APPROVED

# Liberty STEAM Charter

# Minutes

## LSC BOARD OF DIRECTORS BOARD MEETING

NOTIFICATION OF REGULARLY SCHEDULED MONTHLY MEETING

**Date and Time**
Monday March 24, 2025 at 5:00 PM

**Location**
LSC Primary Academy
15 School Street
Sumter, SC 29150

Oath of Office

At 5:00 PM, Chairman Greg Thompson welcomed all to the Official Swearing in Ceremony of newly elected Board of Directors Ms. Shafara Douglas and Ms. Cameron (Cammy) Chandler.

Ms. Douglas and Ms. Chandler were individually administered the Oath of Office by SC Public Charter School District Superintendent Chris G. Neeley, MPA and Chief of External Board Relations John S. Payne, MBA, MA.

A reception followed.

*Media Notice*

*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.*

**Directors Present**
(Tajma) LaShea Davis, Cameron Chandler, Greg Thompson, Heather Bass (remote), Jenny Knopf, Kimberly Rauschenbach, Marion Newton, Rodney Thompson, Shafara Douglas

**Directors Absent**
*None*

**Ex Officio Members Present**
Trevor Ivey

**Guests Present**
Amy Hansen

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## I. Opening Items

### A. Call the Meeting to Order

Greg Thompson called a meeting of the board of directors of Liberty STEAM Charter to order on Monday Mar 24, 2025 at 5:30 PM.

### B. Invocation

Rev. Dr. Marion Newton provided the invocation.

### C. Pledge of Allegiance led by Scholars

The Primary Academy Eagle Ambassadors from the Classes of 2036 and 2037 led the Pledge of Allegiance.

### D. Chairman's Opening Remarks

Mr. Thompson congratulated newly sworn in directors and welcomed all guests to the meeting recognizing Liberty STEAM Charter School's great parents and tremendous staff.

## II. Reading of the Mission & Vision Statement

### A. LSC Mission Statement

Ms. Rauschenbach read aloud the mission statement.

### B. LSC Vision Statement

Ms. Douglas read aloud the vision statement.

## III. Approval of Consent Agenda

### A. Today's Meeting Agenda

(Tajma) LaShea Davis made a motion to approve the Agenda for the March 24, 2025 LSC Board of Directors Meeting.
Cameron Chandler seconded the motion.
The board **VOTED** to approve the motion.

### B. Approve Minutes from Previous Meeting (January 27, 2025)

(Tajma) LaShea Davis made a motion to approve the minutes from LSC BOARD OF DIRECTORS BOARD MEETING on 01-27-25.
Cameron Chandler seconded the motion.
The board **VOTED** to approve the motion.

## IV. Board of Director Elections Update & Appointment of Directors

### A. Official Reading of the Elections Results

Dr. Ivey read aloud the official reading of the Election Results.

According to section of LSC's official governing by-laws, "Annual appointments to the Board of Directors shall be made after newly-elected members have been seated and must be by a two-thirds vote of the Directors holding office at that time at a meeting in which the appointment of the Directors in question shall be considered. In appointing any individual, the Board shall first consider whether the appointment must satisfy one or more of the qualifications required for Directors under the Charter Schools Act, including the requirement that at least fifty percent (50%) of the directors have a background in K-12 education or in business. After satisfying those requirements, the Board shall aim to compose itself of Directors with the skill sets and expertise necessary for fulfilling the Corporation's purpose and mission.

Furthermore, section 6.02 states, The Officers shall be elected by two-thirds (2/3) majority vote of the Board at the next regularly scheduled meeting of the Board following the election and appointment of Directors. Each Officer shall hold office until such Officer's successor has been elected or appointed and qualified, unless such Officer shall have resigned or shall have been removed as provided in Section 6.04.

Dr. Ivey provided the official election results for the Liberty STEAM Charter School Board of Directors that took place March 17-19, 2025. He shared the Certification of Election provided by Executive Director at the Public Charter School Alliance of South Carolina Kevin Mason certifying Shafara Douglas and Cameron (Cammy) Chandler.

He then read aloud the names of candidates who officially filed for consideration of an appointed seat on the Liberty Charter STEAM School Board of Directors, Cammy Chandler, Jordan Hodges, Elayne Brunson, Rodney Thompson, Walter Blakely, Heather Bass, and Rob Lybrand.

### B. Official Appointment of Directors

(Tajma) LaShea Davis made a motion to made a motion, on behalf of the recommendation of the executive committee, to appoint Rodney Thompson and Heather Bass to the board of directors based on their skill sets and expertise needed for Liberty's future expansion.
Marion Newton seconded the motion.
The record reflects that Dr. Thompson and Ms. Bass abstained.
The board **VOTED** to approve the motion.

| **Roll Call** | |
|---|---|
| Kimberly Rauschenbach | Aye |
| Heather Bass | Abstain |
| Marion Newton | Aye |
| Cameron Chandler | Aye |
| (Tajma) LaShea Davis | Aye |
| Greg Thompson | Aye |
| Shafara Douglas | Aye |
| Jenny Knopf | Aye |
| Rodney Thompson | Abstain |

Dr. Thompson and Ms. Bass were individually administered the Oath of Office by SC Public Charter School District Superintendent Chris. G. Neeley, MPA and Chief of External Board Relations John S. Payne, MBA, MA.

## V. Board Recognition

### A. Staff Recognition

January and February staff members of the month and staff members of the year from the primary and elementary academies were recognized and had their picture taken with the Board Chairman.

Community partners Sumter Police Department Sgt. Major James Sinkler, Central Carolina Technical College Health Sciences Division Academic Program Manager for Surgical Technology Allied Heath Brie Weber, and the City of Sumter Director of Support Services Lefford Fate along with fellow Toast Master's Club members were recognized and had their picture taken with the Board Chairman.

Ms. Elayne Brunson, in absentia, was recognized for having served two elected terms as a director of Liberty STEAM Charter School.

## VI. Public Participation

### A. Public Participation

There was no public participation.

## VII. Executive Director's Report

### A. Updates from the Executive Director

Dr. Ivey provided an update on some of the really great things happening at LSC including a fourth grade scholar as a top three winner in the City's Litter Poster Contest and the hosting of several visitors including US Senator Lindsey Graham and state senators Jeffrey Graham and Jeffrey Zell, as well as several movement schools. Across both campuses, LSC is at 85 percent on track for the leadership development program, Dads on Duty continues great collaboration across both campuses, the climate survey is full swing ahead with almost at sixty percent. LSC will participate in its very first Special Olympics event with Sumter School District at Sumter High School. The elementary campus is reading *The Wild Robot* and the primary academy is reading *Stewart Little* as part of the annual Read-a-Thon; these books are read at home with parent involvement.

Dr. Ivey shared that 36 of the 41 driver goals have been met or are on track. He confirmed a commitment to continued improvement. The average daily attendance rate across both campuses is at a celebration mark of 96 percent. He shared in the meeting packet the priorities he will focus on during the month of April, and major challenges and decisions that will require board input.

### B. Spring Organizational Rally Cry

Dr. Ivey provided an update on the spring organizational rally cry for third quarter. As a reminder, this information, much like a report card, covers what is most important for this organization to get right before the end of this school year. The report provides the detailed data collected that feeds into the rally cry. He was pleased to report that while LSC has multiple rally cries at each campus, each team will have their own rally cry next year . The data categorized as red, yellow, or green identifies the key metrics outside of those LSC measures year long, breaking it down into what needs to be done in thirty, sixty, and ninety days.

He noted this as a great tool to measure and communicate what we know must be accomplished.

## VIII. Division Presentations

### A. Network & Campus Leader Highlights

Primary Academy Director LeAndrea Montgomery and Elementary Academy Director Sally Harris presented their current PTG snapshot covering goals, current outcomes, and current causes and solutions. The ADs and their leadership team members individually shared their driver goals, three priorities for Q4, two big wins from Q3, one of their greatest Q3 challenges with how the board can offer support, and their spring leader personal commitment statements.

### B. Enrollment Roadmap Update & Life At Liberty Book Presentation

LaQuanya Chambers presented an update on the enrollment roadmap. Stops one and two were very successful and stop three, the meet and interact with your parent navigator includes the movie night that is gearing up to also be successful. Upcoming stops on the roadmap include opportunities to meet and interact with parent navigators in March, the welcome to Liberty event in April, the completion of academic screening and VIP kindergarten readiness home kits to be sent out in May, the back to school nest fest in July, and culture camp in August. She shared that PEACE Academy continues to provide sessions, and staff continue to see a need, fill a need.

Ignacio Livent Payano (or LP as he is known), a Liberty VIP and DOD, presented an overview of the *Life at Liberty* publication he authored and illustrated. He shared nightly reading and stories born out of imagination sparked excitement from his son to encourage him to write a book so others could know about what it is like to be a scholar at Liberty. Life at Liberty gives readers a first hand account of what to expect as a new scholar. Each new scholar will receive a book as a welcome to Liberty as a way to introduce them to life as a scholar before they even walk through the door.

### C. Collective Leadership Update

Kelly Carlisle provided an update on the Collective Leadership Initiative and the importance of CLI to build a collaborative culture and high quality professional learning that promotes student attainment of world knowledge, skills and life characteristics. CLI also supports teacher retention by creating meaningful opportunities for teachers to lead without leaving the classroom. Through CLI, support was also provided to encourage teachers to pursue National Board Certification in addition to coaching teachers to their fullest potential. Three Liberty teachers recently achieved NBCT status.

## IX. Board Committee Updates

### A. Executive Committee

Mr. Thompson provided an update on the executive committee, which is currently focused on facilities expansion, leadership development and coaching, and actively

recruiting for two key positions, assistant executive director and director of human resources.

**B. Governance Committee**

Ms. Chandler shared that the governance committee is currently working on board orientation and committee assignments.

**C. Finance Committee**

Gifford Shaw presented the revenue and expenditures through February noting the month finished ahead of budget mainly due to $200,000 received in federal funds. The end of year is conservatively forecasted to be $50,000 under the $9.97 million budgeted. At March 21, there was 45 days of cash on had. The food service fund is showing a profit of $47,845.

The construction loan balance went from $5 million to $2.7 million; however, a payment on the Broad Street location construction of just over $1 million increased the construction loan balance to $4 million.

Mr. Shaw provided an update on FY25 federal reimbursements commending staff for their diligence and hard work to secure almost $2 million in donations and grants.

He noted funding was identified by recurring funds to support core education offerings and charitable donations and philanthropy to support the whole child mission.

Mr. Thompson made remarks regarding increasing class sizes next year stressing the importance to be financially diligent without filling the gap with fundraising in a much larger way. He noted the importance to have processes in place, parent engagement and discipline, that allow teachers to teach twenty-five students in a classroom. In addition, Liberty has to create a surplus each year or interest rates will be incredibly high, and it would be guarantees who would have to step in to guarantee the debt or operations will not be financially sustainable. He continued that right now, financials are moving in the right direction, and Liberty is a much better place with the disciplines in place..

Mr. Shaw confirmed that adding one child per classroom will reduce the charitable need per student cost from $3,000 to about $2,500 and that LSC still cannot operate without charitable gifts that make up about 25 percent of the budget.

Mr. Shaw presented the proposed FY26 budget for first reading.
Rodney Thompson made a motion to approve first reading of the FY26 proposed budget.
(Tajma) LaShea Davis seconded the motion.
The board **VOTED** unanimously to approve the motion.

**D.**

**Academic Excellence Committee**

There was no update from the Academic Excellence Committee.

### E. Development Committee

There was no update from the Development Committee.

## X. Executive Session

### A. Purposes of Discussion of Personnel Matters

(Tajma) LaShea Davis made a motion to enter into executive session for the discussion of personnel matters.
Cameron Chandler seconded the motion.
The board **VOTED** unanimously to approve the motion.

### B. Purposes of Discussion of Negotiations Incident to Proposed Contractual Arrangements

(Tajma) LaShea Davis made a motion to enter into executive session for the discussion of negotiations incident to proposed contractual arrangements.
Cameron Chandler seconded the motion.
The board **VOTED** unanimously to approve the motion.

## XI. Action Items

### A. Return from Executive Session

Upon consensus, the board returned to open session.

### B. Item (s) Related to Discussion of Personnel Matters

**ACTION RELATED TO EXECUTIVE SESSION ITEMS**

**Personnel Matters**

- Cameron Chandler made a motion that the board approves the personnel report as presented by Dr. Ivey in executive session.
- Ms. Davis seconded.
- The board voted unanimously to approve the motion.

**Contractual Arrangements**
Lease Agreement

- LaShea Davis made a motion that board authorizes the executive committee to negotiate the lease agreement for the proposed property contractual arrangement.
- Cameron Chandler seconded.

- The board voted unanimously to approve the motion.

Audit Services

- Rodney Thompson made a motion that the board gives full authority to the executive committee to vet all financial audit bids and make a selection for audit services.
- Ms. Davis seconded.
- The board voted unanimously to approve the motion.

## XII. Closing Items

### A. Chairman's Closing Remarks

Mr. Thompson thanked everyone for their commitment to and continued support of Liberty STEAM Charter School.

### B. Good of the Order

There was no discussion.

### C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:06 PM.

Respectfully Submitted,
Amy Hansen