APPROVED

Liberty STEAM Charter

Minutes

LSC BOARD OF DIRECTORS EXECUTIVE COMMITTEE

NOTIFICATION OF REGULARLY SCHEDULED MONTHLY MEETING

Date and Time
Friday January 24, 2025 at 1:00 PM

Location
100 N. Main Street
Sumter, SC 29150

This meeting is held in accordance with the Freedom of Information Act. A copy of the agenda has been made available to the local media & general public.

Mission: Liberty STEAM Charter (LSC) works to provide all students equal access to a world-class K-12 education in an academically rigorous & student-centered learning environment, creating graduates to be thoughtful & engaged citizens prepared to take on the leadership challenges of the 21st century.

Vision: In partnership with our families & the community, Liberty STEAM Charter (LSC) will provide interdisciplinary, real-world, personalized, and project-based learning experiences through a STEAM-based academic program where graduates become the next generation of leaders, employers, and employees who contribute to the economic well-being of their communities and families.

Committee Members Present
(Tajma) LaShea Davis, Cameron Chandler, Greg Thompson, Rodney Thompson

Committee Members Absent
None

Ex Officio Members Present
Trevor Ivey

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Greg Thompson called a meeting of the Executive Committee Committee of Liberty STEAM Charter to order on Friday Jan 24, 2025 at 1:00 PM.

C. Invocation

Mr. Thompson provided an invocation.

D. Pledge of Allegiance

Mr. Thompson led the pledge of allegiance.

E. Reading of the Mission Statement

Mrs. Chandler read aloud the mission statement.

F. Reading of the Vision Statement

Dr. Thompson read aloud the vision statement.

G. Approve Agenda

Cameron Chandler made a motion to approve the agenda as presented.
(Tajma) LaShea Davis seconded the motion.
The committee **VOTED** unanimously to approve the motion.

H. APPROVE PREVIOUS MINUTES

Cameron Chandler made a motion to approve the minutes from LSC BOARD OF DIRECTORS EXECUTIVE COMMITTEE on 11-22-24.
The committee **VOTED** unanimously to approve the motion.

II. Committee Updates

A. Committee Updates

- A finance presentation was given by Mr. Shaw on December's expenditures vs. revenues & the balance income sheet. He noted that we have not received any federal reimbursements yet and are still waiting on our FY25 IDEA allocation. The committee engaged in conversation around the current status of our construction loan vs. cash in the bank and directed Mr. Shaw to use the available cash on hand to pay the revolving loan down further (leaving $10,000 in the operations account for day to day).
- An update was provided by Mr. Thompson on current financing options for the renovation of the mall to house LSC's Junior Academy.
- Ms. Rauschenbach provided an overview of the board elections timeline and noted this year's election cycle will see two appointed (Ms. Bass & Dr. Thompson and two elected seats up (Mrs. Chandler & Ms. Brunson). The board saw no changes needed in the timeline presented that has already been approved by the SC Public Charter Alliance.
- Mrs. Chandler provided a presentation to the committee that included all data points collected for the mid-year to assess progress towards organizational goals. Committee members engaged in a discussion on each topic.
    1. Winter Reading, Math, & Language Academic Achievement Data
    2. Mid-Year Staff & Parent Satisfaction Survey Results
- Dr. Ivey presented the Spring 2025 Rally Cry and discussed each of the pillar's metrics for the network, primary, & elementary academy teams.
- Dr. Ivey shared the intervention boot camp plan to utilize the services of 10-12 local retired teachers to assist in small group instruction that will benefit 247 scholars at the Elementary Academy.
- Dr. Ivey shared a preliminary hiring guidance document with new requirements for positions going forward and asked for the academic committee's recommendation to the full board.
- Dr. Ivey provided year-end giving updates and next steps on:
    1. Connected Communities Grant
    2. Charter School Growth Fund Milestone Document
    3. Williams-Brice-Edwards Charitable Trust
- Dr. Ivey provided an update to the committee on the mid-year offsite with our Table Group Leadership Coach. The committee reviewed team assessment profiles for each campus leader team.
- The committee engaged in a discussion around the progress the team is making in implementing the revised scholar enrollment policy. Dr. Ivey provided preliminary demographic updates on the new incoming class of kindergarten scholars and that roughly 60% of the 133 fully enrolled scholars identify as a minority. Dr. Ivey reminded the committee of the demographic requirements in the SC Charter Act of 1996.
- There was approval given to Dr. Ivey to purchase 150 new chrome books to help move the PA campus to a 1:1 device ratio not to exceed $80,000 and to delay the cycling out of year one chromebooks by one year.

- The committee engaged in a discussion around the hiring of the next two senior positions - one of which is approved in this year's budget but has not yet been staffed (Assistant Executive Director) and a new position to lead LSC's Human Resources & Performance Development initiatives.
- Dr. Ivey presented the proposed 2025-26 salary schedules to the committee for consideration and shared that the 3% across the board increase was already approved by the working committee that prepared the 10-year Charter School Growth Fund budget. Dr. Ivey shared that he has already informed the staff before Christmas Break of the shift in LSC's compensation philosophy with 6% being split - 3% in an automatic increase on a staff member's annual salary and the other 3% added to each staff member's total bonus eligibility.
- There was discussion around the need for a modular at the PA but the decision was tabled for now due to construction costs, outfitting, and the general timeline. However, the committee did discuss and recommend approval for the playground to be extended and a new turf field to be laid that expands the play area as one of this year's summer projects.

III. Other Business

A. Agenda Items from Committee Members

None.

IV. Executive Session

A. Purposes of a Discussion of Negotiations Incident to Proposed Contractual Agreements

None.

V. Actions Related to Executive Session

A. Action from Discussion of Negotiations Incident to Proposed Contractual Agreements

None.

VI. Closing Items

A. Next Steps

Mrs. Rauschenbach will lead a strategic meeting with Mr. Shaw, Dr. Ivey, and Mrs. Chandler on skills needed for the two new senior positions to help create formalized job descriptions.

- The committee approved the hiring guidance recommendations and the new staff salary schedule of a 3% increase.
- The committee approved recommending the chromebook purchase above.
- The committee approved recommending the hiring guidance document.
- The committee approved the budgeting of the second senior leader position in the FY26 budget cycle.
- The committee recommends the approval of the playground expansion project.

B. Good of the Order

None.

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 2:30 PM.

Respectfully Submitted,
Tiffany Rhodes