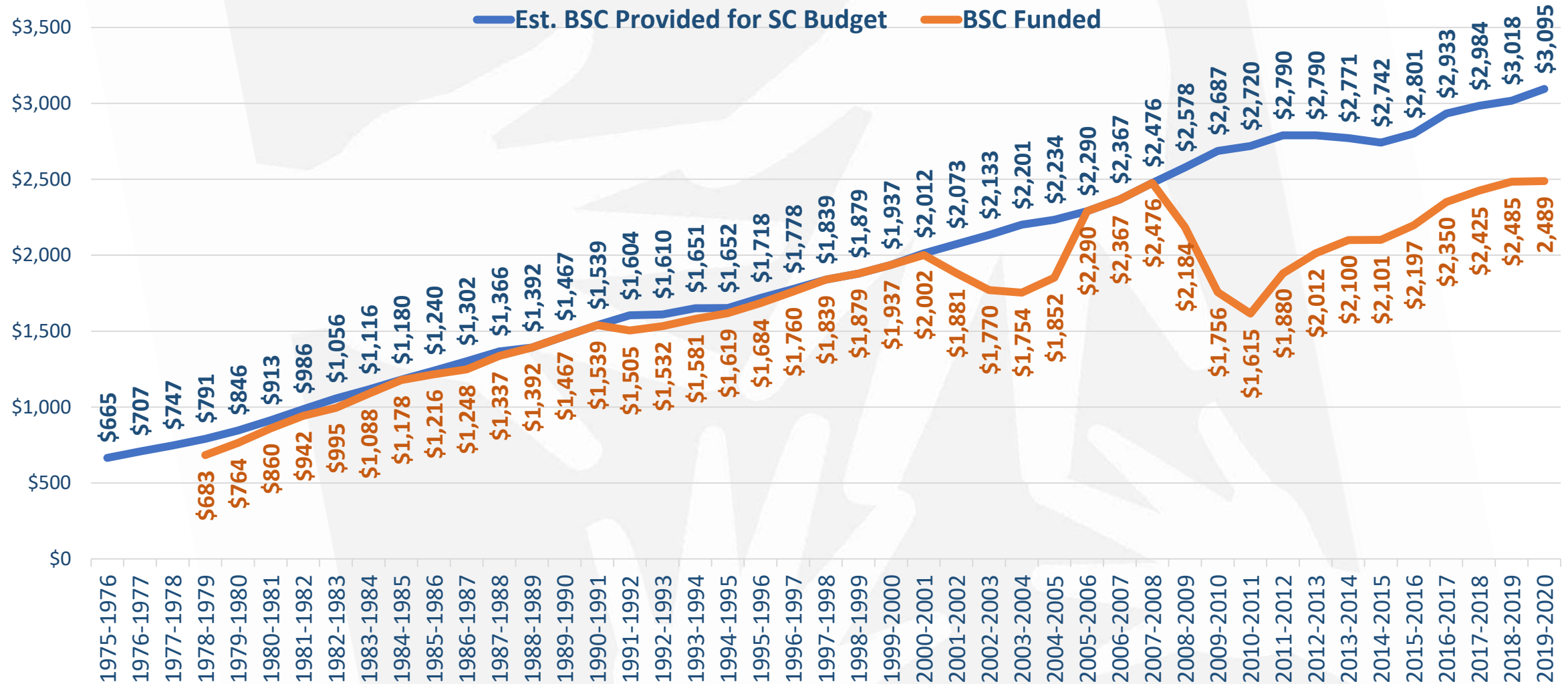
Visually Impaired

Autism

History of Base Student Cost (BSC)

BSC Estimate Provided for SC Budget vs BSC Funded

— Est. BSC Provided for SC Budget — BSC Funded



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Partial Funding of Base Student Cost Impact

<u>Fiscal Year</u>	<u>RFA¹ BSC</u>	<u>Funded BSC</u>	<u>Difference</u>	<u>Loss to Rock Hill Schools</u>
2015-2016	\$2,801	\$2,197	(\$604)	\$10.6 million
2016-2017	\$2,933	\$2,350	(\$583)	\$10.4 million
2017-2018	\$2,984	\$2,425	(\$559)	\$9.8 million
2018-2019	\$3,018	\$2,485	(\$533)	\$9.3 million
2019-2020	\$3,095	\$2,489	(\$606)	\$10.7 million

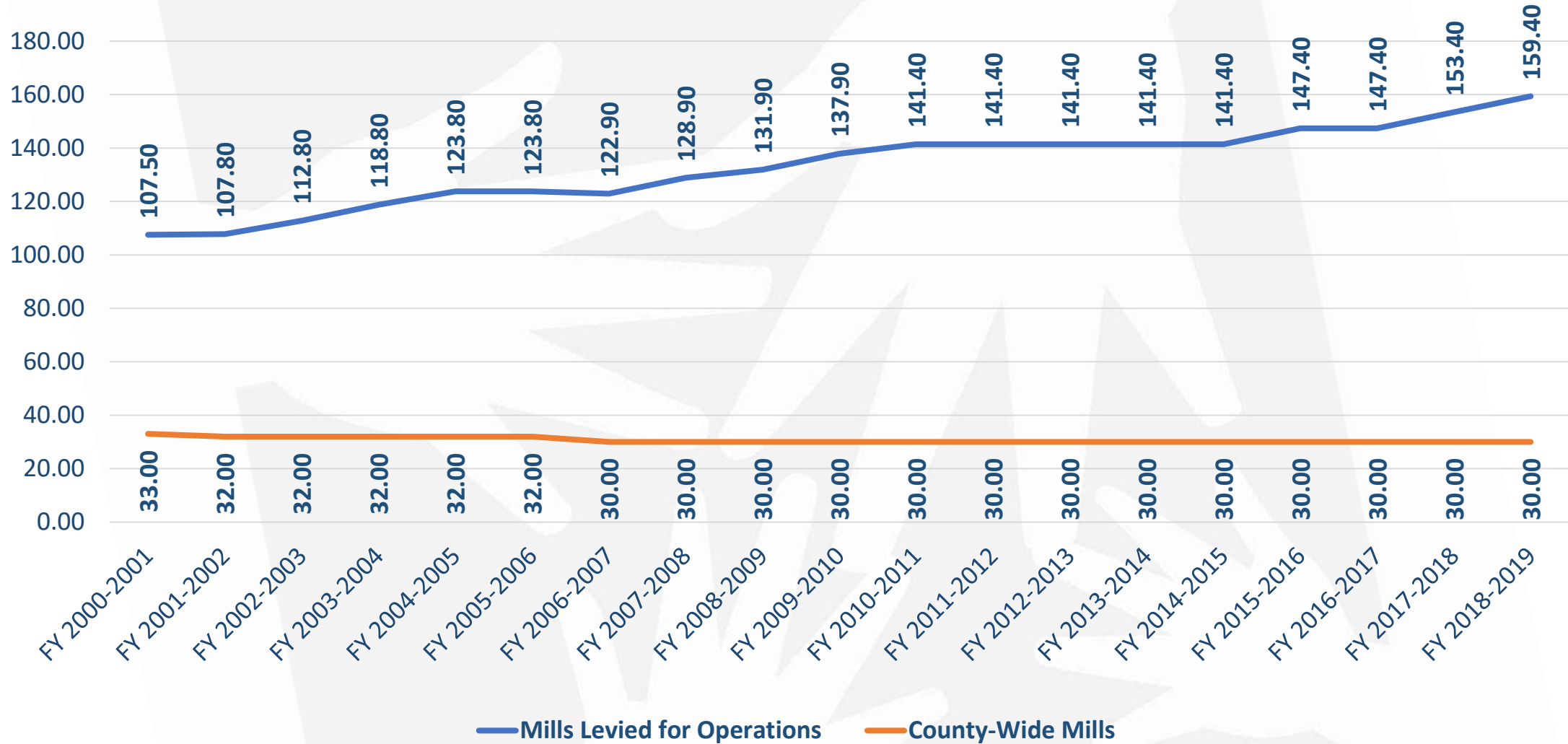
¹ SC Revenue & Fiscal Affairs

Outcome of SC Legislative Session Appropriations Bill H.4000

NEW - State Aid to Classrooms

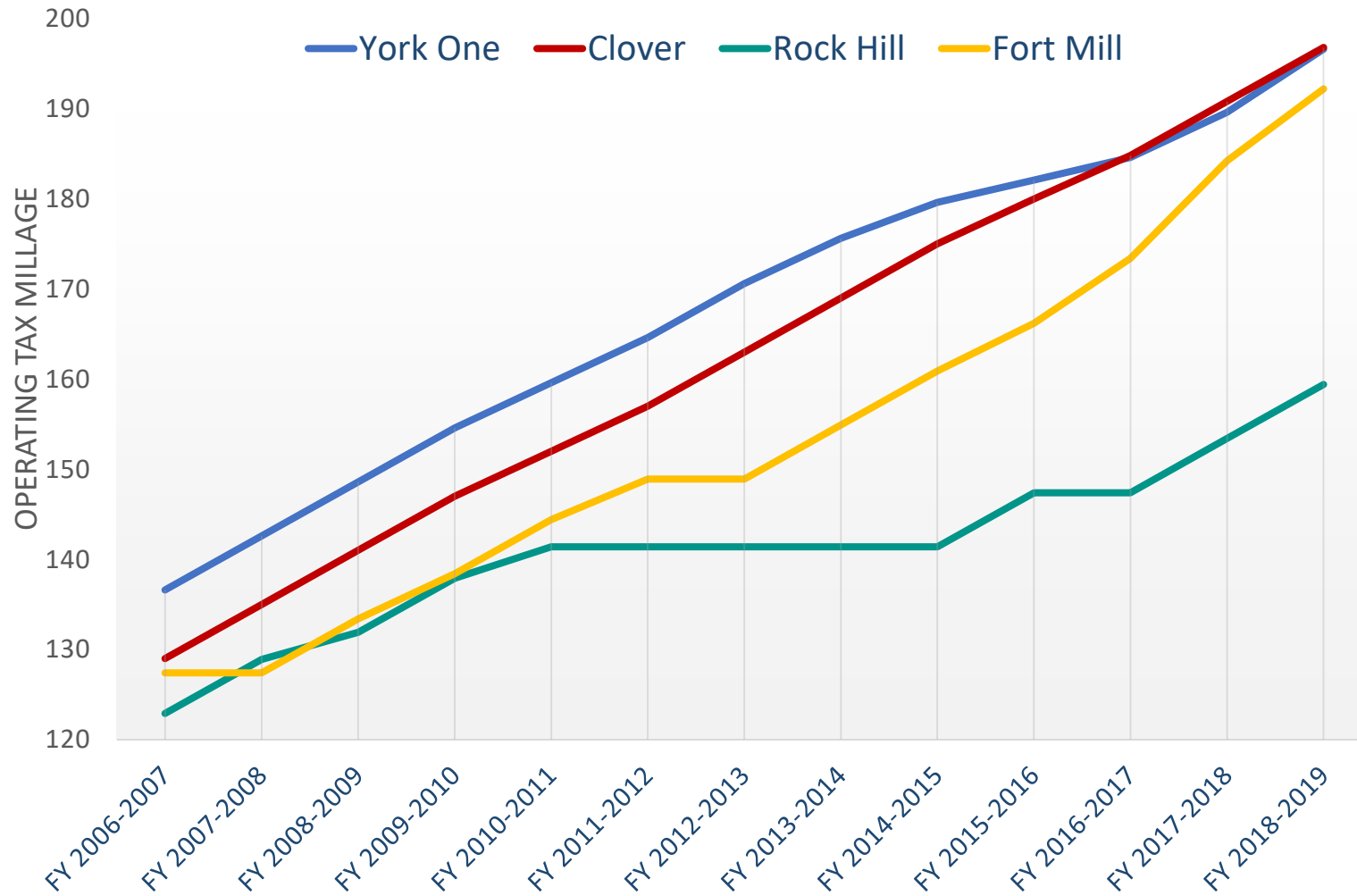
- EFA BSC \$2,489
 - \$4 increase to help fund teacher step
- EFA Fringe
 - Includes 1% retirement increase allocation
- Teacher Salary Support increase \$159 million
 - 4% teacher salary increase
 - \$35,000 beginning teacher salary

History of Operating Tax Millage



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Operating Tax Millage Comparison



Fiscal Year	York One	Clover	Rock Hill	Fort Mill
FY 2006-2007	136.6	129.00	122.90	127.4
FY 2007-2008	142.6	135.00	128.90	127.4
FY 2008-2009	148.6	141.00	131.90	133.4
FY 2009-2010	154.6	147.00	137.90	138.4
FY 2010-2011	159.6	152.00	141.40	144.4
FY 2011-2012	164.6	157.00	141.40	148.9
FY 2012-2013	170.6	163.00	141.40	148.9
FY 2013-2014	175.6	169.00	141.40	154.9
FY 2014-2015	179.6	175.00	141.40	160.9
FY 2015-2016	182.1	180.00	147.40	166.2
FY 2016-2017	184.6	184.80	147.40	173.4
FY 2017-2018	189.6	190.80	153.40	184.2
FY 2018-2019	196.6	196.80	159.40	192.2

*Excludes County-wide Millage

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Proposed Revenue Budget

Local Revenue

Property Taxes	\$50,015,250
<ul style="list-style-type: none">• Includes increase in value of a mill• Includes six mill increase	
Property Taxes County-Wide	\$ 8,200,000
Fee in Lieu of Taxes	\$ 4,077,250
Other Local Revenue	<u>\$ 1,110,000</u>
Total Local Revenue	<u><u>\$63,402,500</u></u>

Proposed Revenue Budget

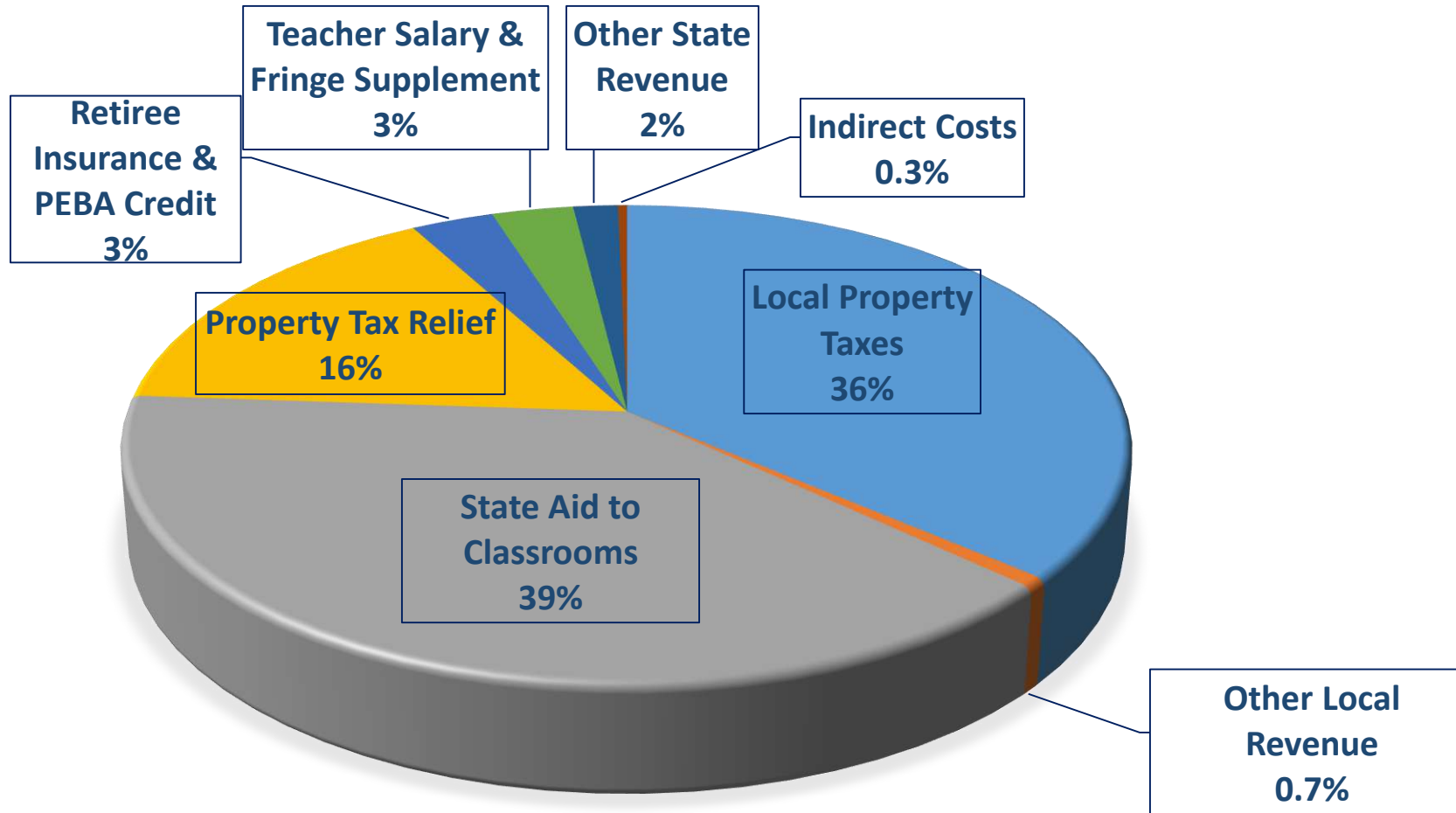
State Revenue

State Aid to Classrooms-EFA	\$43,859,255
State Aid to Classrooms-Fringe	\$20,067,976
State Aid to Classrooms-Teacher Salary	\$ 3,419,615
State Property Tax Reimbursements	\$27,346,885
Retiree Insurance / PEBA Retirement Credit	\$ 5,208,227
Teacher Salary & Fringe Supplement	\$ 5,135,124
Other State Revenues	<u>\$ 2,809,583</u>
Total State Revenue	<u>\$107,846,665</u>

Proposed Revenue Budget

Total Local Revenue	\$ 63,402,500	(36.7%)
Total State Revenue	\$107,846,665	(62.5%)
Indirect Costs	<u>\$ 575,000</u>	(0.3%)
Total Revenue	\$171,824,165	
Use of Fund Balance	<u>\$ 780,389</u>	(0.5%)
Total Revenue / Use of Fund Balance	<u><u>\$172,604,554</u></u>	

Proposed Revenue Budget



*Excludes Use of Fund Balance

Budget Themes for FY 2019-2020

District's Focus Areas

- Safety & Security
- Recruitment & Retention
- Student Achievement

Proposed Expenditure Budget

Salaries & Benefits - \$150,271,186

- State mandatory increases:
 - 4% salary increase and one year of experience step increase for teachers
 - 1% retirement rate increase for all employees
 - 0.2% retirement surcharge increase for all employees
- Safety & Security increases:
 - Security technician
 - 2 nurses
 - 5 mental health counselors

Proposed Expenditure Budget

Salaries & Benefits (continued):

- Recruitment & Retention increases:
 - 4% increase and one year of experience step for all other employees
 - 5% increase for all supplements
- Student Achievement increases:
 - 3 ESE (Exceptional Student Education) teachers
 - 6 ESE classroom assistants
 - 1 physical therapist
 - 2 immersion teachers
 - Enrichment / academic support for students at-risk

Proposed Expenditure Budget

Utilities - \$4,919,656

Purchase Services - \$12,218,545

* Safety and security support

Supplies & Equipment - \$4,140,289

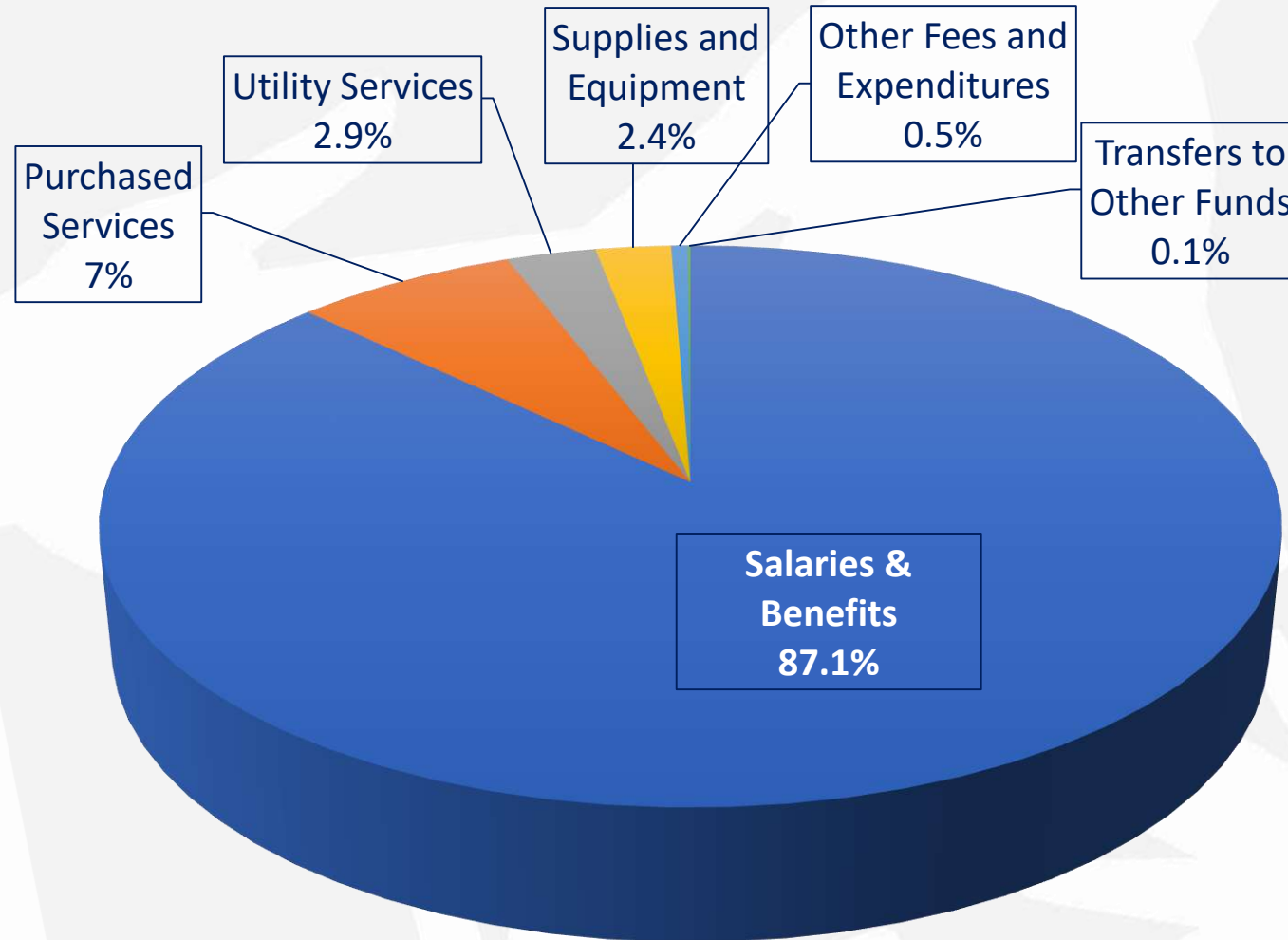
Other Fees & Expenditures - \$929,878

Transfers to Other Funds - \$125,000

Proposed Expenditure Budget

Salaries & Benefits	\$150,271,186	(87.1%)
Utilities	\$ 4,919,656	(2.9%)
Purchase Services	\$ 12,218,545	(7.0%)
Supplies & Equipment	\$ 4,140,289	(2.4%)
Other Fees & Expenditures	\$ 929,878	(0.5%)
Transfers to Other Funds	<u>\$ 125,000</u>	(0.1%)
Total Expenditures	<u><u>\$172,604,554</u></u>	

Proposed Expenditure Budget



Summary of Proposed FY 2019-2020 General Fund Budget

Local Revenue	\$ 63,402,500
State Revenue	\$107,846,665
Indirect Costs	<u>\$ 575,000</u>
Total Revenue	\$171,824,165
Use of Fund Balance	<u>\$ 780,389</u>
Total Revenue / Use of Fund Balance	<u>\$172,604,554</u>
Salaries/Benefits	\$150,271,186
Utilities	\$ 4,919,656
Purchase Services	\$ 12,218,545
Supplies / Equipment	\$ 4,140,289
Other Fees / Expenditures	\$ 929,878
Transfers to Other Funds	<u>\$ 125,000</u>
Total Expenditures	<u>\$172,604,554</u>



Thank you

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Rock Hill School District #3
Teacher Salary Scale
FY 2019 - 2020

PRIOR YEARS/ EXPERIENCE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Class 8 Doctor's Degree	53,664	54,255	54,635	54,991	55,382	55,713	57,155	58,597	60,041	61,482	62,925	64,367	65,810	67,252	68,694	70,137	71,580	73,021	73,813	74,837	76,752	77,889	78,647	78,783	79,000	79,235
Class 7 Master's Degree +30 hrs.	49,676	49,946	50,032	50,112	50,228	50,304	51,387	52,467	53,548	54,631	55,713	56,796	57,876	58,957	60,041	61,121	62,203	63,286	63,800	64,617	66,012	66,908	67,560	67,700	67,916	68,152
Class I Master's Degree	45,685	46,031	46,198	46,357	46,549	46,699	47,781	48,862	49,942	51,025	52,107	53,188	54,272	55,352	56,434	57,516	58,597	59,679	60,226	61,047	62,407	63,086	63,708	63,848	64,064	64,298
Class II 18 Hrs. Beyond Degr.	41,696	41,995	42,174	42,303	42,501	42,625	43,633	44,607	45,616	46,590	47,599	48,573	49,583	50,557	51,565	52,539	53,548	54,523	55,046	55,755	57,043	57,653	58,217	58,361	58,578	58,815
Class III Bachelor's Degree	40,000	40,137	40,357	40,528	40,763	40,920	41,828	42,803	43,813	44,786	45,797	46,768	47,779	48,754	49,763	50,737	51,745	52,719	53,257	53,962	55,224	55,700	56,248	56,406	56,615	56,843

Rock Hill School District #3
OT/PT Salary Scale
FY 2019- 2020

Step	Salary
0	\$ 64,300
1	\$ 65,587
2	\$ 66,899
3	\$ 68,236
4	\$ 69,598
5	\$ 70,993
6	\$ 72,415
7	\$ 73,862
8	\$ 75,341
9	\$ 76,846
10	\$ 78,382
11	\$ 79,952
12	\$ 81,552
13	\$ 83,184
14	\$ 84,848
15	\$ 86,545
16	\$ 88,276
17	\$ 90,041
18	\$ 90,942
19	\$ 91,851
20	\$ 92,769
21	\$ 93,697
22	\$ 94,634
23	\$ 95,580
24	\$ 96,536
25	\$ 97,501

Note: Salary is based on 200 days.

ADMINISTRATIVE SALARY STEP SCHEDULE FY 2019-2020

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22
Group 1	91,760	93,429	95,098	96,768	98,438	100,107	101,776	103,447	105,116	106,785	108,454	110,125	111,794	113,463	115,132	116,802	118,472	120,141	121,811	123,480	125,150	126,819	128,489
Group 2	87,432	88,991	90,550	92,109	93,668	95,227	96,785	98,343	99,902	101,461	103,020	104,579	106,138	107,697	109,256	110,815	112,374	113,931	115,490	117,049	118,608	120,167	121,726
Group 3	82,706	84,199	85,690	87,183	88,675	90,168	91,659	93,151	94,644	96,136	97,628	99,120	100,613	102,104	103,597	105,089	106,582	108,073	109,565	111,058	112,550	114,042	115,534
Group 4	77,904	79,307	80,708	82,111	83,513	84,914	86,317	87,719	89,121	90,523	91,926	93,328	94,730	96,132	97,535	98,936	100,338	101,741	103,142	104,545	105,947	107,349	108,751
Group 5	73,710	75,061	76,412	77,763	79,114	80,465	81,816	83,167	84,518	85,869	87,220	88,571	89,922	91,273	92,624	93,975	95,326	96,677	98,028	99,380	100,731	102,082	103,433
Group 6	69,744	71,012	72,278	73,546	74,812	76,080	77,347	78,613	79,881	81,147	82,415	83,682	84,949	86,216	87,483	88,750	90,016	91,284	92,551	93,818	95,085	96,352	97,619
Group 7	63,331	64,609	65,886	67,164	68,442	69,720	70,998	72,275	73,553	74,830	76,109	77,387	78,664	79,942	81,219	82,497	83,774	85,053	86,331	87,608	88,886	90,163	91,441
Group 8	56,636	57,989	59,341	60,694	62,047	63,399	64,753	66,105	67,458	68,811	70,163	71,516	72,870	74,222	75,575	76,928	78,280	79,633	80,986	82,339	83,692	85,044	86,397
Group 9	43,476	44,777	46,079	47,381	48,683	49,984	51,286	52,588	53,890	55,191	56,493	57,795	59,096	60,397	61,699	63,001	64,303	65,604	66,906	68,208	69,510	70,811	72,113

GROUP

- 1 Chiefs of: Academic & Accountability; Finance; Operations; Personnel; Strategic Planning, Engagement & Program Support
- 2 High School Principals and Executive Directors
- 3 Middle School Principals
- 4 Elementary Principals, Directors of: ATC, Adult Education, Federal Programs, and Exceptional Student Education
- 5 Instructional Specialists, Director of Recruitment, Director of Alternative Programs, and High School Assistant Principals
- 6 Directors of: Communication, Network Engineering, Information Technology, Safety, Transportation, and Facilities Services; Athletic Directors; Asst. Directors of: ATC and Alternative Programs; and Middle School Assistant Principals
- 7 Accounting/Finance Manager, Elementary Assistant Principals (214 days), Coordinator of Community Services, District Math and Literacy Coaches (Elementary), Insurance and Benefits Manager, Clinical Lead Nurse (214 days), Challenger Coordinator, Director of Purchasing, Research Specialist, Lead Technology Associate, Director of T3 (214 days), Food Service Contract Administrator, MTSS Specialist and Coordinator of World Language
- 8 Attendance Coordinator (200 days), Assistant Director of Transportation, Finance Internal Auditor, Energy Manager, and Trades Manager
- 9 Administrative Assistant/Phoenix Academy, Coordinator of Custodial Services, Food Service Coordinator, Adult Education Literacy Coordinator, Adult Education Transition Specialist, Technical Support Associates, Digital Support Associate, Communications Specialist, Facility Rental Coordinator, and Parent Smart Coordinator

Note: All positions are twelve months (260 days) unless noted in parenthesis. Salary is prorated for those positions that are 200 and 214 days. A "step" does not equate to a year of experience.

**Rock Hill School District #3
214 Day Administrator Salary Scale
FY 2019-2020**

Group 7

Step	Salary
0	\$ 52,126
1	\$ 53,178
2	\$ 54,229
3	\$ 55,281
4	\$ 56,333
5	\$ 57,385
6	\$ 58,437
7	\$ 59,488
8	\$ 60,540
9	\$ 61,591
10	\$ 62,643
11	\$ 63,695
12	\$ 64,746
13	\$ 65,798
14	\$ 66,850
15	\$ 67,902
16	\$ 68,953
17	\$ 70,005
18	\$ 71,057
19	\$ 72,108
20	\$ 73,160
21	\$ 74,211
22	\$ 75,263

Note: Salary is based on 214 days, 8 hours/day

Positions paid on 214 Day Administrator Scale:

Elementary Assistant Principals, Clinical Lead Nurse, Director of T3

**SUPPORT SALARY STEP SCHEDULE
FY 2019 - 2020**

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22
Group 1	20.17	20.57	20.97	21.36	21.76	22.16	22.55	22.95	23.35	23.74	24.14	24.54	24.93	25.33	25.72	26.12	26.52	26.91	27.31	27.71	28.10	28.50	28.90
Group 2	16.93	17.29	17.66	18.01	18.37	18.74	19.10	19.46	19.82	20.19	20.55	20.91	21.27	21.63	22.00	22.36	22.71	23.08	23.44	23.81	24.16	24.52	24.89
Group 3	15.45	15.85	16.25	16.65	17.05	17.45	17.85	18.26	18.65	19.05	19.46	19.85	20.25	20.66	21.05	21.45	21.86	22.25	22.66	23.06	23.45	23.86	24.26
Group 4	13.54	13.90	14.25	14.60	14.96	15.31	15.65	16.01	16.36	16.71	17.07	17.42	17.77	18.13	18.48	18.84	19.19	19.53	19.89	20.24	20.59	20.95	21.30
Group 5	13.22	13.54	13.87	14.20	14.52	14.85	15.17	15.50	15.82	16.15	16.48	16.80	17.12	17.45	17.77	18.10	18.43	18.75	19.08	19.40	19.72	20.06	20.38
Group 6	12.06	12.36	12.66	12.95	13.25	13.55	13.85	14.15	14.45	14.74	15.04	15.34	15.64	15.94	16.23	16.53	16.83	17.13	17.43	17.73	18.02	18.32	18.62
Group 7	11.65	11.94	12.24	12.52	12.81	13.10	13.40	13.69	13.98	14.27	14.57	14.86	15.15	15.45	15.74	16.03	16.32	16.62	16.91	17.20	17.49	17.79	18.07

GROUP

- 1 Physical Therapy Assistant (190/7), Executive Administrative Assistant to Superintendent (260/8), Career Development Facilitators (190/7.5), Academic Assistant/PBIS (190/7.5), Job Specialist (260/8)
- 2 Attendance Officer (190/8), SIS Coordinators (260/8), Employee Relations Coordinator (260/8), Sign Language Interpreters (185/7.5), Payroll Coordinator (260/8)
- 3 Administrative Assistants to Chiefs (260/8), Accounting Specialist (260/8), Technology Support Technicians (260/8 and 195/7)
- 4 Secretaries to Executive Directors/Directors (260/8), Accounting/Payroll Assistants (260/8), Dropout Prevention/Family Outreach Coordinators (200/8), LPNs (190/7.5), Academic Coaches (190/7.5)
- 5 District Office Receptionist (260/8), School Secretaries (260/8), Homebound Coordinator/Secretary (260/8), Activity Vehicle Specialist (260/8), Food Service Accountability Specialist/Bookkeeper (260/8)
- 6 School Secretaries (from 185-220/8), Parent Smart Educators (190/8), ISS Monitors (185/7), Dropout Prevention Assistant (190/7), Special Ed Assistants (185/7), Behavior Management Assistants (185/7)
- 7 Floater Assistants (185/7), Special Ed Assistants (185/7), Pre-K and K5 Assistants (185/7), Instructional Assistants (185/7)

Note: The numbers in parenthesis represent the standard work days and daily hours for each position. A "step" does not equate to years of experience.

Rock Hill School District #3
Maintenance Wage Scale
FY 2019 - 2020

Level	Step	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
B - Crew 2		9.98	10.21	10.44	10.67	11.09	11.34	11.55	11.79	12.03	12.27	12.48	12.74	12.99	13.22	13.48	13.73	13.98	14.24	14.49	14.73	14.87	15.01	15.15	15.30	15.44	15.57
C - Crew 3		10.95	11.24	11.58	11.76	12.08	12.36	12.68	12.99	13.34	13.61	13.98	14.19	14.33	14.52	14.70	14.88	15.09	15.30	15.48	15.69	15.78	15.86	15.95	16.13	16.31	16.48
G - Semi Skilled		11.70	11.99	12.29	12.49	12.81	13.10	13.41	13.75	14.07	14.39	14.72	14.89	15.09	15.26	15.43	15.63	15.84	16.06	16.22	16.42	16.50	16.59	16.68	16.86	17.04	17.22
G2 - Semi Skilled II		12.99	13.28	13.61	13.95	14.29	14.60	14.94	15.32	15.69	16.11	16.46	16.67	16.87	17.08	17.25	17.50	17.72	17.96	18.18	18.38	18.56	18.57	18.68	18.88	19.08	19.30
H - Skilled		15.56	15.92	16.28	16.68	17.04	17.45	17.80	18.22	18.58	18.92	19.34	19.54	19.74	19.94	20.14	20.37	20.63	20.83	21.07	21.30	21.41	21.53	21.65	21.88	22.13	22.38
I - Specialist I		16.32	16.70	17.09	17.49	17.87	18.27	18.66	19.09	19.47	19.82	20.25	20.47	20.69	20.87	21.13	21.34	21.58	21.80	22.05	22.28	22.40	22.54	22.65	22.90	23.15	23.42
J - Specialist II		17.52	17.77	18.09	18.38	18.69	19.00	19.27	19.64	19.92	20.19	20.52	20.77	20.95	21.17	21.39	21.65	21.85	22.09	22.32	22.56	22.63	22.70	22.76	22.90	23.04	23.17
K - Specialist III		18.12	18.50	18.96	19.35	19.77	20.24	20.61	21.11	21.48	21.90	22.33	22.57	22.80	23.04	23.25	23.50	23.74	23.98	24.23	24.49	24.63	24.76	24.90	25.17	25.45	25.74
L - Technician		21.07	21.20	21.46	21.78	22.09	22.40	22.71	23.07	23.39	23.74	24.06	24.43	24.77	25.15	25.50	25.90	26.28	26.71	27.08	27.49	27.79	28.09	28.40	28.72	29.06	29.38
M - Foreman		21.61	21.81	22.03	22.20	22.39	22.69	23.02	23.37	23.67	24.02	24.34	24.70	25.07	25.46	25.79	26.20	26.58	26.99	27.39	27.79	28.09	28.40	28.71	29.03	29.36	29.69

Note: A step does not correspond to years of experience.

**Rock Hill Schools
School Bus Driver
Salary Schedule**

2019 - 2020 School Year

Years of Experience	Hourly Wage
0	13.59
1	13.81
2	14.03
3	14.25
4	14.47
5	14.70
6	14.92
7	15.14
8	15.36
9	15.58
10	15.80
11	16.54
12	16.76
13	16.99
14	17.21
15	17.43
16	17.65
17	17.87
18	18.09
19	18.31
20	19.32
21	19.54
22	19.76
23	19.98
24	20.20
25	20.42

Note : Driver experience as of July 1, 2019. One year's experience eligibility is equal to performing the duties of a State-funded school bus driver for at least 152 days in a single school year including summer school.

**Rock Hill School District #3
School Bus Driver Aides
Salary Schedule**

2019 - 2020 School Year

Years of Experience	Hourly Wage
0	10.45
1	10.67
2	10.89
3	11.11
4	11.33
5	11.55
6	11.78
7	12.00
8	12.22
9	12.44
10	12.66
11	12.88
12	13.10
13	13.32
14	13.54
15	13.76
16	13.98
17	14.20
18	14.42
19	14.64
20	14.86
21	15.08
22	15.30
23	15.52
24	15.75
25	15.97

Rock Hill School District #3

FY 2019-2020

Type of Supplement	Number of Funded Positions	Supplement	Cost Per School	Number of Schools	Total Cost
SENIOR HIGH					
<u>Football</u>					
Head Coach			8,157	3	\$24,471
Varsity Assitants			61,917	3	185,751
JV			25,744	3	77,232
9th Grade			25,744	3	77,232
<u>Assistant AD</u>			6,064	3	18,192
<u>Girls Basketball</u>					
Head Coach			7,277	3	21,831
Varsity Asst			5,202	3	15,606
JV			3,050	3	9,150
JV Asst			1,125	3	3,375
9th Grade			2,785	3	8,355
9th Grade Asst			1,013	3	3,039
<u>Boys Basketball</u>					
Head Coach			7,277	3	21,831
Varsity Asst			5,202	3	15,606
JV			3,050	3	9,150
JV Asst			1,125	3	3,375
9th Grade			2,785	3	8,355
9th Grade Asst			1,013	3	3,039
<u>Wrestling</u>					
Head Coach			7,277	3	21,831
Varsity Asst			4,595	3	13,785
JV			2,335	3	7,005

Type of Supplement	Number of Funded Positions	Supplement	Cost Per School	Number of Schools	Total Cost
<u>Baseball</u>					
Head Coach			3,000	3	9,000
Varsity Asst			1,819	3	5,457
JV			1,502	3	4,506
Head C Team Coach			1,350	3	4,050
Assistant C Team			1,000	3	3,000
<u>Softball</u>					
Head Coach			3,000	3	9,000
Varsity Asst			1,819	3	5,457
JV			1,502	3	4,506
<u>Girls Track</u>					
Head Coach			3,000	3	9,000
Varsity Asst			1,819	3	5,457
JV			1,502	3	4,506
<u>Boys Track</u>					
Head Coach			3,000	3	9,000
Varsity Asst			1,819	3	5,457
JV			1,502	3	4,506
<u>Girls Soccer</u>					
Head Coach			3,000	3	9,000
Varsity Asst			1,819	3	5,457
JV			1,502	3	4,506
<u>Boys Soccer</u>					
Head Coach			3,000	3	9,000
Varsity Asst			1,819	3	5,457
JV			1,502	3	4,506
<u>Volleyball</u>					
Head Coach			3,000	3	9,000
Varsity Asst			1,819	3	5,457
JV			1,502	3	4,506
9th Grade Coach			1,502	3	4,506

Type of Supplement	Number of Funded Positions	Supplement	Cost Per School	Number of Schools	Total Cost
<u>Girls Golf</u>					
Head Coach			2,000	3	6,000
<u>Boys Golf</u>					
Head Coach			2,000	3	6,000
<u>Girls Tennis</u>					
			2,000	3	6,000
<u>Boys Tennis</u>					
			2,000	3	6,000
<u>Girls Cross Country</u>					
			2,000	3	6,000
<u>Boys Cross Country</u>					
			2,000	3	6,000
<u>Cross Country Assistant</u>					
			1,000	3	3,000
<u>Weight Training</u>					
Head Instr.			1,937	3	5,811
Assistant			1,278	3	3,834
<u>Trainer</u>					
Head Trainer			11,776	3	35,328
Assistant			4,048	3	12,144
<u>Cheerleader/Dance</u>					
Varsity			3,000	3	9,000
Varsity Assistant			1,885	3	5,655
JV			1,885	3	5,655
9th Grade			1,885	3	5,655
<u>Swim Team</u>					
Coach			2,000	3	6,000
Assistant swim coach			1,000	3	3,000

Type of Supplement	Number of Funded Positions	Supplement	Cost Per School	Number of Schools	Total Cost
<u>Other</u>					
Drama	1	998	998	3	2,994
Mock Trail UN	1	749	749	3	2,247
Chorus	1	1,247	1,247	3	3,741
Newspaper	1	908	908	3	2,724
Annual	1	1,567	1,567	3	4,701
Student Council	1	749	749	3	2,247
IB Coord	1	3,242	3,242	3	9,726
Core Dept. Head	6	1,496	8,976	3	26,928
Other Dept. Head	4	998	3,992	3	11,976
Bus Duty	4	1,192	4,768	3	14,304
Work Detail	1	1,192	1,192	3	3,576
Web Site Master	1	1,050	1,050	4	4,200
ATC Culinary Arts	1	1,197	1,197	1	1,197
ATC Cosmetology	1	2,835	2,835	1	2,835
<u>Band</u>					
Director	1	6,318	6,318	3	18,954
Assistant	1	2,993	2,993	3	8,979
Additional Asst	3	2,993	8,979	3	26,937
Assigned Asst	varies	4,489	4,489	3	13,467
Orchestra	1	1,746	1,746	3	5,238
Percussion (RHHS only)	1	5,670	5,670	1	5,670
Additional Asst (SPHS only)	1	4,988	4,988	1	4,988
Total High School			343,183		\$1,001,219
MIDDLE SCHOOL					
<u>AD</u>			2,090	5	10,450
<u>Football</u>					
Head Coach 8th			4,861	5	\$24,305
Head Coach 7th			4,861	5	24,305
Assistant			7,337	5	36,685

Type of Supplement	Number of Funded Positions	Supplement	Cost Per School	Number of Schools	Total Cost
<u>Girls Basketball</u>					
Head Coach 8th			3,483	5	17,415
Head Coach 7th			3,133	5	15,665
<u>Boys Basketball</u>					
Head Coach 8th			3,483	5	17,415
Head Coach 7th			3,133	5	15,665
<u>Volleyball</u>					
Head Coach 8th			1,811	5	9,055
Head Coach 7th			1,461	5	7,305
<u>Wrestling</u>					
Head Coach			2,336	5	11,680
Assistant			1,356	5	6,780
<u>Softball</u>					
Assistant Softball			1,485	5	7,425
			1,000	5	5,000
<u>Girls Track</u>					
8th Grade			1,485	5	7,425
7th Grade			1,485	5	7,425
<u>Boys Track</u>					
8th Grade			1,485	5	7,425
7th Grade			1,485	5	7,425
<u>Cheerleaders</u>					
8th Grade			1,508	5	7,540
7th Grade			1,212	5	6,060

Type of Supplement	Number of Funded Positions	Supplement	Cost Per School	Number of Schools	Total Cost
Other					
Annual	1	948	948	5	4,740
Math Count	1	749	749	5	3,745
Newspaper	1	749	749	5	3,745
Student Council	1	649	649	5	3,245
Intru./Other Assigned	per school	3,551	3,551	5	17,755
Academic Arts	2	749	1,498	5	7,490
Core Dept. Head	4	998	3,992	5	19,960
Other Dept. Head	2	499	998	5	4,990
Bus Duty	4	1,192	4,768	5	23,840
Work Detail	1	1,192	1,192	5	5,960
Web Site Master	1	1,050	1,050	5	5,250
Band Supp. For HS Asst.	1	1,995	1,995	5	9,975
Total Middle School			70,539		\$363,145
ELEMENTARY, CCDC					
Safety Patrol	2	1,263	2,526	18	45,468
Web Site Master	1	1,050	1,050	18	18,900
Total Elementary School			3,576		\$64,368
DISTRICTWIDE					
Honors Choir	2	749	1,498	1	1,498
Honors Choir Assistant	1	749	749	1	749
Robotics	1	1,050	1,050	1	1,050
Lead Media Specialist	1	840	840	1	840
Web Site Master (Phoenix, Prntsmrt)	1	1,050	1,050	2	2,100
Total All Supplements			420,896		\$1,434,969

Memo

TO: Dr. Bill Cook, Superintendent

FROM: Dr. Missy Brakefield
Executive Director of Elementary Education

Jennifer Morrison
Executive Director of Secondary Education

DATE: **June 13, 2019**

SUBJECT: **Approval of Final School Renewal Plan Goals**

On June 10, 2019, a second revision to nine of the district's school renewal plans were presented to the Rock Hill Schools Board of Trustees for approval. No further revisions were requested. Final school renewal plans are required to be submitted to the South Carolina Department of Education this month.

Please accept the attached school renewal plan goals for final Board approval on June 24, 2019.

School Name: Central CDC

1 School Climate

Performance Goal:

By the end of the 2023-2024 school year, the percentage of teachers who respond "Agree" to "Students behave well in class" will increase by 15% or more as measured by the Teacher Climate Survey data.

PM 1.1. By the end of the 2019-2020 school year, we will increase the percent of teachers who respond "Agree" to "Students behave well in class" by 3% or more.

New wording: Central Child Development Center

By the end of the 2023-24 school year, the number of positive behaviors celebrated will increase by 25% or more as documented by the types of behavior reported to administration.

PM (Performance Monitoring) By June of 2020, we will increase interventions that will lead to a reduction in administrative office disciplinary response by 5%.



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Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - **Central Child Development Center** (4603800) Public School - School Renewal Plan - Rev 0

Go To

Plan Items Expand All Collapse All

1 School Climate*

see change attached

Performance Goal:

By the end of the 2023-24 school year, the number of administrative/office level discipline referrals will be reduced by 25% or more.

PM 1.1 By the end of the 2019-2020, decrease the number of administrative/office level discipline referrals by 5% or more.

2 Student Achievement*

Performance Goal:

By the end of the 2023-24 school year, Central CDC will increase the percentage of ESE children age 3-5 attending regular programs to meet or exceed the SCDE State Target of 48.9% (Current RHSD percentage from the 2017-18 SCDE audit review was 40.0%).

PM 2.1 By the end of the 2019-20 school year, Central CDC will increase the percentage of ESE children age 3-5 attending regular programs by 2% or more.

3 Teacher/Administrator Quality*

Performance Goal:

By the end of the 2023-24 school year, all required Central CDC staff will attain the mandatory SCDE R2S Endorsement. Currently percentage of staff with R2S required endorsement - 27%.

PM 3.1 By the end of the 2019-20 school year, 14.6% or more of the staff at Central CDC will attain the required R2S Endorsement.

Go To

School Name: Ebenezer Avenue Elementary School

1 School Climate

Performance Goal:

By 2023-2024 the percentage of stakeholders who report "Students behave well in the hallways, in the lunchroom, and on school grounds" will increase by 25% for students and 15% for parents as measured by the School Climate Survey data.

PM 1.1. By the end of the 2019-2020 school year, we will increase the percent of stakeholders that report "Students behave well in the hallways, in the lunchroom, and on school grounds" by 5% for students, and 3% for parents.

New wording: Ebenezer Avenue

By the year 2023-24 we will increase positive student behavior related to hit/kick/push, disruptive behavior and disrespect by 40% as demonstrated by documentation in power school.

PM (Performance Monitoring) We will increase the percentage of students demonstrating positive behavior by 8% during the 2019 school year as demonstrated by the types of behaviors documented in power school.

Increase the number of positive behaviors by 8% during the 2020 school year as indicated by the types of behaviors documented in power school.



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Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - **Ebenezer Avenue Elementary** (4603022) Public School - School Renewal Plan - Rev 0

Go To

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1 School Climate*

Performance Goal:

By the year 2023-2024 we will decrease from the number of referrals written and entered into PowerSchool for Hit/Kick/Push, Disruptive Behavior, and Disrespect by 40%

PM 1.1 We will decrease the number of discipline referrals by 8% during the 2019 school year.

PM 1.2 Decrease the number of discipline referrals by 8% during the 2020 school year.

2 Teacher/Administrator Quality*

Performance Goal:

Teachers and administrators will build ELA capacity through professional development that will impact student achievement. By Spring of 2023-24 65% of our students in grades 3-5 will score Met or Exceeding Expectations on SCReady ELA.

PM 2.1 49% of our students in grades 3-5 will score at Met or Exceeded Expectations on the 2020 SCReady ELA test

3 Student Achievement*

Performance Goal:

By the Spring of 2023-24 74% of students in grades 3-5 will score Met or Exceeds expectations on Math SCReady.

PM 3.1 On the 2020 SCReady Math 53% of our 3rd-5th grade students will score Met or Exceeds.

Go To

School Name: India Hook

1 School Climate

Performance Goal:

By 2023-2024 the percentage of stakeholders who report "Students behave well in class" will increase 20% for students and 20% for parents as measured by the School Climate Survey data.

PM 1.1. By the end of the 2019-2020 school year, we will increase the percent of stakeholders that report "Students behave well in class" by 4% for students and 4% for parents.



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Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - India Hook Elementary (4603039) Public School - School Renewal Plan - Rev 0

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1 School Climate*

Performance Goal:

By the end of 2023-2024 school year, 87.5% of 5th graders will report that other students are well behaved in class based on the state student survey.

✦ **PM** 1.1 With PBIS our goal is to reduce the number of incidents of hit/kick/push by 15% that is measured in PowerSchool from the 2018-2019 school year.

2 Student Achievement*

Performance Goal:

By the end of 2024, 90 % of students in 3rd-5th grades will score at level 2 or above on SC Ready math assessment.

✦ **PM** 2.1 By the Spring of 2020, 84.13% of all students tested will score at level 2 or higher on SC Ready in math.

3 Teacher/Administrator Quality*

Performance Goal:

By the end of 2024 75% of all certified staff will have obtained their reading endorsement based on Read to Succeed legislation.

✦ **PM** 3.1 By the end of 2020 20% of all certified staff will have obtained their reading endorsement based on Read to Succeed legislation.

Go To ▶

School Name: Mt. Gallant Elementary

1 School Climate

Performance Goal:

By 2023-2024 the percentage of stakeholders who report that "Students behave well in the hallways, in the lunchroom, and on school grounds" will increase by 20% for teachers, 20% for students, and 20% for parents as measured by the School Climate Survey data.

PM 1.1. By the end of the 2019-2020 school year, we will increase the percent of stakeholders that report "Students behave well in the hallways, in the lunchroom, and on school grounds" by 4% for teachers, 4% for students, and 4% for parents.

New wording: Mount Gallant

At the end of the 2018-19 school year, 152 discipline referrals were documented. By the end of the 2023-24 school year, **Mt. Gallant will increase positive student behavior by 25% as indicated by the types of behavior documented in power school.**

PM (Performance Monitoring) By June of 2020, **Mt. Gallant will increase the number of positive student behaviors by 5% by assessing the behaviors documented in power school.**



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Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - Mount Gallant Elementary (4603037) Public School - School Renewal Plan - Rev 0

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Plan Items [Expand All](#) [Collapse All](#)

1 Student Achievement*

Performance Goal:

In 2017-18, 44.65% of students in grades 3-5 scored meets and exceeds on SC Ready Math. By 2023-24, Mt. Gallant will increase the percentage of students in grades 3-5 scoring Meets and Exceeds expectations on SC Ready Math by 15%.

PM 1.1 By the end of the 2020, Mt. Gallant will increase the percentage of students scoring Meets and Exceeds expectations on SC Ready Math by 3%.

2 Teacher/Administrator Quality*

Performance Goal:

In 2017-18, 44.65% of students in grades 3-5 scored meets and exceeds on SC Ready Math. With the ultimate goal of improving student achievement in math, Mt. Gallant will increase teacher quality through targeted professional development by 2023-24. This goal will be measured through a projected 15% increase of students scoring meets and exceeds on the SC Ready math assessment.

PM 2.1 With the ultimate goal of improving student achievement in math, Mt. Gallant will increase teacher quality through targeted professional development. This goal will be measured through an annual projected 3% increase of students scoring MEETS and EXCEEDS on the SC Ready math assessment.

3 School Climate*

Performance Goal:

At the end of the 2018-19 school year, 152* discipline referrals were earned. By the end of the 2023-24 school year, Mt. Gallant will reduce the number of discipline referrals by 25%. *data projected from 2017-18

PM 3.1 By June of 2020, Mt. Gallant will reduce the number of discipline referrals by 5%.

Go To

School Name: Northside Elementary

1 School Climate

Performance Goal:

By 2023-2024 the percentage of stakeholders who report that "Students behave well in the hallways, in the lunchroom, and on school grounds" will increase for 25% for students and 20% for parents as measured by the School Climate Survey data.

PM 1.1. By the end of the 2019-2020 school year, we will increase the percent of stakeholders that report "Students behave well in the hallways, in the lunchroom, and on school grounds" by 5% for students, and 4% for parents.

New wording: Northside Elementary

By June 1, 2024, NSES will increase positive student behavior by 25% as documented by behaviors documented in power school.

PM (Performance Indicator) By June 1, 2020, we will increase the number of positive student behaviors by 10% as documented by behaviors reported in power school.



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Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - **Northside Elementary** (4603029) Public School - School Renewal Plan - Rev 0

Go To

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1 School Climate*

See change attached.

Performance Goal:

By June 1, 2024, NSES will reduce the number of major referrals by 25% (36 referrals) for the 2022-2023 School Year for a total of 109 major referrals.

PM 1.1 By June 1, 2020, we will reduce the number of major referrals by 10% (15 referrals) for the 2018-2019 School Year for a total of 135 major referrals.

2 Teacher/Administrator Quality*

Performance Goal:

By June 1, 2024, the percentage of K - 5th grade students at NSES at or above grade level on F & P scores will be 85% (N = 467).

PM 2.1 By June 1, 2020, the percentage of K - 5th grade students at NSES at or above grade level on F & P scores will be 65% (N = 357).

3 Student Achievement*

Performance Goal:

By June 1, 2024, 40 % of K through 5th Grade students will be in the upper 33rd percentile on math MAP.

PM 3.1 By June 1, 2020, 35% of K - 5th Grade students at NSES will be in the upper 33rd percentile on math MAP school-wide.

Go To

School Name: Oakdale STEAM Elementary School

1 School Climate

Performance Goal:

By 2023-2024 the percentage of stakeholders who report that "Students behave well in the hallways, in the lunchroom, and on school grounds" will increase by 50% for teachers, 25% for students, and 25% for parents as measured by the School Climate Survey data.

PM 1.1. By the end of the 2019-2020 school year, we will increase the percent of stakeholders that report "Students behave well in the hallways, in the lunchroom, and on school grounds" by 10% for teachers, 5% for students, and 5% for parents.

New wording: Oakdale Elementary

By 2023-24 an increase in positive student behavior will be celebrated as behaviors documented in power school will have decreased by 3%.



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Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - **Oakdale Elementary** (4603030) Public School - School Renewal Plan - Rev 0

Go To

Plan Items Expand All Collapse All

1 School Climate*

Performance Goal:

see change attached
By 2023-2024, 3% or fewer students will have three or more discipline incidents as indicated by PowerSchool discipline data.

PM 1.1 By 2019-2020, 7% or fewer students will have three or more discipline incidents as indicated by PowerSchool discipline data.

2 Teacher/Administrator Quality*

Performance Goal:

By 2023-2024, 100% of staff will complete a professional learning series to include selected videos, book studies, and face-to-face training to increase understanding of social emotional learning in general and knowledge of effective strategies to address the social emotional learning needs of Oakdale students.

PM 2.1 By 2019-2020, 100% of staff will complete selected videos via resources such as 321 Insights to increase understanding of social emotional learning in general and knowledge of effective strategies to address the social emotional learning needs of Oakdale students.

3 Student Achievement*

Performance Goal:

By 2023-2024, 95% or more of students will score average or high on MAP performance levels for math.

PM 3.1 By 2019-2020, 76% or more of students will score average or high on MAP performance levels for math.

4 Student Achievement*

Performance Goal:

By 2023-2024, 95% or more of students will score average or high on MAP performance levels for reading.

PM 4.1 By 2019-2020, 76% or more of students will score average or high on MAP performance levels for reading.

School Name: Rawlinson Road Middle School

School Climate Performance Goal

The 2017-18 state School Climate Survey reported that 58.6% of teachers were satisfied with the learning environment. By 2023-24 on the state School Climate Survey, 90% of teachers will state they are satisfied with the Learning Environment.

PM 1.1. By 2018-19, 70% of teachers will be satisfied with the learning environment.



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Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - **Rawlinson Road Middle** (4603019) Public School - School Renewal Plan - Rev 0

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1 **Student Achievement***

Performance Goal:

By 2023-24, students meeting or exceeding expectations will be 60% on SC Ready in math and 61% of our students will meet or exceed expectations on SC Ready in ELA.

✦ **PM** 1.1 Increase students meeting or exceeding expectations to 40% in math and 42% in ELA on SC Ready.

2 **Teacher/Administrator Quality***

Performance Goal:

By 2023-24, 100% of Math teachers will consistently implement Math Design Collaborative (MDC) strategies in the classroom. By 2023-24, 100% of ELA, Science, Social Studies, and all Related Arts teachers (except PE and Foreign Language) will consistently implement Literacy Design Collaborative (LDC) strategies in the classroom.

✦ **PM** 2.1 LDC/ MDC Professional Development

3 **School Climate***

Performance Goal:

By the 2023-24 School Climate Survey, 90% of teachers will state they are satisfied with the Learning Environment.. By the end of the 2019 school year, our teachers will be supported by the administrative team and discipline referrals for Disruptive Behavior will decrease.

✦ **PM** 3.1 Our PBIS committee has identified that 137 of our discipline referrals are for Disrupting Class and Refusal to Obey/Defiant. By the end of 2019 school year, our discipline referrals for Disrupting Class and Refusal to Obey/Defiant will decrease by 25%. This interim goal will be a support to the 5-year performance goal.

Go To

School Name: Saluda Trail Middle School

School Climate Performance Goal

By 2023-24, the percentage of stakeholders reporting "Students behave well in the hallways in the lunchroom, and on school grounds" will increase by 15% for teachers, students, and parents as measured by the School Climate Survey report.

PM 1.1. By the end of the 2019-2020, the percentage of stakeholders reporting "Students behave well in the hallways in the lunchroom, and on school grounds" will increase by 3% for teachers, students, and parents as measured by the School Climate Survey report.

New wording: Saluda Trail

Positive behavior intervention strategies (PBIS) and our "Wildcat C.H.A.M.P. philosophy will be implemented effectively to **improve student behaviors** as defined within the PBIS program by 2023-2024.

PM (Performance Monitoring) At the conclusion of the 2019-20 school year, the percentage of students with 0-1 referrals will increase to 75% due to improved student behavior; students with 2-5 referrals will decrease to 17% due to improved student behavior; and students with 6 or more referrals will decrease to 8% due to improved student behavior.



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Kokolis, Luanne

Production

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00:59:29

Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - Saluda Trail Middle (4603038) Public School - School Renewal Plan - Rev 0

Go To

Plan Items Expand All Collapse All

1 School Climate*

Performance Goal:

Positive behavior intervention strategies (PBIS) and our "Wildcat C.H.A.M.P." philosophy will be implemented effectively to decrease the number of discipline referrals as defined* within the PBIS program by 2023-2024. The PBIS program measures effective positive behavior intervention strategies as the following: The percentage of students with 0 - 1 referrals is 80%. The percentage of students with 2- 5 referrals is 15%. The percentage of students with 6 or more referrals is 5%.

✦ [PM] 1.1 At the conclusion of the 2019-2020 school year, the percentage of students with 0 -1 referrals will increase to 75%; students with 2 - 5 referrals will decrease to 17%; and students with 6 or more referrals will decrease to 8%.

2 Student Achievement*

Performance Goal:

Student Achievement data (MAPs, SC Ready, SC PASS, EOCs) will indicate that students are performing at or above the district average in the areas of Math and Science by 2023-2024.

✦ [PM] 2.1 Spring 2020 MAPs data will indicate that no more than 39% of students perform in the Low Performance level of Mathematics. SC Ready scores will indicate that no more than 28% of students score "Does Not Meet Expectations" in the area of Mathematics. SC Pass scores will indicate that no more than 30% of students score "Does Not Meet Expectations" in the area of Science.

3 Teacher/Administrator Quality*

Performance Goal:

Student Achievement data (MAPs, SC Ready, SC PASS, EOC) will indicate by 2023-2024 that students are performing at or above the district average in the areas of English and Social Studies as a result of implementing the workshop model approach as the primary delivery of instruction and designing effective, quality Tiered instruction based upon assessment design and analysis

✦ [PM] 3.1 Spring 2020 MAPs data will indicate that no more than 29% of students perform in the Low Performance level of Reading. SC Ready scores will indicate that no more than 30% of students score "Does Not Meet Expectations" in the area of English. SC Pass scores will indicate that no more than 30% of students score "Does Not Meet Expectations" in the area of Social Studies.

School Name: Sunset Park CAS

1 School Climate

Performance Goal:

By 2023-2024 the percentage of stakeholders who report "Students behave well in the hallways, in the lunchroom, and on school grounds" will increase by 25% for teachers, 25% for students, and 15% for parents as measured by the School Climate Survey data.

PM 1.1. By the end of the 2019-2020 school year, we will increase the percent of stakeholders that report "Students behave well in the hallways, in the lunchroom, and on school grounds" by 5% for teachers, 5% for students, and 3% for parents.

New wording: Sunset Park

By the year 2023-24 we will increase positive student behavior by 15% for each grade level as demonstrated by documentation in power school.

PM (Performance Monitoring) By the spring of 2020, SPCAS will increase the number of positive behaviors by 3% for each grade level as indicated by the types of behavior documented in power school.



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Kokolis, Luanne

Production

Session Timeout
00:59:43

Performance Goals, Interim Performance Goals, Indicators of Implementation, and Action Steps

4603 - Rock Hill School District Three (York 3) (4603) Public District - FY 2020 - **Sunset Park Center for Accelerated Studies** (4603033) Public School - School Renewal Plan - Rev 0

Go To

Plan Items [Expand All](#) [Collapse All](#)

1 Student Achievement*

Performance Goal:

By the end of the 2023-24 school year, the percentage of students at SPCAS meeting their expected growth on MAP math will increase by at least 15% for all grade levels K-5th.

PM 1.1 By the Spring of 2020, the percentage of students at SPCAS meeting their expected growth on MAP math will increase by at least 3% for all grade levels K-5th.

2 Teacher/Administrator Quality*

Performance Goal:

By the end of the 2023-24 school year, all required SPCAS staff will attain the SCDE R2S Endorsement.

PM 2.1 By the end of the 2019-2020 school year, 20% or more of the staff at SPCAS will attain the R2S Endorsement.

3 School Climate*

See change attached

Performance Goal:

By the end of the 2023-24 school year, SPCAS will reduce the number of discipline referrals by 15% for each grade level. Currently (4/2/2019), we have the following number of discipline referrals: K-7 1st-63 2nd-46 3rd-140 4th-23 5th-51

PM 3.1 By the Spring of 2020, SPCAS will reduce the number of discipline referrals by 3% for each grade level.

Go To



TO: Dr. William Cook

FROM: Luanne Kokolis

CC: Board Members

DATE: June 13, 2019

SUBJECT: AC Policy Revisions for 2nd Read

Attached is policy AC with revisions for 2nd read for the June business meeting.

The attachment includes the current policy, the model policy, and the recommended revisions for board approval. Revisions have been made based upon feedback from the May board business meeting.

NONDISCRIMINATION/EQUAL OPPORTUNITY

RECOMMENDED

Code **AC** Issued **MODEL/18**

The board affirms the right of all individuals to be treated with respect and to be protected from intimidation, discrimination, physical harm, and/or harassment. Respect for each individual will be a consideration in the establishment of all policies by the board and in the administration of those policies by district staff.

The district is committed to a policy of nondiscrimination and equal opportunity for all students, parents/legal guardians, staff, visitors, personnel, and community members who participate or seek to participate in its programs or activities. **(Added 6/4/19) Rock Hill Schools is committed to providing equal access to educational and employment opportunities regardless of race, color, religion, national origin, disability, pregnancy, (including pregnancy, childbirth, or any related medical conditions), age (40 or older), genetic information, sex (including gender identity), sexual orientation, spousal affiliation, or any other protected trait or characteristic, as may be required by law. As required by Title IX and its implementing regulations, 34 C.F.R. Part 106, Rock Hill Schools does not discriminate on the basis of sex in its educational programs and activities.**

Resolution of Discrimination Complaints

The district will use the grievance procedures set forth in policy to process complaints based on alleged violations of Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; the Equal Pay Act of 1963; the Genetic Information Nondiscrimination Act of 2008; the Boy Scouts of America Equal Access Act; and Titles I and II of the Americans with Disabilities Act of 1990.

The following person has been designated to handle inquiries, questions, and grievances regarding the district's nondiscrimination policy:

Chief Personnel Officer
386 E. Black Street
803-981-1000

In the event that the *Chief Personnel Officer* is unavailable or is the subject of a grievance that would otherwise be made to the *Chief of Strategic Planning, Engagement and Program Support*, reports should instead be directed to:

Chief of Strategic Planning, Engagement and Program Support
386 E. Black Street
803-981-1000

PAGE 2 - AC - NONDISCRIMINATION/EQUAL OPPORTUNITY

Complaints or grievances related to Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and the Age Discrimination Act should be directed to:

Executive Director of Exceptional Education
386 E. Black Street
803-981-1000

Any person who is unable to resolve a problem or grievance arising under any of the laws and regulations cited above may contact:

United States Department of Education
Office for Civil Rights, Washington DC (Metro)
400 Maryland Avenue, SW
Washington, DC 20202-1475
Telephone (202) 453-6020; Fax (202) 453-6021; TDD 800-877-8339
Email: OCR.DC@ed.gov

Cf. GBA, GBAA, GBK, JB, JIAA, JII

Adopted ^

Legal References:

A. United States Code of Laws, as amended:

1. Age Discrimination Act of 1975, 42 U.S.C.A. Section 6101, *et seq.*
2. Age Discrimination in Employment Act of 1967, 29 U.S.C.A. Section 621, *et seq.*
3. Americans with Disabilities Act of 1990, 42 U.S.C.A. Section 12101, *et seq.*
4. Boy Scouts of America Equal Access Act, 20 U.S.C.A. Section 7905.
5. Equal Pay Act of 1963, 29 U.S.C.A. Section 206d.
6. Genetic Information Nondiscrimination Act of 2008, Section 42 U.S.C.A. 2000ff, *et seq.*
7. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C.A. Section 701, *et seq.*
8. Title IV of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000c, *et seq.*
9. Title VI of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000d, *et seq.*
10. Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, *et seq.*
11. Title IX of the Education Amendments of 1972, 20 U.S.C.A. Section 1681, *et seq.*
12. Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C.A. Section 4301, *et seq.*

B. S.C. Code of Laws, 1976, as amended:

1. Section 1-13-80 - Prohibits discrimination in hiring and other employment practices on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.

C. Federal Cases:

1. *Plyler v. Doe*, 457 U.S. 202 (1982).

NONDISCRIMINATION/EQUAL OPPORTUNITY

Code **AC** Issued **MODEL/18**

The board affirms the right of all individuals to be treated with respect and to be protected from intimidation, discrimination, physical harm, and/or harassment. Respect for each individual will be a consideration in the establishment of all policies by the board and in the administration of those policies by district staff.

The district is committed to a policy of nondiscrimination and equal opportunity for all students, parents/legal guardians, staff, visitors, personnel, and community members who participate or seek to participate in its programs or activities. Therefore, the district does not discriminate against any individual on the basis of race, religion, sex (including pregnancy, childbirth, or any related medical conditions), color, disability, age (40 or older), genetic information, national origin, or any other applicable status protected by local, state, or federal law. The district also provides equal access to the Boy Scouts and other designated youth groups as required by law.

Resolution of Discrimination Complaints

The district will use the grievance procedures set forth in policy to process complaints based on alleged violations of Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; the Equal Pay Act of 1963; the Genetic Information Nondiscrimination Act of 2008; the Boy Scouts of America Equal Access Act; and Titles I and II of the Americans with Disabilities Act of 1990.

The following person has been designated to handle inquiries, questions, and grievances regarding the district's nondiscrimination policy:

[Job Title Only]

Address:

Telephone:

Email:

In the event that the *[Job Title]* is unavailable or is the subject of a grievance that would otherwise be made to the *[Job Title]*, reports should instead be directed to:

[Job Title Only]

Address:

Telephone:

Email:

[Option: If the district has additional coordinators for the following programs, the job title and contact information for each position should be listed individually above: Title IX, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and the Age Discrimination Act.]

Any person who is unable to resolve a problem or grievance arising under any of the laws and regulations cited above may contact:

United States Department of Education
Office for Civil Rights, Washington DC (Metro)
400 Maryland Avenue, SW

SCSBA

(see next page)

PAGE 2 - AC - NONDISCRIMINATION/EQUAL OPPORTUNITY

Washington, DC 20202-1475

Telephone (202) 453-6020; Fax (202) 453-6021; TDD 800-877-8339

Email: OCR.DC@ed.gov

Cf. GBA, GBAA, GBK, JB, JIAA, JII

Adopted ^

Legal References:

A. United States Code of Laws, as amended:

1. Age Discrimination Act of 1975, 42 U.S.C.A. Section 6101, *et seq.*
2. Age Discrimination in Employment Act of 1967, 29 U.S.C.A. Section 621, *et seq.*
3. Americans with Disabilities Act of 1990, 42 U.S.C.A. Section 12101, *et seq.*
4. Boy Scouts of America Equal Access Act, 20 U.S.C.A. Section 7905.
5. Equal Pay Act of 1963, 29 U.S.C.A. Section 206d.
6. Genetic Information Nondiscrimination Act of 2008, Section 42 U.S.C.A. 2000ff, *et seq.*
7. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C.A. Section 701, *et seq.*
8. Title IV of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000c, *et seq.*
9. Title VI of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000d, *et seq.*
10. Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, *et seq.*
11. Title IX of the Education Amendments of 1972, 20 U.S.C.A. Section 1681, *et seq.*
12. Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C.A. Section 4301, *et seq.*

B. S.C. Code of Laws, 1976, as amended:

1. Section 1-13-80 - Prohibits discrimination in hiring and other employment practices on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.

C. Federal Cases:

1. *Plyler v. Doe*, 457 U.S. 202 (1982).

current

Policy AC Nondiscrimination/Equal Opportunity

Issued 3/15

Purpose: To establish the basic structure for conduct of district programs in compliance with applicable laws.

The district is required by federal and state laws, executive orders, rules and regulations not to illegally discriminate on the basis of race, religion, color, disability, gender, age, alienage, immigrant status, English-speaking status, national origin or marital status. The district, therefore, commits itself to nondiscrimination in all its education and employment activities.

Further the board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and/or harassment.

Adopted 7/24/85; Revised 2/26/90, 7/27/98, 2/25/08, 3/23/15

Legal references:

Federal Law:

Age Discrimination in Employment Act of 1975, 29 U.S.C.A. Section 623, *et seq.* - Nondiscrimination on the basis of age in employment.

American with Disabilities Act of 1990, 42 U.S.C.A. Section 12101, *et seq.* - Prohibits discrimination on the basis of disability by public entities.

Equal Pay Act of 1963, 29 U.S.C.A. Section 206(d) - Nondiscrimination as to wages on basis of sex.

Rehabilitation Act of 1973, Section 504, 29 U.S.C.A. Section 794 - Protects qualified individuals from discrimination based on disability.

Title IV of the Civil Rights Act of 1964, 42 U.S.C. Sec. 2000c-6 - Prohibits discrimination on the basis of race, color or national origin, among other factors, by public elementary and secondary schools.

Title VI of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000d - Prohibits discrimination on the basis of race, color, national origin, religion or sex.

Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, *et seq.* - Prohibits discrimination in hiring based on race, color, national origin, religion or sex.

Title IX of the Education Amendments of 1972, 20 U.S.C.A. Sections 1681-86 - Prohibits discrimination on the basis of sex.

S.C. Code, 1976, as amended:

Section 1-13-80 - Unlawful employment practices.

Federal Cases:

Plyler vs. Doe, 457 U.S. 202 (1982) - Prohibits denial of immigrant students' access to public education on the basis of immigrant status or English-speaking status, race, color, national origin, religion or sex.



TO: Dr. William Cook

FROM: Luanne Kokolis

CC: Board Members

DATE: June 13, 2019

SUBJECT: A Policy Revisions for 2nd Read

Attached are policies ADA, ADB and ADC for second read for the June business meeting.

The attachment includes the current policy, the model policy, and the recommended revisions for board approval.

Policy ADA

SCHOOL DISTRICT GOALS AND OBJECTIVES

RECOMMENDED

Code **ADA** Issued **MODEL/16**

Mission Statement

Rock Hill Schools will provide all students with challenging work that authentically engages them in the learning process and prepares them for successful futures.

The district will implement this vision by providing lifelong learning opportunities that will develop the potential of all individuals and thereby improve the quality of life for all citizens of the district.

District Strategic Plan and School Renewal Plans

The district will develop a five-year strategic plan and schools will develop five-year school renewal plans to align resources and initiatives that are focused on accountability and the improvement of student academic performance, data-driven decision making, and continuous improvement.

Accountability system

The board will ensure the establishment of a district system of performance-based accountability and incorporate it into the district's strategic plan. Each school will indicate the accountability components in its renewal plan.

The board will review and revise the overall accountability system annually.

The district will involve key stakeholders, including administrators, teachers, support staff, parents/legal guardians, and community members in the development, annual review, and revision of the district accountability system.

Strategic plan and school renewal plan

The district will develop and implement a five-year strategic plan and school renewal plans. District and school plans will be based on strategies derived from scientifically-based education research.

The district will submit copies of its five-year comprehensive plans and annual updates to the South Carolina Department of Education for review in accordance with the law.

Adopted ^

Legal References:

A. United States Code of Laws, as amended:

1. Every Student Succeeds Act of 2015, Pub. L. No. 114-95, 129 Stat. 1802.

B. S.C. Code of Laws, 1976, as amended:

1. Section 59-18-1300 - District accountability system; development and review.
2. Section 59-18-1310 - Reports consolidated; submission dates.
3. Section 59-18-1500 - Review and revision of improvement plan.

PAGE 2 - ADA - SCHOOL DISTRICT GOALS AND OBJECTIVES

4. Section 59-18-1510 - Assignment of external review committee; activities and recommendations.
5. Section 59-20-60 - Improvement councils.
6. Section 59-139-05, *et seq.* - Early Childhood Development and Academic Assistance Act.
- C. S.C. State Board of Education Regulations:
 1. R43-261 - District and school planning.

SCHOOL DISTRICT GOALS AND OBJECTIVES

Code **ADA** Issued **MODEL/16**

Mission Statement

Insert district mission statement here.

The district will implement this vision by providing lifelong learning opportunities that will develop the potential of all individuals and thereby improve the quality of life for all citizens of the district.

District Strategic Plan and School Renewal Plans

The district will develop a five-year strategic plan and schools will develop five-year school renewal plans to align resources and initiatives that are focused on accountability and the improvement of student academic performance, data-driven decision making, and continuous improvement.

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Strategic plan and school renewal plan

The district will develop and implement a five-year strategic plan and school renewal plans. District and school plans will be based on strategies derived from scientifically-based education research.

The district will submit copies of its five-year comprehensive plans and annual updates to the South Carolina Department of Education for review in accordance with the law.

Adopted ^

Legal References:

A. United States Code of Laws, as amended:

1. Every Student Succeeds Act of 2015, Pub. L. No. 114-95, 129 Stat. 1802.

B. S.C. Code of Laws, 1976, as amended:

1. Section 59-18-1300 - District accountability system; development and review.
2. Section 59-18-1310 - Reports consolidated; submission dates.
3. Section 59-18-1500 - Review and revision of improvement plan.
4. Section 59-18-1510 - Assignment of external review committee; activities and recommendations.
5. Section 59-20-60 - Improvement councils.
6. Section 59-139-05, *et seq.* - Early Childhood Development and Academic Assistance Act.

PAGE 2 - ADA - SCHOOL DISTRICT GOALS AND OBJECTIVES

- C. S.C. State Board of Education Regulations:
1. R43-261 - District and school planning.

Policy ADA School District Goals and Objectives

Issued 11/98

current

Purpose: To establish the board's vision for school district goals and objectives and the basic structure for developing comprehensive plans with annual updates as required by Act 135.

Goals and objectives

The board is the governing body responsible for establishing policies, setting direction and providing support for quality educational opportunities for all students served by Rock Hill School District Three of York County.

The board specifically commits itself to the following tangible objectives.

- to maintain viable communication linkages among the various constituencies served by the schools
- to interpret the educational needs and aspirations of the community through the formulation of policies which stimulate both the learner and the learning process
- to generate appropriate data essential in planning, evaluating, organizing and implementing policy decisions
- to manage the school district in accordance with stipulated law and board policy

Comprehensive plan

The district will develop and implement five-year comprehensive plans by schools and by the district to meet the requirements of The Early Childhood Development and Academic Assistance Act of 1993 (Act 135), Section 2 and Section 11. Act 135 establishes two main initiatives to be addressed in the comprehensive plans.

- a focus on early childhood development and the prevention of academic difficulties
- an emphasis on flexibility so there is a tailoring of service to meet the needs of students experiencing academic difficulties

The school district and each school in the district must coordinate in developing a comprehensive five-year plan that will be updated annually to carry out the purposes of the law. To meet the specifics in the law, the plans at a minimum must do the following.

- Establish an early childhood initiative which integrates the planning and direction of the half-day program for four-year-olds, the parenting program, the early childhood assistance program, school practices in kindergarten through grade three and any other federal, state or district program for preschool children in the district in order to better meet the needs of this student population.
- Develop an academic assistance initiative to support students with academic difficulties so they are able to progress academically and move through school with their peers.
- Provide staff training to prepare and train teachers and administrators in the teaching techniques and strategies needed to implement the school and district plan.

The district will address research supported innovation initiatives in its plan.

The district will develop methods of assessing the effectiveness of educational programs and strategies to indicate whether educational programs and strategies should be continued, modified or terminated.

The district will submit a copy of its five-year comprehensive plan to the state department of education for review in accordance with the law.

Adopted 10/24/88; Revised 11/98

York 3/Rock Hill School District

SCHOOL DISTRICT GOALS AND OBJECTIVES

Code **ADA-R** Issued **MODEL/14**

District and School Plans and Accountability System

The district and each school in the district will prepare a district performance-based accountability system and plans with annual updates. The school and district plans will be coordinated and will align improvement initiatives.

The board will approve the district strategic plan, school renewal plans, and annual updates which will coordinate funding from local, state, federal, and private sources and will be developed collaboratively by a broad-based group of stakeholders using a consensus process.

Each school improvement council will actively participate in the development of its school's plans.

The plans will address the following initiatives:

- early childhood initiative (preschool - grade three) which addresses a parenting/family literacy component; a plan for half-day child development programs; an academic assistance component for grades K through three; school practices in grades K through three; and other federal, state, or district programs
- academic assistance initiative (grades four through 12)
- staff development initiative to provide ongoing, long-range professional development which meets national professional development standards and provides participants the knowledge and skills necessary to implement the district strategic and school renewal plans
- parent/legal guardian involvement initiative including goals, objectives, and method of evaluation
- an innovation initiative component designed to improve student learning and accelerate the performance of all students will be based on different categories; these categories may include defining new approaches as to what and how students learn, applying different teaching methods, redefining how schools operate, and creating appropriate relationships between schools and other social service agencies

During the planning process, the district and each school will include these specific components:

- comprehensive needs assessment
- performance goals
- interim performance goals
- strategies and action plans
- evaluation of the strategies
- evidence of comprehensive consensus building
- assurances

The annual needs assessment must identify targeted areas of discrepancy between the desired performance levels and the current status as indicated by available data. The district will develop measurable performance goals and interim performance goals to address the major areas of discrepancy. The district will design strategies to meet the goals and incorporate certain components. The district will evaluate each strategy as to its level of effectiveness.

PAGE 2 - ADA-R - SCHOOL DISTRICT GOALS AND OBJECTIVES

Report to the Community

All school renewal plans will be available on the school website and the district plan will be available on the district website.

Alternative plan

Schools that use the Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI) accreditation process may substitute the AdvancED/SACS CASI plan for the school renewal plan provided it includes the appropriate components.

Review of District and School Plans

The district planning team will submit the district strategic plan, school renewal plans, and annual updates to the board for review and approval prior to or following peer review.

The district will follow the South Carolina Department of Education (SCDE) schedule for submission of combined strategic plan/school renewal plans.

The SCDE review panel will approve the plan, provisionally approve the plan pending suggested modifications, or disapprove the plan. The SCDE will provide technical assistance to schools needing help in modifying aspects of the plan not meeting approval criteria. Plans developed by deregulated schools are exempt from the peer review process.

Evaluation of Program and Strategies

Districts and schools will maintain financial records and collect sufficient program information to provide accountability for expenditures and results. This process applies particularly in the areas of K through three academic assistance, four through 12 academic assistance, parenting/family literacy, half-day child development programs, innovation, and staff development as well as accountability elements.

Waivers

The board may request a waiver to regulations that would impede the implementation of an approved plan in accordance with SCDE guidelines.

Issued ^

SCHOOL DISTRICT GOALS AND OBJECTIVES

Code **ADA-R** Issued **MODEL/14**

District and School Plans and Accountability System

The district and each school in the district will prepare a district performance-based accountability system and plans with annual updates. The school and district plans will be coordinated and will align improvement initiatives.

The board will approve the district strategic plan, school renewal plans, and annual updates which will coordinate funding from local, state, federal, and private sources and will be developed collaboratively by a broad-based group of stakeholders using a consensus process.

Each school improvement council will actively participate in the development of its school's plans.

The plans will address the following initiatives:

- early childhood initiative (preschool - grade three) which addresses a parenting/family literacy component; a plan for half-day child development programs; an academic assistance component for grades K through three; school practices in grades K through three; and other federal, state, or district programs
- academic assistance initiative (grades four through 12)
- staff development initiative to provide ongoing, long-range professional development which meets national professional development standards and provides participants the knowledge and skills necessary to implement the district strategic and school renewal plans
- parent/legal guardian involvement initiative including goals, objectives, and method of evaluation
- an innovation initiative component designed to improve student learning and accelerate the performance of all students will be based on different categories; these categories may include defining new approaches as to what and how students learn, applying different teaching methods, redefining how schools operate, and creating appropriate relationships between schools and other social service agencies

During the planning process, the district and each school will include these specific components:

- comprehensive needs assessment
- performance goals
- interim performance goals
- strategies and action plans
- evaluation of the strategies
- evidence of comprehensive consensus building
- assurances

The annual needs assessment must identify targeted areas of discrepancy between the desired performance levels and the current status as indicated by available data. The district will develop measurable performance goals and interim performance goals to address the major areas of discrepancy. The district will design strategies to meet the goals and incorporate certain components. The district will evaluate each strategy as to its level of effectiveness.

PAGE 2 - ADA-R - SCHOOL DISTRICT GOALS AND OBJECTIVES

Report to the Community

Alternative plan

Schools that use the Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI) accreditation process may substitute the AdvancED/SACS CASI plan for the school renewal plan provided it includes the appropriate components.

Review of District and School Plans

The district planning team will submit the district strategic plan, school renewal plans, and annual updates to the board for review and approval prior to or following peer review.

The district will follow the South Carolina Department of Education (SCDE) schedule for submission of combined strategic plan/school renewal plans.

The SCDE review panel will approve the plan, provisionally approve the plan pending suggested modifications, or disapprove the plan. The SCDE will provide technical assistance to schools needing help in modifying aspects of the plan not meeting approval criteria. Plans developed by deregulated schools are exempt from the peer review process.

Evaluation of Program and Strategies

Districts and schools will maintain financial records and collect sufficient program information to provide accountability for expenditures and results. This process applies particularly in the areas of K through three academic assistance, four through 12 academic assistance, parenting/family literacy, half-day child development programs, innovation, and staff development as well as accountability elements.

Waivers

The board may request a waiver to regulations that would impede the implementation of an approved plan in accordance with SCDE guidelines.

Issued ^

AR ADA-R School District Goals and Objectives

Issued 7/98

current

1 District and school comprehensive planning

The district and each school in the district will prepare five-year comprehensive plans with annual updates as required by the Early Childhood Development and Academic Assistance Act of 1993 (Act 135). The school and district plans will be coordinated and will encompass all improvement initiatives. The school plan will be known as the School Renewal Plan; the district plan as the District Strategic Plan.

The board will approve the comprehensive school plans which will coordinate funding from local, state, federal and private sources.

Each school improvement council will actively participate in the development of their school's plans.

The comprehensive plans will address the following initiatives.

- early childhood initiative (preschool - grade 3) which addresses a parenting/family literacy component; a plan for half-day child development programs; an academic assistance component for grades k-3; school practices in grades k-3; and other federal, state or district programs
- academic assistance initiative (grades 4 - 12)
- staff development initiative to provide ongoing long-range professional development to prepare and train teachers and administrators in the techniques and strategies to implement the district strategic and school renewal plans
- an innovation initiative component designed to improve student learning and accelerate the performance of all students will be based on different categories

These categories may include defining new approaches as to what and how students learn, applying different teaching methods, redefining how schools operate and creating appropriate relationships between schools and other social service agencies.

During the planning process, the district and each school will address these specific areas.

- desired learner standards or expectations
- needs assessment
- performance goals
- interim performance goals
- timelines for progress
- strategies to reach the goals
- evaluation of strategies

The plan will also include a needs assessment to identify target areas of discrepancy between the desired learner standards and the current status as indicated by available data. The district will develop performance goals and interim performance goals to address the major areas of discrepancy. The district will design strategies to meet

the goals and incorporate certain components. The district will evaluate each strategy as to the level of effectiveness.

School improvement councils and report to the community

Refer to BDF and BDF-R, Advisory Committees, for changes according to Act 135.

Review of school and district plans

The district planning team will submit comprehensive plans and annual updates to the local board of trustees for review and approval prior to or following peer review. Prior to implementation of the plans in 1995-96 (for districts granted a waiver by the state department of education), and every five years thereafter, the district will submit comprehensive plans to the state department of education for review and to insure certain criteria.

The state department of education review panel will either approve the plan, provisionally approve the plan pending suggested modifications or disapprove the plan.

The department will provide technical assistance to schools needing help in modifying aspects of the plan not meeting approval criteria. Plans developed by deregulated schools are exempt from the peer review process.

Evaluation of program and strategies

Districts and schools will maintain financial records and collect sufficient program information to provide accountability for expenditures and results. This process applies particularly in the areas of K-3 academic assistance, 4-12 academic assistance, parenting/family literacy, half-day child development programs, innovation and staff development.

District reports to the community

The district will develop an annual district programmatic report to the parents and public based on certain components.

The district will prepare an annual written report to account for funds expended in each pupil classification in the Education Finance Act.

Targeted technical assistance

The district will request technical assistance available to districts from the state department of education if the district does not meet established goals and timelines or if, after two years, the district is not making progress toward achieving its goals.

Monitoring

The district will evaluate all plans on an annual basis as part of the yearly updating procedures. Components of this process include a desk audit as well as data already available within the department of education. Another evaluation tool is the monitoring instrument, Quality Review Checklist for the Early Childhood Development and Academic Assistance Act of 1993, as approved by the state board of education.

Waivers

The board may request waivers to regulations which would impede the implementation of an approved plan. These waivers are available upon request of the board.

The department of education will provide guidelines outlining further information relating to the implementation of this regulation.

Policy ADB

DRUG AND ALCOHOL-FREE WORKPLACE AND SCHOOLS

Recommended

Code **ADB** Issued **MODEL/16**

The district is committed to providing a drug and alcohol-free learning environment and workplace. Drug and alcohol abuse in the workplace or at school or in connection with school-sponsored activities on or off school grounds threatens the health and safety of our students, staff, and visitors and adversely affects the educational mission of the district.

Staff

No staff member will unlawfully manufacture, distribute, dispense, possess, or use any drug in the workplace or be under the influence of any drug in the workplace regardless of where and/or when the use occurred.

Drug means any narcotic drug, depressant, stimulant or hallucinogenic drug, amphetamine, barbiturate, marijuana, any counterfeit drug, imitation controlled substance, "look-alike" substance, synthetic or designer drug (bath salts and synthetic marijuana), or any other controlled substance as defined by the acts and regulations cited below.

No staff member will manufacture, distribute, dispense, possess, or use alcohol in the workplace or be under the influence of alcohol in the workplace regardless of where and/or when the use occurred.

Workplace means the site for the performance of work. That includes any school building or any school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. It also includes off-school property during any school-sponsored or school-approved activity, event, or function, such as a field trip or athletic event where students are under the jurisdiction of the district.

As a condition of employment, each staff member will notify his/her supervisor of his/her conviction of any criminal drug statute for a violation occurring in the workplace as defined above. The staff member must notify the supervisor no later than five (5) days after such conviction.

As a condition of employment, each staff member must abide by the terms of the district policy respecting a drug and alcohol-free workplace.

A staff member who violates the terms of this drug-free workplace policy may be subject to disciplinary action including, but not limited to, nonrenewal, suspension, or termination at the discretion of the board. Such staff member may be required to satisfactorily participate in a drug abuse assistance program or rehabilitation program approved by the board. Nothing in this policy will be construed to guarantee reinstatement of any staff member who violates this policy, nor does the district incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

The board will take additional action as necessary in accordance with district policies and regulations as well as applicable state and federal law, including notifying law enforcement agencies.

The board directs the administration to establish a drug and alcohol-free awareness program in the district to include information on the dangers of drug and alcohol abuse in the workplace, the

PAGE 2 - ADB - DRUG AND ALCOHOL-FREE WORKPLACE AND SCHOOLS

district's policy on a drug and alcohol-free workplace, and any drug and alcohol counseling available to staff as well as any available rehabilitation and employee assistance programs.

Prescribed and over-the-counter medications

Any staff member who is taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with the safe performance of his/her job. If the use of a medication could compromise the safety of the staff member, other staff members, students, or the public, it is the staff member's responsibility to use appropriate procedures (e.g. use leave, request change of duty, or notify his/her supervisor of potential side effects) to avoid unsafe workplace practices. If a staff member notifies his/her supervisor that the use of medication could compromise the safe performance of his/her job, the supervisor, in conjunction with the district *[insert appropriate district department/office (e.g. human resources office)]*, will determine whether the staff member can remain at work and whether any work restrictions will be necessary.

Students

No student, regardless of age, will possess, use, sell, purchase, barter, distribute, or be under the influence of alcoholic beverages or other controlled substances in the following situations:

- on school property (including buildings, grounds, vehicles, etc.)
- at any school-sponsored activity, function, or event, whether on or off school grounds (including any location where an interscholastic athletic contest is taking place)
- en route to or from, or during, any field trip or during any trip or activity sponsored by the board or under the supervision of the board or its authorized agents

No student will aid, abet, assist, or conceal the possession, consumption, purchase, or distribution of any alcoholic beverage by any other student or students in any of the circumstances listed above.

No student will market or distribute any substance which is represented to be or is substantially similar in color, shape, size, or markings of a controlled substance in any of the circumstances listed above.

All principals and other district staff will cooperate fully with law enforcement agencies and will report to them all information that would be considered pertinent or beneficial in their efforts to stop the sale, possession, and use of controlled substances.

The administration will suspend students who violate this policy, and the board may expel them. The board intends to expel all students who distribute any controlled substance on school grounds.

Cf. GBEC, JICH

Adopted ^

Legal References:

- A. S.C. Constitution:
 - 1. Article XVII, Section 14 - Must be over 21 to possess distilled liquors.
- B. United States Code of Laws, as amended:
 - 1. Controlled Substances Act, 21 U.S.C.A. Section 812 - Schedules of controlled substances.

PAGE 3 - ADB - DRUG AND ALCOHOL-FREE WORKPLACE AND SCHOOLS

2. Drug-Free Workplace Act, 41 U.S.C.A. Section 8101, *et seq.*
3. Safe and Drug-Free Schools and Communities Act, 20 U.S.C.A. Section 7101, *et seq.*
- C. S.C. Code of Laws, 1976, as amended:
 1. Section 16-17-530 - Any person coming to school in an intoxicated condition, or conducting themselves in a disorderly or boisterous manner, could be arrested for a misdemeanor.
 2. Section 44-49-80 - Establishment of alcohol and drug abuse intervention, prevention, and treatment services program for the public schools.
 3. Section 44-53-110, *et seq.* - Narcotics and controlled substances.
 4. Section 44-53-440 - Distribution to persons under 18.
 5. Section 59-67-150 - Drinking alcoholic liquors on a school bus is prohibited.

DRUG AND ALCOHOL-FREE WORKPLACE AND SCHOOLS

Code **ADB** Issued **MODEL/16**

The district is committed to providing a drug and alcohol-free learning environment and workplace. Drug and alcohol abuse in the workplace or at school or in connection with school-sponsored activities on or off school grounds threatens the health and safety of our students, staff, and visitors and adversely affects the educational mission of the district.

Staff

No staff member will unlawfully manufacture, distribute, dispense, possess, or use any drug in the workplace or be under the influence of any drug in the workplace regardless of where and/or when the use occurred.

Drug means any narcotic drug, depressant, stimulant or hallucinogenic drug, amphetamine, barbiturate, marijuana, any counterfeit drug, imitation controlled substance, "look-alike" substance, synthetic or designer drug (bath salts and synthetic marijuana), or any other controlled substance as defined by the acts and regulations cited below.

No staff member will manufacture, distribute, dispense, possess, or use alcohol in the workplace or be under the influence of alcohol in the workplace regardless of where and/or when the use occurred.

Workplace means the site for the performance of work. That includes any school building or any school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. It also includes off-school property during any school-sponsored or school-approved activity, event, or function, such as a field trip or athletic event where students are under the jurisdiction of the district.

As a condition of employment, each staff member will notify his/her supervisor of his/her conviction of any criminal drug statute for a violation occurring in the workplace as defined above. The staff member must notify the supervisor no later than five (5) days after such conviction.

As a condition of employment, each staff member must abide by the terms of the district policy respecting a drug and alcohol-free workplace.

A staff member who violates the terms of this drug-free workplace policy may be subject to disciplinary action including, but not limited to, nonrenewal, suspension, or termination at the discretion of the board. Such staff member may be required to satisfactorily participate in a drug abuse assistance program or rehabilitation program approved by the board. Nothing in this policy will be construed to guarantee reinstatement of any staff member who violates this policy, nor does the district incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

The board will take additional action as necessary in accordance with district policies and regulations as well as applicable state and federal law, including notifying law enforcement agencies.

The board directs the administration to establish a drug and alcohol-free awareness program in the district to include information on the dangers of drug and alcohol abuse in the workplace, the

PAGE 2 - ADB - DRUG AND ALCOHOL-FREE WORKPLACE AND SCHOOLS

district's policy on a drug and alcohol-free workplace, and any drug and alcohol counseling available to staff as well as any available rehabilitation and employee assistance programs.

Prescribed and over-the-counter medications

Any staff member who is taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with the safe performance of his/her job. If the use of a medication could compromise the safety of the staff member, other staff members, students, or the public, it is the staff member's responsibility to use appropriate procedures (e.g. use leave, request change of duty, or notify his/her supervisor of potential side effects) to avoid unsafe workplace practices. If a staff member notifies his/her supervisor that the use of medication could compromise the safe performance of his/her job, the supervisor, in conjunction with the district *[insert appropriate district department/office (e.g. human resources office)]*, will determine whether the staff member can remain at work and whether any work restrictions will be necessary.

Students

No student, regardless of age, will possess, use, sell, purchase, barter, distribute, or be under the influence of alcoholic beverages or other controlled substances in the following situations:

- on school property (including buildings, grounds, vehicles, etc.)
- at any school-sponsored activity, function, or event, whether on or off school grounds (including any location where an interscholastic athletic contest is taking place)
- en route to or from, or during, any field trip or during any trip or activity sponsored by the board or under the supervision of the board or its authorized agents

No student will aid, abet, assist, or conceal the possession, consumption, purchase, or distribution of any alcoholic beverage by any other student or students in any of the circumstances listed above.

No student will market or distribute any substance which is represented to be or is substantially similar in color, shape, size, or markings of a controlled substance in any of the circumstances listed above.

All principals and other district staff will cooperate fully with law enforcement agencies and will report to them all information that would be considered pertinent or beneficial in their efforts to stop the sale, possession, and use of controlled substances.

The administration will suspend students who violate this policy, and the board may expel them. The board intends to expel all students who distribute any controlled substance on school grounds.

Cf. GBEC, JICH

Adopted ^

Legal References:

A. S.C. Constitution:

1. Article XVII, Section 14 - Must be over 21 to possess distilled liquors.

B. United States Code of Laws, as amended:

1. Controlled Substances Act, 21 U.S.C.A. Section 812 - Schedules of controlled substances.

SCSBA

(see next page)

PAGE 3 - ADB - DRUG AND ALCOHOL-FREE WORKPLACE AND SCHOOLS

2. Drug-Free Workplace Act, 41 U.S.C.A. Section 8101, *et seq.*
 3. Safe and Drug-Free Schools and Communities Act, 20 U.S.C.A. Section 7101, *et seq.*
- C. S.C. Code of Laws, 1976, as amended:
1. Section 16-17-530 - Any person coming to school in an intoxicated condition, or conducting themselves in a disorderly or boisterous manner, could be arrested for a misdemeanor.
 2. Section 44-49-80 - Establishment of alcohol and drug abuse intervention, prevention, and treatment services program for the public schools.
 3. Section 44-53-110, *et seq.* - Narcotics and controlled substances.
 4. Section 44-53-440 - Distribution to persons under 18.
 5. Section 59-67-150 - Drinking alcoholic liquors on a school bus is prohibited.

Policy ADB Drug, and Alcohol and Tobacco-Free Schools

Issued 11/11

Current

Purpose: To establish the basic structure to ensure the board's vision of a school environment free of drugs and alcohol.

The school district is committed to providing a drug and alcohol free learning environment and workplace. Drug and alcohol abuse at school or in connection with school-sponsored activities on or off school grounds threatens the health and safety of our students and our employees and adversely affects the educational mission of the schools.

Employees

Employees of the district, while at the workplace, will not consume or be under the influence of intoxicating beverages.

No employee will unlawfully manufacture, distribute, dispense, possess or use any drug on or in the workplace. "Drug" means any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined by the act and regulation cited below.

"Workplace" means the site for the performance of work. That includes any school building or any school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. It also includes off-school property during any school-sponsored or school-approved activity, event or function such as a field trip or athletic event where students are under the jurisdiction of the school district or where work on a federal grant is performed.

Each employee will notify his/her supervisor of his/her conviction of any criminal drug statute for a violation occurring in the workplace as defined above. The employee must notify the supervisor no later than five days after such conviction.

The board will take action in accordance with district policies and regulations as well as applicable state and federal law.

The board directs the administration to establish a drug-free awareness program in the district to include information on the dangers of drug abuse in the workplace, the district's policy on a drug-free workplace, and any drug counseling available to employees as well as any available rehabilitation and employee assistance programs.

Students

No student, regardless of age, will possess, use, sell, purchase, barter, distribute or be under the influence of alcoholic beverages or other controlled substances in the following situations.

- on school property (including buildings, grounds, vehicles)
- at any school-sponsored activity, function or event whether on or off school grounds (including any place where an interscholastic athletic contest is taking place)
- during any field trip
- during any trip or activity sponsored by the board or under the supervision of the board or its authorized agents

No student will aid, abet, assist or conceal the possession, consumption, purchase or distribution of any alcoholic beverage by any other student or students in any of the circumstances listed above.

No student will market or distribute any substance which is represented to be or is substantially similar in color, shape, size or markings of a controlled substance in any of the circumstances listed above.

All principals will cooperate fully with law enforcement agencies and will report to them all information that would be considered pertinent or beneficial in their efforts to stop the sale, possession and use of controlled substances. School officials will keep certain communications and observations privileged as required in Section 44-53-140 of the S.C. Code of the Laws, 1976, as amended.

(Cf. JICH; also GBEC)

Adopted 6/24/91; Revised 11/98; 11/27/06, 11/28/11

Legal references:

Federal statutes:

Drug-Free Workplace Act 102 Stat. 4305-4308.

Controlled Substances Act (21 U.S.C. 812) - Schedules I through V of Section 202.

Pro-Children Act of 1994 (20 U.S.C. 6081).

Federal regulations:

54 F.R. 4946 (1/31/89) - Relating to the Drug-Free Workplace Act.

21 CFR 1300.11 through 1300.15 - Defining controlled substances.

S. C. Code of Laws, 1976, as amended:

(Alcohol)

S.C. Constitution Article XVII, Section 14 - Must be over 21 to possess distilled liquors.

Section 16-17-530 - Students who come to school in an intoxicated condition or conduct themselves in a disorderly or boisterous manner could be arrested for a misdemeanor.

Section 59-67-150 - Drinking alcoholic liquors on a school bus is prohibited.

Section 20-7-370 - Must be 21 to possess fermented liquors.

(Drugs)

Section 44-53-110 et seq. - Lists of illicit drugs.

Section 44-53-140 - Student addicted or dependent upon a drug may seek counseling concerning treatment or therapy from a guidance counselor or teacher without fear of legal action.

Section 44-53-370 - Unlawful for any person to possess scheduled drug unless obtained by valid prescription.

Section 44-53-440 - Person over 18 who distributes a controlled substance to person under 18 shall be guilty of felony and sentenced to no more than 20 years with no suspension or

probation.

(Tobacco)

Section 44-95-10 et seq. - Clean Indoor Air Act of 1990 and penalties for violations.

Section 16-17-490 - Contributing to the delinquency of a minor (school rules and regulations may be exempt under certain circumstances).

Section 16-17-500 - Supplying minors with tobacco or cigarettes.

Section 59-67-150 - Qualifications of bus drivers; drinking or smoking on bus.

Section 16-17-500 and 501 - Youth Access to Tobacco Prevention Act of 2006

York 3/Rock Hill School District

Policy
ADC

TOBACCO FREE SCHOOL DISTRICT

Recommended

Code **ADC** Issued **MODEL/19**

The board believes that tobacco use and exposure to secondhand smoke (environmental tobacco smoke) are hazardous to the health of human beings, especially children. Therefore, the board affirms that it is essential to maintain a 100 percent tobacco-free environment in order to ensure students and staff have access to the healthiest, most productive learning environment possible.

Goal

The goal of this policy is to provide a 100 percent tobacco-free, smoke-free environment for all students, staff, contract or other workers, and visitors within all district facilities, vehicles, and grounds. This includes any building, facility, and vehicle owned, leased, rented, or chartered by the district. The goal applies to all school-sponsored or school-related events on or off school grounds. The district commits to the following:

- exhibiting healthy behavior for all students, staff, contract or other workers, visitors, and the entire community
- utilizing a proven and effective science-based tobacco use prevention curricula
- providing access to cessation counseling or referral services for all students and staff

Procedures

- Prohibit the use and/or possession of all tobacco products or paraphernalia including, but not limited to, cigarettes, cigars, pipes, smokeless tobacco, snuff, and alternative nicotine products, such as e-cigarettes, by all students, staff, contract or other workers, and visitors.
- Ensure that tobacco use prevention programs, as recommended by the South Carolina Department of Health and Environmental Control, the South Carolina Department of Alcohol and Other Drug Abuse Services, and the South Carolina Department of Education, are an integral part of district substance abuse prevention efforts.
- Provide and/or provide a referral to cessation services for students and staff.

Enforcement

The district will enforce this policy by determining appropriate disciplinary actions for violators (students, faculty, contract and other workers, visitors) such as the following:

Students

- parent/legal guardian/administrator conferences
- mandatory enrollment in a tobacco prevention education program
- community service
- in-school suspension
- out-of-school suspension
- suspension from extracurricular activities

Staff

- verbal reprimands
- written notification placed in personnel file
- suspension

PAGE 2 - ADC - TOBACCO-FREE SCHOOL DISTRICT

- mandatory enrollment in a tobacco education program
- voluntary enrollment in a cessation program

Contract or other workers

- verbal reprimand
- notification to contract employer
- removal from district property

Visitors

- verbal requests to leave school property
- forfeiture of any fee charged for admission
- prosecution for disorderly conduct after repeated offenses

Education and Assistance

The district will be responsible for utilizing proven and effective tobacco use prevention curricula to educate all students and providing assistance and/or making appropriate cessation referrals.

Tobacco Industry Marketing or Sponsorship

The district will not accept any contributions or gifts, money, or materials from the tobacco industry. The district will not participate in any type of services that are funded by the tobacco industry. In addition, any gear, paraphernalia, clothing, etc., that advertises tobacco use or tobacco products will not be allowed on district grounds or in the possession of faculty, staff, contract or other workers, or students at district-sponsored events.

Cf. GBED, JICG

Adopted ^

Legal References:

- A. United States Code of Laws, as amended:
 1. Pro-Children Act of 2001, 20 U.S.C.A. Section 7972, *et seq.*
- B. S.C. Code of Laws, 1976, as amended:
 1. Section 16-17-490 - Prohibits contributing to the delinquency of a minor.
 2. Section 16-17-500 - Youth Access to Tobacco Prevention Act of 2006.
 3. Section 44-95-10, *et seq.* - Clean Indoor Air Act of 1990.
 4. Section 59-67-150 - Prohibits use of tobacco products on school buses.

TOBACCO FREE SCHOOL DISTRICT

Code **ADC** Issued **MODEL/19**

The board believes that tobacco use and exposure to secondhand smoke (environmental tobacco smoke) are hazardous to the health of human beings, especially children. Therefore, the board affirms that it is essential to maintain a 100 percent tobacco-free environment in order to ensure students and staff have access to the healthiest, most productive learning environment possible.

Goal

The goal of this policy is to provide a 100 percent tobacco-free, smoke-free environment for all students, staff, contract or other workers, and visitors within all district facilities, vehicles, and grounds. This includes any building, facility, and vehicle owned, leased, rented, or chartered by the district. The goal applies to all school-sponsored or school-related events on or off school grounds. The district commits to the following:

- exhibiting healthy behavior for all students, staff, contract or other workers, visitors, and the entire community
- utilizing a proven and effective science-based tobacco use prevention curricula
- providing access to cessation counseling or referral services for all students and staff

Procedures

- Prohibit the use and/or possession of all tobacco products or paraphernalia including, but not limited to, cigarettes, cigars, pipes, smokeless tobacco, snuff, and alternative nicotine products, such as e-cigarettes, by all students, staff, contract or other workers, and visitors.
- Ensure that tobacco use prevention programs, as recommended by the South Carolina Department of Health and Environmental Control, the South Carolina Department of Alcohol and Other Drug Abuse Services, and the South Carolina Department of Education, are an integral part of district substance abuse prevention efforts.
- Provide and/or provide a referral to cessation services for students and staff.

Enforcement

The district will enforce this policy by determining appropriate disciplinary actions for violators (students, faculty, contract and other workers, visitors) such as the following:

Students

- parent/legal guardian/administrator conferences
- mandatory enrollment in a tobacco prevention education program
- community service
- in-school suspension
- out-of-school suspension
- suspension from extracurricular activities

Staff

- verbal reprimands
- written notification placed in personnel file
- suspension

PAGE 2 - ADC - TOBACCO-FREE SCHOOL DISTRICT

- mandatory enrollment in a tobacco education program
- voluntary enrollment in a cessation program

Contract or other workers

- verbal reprimand
- notification to contract employer
- removal from district property

Visitors

- verbal requests to leave school property
- forfeiture of any fee charged for admission
- prosecution for disorderly conduct after repeated offenses

Education and Assistance

The district will be responsible for utilizing proven and effective tobacco use prevention curricula to educate all students and providing assistance and/or making appropriate cessation referrals.

Tobacco Industry Marketing or Sponsorship

The district will not accept any contributions or gifts, money, or materials from the tobacco industry. The district will not participate in any type of services that are funded by the tobacco industry. In addition, any gear, paraphernalia, clothing, etc., that advertises tobacco use or tobacco products will not be allowed on district grounds or in the possession of faculty, staff, contract or other workers, or students at district-sponsored events.

Cf. GBED, JICG

Adopted ^

Legal References:

- A. United States Code of Laws, as amended:
 - 1. Pro-Children Act of 2001, 20 U.S.C.A. Section 7972, *et seq.*
- B. S.C. Code of Laws, 1976, as amended:
 - 1. Section 16-17-490 - Prohibits contributing to the delinquency of a minor.
 - 2. Section 16-17-500 - Youth Access to Tobacco Prevention Act of 2006.
 - 3. Section 44-95-10, *et seq.* - Clean Indoor Air Act of 1990.
 - 4. Section 59-67-150 - Prohibits use of tobacco products on school buses.

Policy ADC Tobacco-Free Schools

Issued 11/11

current

Purpose: To establish the basic structure for tobacco-free schools.

The board believes that tobacco use and exposure to secondhand smoke (environmental tobacco smoke) are hazardous to the health of human beings, especially children. Therefore, the board affirms that one of the best methods of instruction is one that is provided within a 100 percent tobacco-free environment.

Goal

The goal of this policy is to provide a 100 percent tobacco-free, smoke-free environment for all students, staff and visitors within all district facilities, vehicles and grounds and at all district-sponsored events by doing the following.

- exhibiting healthy behavior for all students, staff, visitors and the entire community
- utilizing a proven and effective science-based tobacco use prevention curricula
- providing access to cessation counseling or referral services for all students and staff

Education and assistance

The district will be responsible for utilizing proven and effective tobacco use prevention curricula to educate all students and providing assistance and/or make appropriate cessation referrals.

Tobacco industry marketing or sponsorship

The district will not accept any contributions or gifts, money or materials from the tobacco industry. The district will not participate in any type of services that are funded by the tobacco industry. In addition, any gear, paraphernalia, clothing, etc., that advertises tobacco use or tobacco products will not be allowed on district grounds or in the possession of faculty, staff or students at district-sponsored events.

Cf. GBED, JICG

Adopted 11/28/11

Legal references:

United States Code:

20 U.S.C. 6081 - Pro-Children Act of 1994.

S.C. Code, 1976, as amended:

Section 44-95-10, et seq. - Clean Indoor Air Act of 1990 and penalties for violations.

Section 16-17-490 - Contributing to the delinquency of a minor (school board rules and regulations may be exempt under certain circumstances).

Section 16-17-500 - Supplying minors with tobacco or cigarettes.

Section 59-67-150 - Qualifications of bus driver; drinking or smoking on bus.

Section 16-17-500 and 501 - Youth Access to Tobacco Prevention Act of 2006.

AR ADC-R Tobacco-Free Schools

Issued 11/11

Current

Procedures

- Prohibit the use and/or possession of all tobacco products or paraphernalia including, but not limited to, cigarettes, cigars, pipes, smokeless tobacco and snuff by all students, staff and visitors.
- Ensure that tobacco use prevention programs, as recommended by the South Carolina Department of Health and Environmental Control, the South Carolina Department of Alcohol and Other Drug Abuse Services and the South Carolina Department of Education, are an integral part of district substance abuse prevention efforts.
- Provide and/or refer to cessation services for students and staff.

Enforcement

The district will enforce the policy by determining appropriate disciplinary actions for violators (students, faculty, visitors) such as the following.

Students

- parent/legal guardian/administrator conferences
- mandatory enrollment in a tobacco prevention education program
- community service
- in-school suspension
- out-of-school suspension
- suspension from extracurricular activities

Staff

- verbal reprimands
- written notification placed in personnel file
- suspension
- mandatory enrollment in a tobacco education program
- voluntary enrollment in a cessation program

Visitors

- verbal requests to leave school property
- forfeiture of any fee charged for admission
- prosecution for disorderly conduct after repeated offenses

Memo

TO: Dr. Bill Cook
FROM: Anthony Cox
DATE: June 12, 2019
SUBJECT: Revisions to Policy JIHC, Rule JIHC-R, Weapons Screening / Use of Metal Detectors
CC: Jill Watts / Luanne Kokolis

With our continuing focus area on Safe and Secure Learning Environments, we began a new process of screening for weapons in our high schools this year. We employed a guideline based on state law and regulation and adapted from a peer SC benchmark district to guide this process.

In past years our existing policy JIHC, Use of Metal Detectors, and associated administrative rule had been used to govern a portion of this process in certain circumstances. We have now incorporated our screening guideline into this policy and rule and updated both to reflect our current best practice as JIHC, Weapons Screening/Use of Metal Detectors. The title and text of the policy and rule have been reviewed by SCSBA legal counsel. There is no state model policy or rule for this subject.

The proposed policy and rule have been successfully reviewed by the Board of Trustees at their Work Session on June 10th and will be presented for second read approval at the upcoming Board Business Meeting on June 24th, 2019.

WEAPONS SCREENING/USE OF METAL DETECTORS

Code **JIHC** Issued **8/16** **PROPOSED**

~~Purpose: To establish structure for the use of stationary and/or mobile metal detectors.~~

~~When the administration has reasonable cause to believe that weapons are in the possession of identified or unidentified students, when there has been a pattern of weapons found at school, or when violence involving weapons has occurred at the school, the administration is authorized to use stationary and/or mobile (walk-through or hand-held) metal detectors in accordance with procedures developed by the administration in conjunction with legal counsel. Any search of a student's person as a result of the activation of the detector will be conducted in private in accordance with the procedures.~~

The district's express intention for this policy is to enhance security by ~~preventing~~ **detering** students and/or individuals from bringing weapons or other dangerous objects into the schools, on school buses or at school related functions. Any student who violates the provision of the student code of conduct, which provides that a student may not possess, use, or transfer dangerous weapons, will be disciplined in accordance with district policy.

The reasonableness of a search under the Fourth Amendment depends on whether it is a personal search or an administrative search. A personal search is defined as a search based on reasonable suspicion of a specific person. An administrative search is defined as a search based on a general policy or safety measure.

The use of metal detectors for administrative purposes must not be used in a way that is selective, based on stereotypical assumptions or bias. For a personal search involving a metal detector, ~~When the administration~~ **must have** ~~has~~ reasonable **suspicion** ~~cause to believe~~ that weapons are in the possession of **the** identified or unidentified **student(s).** ~~students, when there has been a pattern of weapons found at school, or when violence involving weapons has occurred at the school, the~~ **a**Administration is authorized to use stationary and/or mobile (walk-through or hand-held) metal detectors in accordance with procedures developed **under this policy** ~~by the administration in conjunction with legal counsel.~~ Any search of a student's person as a result of the activation of the detector will be conducted in private in accordance with the procedures.

Adopted 10/26/09, 8/22/16

Legal references:

A. U. S. Supreme Court Cases:

1. New Jersey v. T.L.O., 469 U.S. 325, 105 S. Ct. 733 (1985).

B. United States Constitution, Fourth Amendment.

C. South Carolina Constitution:

1. Article I, Section 10.

D. S.C. Code Ann., 1976, as amended:

1. Section 59-5-65 - State board to set regulations for minimum standards for student conduct, attendance and scholastic achievement; enforcement.
2. Section 59-24-60 - Requires administrators to contact law enforcement.
3. Section 59-63-1110, et seq. - Search of persons and effects on school property.
4. Section 63-19-810 - Taking a child into custody.

E. S. C. Acts and Joint Resolutions:

1. 1994 Act #393, p. 4097 - Allows searches.

Policy JIHC Use of Metal Detectors

Issued 8/16

Purpose: To establish structure for the use of stationary and/or mobile metal detectors.

When the administration has reasonable cause to believe that weapons are in the possession of identified or unidentified students, when there has been a pattern of weapons found at school, or when violence involving weapons has occurred at the school, the administration is authorized to use stationary and/or mobile (walk-through or hand-held) metal detectors in accordance with procedures developed by the administration in conjunction with legal counsel. Any search of a student's person as a result of the activation of the detector will be conducted in private in accordance with the procedures.

The district's express intention for this policy is to enhance security by preventing students and/or individuals from bringing weapons or other dangerous objects into the schools, on school buses or at school related functions. Any student who violates the provision of the student code of conduct, which provides that a student may not possess, use, or transfer dangerous weapons, will be disciplined in accordance with district policy.

Adopted 10/26/09, 8/22/16

York 3/Rock Hill School District

WEAPONS SCREENING/USE OF METAL DETECTORS

Code **JIHC-R** Issued **8/16** **PROPOSED**

In accordance with S.C. Law and in an effort to ~~prevent~~ deter students from bringing weapons on campus, schools may conduct administrative searches of students and their property while on campus. Administrative searches are distinguished from personal searches as defined in policy and in the legal references cited.

The following procedures in this administrative rule should be followed to ensure the legality of the searches and the safety of the students and faculty involved. School administrators, faculty and staff are reminded that strip searches are never permitted. All searches will be conducted with the safety of the students and staff in mind.

This rule is for searches involving walk-through and hand-held metal detectors for weapons and is not intended to limit the abilities of administration to conduct other searches. At the beginning of each school year or as policies are amended or adopted, students who attend the designated schools and their parents/legal guardians will be notified that searches involving the use of metal detectors may take place during the school year and the entire search procedure is governed by written procedures which are available upon request.

I. Personal Search

For a personal search to take place an administrator must have reasonable suspicion that the search will yield evidence a school rule or law violation has occurred, is occurring, or may occur. Once reasonable suspicion has been determined a walk-through metal detector or hand-held metal detector may be utilized.

All personal searches based on reasonable suspicion should be conducted in a private location unless an exigent circumstance exists that would prevent this from occurring. When reasonable suspicion ~~exists~~ exists to search an individual for a weapon, law enforcement shall be present, unless there is an emergency situation that would prevent him/her from being present.

II. Administrative Search

Administrative searches must not be used in a way that is selective, based on stereotypical assumptions, or biased. To avoid bias, all individuals or a preplanned random selection will take place to conduct an administrative search. The following procedures should be used in an administrative search:

a. Planning for the Search:

a.1. Before the Search:

- Administrators must identify and designate staff as search team members.
- Document the names of all designated individuals who are authorized to conduct searches on the campus and maintain this information in the school records.
- Ensure each person conducting searches has completed the yearly required online SafeSchools training entitled, "RHS Student Search Course." If a person designated to conduct searches doesn't have access to this training please notify Security for access.
- Only administrators trained in reasonable suspicion or their trained designee will physically conduct searches of students or belongings. Staff members designated as "observers" do not have to receive this training, but it would be beneficial to have the training if involved in this process.

b.2. Setting the Stage:

- In the days prior to conducting a search on District property, there should be no communication to employees or students of the date/time of the planned search; however, it is strongly encouraged that school administrators publicize to students and parents that searches are forthcoming. The purpose of conducting searches is to deter weapons from being brought on to District property.
- Schools will advise the Director of Risk, Security, and Emergency Management Safety and Security of the intent to conduct administrative weapon searches.
- Schools will work within the leadership teams to ensure they have enough staff members present to safely conduct the search. The positions for the search are as follows:
- Incident Commander (IC): Monitors all aspects of the search procedure including the direct supervision of all other staff members involved in the operation. The Incident Commander holds primary responsibility for ensuring safety and that all procedures are being followed.
- Male Handheld Metal Detector Operator (ST): A male staff member will be present to operate the handheld metal detector to screen male students. This staff member should be familiar with the proper use and operation of the metal detecting equipment, including how to test the equipment's operation according to the manufacturer's training and specifications.
- Male Bag Check (ST): A male staff member will be present to search the bags and belongings of male students.
- Female Handheld Metal Detector Operator (ST): A female staff member will be present to operate the handheld metal detector to screen female students. This staff member should be familiar with the proper use and operation of the metal

detecting equipment, including how to test the equipment's operation according to the manufacturer's training and specifications.

- Female Bag Check (ST): A female staff member will be present to search the bags and belongings of female students.
- Walk-through Metal Detector Operator (if applicable based on availability of equipment) (ST): This staff member will be present to operate the walk-through metal detector to screen students. This staff member should be familiar with the proper use and operation of the metal detecting equipment, including how to test the equipment's operation according to the manufacturer's training and specifications. If the metal detector alerts on a student, he/she will be directed to the gender-appropriate handheld metal detector operator.
- Student Supervisor (O): This staff member monitors the students standing in line waiting to be screened. The student supervisor should be watching for suspicious behavior or attempts to conceal or discard contraband.
- Classroom Supervisor (T): This staff member can be the classroom teacher of the room selected for search. The classroom supervisor should ensure that students are properly supervised after being screened. This position is only needed when searching all classrooms or a random selection of classrooms.
- Additional Staff Member (AO): This staff member will help respond to any gaps that exist during the search procedure. If a student is found with contraband that is not a weapon, for example, this staff member can be charged with supervising that student until an administrator is available.
- Law Enforcement Officer (P): At least one law enforcement officer (but preferably two) must be present while searches are being conducted. The law enforcement officer is not an active participant in the search operation; however, he/she will be asked to immediately respond if a weapon is discovered or a safety threat presents itself. His/her presence will also serve as a deterrent to any unsafe behavior.
- For safety purposes, make sure the law enforcement agency of jurisdiction is notified and present during all weapons searches.
- A written operational plan should be developed by school administration to capture the information related to the planned search (e.g., personnel participating in the search, job responsibilities, room or area selection criteria).
- This information will be entered into Incident Tracking for records retention purposes and ensure the ~~Risk, Security, and Emergency Management~~ Safety and Security Department receives the digital copy. All records related to searches should be maintained by the school for at least five (5) years.

e.3. Search Team Briefing:

- Conduct a team briefing before heading to the search location (if multiple teams are used). This briefing will explain the duration, location and scope of the search.

- All staff members involved in the search will attend a search briefing before the search. All staff members participating in the search must be present for this briefing.
- During this briefing, the search plan will be reviewed and search team job functions assigned and explained. *It is vital that all involved staff members understand their roles and responsibilities before proceeding with the search.* Any questions concerning job tasks or functions should be addressed at this time.
- **Since the search is intended to detect any weapons that may be located on campus, safety is paramount!** Staff members should remain observant at all times and notify the law enforcement officer(s) immediately of any suspicious behavior. If a student flees the area while waiting to be searched, school staff members should assume that he/she may be armed. Immediate protective measures (i.e., initiate a lockdown) should be taken, and the law enforcement officer should immediately respond.

b. Searches Inside the Building (Random Search)

d.1. Setting Up the Search Area (inside Building):

- Refer to the diagram (**Appendix A**) for an example of how to set up the search area in the hallway.
- Trained school administrators, designated trained school staff, and the School Resource Officer (SRO) or other law enforcement representative will proceed to the first selected room and set-up two (2) tables in the hallway or other nearby location (1 for male/1 for female) to be used for searching students' belongings. If the room being sought for search purposes is unoccupied, the team will move to the next room according to the predetermined selection criteria (i.e., move up to next available room, advancing in numerical order). The SRO/law enforcement officer should always be present when searching for suspected weapons to ensure the safety of all involved. The SRO/ law enforcement officer will not be used to conduct searches unless the officer determines that sufficient legal justification exists to take that action.
- Make sure you set up at least two tables large enough for students' property to be searched. You will need at least one table for boys and one table for girls. Make sure the hallway is clear of obstructions and containers that could be used to discard illegal items or contraband. Ideally the search area will be placed in an area that's clearly visible to the security cameras.
- If using electronic walk through metal detectors, set them up and test their operation according to the manufacturer's training and specifications before using them with students.
- If using hand held electronic metal detectors (wands), test their operation before using them with students.

- During the setup and operation of a weapons search, one administrator should be designated as the incident commander and charged with the responsibility of monitoring the overall search operation.
- Ensure proper personal protective equipment (PPE) (rubber gloves) are available for personnel designated as physically searching bags or people.

2. Conducting the Random Search (Inside the Building (Random Searches):

- At least two trained staff members should be present during every search. It's also recommended that metal detection devices be used during all weapon searches.
- All classrooms will be assigned a number (example: 1-100) for the purpose of using a random number generator website. (See Appendix CB). School administration may use a random number generator (example: www.random.org) to generate a starting room number (See Appendix CB). This number will be the first classroom searched. The school administrator will upload the screen shot from the random number generator to the incident tracking system. Make sure to document how the randomness was determined. This includes how the rooms were selected and who witnessed the selection process.
- If more than one classroom will be searched, it should be determined beforehand how the search team should be selecting the next room (e.g., move to the next occupied classroom on the spreadsheet; move to the next occupied classroom number; every other occupied room; generate subsequent numbers via the random number generator). This procedure should be clearly explained in the search operations plan.
- The Incident Commander/designee and the SRO/law enforcement officer will enter the room and the Incident Commander/designee will state that they have been selected for a random weapon screening.
- They will be instructed that they are not allowed to leave the area until they have been screened and they are not to have physical contact with each other. They should also be advised that their hands should remain visible at all times and that all electronic device use (i.e., cell phones) is prohibited throughout the process.
- They will be instructed to collect their belongings and form two (2) lines in the hallway, one male and one female.
- They should be visually monitored for suspicious activity throughout the process and not permitted to leave the area until the search has been concluded.
- They will be prohibited from using any electronic devices (i.e. cell phones, iPods, iPads, computers) or any other recording devices during the search.
- When the room is empty, a search team member will visually inspect the room area searching for any illegal items or contraband left behind. If items are located, an attempt to determine the owner will be made.
- One-at-a-time, they will be directed to empty the contents of their pockets and to place all of their personal belongings onto the table where the bag check team

member will inspect them to ensure that they do not contain any weapons. Male staff members will search males; female staff members will search females.

- **If a walk-through metal detector is available**, they will proceed through the walk-through metal detector while being supervised by the metal detector operator. If the walk-through metal detector alerts to the presence of metal, they will be screened by a gender-appropriate handheld metal detector operator.
- **If a walk-through metal detector is not available**, gender-appropriate administrators will “wand” ~~them~~ students with a handheld metal detector. Anyone who the metal detector indicates may have some hidden metal objects will be searched further.
- If the handheld metal detector alerts on a location that indicates the possible possession of a weapon (i.e., waistband or ankle), the law enforcement officer will be alerted to the information. The metal detector alert should provide sufficient reasonable suspicion for the officer to conduct a “frisk” of the person, which is a pat down designed to detect weapons.
- Anyone ~~that~~ who has been searched will be kept separate from those waiting to be searched. School staff will need to visually monitor everyone throughout the process to ensure they do not pass an item of contraband between each other.
- Once they are considered searched, they will be allowed to return to their room or to another area of the hallway separate from those waiting to be searched. Rooms that contain lockers will also have belongings within the lockers searched.
- Any contraband will be confiscated, bagged, and marked with the student's name, date, time and physical location of the discovered items. When appropriate, the illegal contraband will be turned over to the law enforcement agency representative of jurisdiction. Any contraband items that are exclusively school rule violations will be handled by the school administration.

If time permits, the search should proceed to the next room determined during the random selection process (next occupied room in sequential order; every other occupied room, etc.).

c. Searches at the School Entrance:

e.1. Setting Up the Search Area:-(Entrance):-

- Refer to the diagram (**Appendix BC**) for an example of how to set up the search area ~~in the hallway~~ at the school entrance.
- Trained school administrators, designated trained school staff, and the School Resource Officer (SRO) or other law enforcement representative will set-up two (2) tables at or near the entrance (1 for male/1 for female) to be used for searching belongings. The SRO/law enforcement officer should always be present when searching for suspected weapons to ensure the safety of all involved. The SRO/law enforcement officer will not be used to conduct searches unless the officer determines that sufficient legal justification exists to take that action.

- Make sure you set up at least two tables large enough for students' property to be searched. You will need at least one table for boys and one table for girls. Make sure the area is clear of obstructions and containers that could be used to discard illegal items or contraband. Ideally the search area will be placed in an area that's clearly visible to the security cameras.
- If using electronic walk through metal detectors, set them up and test their operation according to the manufacturer's training and specifications before using them.
- If using hand held electronic metal detectors (wands), test their operation before using them.
- During the setup and operation of a weapons search, one administrator should be designated as the incident commander and charged with the responsibility of monitoring the overall search operation.
- Ensure proper personal protective equipment (PPE) (rubber gloves) are available for personnel designated as physically searching bags or people.

f.a. Conducting the Random Search (inside building):

- At least two trained staff members should be present during every search. It's also recommended that metal detection devices be used during all weapon searches.
- All classrooms will be assigned a number (example: 1-100) for the purpose of using a random number generator website. (See Appendix C). School administration may use a random number generator (example: www.random.org) to generate a starting room number (See Appendix C). This number will be the first classroom searched. The school administrator will upload the screen shot from the random number generator to the incident tracking system. Make sure to document how the randomness was determined. This includes how the rooms were selected and who witnessed the selection process.
- If more than one classroom will be searched, it should be determined beforehand how the search team should be selecting the next room (e.g., move to the next occupied classroom on the spreadsheet; move to the next occupied classroom number; every other occupied room; generate subsequent numbers via the random number generator). This procedure should be clearly explained in the search operations plan.
- The Incident Commander/designee and the SRO/law enforcement officer will enter the room and the Incident Commander/designee will state that they have been selected for a random weapon screening.
- They will be instructed that they are not allowed to leave the area until they have been screened and they are not to have physical contact with each other. They should also be advised that their hands should remain visible at all times and that all electronic device use (i.e., cell phones) is prohibited throughout the process.
- They will be instructed to collect their belongings and form two (2) lines in the hallway, one male and one female.

- They should be visually monitored for suspicious activity throughout the process and not permitted to leave the area until the search has been concluded.
- They will be prohibited from using any electronic devices (i.e. cell phones, iPods, iPads, computers) or any other recording devices during the search.
- When the room is empty, a search team member will visually inspect the room area searching for any illegal items or contraband left behind. If items are located, an attempt to determine the owner will be made.
- One-at-a-time, they will be directed to empty the contents of their pockets and to place all of their personal belongings onto the table where the bag check team member will inspect them to ensure that they do not contain any weapons. Male staff members will search males; female staff members will search females.
- **If a walk-through metal detector is available**, they will proceed through the walk-through metal detector while being supervised by the metal detector operator. If the walk-through metal detector alerts to the presence of metal, they will be screened by a gender-appropriate handheld metal detector operator.
- **If a walk-through metal detector is not available**, gender-appropriate administrators will “wand” them with a handheld metal detector. Anyone who the metal detector indicates may have some hidden metal objects will be searched further.
- If the handheld metal detector alerts on a location that indicates the possible possession of a weapon (i.e., waistband or ankle), the law enforcement officer will be alerted to the information. The metal detector alert should provide sufficient reasonable suspicion for the officer to conduct a “frisk” of the person, which is a pat down designed to detect weapons.
- Anyone that has been searched will be kept separate from those waiting to be searched. School staff will need to visually monitor everyone throughout the process to ensure they do not pass an item of contraband between each other.
- Once they are considered searched, they will be allowed to return to their room or to another area of the hallway separate from those waiting to be searched. Rooms that contain lockers will also have belongings within the lockers searched.
- Any contraband will be confiscated, bagged, and marked with the student’s name, date, time and physical location of the discovered items. When appropriate, the illegal contraband will be turned over to the law enforcement agency representative of jurisdiction. Any contraband items that are exclusively school rule violations will be handled by the school administration.

If time permits, the search should proceed to the next room determined during the random selection process (next occupied room in sequential order; every other occupied room, etc.).

g-2. Conducting the Entrance Everyone Search (Everyone / 100%) Entrance):

- The Incident Commander/designee and the SRO/law enforcement officer will notify through messaging to parents, students, teachers, and community that everyone who enters will be searched. This messaging is proactive in nature to ~~prevent~~ deter people from bringing weapons to District property.
- As people enter the building or property they will have their belongings and person searched for weapons.
- Everyone will be searched, no exceptions.
- Someone shall visually monitor for suspicious activity throughout the process taking note of individuals that leave the area
- One-at-a-time, they will be directed to empty the contents of their pockets and to place all of their personal belongings onto the table where the bag check team member will inspect them to ensure that they do not contain any weapons. Male staff members will search males; female staff members will search females.
- **If a walk-through metal detector is available**, they will proceed through the walk-through metal detector while being supervised by the metal detector operator. If the walk-through metal detector alerts to the presence of metal, they will be screened by a gender-appropriate handheld metal detector operator.
- **If a walk-through metal detector is not available**, gender-appropriate administrators will “wand” them with a handheld metal detector. Anyone who the metal detector indicates may have some hidden metal objects will be searched further or directed to leave the property.
- If the handheld metal detector alerts on a location that indicates the possible possession of a weapon (i.e., waistband or ankle), the law enforcement officer will be alerted to the information. The metal detector alert should provide sufficient reasonable suspicion for the officer to conduct a “frisk” of the person, which is a pat down designed to detect weapons.
- Anyone that has been searched will be allowed access into the building or venue.
- School staff will need to visually monitor everyone throughout the process to ensure they do not pass an item of contraband between each other.
- Any contraband will be confiscated, bagged, and marked with the student's name, date, time and physical location of the discovered items. When appropriate, the illegal contraband will be turned over to the law enforcement agency representative of jurisdiction. Any contraband items that are exclusively school rule violations will be handled by the school administration.

h.3. Conducting the Entrance Search (Random Search (Entrance)):

- The Incident Commander/designee and the SRO/law enforcement officer will notify through messaging to parents, students, teachers, and community that we will be conducting weapon screenings. This messaging is proactive in nature to ~~prevent~~ deter people from bringing weapons to District property.

- In the creation of the pre-plan for an event and to have a minimal impact to the event or learning, a random search process may become necessary to clear a large line. Before the screening will take place school administrators will determine the number that will be used to randomly screen people in the event that not all people can be searched. For example, before the screening school administration will decide to search every fifth person that enters. As people approach the entrance the administrator in charge will count off 1,2,3,4 and then search number 5. This sequence will continue until everyone is inside the property or until the line has become small enough to handle the searching of all individuals entering.
- The people that are chosen randomly entering the building or property will have their belongings and person searched for weapons.
- Someone shall visually monitor for suspicious activity throughout the process taking note of individuals that leave the area and making sure people are not changing places in line.
- If an administrator develops reasonable suspicion to search a person other than the random number, the personal search process will start.
- One-at-a-time, they will be directed to empty the contents of their pockets and to place all of their personal belongings onto the table where the bag check team member will inspect them to ensure that they do not contain any weapons. Male staff members will search males; female staff members will search females.
- **If a walk-through metal detector is available**, they will proceed through the walk-through metal detector while being supervised by the metal detector operator. If the walk-through metal detector alerts to the presence of metal, they will be screened by a gender-appropriate handheld metal detector operator.
- **If a walk-through metal detector is not available**, gender-appropriate administrators will “wand” them with a handheld metal detector. Anyone who the metal detector indicates may have some hidden metal objects will be searched further or directed to leave the property.
- If the handheld metal detector alerts on a location that indicates the possible possession of a weapon (i.e., waistband or ankle), the law enforcement officer will be alerted to the information. The metal detector alert should provide sufficient reasonable suspicion for the officer to conduct a “frisk” of the person, which is a pat down designed to detect weapons.
- School staff will need to visually monitor everyone throughout the process to ensure they do not pass an item of contraband between each other.
- Any contraband will be confiscated, bagged, and marked with the student's name, date, time and physical location of the discovered items. When appropriate, the illegal contraband will be turned over to the law enforcement agency representative of jurisdiction. Any contraband items that are exclusively school rule violations will be handled by the school administration.

i.d. Concluding The Search

- Conduct a student debriefing reinforcing the reason for the search and thanking them for their cooperation.
- Conduct a search team debriefing at the conclusion of the search with all search team members to discuss what went well and what could have been improved upon.
- Complete a detailed report that includes a list of the classrooms searched, class rosters showing the students that were searched, any contraband or illegal items located, criminal charges made, and referrals made.
- Prepare a notification to be sent by the school administration to inform parents of the reason for the search and the students that were searched similar to the example below:

Hello Parents,

As a part of our school's safety plan, and in accordance with Rock Hill School District policy and South Carolina state law, our administrative team conducted a random weapons screening today to help ensure the safety of all students and faculty. Your child's classroom was randomly chosen for this search and a search of your child's belongings was conducted; they were screened with a metal detector by a gender-appropriate school administrator or designee. The school's resource officer was on hand to observe the screening to ensure safety. If you have any questions or concerns, please contact me directly at (Insert the telephone number here of the school/district staff person) or (Insert the email address of that individual here.)

Thank you,

(Insert administrator's name here)

In order to enhance security in the schools and prevent students from bringing weapons into the schools, district officials are authorized to use stationary and/or mobile metal detectors to conduct student searches according to the procedures outlined in this regulation. All metal detection devices used to search for weapons must be operated in conjunction with law enforcement. The superintendent or his/her designee will designate the schools which may utilize metal detectors.

The metal detectors may be used in places such as entrances to the buildings, classrooms, auditoriums, sports complexes, and gymnasiums or as individuals enter and exit district vehicles or school buses. They may also be used at extracurricular events hosted by the district, such as football or basketball games.

At the beginning of each school year or as policies are amended or adopted, students who attend the designated schools and their parents/legal guardians will be notified that searches involving

the use of metal detectors may take place during the school year and that the entire search procedure is governed by written procedures which are available upon request.

Use of Stationary and/or Mobile Metal Detectors (Walk-Through or Handheld)

School officials may use metal detectors to conduct searches of students and/or attendees at the designated schools, facilities, or events only when one of the following conditions exists:

- The administration of the school has reasonable suspicion, based on reliable information or personal observation, to believe that weapons or dangerous objects are in the possession of identified or unidentified students.
- There is a pattern of weapons or dangerous objects found at the school, on school property, at a school function, or in the vicinity of a school.
- Violence involving weapons had occurred at the school, on school property, at school functions, or in the vicinity of a school.

Who May Conduct a Search with a Metal Detector

The superintendent or his/her designee will designate those individuals at each school who will be authorized to use metal detectors to conduct a search of students or attendees for possession of weapons. Both male and female employees will be designated. The designated individuals (operators) will be fully trained in accordance with the following procedures:

- Students will be notified via loudspeaker, assembly, or by similar means of metal detector use in the school from time to time during the school year. Students will be notified that they must submit to a search conducted in accordance with the written procedures. Students who fail to cooperate may be subject to discipline for insubordination. Students will be given an opportunity to remove harmless metal objects from their person before entering the school premises, as is customary where metal detectors are otherwise used, so as to avoid needless embarrassment. Students who may be unable to participate in a metal detector search because of a medical condition will so notify the building principal or his/her designee. Those students will be escorted into the office where any alternative method of search may, pursuant to district policy, be conducted.
- From time to time during the school year, metal detector scanning posts may be set up inside classrooms or offices or at the appropriate entrances to the school. All students entering the school may be subjected to search. In order to facilitate the process, the administration may limit the search by use of any random formula. For example, the administration may choose to search every fifth person in line. Particular students may not be selected for a search unless there is reasonable cause to believe the student possesses a weapon. Handheld scanning devices may only be used by a member of the same sex as the student being searched.

• The operators will explain the scanning process to each student prior to a search and will ask students to remove metal objects from their clothing. If a student's body activates the device, the operator will ask the student to remove metal objects. A second scan will then be conducted. If the detector again indicates the presence of metal, the student will again be asked to remove metal objects. A third scan will then be conducted. If the detector indicates the presence of metal for a third time, an operator, who must be the same sex as the student, will escort the student to a private area and again ask the student to remove metal objects. If the student does not then produce a metal object, the operator may conduct a patdown search. An adult witness will be present during all such searches. If the student refuses to comply, the student's parent/legal guardian and/or the police will be called.

• The operators will also scan any bags or parcels carried by the student. If a student's bag or parcel activates the scanning device, the operator will ask the student to open the bag or container for the limited purpose of determining whether a weapon is concealed therein.

• At no time will a strip search of a student be conducted by an operator.

• All property removed from a student as a result of the above procedures which may legitimately be brought onto school premises will be returned to the student. Property removed from a student, the possession of which violates school policy, will be confiscated and the student will be disciplined in accordance with district policy. In cases where the student may be in violation of state law, law enforcement will be notified.

Cf. JIH

Adopted 10/26/09; Revised 8/22/16

Legal references:

A. U. S. Supreme Court Cases:

1. New Jersey v. T.L.O., 469 U.S. 325, 105 S. Ct. 733 (1985).

B. United States Constitution, Fourth Amendment.

C. South Carolina Constitution:

1. Article I, Section 10.

D. S.C. Code Ann., 1976, as amended:

1. Section 59-5-65 - State board to set regulations for minimum standards for student conduct, attendance and scholastic achievement; enforcement.
2. Section 59-24-60 - Requires administrators to contact law enforcement.
3. Section 59-63-1110, et seq. - Search of persons and effects on school property.
4. Section 63-19-810 - Taking a child into custody.

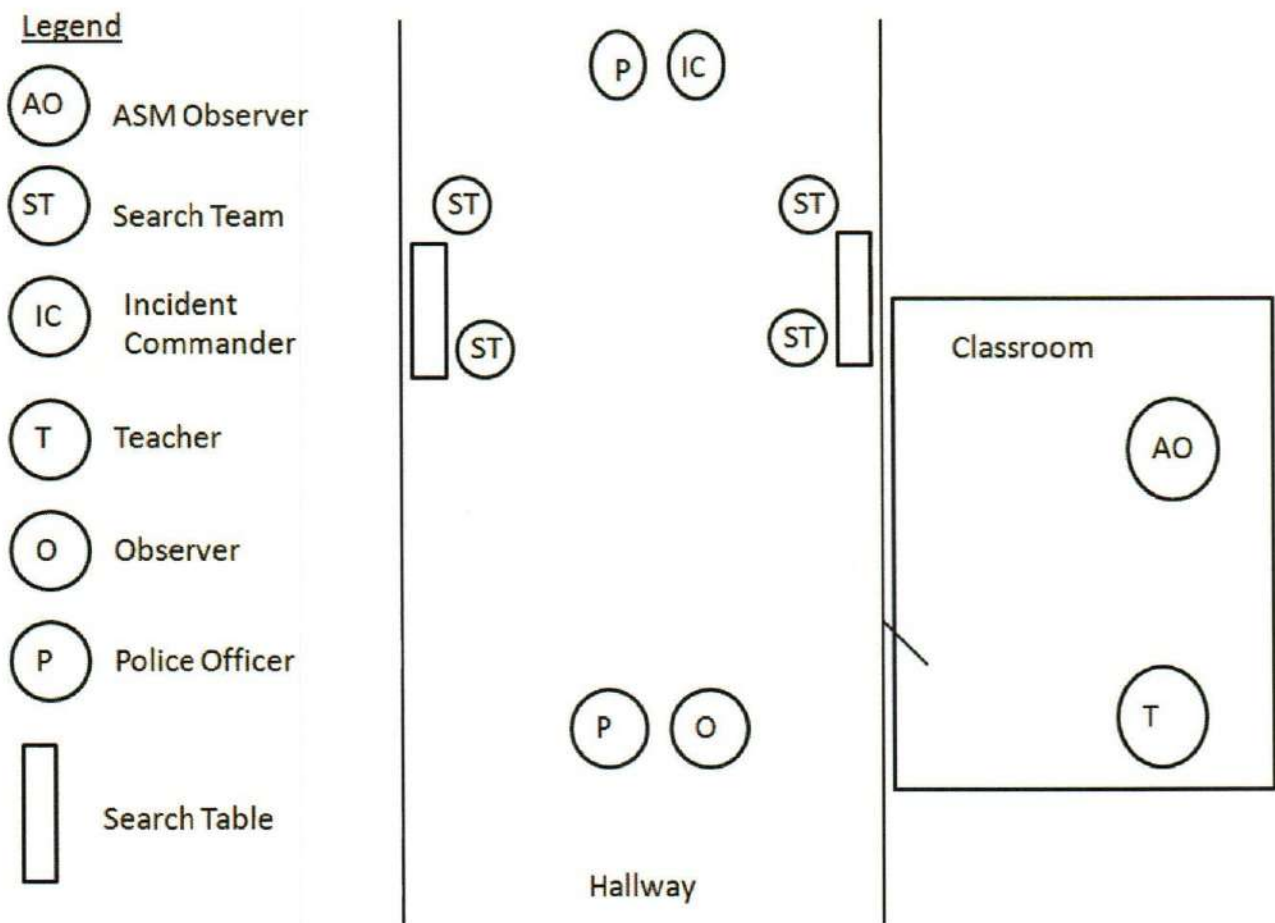
E. S. C. Acts and Joint Resolutions:

1. 1994 Act #393, p. 4097 - Allows searches.

PROPOSED

Appendix A

Example: Search area setup diagram for a hallway search.



Note: This drawing is not to scale and is designed for the purpose of aiding in the setup of a random weapons screening/search station in a school hallway.

Appendix BC

# Designation	Actual Room #
1	A-101
2	A-102
3	A-103
4	A-104
5	A-105
6	A-106
7	A-107
8	A-108
9	A-109
10	A-110
11	A-112
12	B-101
13	B-102
14	B-103
15	B-104
16	B-105
17	B-106
18	B-107
19	B-108
20	B-109
21	B-110
22	C-101
23	C-102
24	C-103
25	C-104
26	C-105
27	C-106
28	C-201
29	C-202

The screenshot shows the RANDOM.ORG website. At the top, there is a navigation bar with links: Home, Games, Numbers, Lists & More, Drawings, Web Tools, Statistics, Testimonials, Learn More, and Login. Below the navigation bar is the site's logo, "RANDOM.ORG", and a search bar. A green banner below the logo says "Do you own an iOS or Android device? Check out our app!". The main content area features the heading "What's this fuss about *true* randomness?" followed by a paragraph explaining the difference between pseudo-random and true random numbers. To the right of this text is a "True Random Number Generator" interface with input fields for "Min:" (set to 1) and "Max:" (set to 99), a "Generate" button, and a "Repeat:" checkbox. Below the generator is a note "Powered by RANDOM.ORG". Further down, there is a section titled "FREE services" with a sub-heading "Games and Lotteries", listing various games like Lottery Quick Pick, Keno Quick Pick, Coin Flipper, Dice Roller, Playing Card Shuffler, and Birdie Fund Generator. Below this is a section titled "PAID service" with a sub-heading "Random Drawings", listing services like Q3.1 in the FAQ, Third-Party Draw Service, Step by Step Guide, Step by Step Video, Price Calculator, Drawing FAQ, Public Records, Drawing Result Widget, and Multi-Round Gateway Service.

30	C-203
31	C-204
32	C-205
33	C-206
34	D-101
35	D-102
36	D-103
37	D-104
38	E-101
39	E-102
40	E-103
41	E-104
42	E-105
43	E-106
44	GYM - Boys Locker Room
45	GYM - Girls Locker Room

Appendix BC

Example: Search area setup diagram for entrance search.

Legend

(AO) ASM Observer

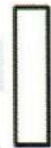
(ST) Search Team

(IC) Incident Commander

(T) Teacher

(O) Observer

(P) Police Officer



Search Table

(P) (IC)

(ST)
[Search Table]
(ST)

(ST)
[Search Table]
(ST)

Entrance

Note: This drawing is not to scale and is designed for the purpose of aiding in the setup of a random weapons screening/search station at a school hallway entrance.

AR JIHC-R Use of Metal Detectors

Issued 8/16

In order to enhance security in the schools and prevent students from bringing weapons into the schools, district officials are authorized to use stationary and/or mobile metal detectors to conduct student searches according to the procedures outlined in this regulation. All metal detection devices used to search for weapons must be operated in conjunction with law enforcement. The superintendent or his/her designee will designate the schools which may utilize metal detectors.

The metal detectors may be used in places such as entrances to the buildings, classrooms, auditoriums, sports complexes, and gymnasiums or as individuals enter and exit district vehicles or school buses. They may also be used at extracurricular events hosted by the district, such as football or basketball games.

At the beginning of each school year or as policies are amended or adopted, students who attend the designated schools and their parents/legal guardians will be notified that searches involving the use of metal detectors may take place during the school year and that the entire search procedure is governed by written procedures which are available upon request.

Use of Stationary and/or Mobile Metal Detectors (Walk-Through or Handheld)

School officials may use metal detectors to conduct searches of students and/or attendees at the designated schools, facilities, or events only when one of the following conditions exists:

- The administration of the school has reasonable suspicion, based on reliable information or personal observation, to believe that weapons or dangerous objects are in the possession of identified or unidentified students.
- There is a pattern of weapons or dangerous objects found at the school, on school property, at a school function, or in the vicinity of a school.
- Violence involving weapons had occurred at the school, on school property, at school functions, or in the vicinity of a school.

Who May Conduct a Search with a Metal Detector

The superintendent or his/her designee will designate those individuals at each school who will be authorized to use metal detectors to conduct a search of students or attendees for possession of weapons. Both male and female employees will be designated. The designated individuals (operators) will be fully trained in accordance with the following procedures:

- Students will be notified via loudspeaker, assembly, or by similar means of metal detector use in the school from time to time during the school year. Students will be notified that they must submit to a search conducted in accordance with the written procedures. Students who fail to cooperate may be subject to discipline for insubordination. Students will be given an opportunity to remove harmless metal objects from their person before entering the school premises, as is customary where metal detectors are otherwise used, so as to avoid needless embarrassment. Students who may be unable to participate in a metal detector search because of a medical condition will so notify the building principal or his/her designee. Those students will be escorted into the office where any alternative method of search may, pursuant to district policy, be conducted.
- From time to time during the school year, metal detector scanning posts may be set up inside classrooms or offices or at the appropriate entrances to the school. All students entering the school may be subjected to search. In order to facilitate the process, the administration may limit the search by use of any random formula. For example, the administration may choose to search every fifth person in line. Particular students may not be selected for a search unless there is reasonable cause to believe the student possesses a weapon. Handheld scanning devices may only be used by a member of the same sex as the student being searched.
- The operators will explain the scanning process to each student prior to a search and will ask students to remove metal objects from their clothing. If a student's body activates the device, the operator will ask the student to remove metal objects. A second scan will then be conducted. If the detector again indicates the presence of metal, the student will again be asked to remove metal objects. A third scan will then be conducted. If the detector indicates the presence of metal for a third time, an operator, who must be the same sex as the student, will escort the student to a private area and again ask the student to remove metal objects. If the student does not then produce a metal object, the operator may conduct a pat-down search. An adult witness will be present during all such searches. If the student refuses to comply, the student's parent/legal guardian and/or the police will be called.
- The operators will also scan any bags or parcels carried by the student. If a student's bag or parcel activates the scanning device, the operator will ask the student to open the bag or container for the limited purpose of determining whether a weapon is concealed therein.
- At no time will a strip search of a student be conducted by an operator.

- All property removed from a student as a result of the above procedures which may legitimately be brought onto school premises will be returned to the student. Property removed from a student, the possession of which violates school policy, will be confiscated and the student will be disciplined in accordance with district policy. In cases where the student may be in violation of state law, law enforcement will be notified.

Adopted 10/26/09; Revised 8/22/16

York 3/Rock Hill School District



Marketing & Communications Department
Telephone: 981-1008 - Fax: 981-1094

Memorandum

TO: Dr. Bill Cook
FROM: Mychal Frost
DATE: June 12, 2019
SUBJECT: Announcements for June 24th School Board Meeting

Football City USA Night of Champions and Skills Camp

Join Rock Hill Schools and the Rock Hill Schools Education Foundation as we recognize and celebrate Rock Hill Schools alumni who have gone on to play in the National Football League. This Friday, on June 28, we are hosting the first-ever Night of Champions at Southern Charm Events to raise funds that will benefit each District Three high school athletics program and the Rock Hill Schools Education Foundation. We have invited many District Three alumni home for this event, including 2019 Super Bowl champions Stephon Gilmore and Cordarelle Patterson, as well as Ben Watson, Chris Hope, Mason Rudolph, Rick Sanford, Jadeveon Clowney, DeVonte Holloman, Tori Gurley, Jaleel Scott, Johnathan Joseph, Derek Ross, Ko Simpson, and more. A free skills camp will be held on Saturday, June 29 for more than 350 area children where they will receive coaching from coaches from our high schools and our NFL alumni. If interested in purchasing tickets or sponsorship packages to the Night of Champions, please visit the foundation's website at www.rhsdfoundation.org. Limited tickets remain at \$100 each.

Follow Capital Program Updates

You are encouraged to visit the district's capital building program, "Build on the Rock," website – www.rock-hill.k12.sc.us/BuildOnTheRock -- for more information on capital projects. The website provides status updates on active and planned construction projects in the district. On the page, viewers can see project descriptions, before and after photographs, and construction timelines.

Upcoming Board Meetings

The School Board will next meet for a combined business meeting and work session on Monday, July 22nd. The meeting will begin at 8:30 a.m. Meetings are streamed on our website and available for viewing on-demand immediately following each broadcast. We invite our community to watch meetings live on our Facebook broadcasts at Facebook.com/RockHillSchools.

Memo

TO: Dr. Bill Cook
FROM: Anthony Cox
DATE: June 12, 2019
SUBJECT: Master Plan 2030: Pathfinders' Recommendation, First Draft
CC: Pathfinders

The Pathfinders master planning team was pleased to present our new Master Plan 2030, "One." to the Board of Trustees at their recent Work Session. Our presentation that evening highlighted the important main points from the first draft of the Master Plan 2020-2030, including factors shaping our future, current facilities assessment, key goal and strategies and proposed projects.

Given time to reflect, our team requests time to present the Master Plan again to the Board at its business meeting on June 24, 2019. We look forward to comments, questions and guidance toward continued development of the Master Plan, to be finalized in July.

A copy of our updated team presentation is attached. The complete first draft of the Master Plan can be found at the link provided below.

<https://drive.google.com/open?id=15rQLmW3o5tsiM9xub2GKE2SCGey7KPna>



One.

The Master Plan for Rock Hill Schools 2020 - 2030

**Prepared for the Board of Trustees
June 24, 2019**

One Team. One Mission. One Rock Hill.

The “Pathfinders”



Community

Colleen Coesens
David Casey
Bob Norwood
Bill Meyer
Larry Stevens
Sarah Vining
Skip Tuttle
Wes Tuttle
Todd Lumpkin
Isaiah Venning

Schools & Parents

Tiffany Caldwell
Paul Holmes
Al Reid
Jeffrey Chan
Shanell Wilkes
Casey Laymon
Ozzie Ahl
Elissa Cox
Denise Khaalid

District & Support

Mychal Frost
John James
John Jones
Luanne Kokolis
Eddie Robinson
Terri Smith
Tanya Campbell
Brian Vaughan
Kevin Wren

Support

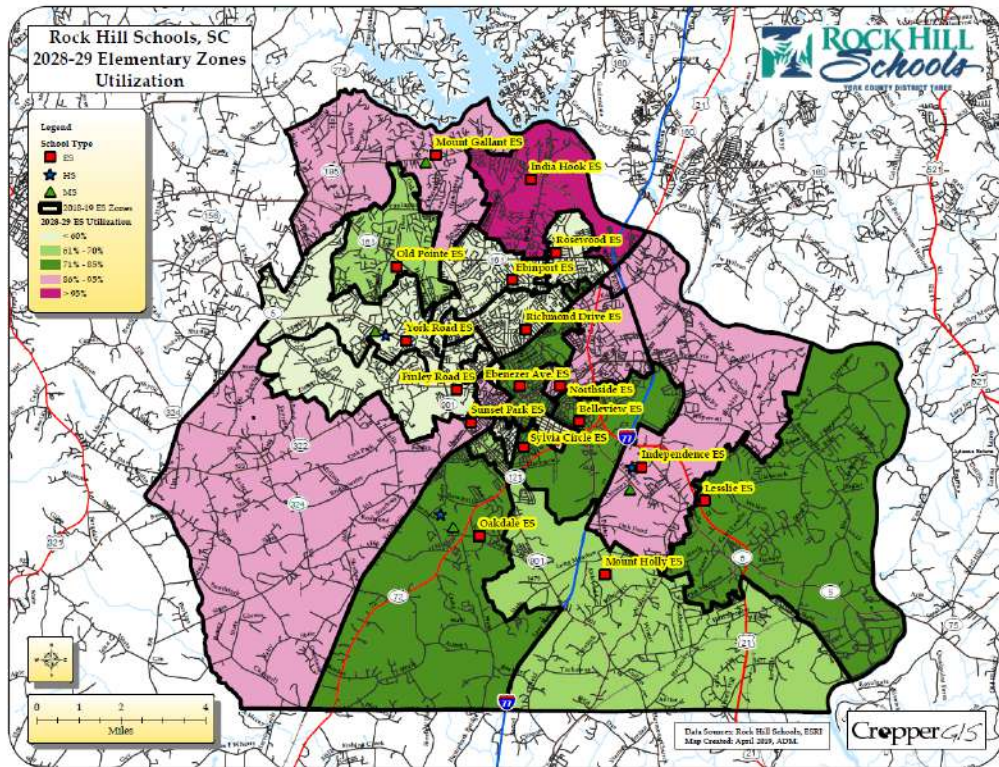
Quackenbush

JM Cope
Moseley

LS3P

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Emerging Trends & Drivers



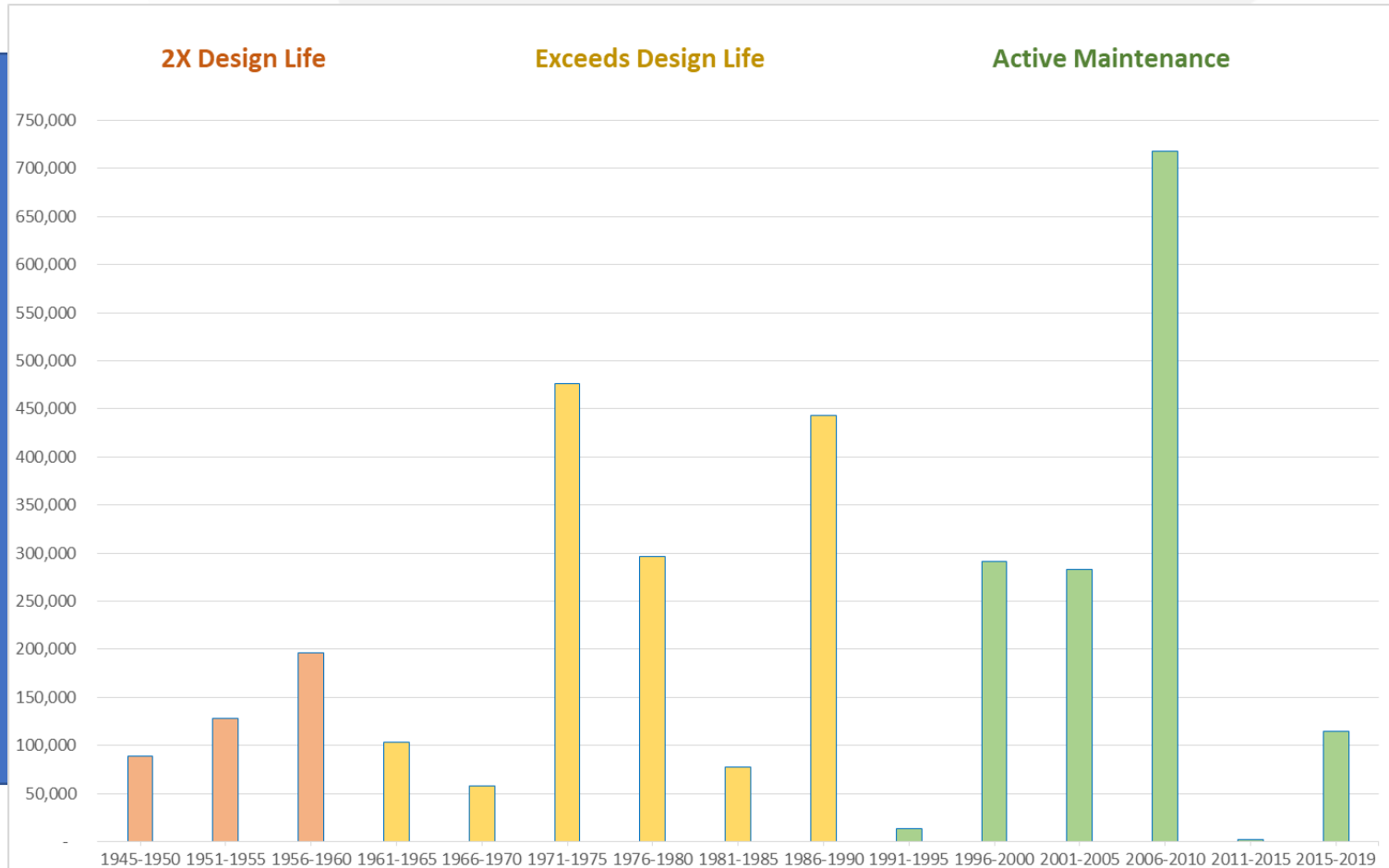
- **Special Drivers:**

- District Competition: Choice & Charters
- Optimum School Size
- Projected Enrollment & Capacity

- **Education: How we use –**
 - Digital transformation continues
 - Emphasis outside the “core”
 - Multiple styles, on the move
- **Construction: How we build –**
 - Codes & regulations intensity
 - Bye-bye to “Boomer buildings”
 - Hello “Green” and “Smart” buildings
- **Community: How we support –**
 - Safety debate: “fortress” v. “inviting”
 - Views on public education
 - Market’s “hot”... Growth is...?
- **Culture: What we expect from –**
 - Technology-centric workforce
 - Key labor shortages
 - Equity... everywhere



Assessment of Current Facilities

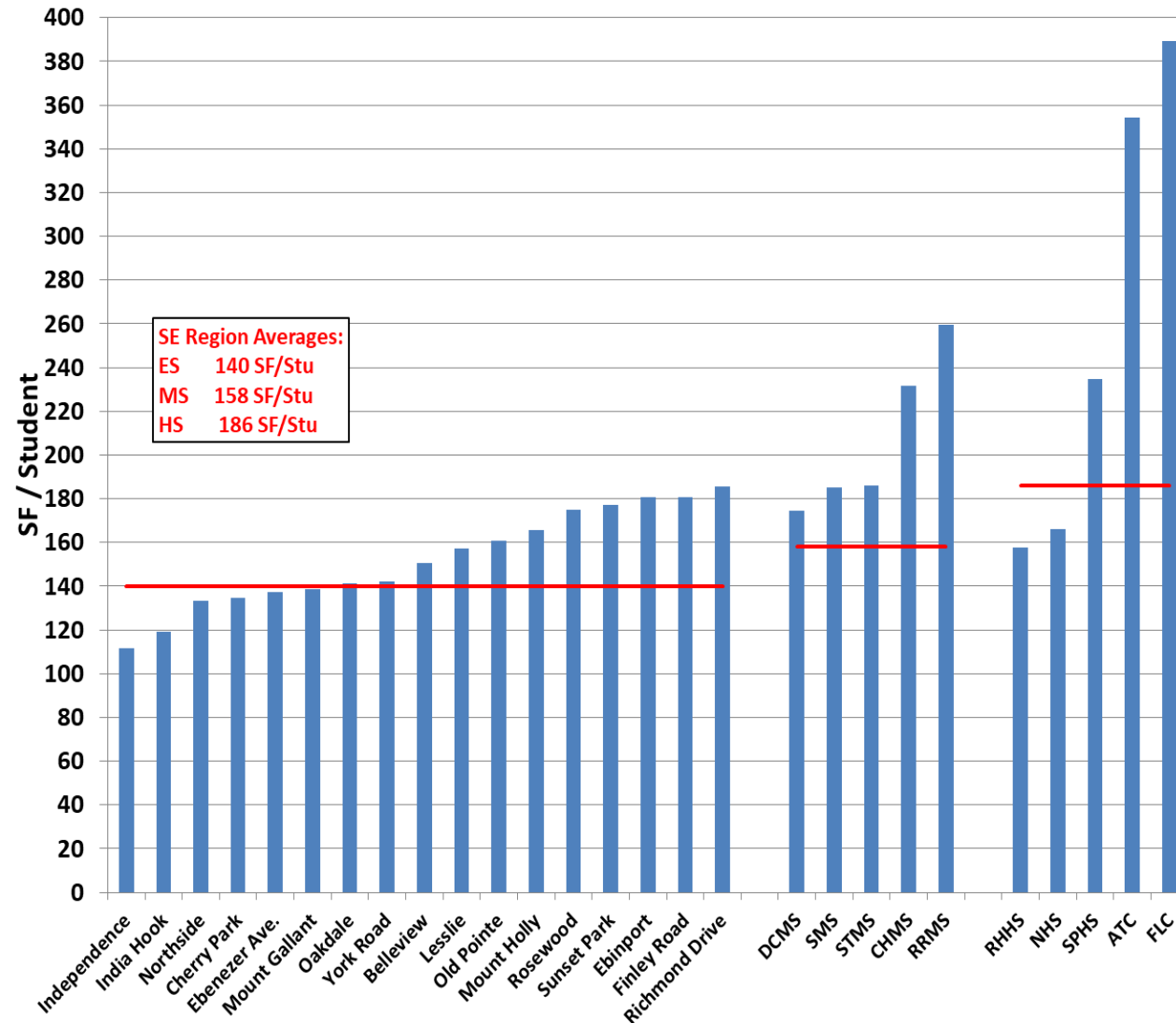


Graph 1. Construction History for Rock Hill Schools (Square Feet).

28 Campuses
32 Schools
41 Sites
90 Buildings
3,543,921 SF
\$597,645,489 CPV
(Current Plant Value)

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Assessment of Current Facilities



Graph 2. Facility Use Density for Rock Hill Schools

28 Campuses
32 Schools
41 Sites
90 Buildings
3,543,921 SF
\$597,645,489 CPV
(Current Plant Value)

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Assessment of Current Facilities

Name	Building Components												
	Flooring	Roofing	Doors & Hardware	Painting	Kitchen Equipment	Elevators	Restrooms	Lighting	HVAC	Fire Sprinkler	Exterior Envelope	Exhaust Ventilation	Paving
PRE-SCHOOL													
Central Child Development Center					N/A	N/A				Not Installed			
ELEMENTARY SCHOOLS													
Bellevue						N/A							
Ebenezer Avenue													
Ebinport						N/A				Not Installed			
Finley Road						N/A							
Independence						N/A				Not Installed			
India Hook						N/A							
Lesslie						N/A				Not Installed			
Mount Gallant						N/A							
Mount Holly						N/A							
Northside						N/A							
Oakdale						N/A				Not Installed			
Old Pointe						N/A				Not Installed			
Richmond Drive						N/A				Not Installed			
Rosewood						N/A				Not Installed			
Sunset Park						N/A				Not Installed			
Sylvia Circle Family Learning Center						N/A				Not Installed			
York Road						N/A				Not Installed			
MIDDLE SCHOOLS													
Castle Heights						N/A							
Dutchman Creek						N/A							
Rawlinson Road													
Saluda Trail						N/A				Not Installed			
Sullivan													
HIGH SCHOOLS													
Applied Technology Center						N/A							
Northwestern High										Not Installed			
Rock Hill High										Not Installed			
South Pointe High													
DISTRICT SUPPORT SITES													
District Three Stadium					N/A	N/A				Not Installed			
District Three Stadium South					N/A	N/A				Not Installed			
Facilities Services					N/A	N/A				Not Installed			
Flexible Learning Center										Not Installed			
Transportation					N/A	N/A				Not Installed		N/A	

- Replace Now
- Replace in 2 yrs
- Good / In service

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Assessment of Current Facilities



School Campus:	Square Feet	Capacities (1)		45th-Day 2018-19 Actual (2)	Medium-Term Projections - (from Demographics Study 2019)					Long-Term Projections - (from Demographics Study 2019)				
		Classroom Capacity	Core Capacity		19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27	27-28	28-29
Elementary Schools														
Bellevue	74,311	690	679	493	494	502	506	518	524	520	512	504	499	494
Cherry Park ES LI (6)	97,493	900	900	724	758	778	809	807	816	816	816	816	816	816
Ebenezer Ave. ES-TMI (4)	73,083	680	480	532	546	557	561	556	567	571	573	573	573	571
Ebinport	65,175	644	644	361	344	339	334	330	329	319	320	320	318	314
Finley Road	64,140	667	555	355	347	341	348	351	354	361	367	370	372	369
Independence	61,690	621	833	552	537	524	525	525	531	536	538	540	544	547
India Hook	75,979	690	798	638	640	637	649	641	651	658	660	660	659	656
Lesslie	55,812	621	510	355	383	407	420	446	458	453	446	441	439	437
Mount Gallant	67,057	667	834	483	512	520	526	559	569	574	576	576	577	574
Mount Holly	75,979	690	798	459	451	440	426	429	424	429	431	432	436	439
Northside School of the Arts (5)	70,157	644	600	527	526	532	537	552	555	555	553	554	552	548
Oakdale STEAM	70,672	667	650	500	493	492	492	486	473	482	488	490	489	487
Old Pointe	86,284	690	748	536	516	497	477	465	456	461	463	467	469	468
Richmond Drive	69,577	621	631	375	373	395	388	376	366	355	354	355	354	352
Rosewood IB	67,389	690	567	385	383	387	387	387	399	402	402	401	398	394
Sylvia Circle FLC (ParentSmart, T3)	54,352	460	375											
Sunset Park CAS	77,952	621	600	440	431	427	413	425	417	416	411	404	400	395
York Road	57,790	644	882	407	404	397	390	393	393	393	391	388	385	380
Totals	1,264,892	11907	11202	8122	8138	8172	8188	8246	8282	8301	8301	8291	8280	8241

- 9 ES & 2 MS below 75% full
- EAES – undersize Media Ctr & Café
- Moderate Gains at IHES, LES, MGES

Capacity Legend:

< 75%	75- 95%	95 - 100%	100-105%	> 105%
Core Capacity:				
<80% of optimum				

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Assessment of Current Facilities



School Campus:	Square Feet	Capacities (1)		45th-Day 2018-19 Actual (2)	Medium-Term Projections - (from Demographics Study 2019)					Long-Term Projections - (from Demographics Study 2019)				
		Classroom Capacity	Core Capacity		19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27	27-28	28-29
Middle Schools														
Castle Heights	174,274	1144	1144	752	780	775	795	761	762	784	827	851	856	852
Dutchman Creek	168,952	1144	1144	968	934	937	948	967	952	962	971	986	994	1005
Rawlinson Road	148,823	1173	1173	573	552	566	571	582	570	564	557	558	560	565
Saluda Trail	159,799	1040	1040	860	896	928	925	885	899	861	859	830	844	849
Sullivan (6)	153,819	1052	1052	831	829	840	829	899	895	922	913	921	912	915
Totals	805,667	5553	5553	3984	3991	4046	4068	4094	4078	4093	4127	4146	4166	4186
High Schools														
Applied Technology Center	106,239													
Flexible Learning Center (AE, Raven, Ren)	126,498													
Northwestern	309,472	1976	1976	1865	1820	1781	1750	1727	1735	1734	1745	1766	1755	1762
Rock Hill	314,035	2158	2158	1994	1928	1901	1907	1890	1938	1936	1946	1966	2002	2037
South Pointe	346,052	1872	1872	1475	1480	1478	1522	1510	1521	1558	1533	1534	1505	1477
Totals	1,202,296	6006	6006	5334	5228	5160	5179	5127	5194	5228	5224	5266	5262	5276
Other Sites														
Central Childhood Development Center (3)	25,248	230	na	311	384	384	384	384	384	384	384	384	384	384

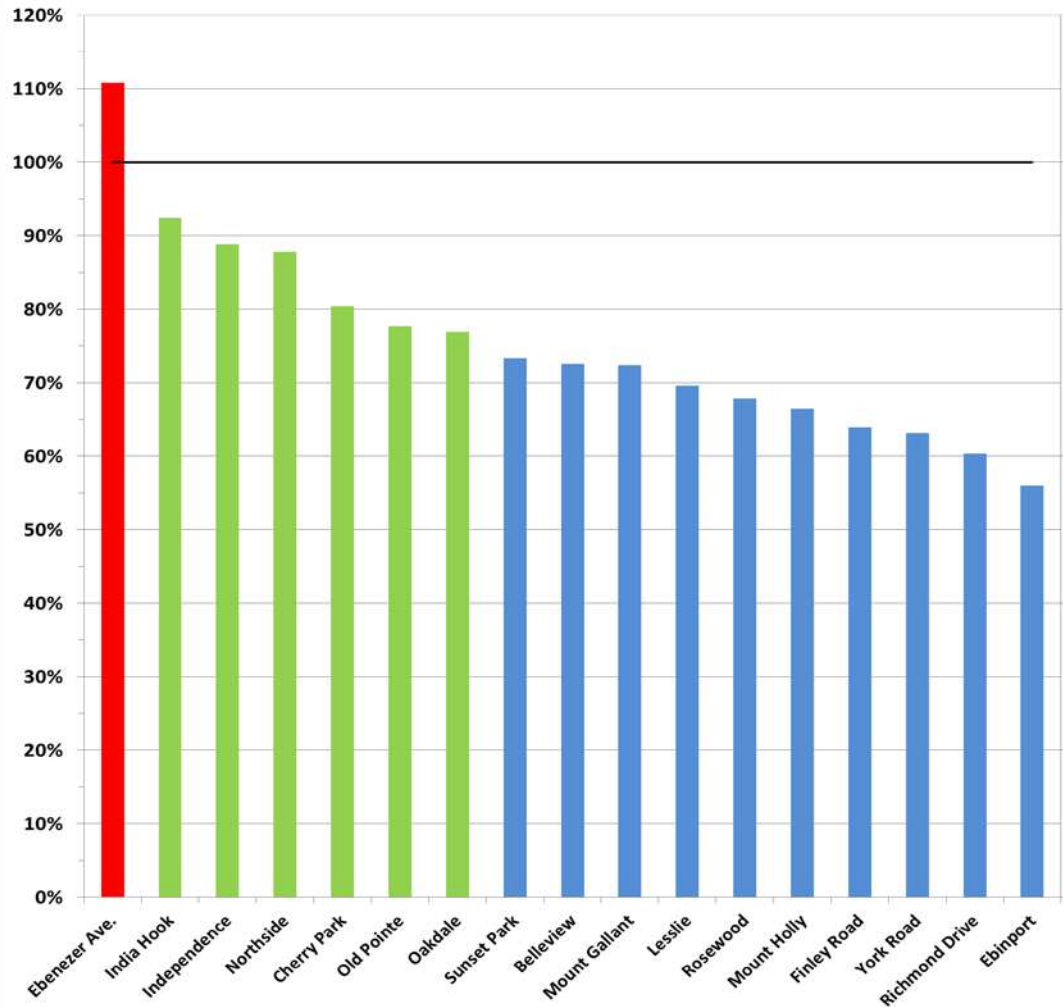
- As a group, ES and MS remain <75% next 5 years
- SMS adjusted due to F Hall now Cherry Park ESLI

Capacity Legend:

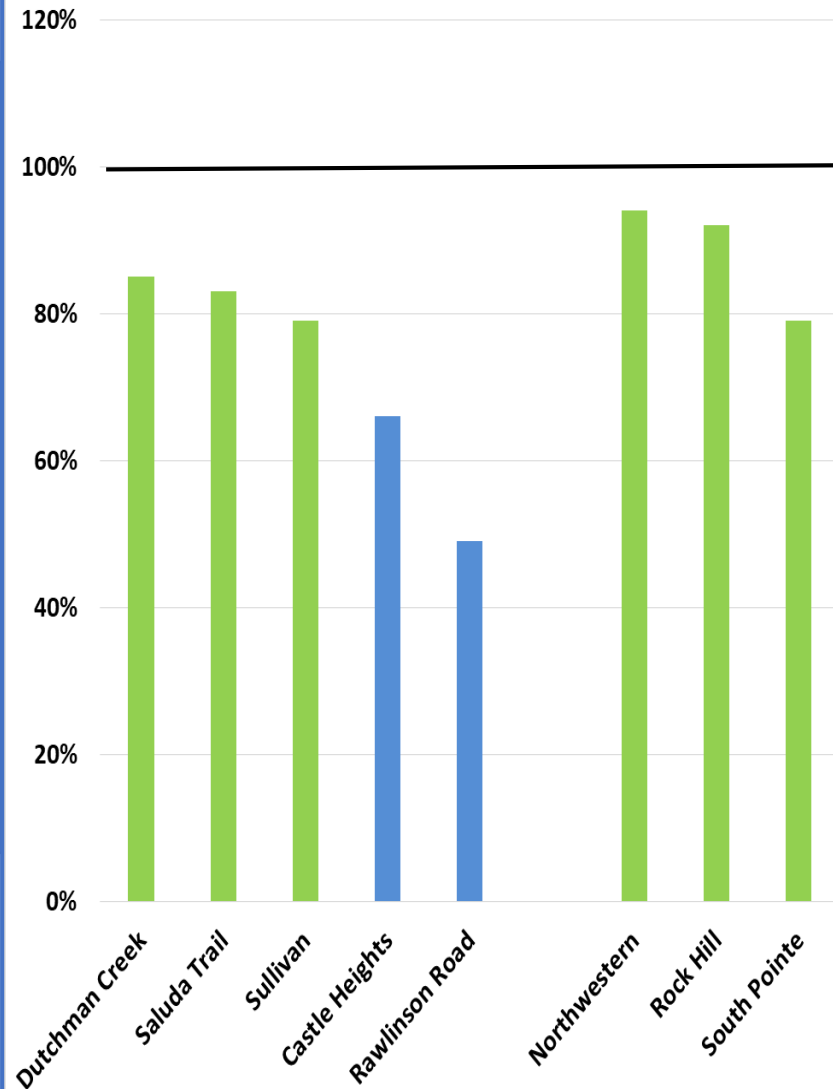
< 75%	75- 95%	95 - 100%	100-105%	> 105%
Core Capacity:				
<80% of optimum				

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Assessment of Current Facilities



Graph 3. School Utilization Rate for Rock Hill Schools



- 9 ES & 2 MS below 75% full
- EAES – undersize Media Ctr & Café
- Moderate Gains at IHES, LES, MGES
- As a group, ES and MS remain <75% next 5 years
- SMS adjusted due to F Hall now part of Cherry Park ESLI

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Our Goal in 2015:

Transforming our existing classrooms into optimum learning environments for tomorrow

Key Goal 2030:

Transform our school campuses into One Rock Hill Modern Learning Environment for every graduate's success.

Key Strategies :

Continuing our transition to flexible, collaborative learning spaces

Interconnecting spaces through innovative infrastructure

Preparing & preserving a secure, sustainable school system

Project Options: Investment Areas



- **Safety, Security and Savings Investments:**

- Life Safety Upgrades
- Accessibility Improvements
- Security Enhancements
- Transportation Safety Upgrades
- Well Building Improvements
- Environmental & Energy Systems Retrofits



- **The Modern Learner's Environment:**

- Replacement of antiquated buildings
- Renovation & Modernization of older buildings
- Campus & grounds infrastructure improvements
- Replacement of furnishings, fixtures & equipment
- Enhancement to Choice School Program facilities



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Project Options: Investment Areas

- **Building Life Ready Students:**
 - Renovations to related arts classrooms
 - Replacement & renovation of playgrounds
 - Replacement/Improvement to High School Auditoriums
 - Athletic Facilities Renewal & Upgrades
 - Renovations and Upgrades to District Stadiums



DRAFT Project List



Project Area

Five
Year
\$M

Ten
Year
\$M

Safety, Security & Savings Investments

59.1

100.0

The Modern Learner's Environment

211.4

398.1

Building Life-Ready Students

53.2

70.1

TOTALS

323.7

568.2

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Location	Description	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	TOTAL COST	Program Area Cost / Project Scope & Details			
Safety, Security and Savings Investments																
Various Sites	Safety and Security Improvements - Phase II	\$750,000	\$750,000	\$800,000	\$500,000	\$0	\$1,000,000	\$1,000,000	\$750,000	\$750,000	\$500,000	\$6,500,000	Includes Continuation of District-Wide upgrades to: Access Control Facilities and Strategic Planning / Perimeter Control; Electronic Door Access Systems; Visitor Management/Access Control System; Video Surveillance Systems; Security Alarm Systems; Emergency Radio Systems; Public Address / Classroom Communication Systems; Lighting Warning Systems; Emergency Power Systems / Generators; Signage used for Emergency Communication; Selected CPTED based improvements			
Various Sites	Building Life Safety Systems Improvements	\$4,000,000	\$4,000,000	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000	\$2,000,000			\$26,000,000	Includes Continuation of Life Safety Codes mandated or recommended improvements such as: Fire Sprinkler Systems (2 AMSP @ \$105K = \$210K); Fire Alarm and Reporting Systems (1 AMSP @ \$65K = \$7.5K); Fire Responder Access Roads (\$400K ea x 12 sites = \$4,800K); Door and Egress door systems, etc. (\$4,500K); NOTE: Work in this project may be accomplished as part of large Modernization Projects, with funds allocated to those projects as appropriate.			
Various Sites	ADA and Codes Compliance	\$1,000,000	\$2,000,000	\$3,000,000	\$3,000,000	\$2,000,000	\$1,000,000	\$300,000	\$500,000	\$500,000		\$14,000,000	Based on 2019 RHHS ADA Audit, and also Title IX recommendations, other sources. Does not include general building or the protection codes.			
Various Sites	Renovate & Upgrade Stormwater Site Drainage Systems	\$125,000	\$125,000	\$125,000	\$125,000	\$125,000	\$125,000	\$125,000	\$125,000	\$125,000	\$125,000	\$1,250,000	As required by environmental code (CWA).			
Various Sites	Upgrade and Replace Safe Water Cross Connection Control Devices	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000	\$1,750,000	As required by environmental code (SDWA).			
Various Sites	Achieves Abatement and Maintenance of directed areas	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$3,000,000	ACM abatement prioritized from approved AHERA plan. See Maintenance Plan for other repairs.			
Various Sites	Energy Retrofit Projects	\$750,000	\$750,000	\$750,000	\$750,000	\$750,000	\$750,000	\$750,000	\$750,000	\$750,000	\$750,000	\$7,500,000	Includes Window Replacements and Retrofits, Lighting, Water Heating, HVAC, and other selected sustainability retrofits and projects with simple payback less than 12 years.			
Various Sites	Installation of Alternative or Renewable Resource Power Systems	\$500,000	\$500,000	\$500,000	\$500,000	\$1,000,000	\$1,000,000	\$1,500,000	\$1,500,000	\$1,500,000	\$1,500,000	\$10,000,000	Investments to reduce General Fund Budget when actual payback < 14 years. Requires net meeting agreement with local utility. Related Programs could bring these estimates down.			
District	Replace / Upgrade Facilities Services, Custodial & Grounds Equipment	\$750,000			\$800,000		\$750,000			\$750,000		\$2,500,000	Continues investment in labor productivity, general fund savings.			
Fleet	Support Vehicle Replacements	\$250,000	\$350,000	\$350,000	\$250,000	\$350,000	\$350,000	\$250,000	\$350,000	\$350,000	\$250,000	\$3,350,000	Includes vehicles for tradesmen, operations support, grounds maintenance, school buses and Transportation One Equipment.			
	Relocation of Transportation Site/Consolidation of Operations Facilities	\$3,000,000										\$	3,000,000	Goal for buses is average fleet age < 5 years. Does not address any outlay due to state disbursement or privatization. Deferred from 2015 program.		
The Modern Learner's Environment: Renovation, Modernization and Replacement																
Various Sites	Replacement of Selected School Buildings		\$7,000,000	\$16,000,000	\$	15,000,000		\$21,000,000			\$14,000,000	\$73,000,000	Replacement of selected school buildings where facilities condition analysis indicates this as a better alternative to further renovation or life cycle extension (eg 15 year rule). Includes but not limited to: 2022 - RHHS Bldg D & E (1991) 2024 - EPED, RHHS, C025 'A' or 'AB' buildings (1949) 2027 - SPES A, LES B02 (1954) 2028 - RHHS AB (1955)			
Various Sites	Major Maintenance, Renovation and Modernization of Selected School Buildings	\$30,000,000	\$27,000,000	\$30,000,000	\$28,000,000	\$0	\$30,000,000	\$18,000,000	\$24,000,000	\$16,000,000	\$10,000,000	\$	228,000,000	Includes work identified by Comprehensive Facilities Condition Assessment of 2017 (HCFFC) includes modernization work for further life cycle extension of buildings where warranted by facilities condition analysis. Modernization projects include: R&S 1985 Bldg, AC and Gym addition; expand Dining Room/renovate old PE to related arts 2020 RHHS 1971 in 2020 - use \$750K RHHS 1972 in 2021 RHHS & RHHS Phase II in 2022 \$500K Arch only.		
Various Sites	Grounds and Campus Improvements	\$350,000	\$250,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$1,800,000	Includes sidewalks, outdoor class areas, monuments, digital and static feed signs, smart grounds furnishings, and related improvements.			
Choice Schools	Improvements to Choice Schools Phase II	\$3,000,000					\$3,000,000					\$3,000,000	\$	9,000,000	As determined by Study / Stakeholder Groups, updates to the Choice Schools Improvement Plan.	
Various Sites	Upgrade Furnishings, Fixtures and Equipment	\$4,400,000	\$4,400,000	\$4,400,000	\$4,400,000	\$4,400,000	\$4,400,000	\$4,400,000	\$4,400,000	\$4,400,000	\$4,400,000	\$44,000,000		Capital Renewal APF amount for 2024 inventory assuming average 10 year life. Does not include technology equipment.		
Building Life-Ready Students: Athletics, Arts and Wellness Upgrades																
Selected Sites	Additions and Renovations to Related and Performing Arts Classrooms	\$3,000,000	\$5,000,000									\$	8,000,000	Based on Heavy Functional Assessment. Includes Physical Ed Rooms/Gyms, Art, Music Rooms at ES level. Includes Band, Orchestra, Chorus Rooms and Drama spaces for MS and HS level. Includes audition systems, renovations but not addition or expansions. Does not include Choice School upgrades in these areas.		
RHS and HS Sites	Additions and Improvements to High School Auditoriums			\$9,000,000	\$8,000,000							\$	17,000,000	For additional capacity to house an indicated percentage of the student body per code and need. Early Committee request. Estimated - Completion of existing auditorium to alternate use; 2 x 1,500 SF for additional seating.		
Elementary Schools	Replacements and Improvements to Playgrounds	\$	\$80,000	\$	\$80,000	\$	\$730,000	\$	\$200,000	\$	\$480,000	\$	\$250,000	\$	\$250,000	Based on Long Range Playgrounds Plan developed in 2019. Cost shows potential with non-profit or private groups would lower cost. Includes installation of artificial turf play areas at selected schools for reduced maintenance and improved safety.
MS and HS Sites	Running Track Repairs & Upgrades, Phase II	\$250,000		\$	400,000		\$250,000		\$400,000	\$250,000	\$400,000	\$800,000	\$2,400,000	Per 2014 Track Condition Study.		
Selected Sites	Renovation and Upgrades to Stadiums and Athletic Fields	\$1,500,000	\$2,500,000	\$3,000,000	\$2,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$15,000,000	Estimates to be confirmed after study is complete. Includes new installation or replacement of artificial turf systems, stands, concession buildings and other facilities. Includes renovation and upgrades of Rock House at 2025.			
MS and HS Sites	Athletic Field Lighting Upgrades	\$600,000	\$300,000	\$600,000	\$300,000		\$600,000	\$300,000	\$600,000	\$300,000	\$600,000	\$2,600,000	Estimates to be confirmed after study is complete. Based on 2012 assessment. Baseball fields first, then Soccer Fields.			
MS and HS Sites	Athletics Facilities Renovation and Replacement	\$1,000,000	\$1,500,000	\$1,500,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$11,000,000	Estimates to be confirmed after study is complete.			
	SUBTOTAL - FACILITIES CAPITAL NEEDS:	\$56,690,000	\$68,239,000	\$76,679,000	\$70,690,000	\$16,740,000	\$72,100,000	\$36,110,000	\$38,140,000	\$45,740,000	\$24,310,000	\$504,410,000				
	Construction Amount of Subtotal Above:	\$49,825,000	\$61,679,000	\$70,625,000	\$64,325,000	\$11,275,000	\$65,375,000	\$28,725,000	\$31,875,000	\$39,475,000	\$18,225,000	\$441,100,000	Construction costs are escalated at 3% per year out.			
	CONSTRUCTION CONTINGENCY	\$4,982,500.00	\$6,167,900.00	\$7,062,500.00	\$6,432,500.00	\$1,127,500.00	\$6,537,500.00	\$2,872,500.00	\$3,187,500.00	\$3,947,500.00	\$1,822,500.00	\$44,110,000.00	Recommended at 10% (escalated yearly for 3% or CPI and construction market growth) of the Construction portion of Facilities Capital subtotal.			
	Construction Program Management	\$1,405,620.00	\$1,405,620.00	\$1,405,620.00	\$1,405,620.00	\$1,405,620.00	\$1,405,620.00	\$1,405,620.00	\$1,405,620.00	\$1,405,620.00	\$1,405,620.00	\$14,056,200.00	Fixed costs of CMO estimated at 2% of average annual cost of total plan. Variable costs funded by project from design/CM portion (goal is not to exceed 8% of program for total CM and design costs).			
	Total Construction Cost with Contingency and CMO	\$56,263,120	\$68,489,150	\$78,909,582	\$72,809,596	\$13,999,641	\$74,409,384	\$33,610,540	\$37,259,853	\$45,931,205	\$22,397,722	\$505,064,815				
	TOTAL - FACILITIES CAPITAL NEEDS:	\$63,128,120	\$76,628,150	\$85,554,582	\$79,174,596	\$14,464,641	\$81,134,384	\$39,995,540	\$43,515,853	\$52,196,205	\$28,182,722	\$568,374,815				

QUESTIONS?



At its work session on June 10, 2019, held at the Central Office, the Board:

- held a Board Professional Development session;
- held the FY2019-20 General Fund Budget Public Hearing
- recognized numerous students;
- heard a report on the Tennis Center;
- reviewed Section “A” Policies
- reviewed Policy JIHC, JIHC-R – *Weapons Screening/Use of Metal Detectors*;
- discussed revisions to the school renewal plans;
- heard a Master Plan 2020-2030 report;
- heard a construction update;
- discussed other and future business; *and*,
- held an executive session for personnel matters and contractual matters.

Other and Future Business

Helena Miller

Executive Session

- Personnel Matters
 - *Hirings*
- Contractual Matter
 - *Intergovernmental Agreement*

Action as Required from Executive Session

Adjournment