APPROVED

Liberty STEAM Charter

Minutes

LSC Board of Directors Meeting

Date and Time
Monday January 26, 2026 at 5:30 PM

Location
Liberty STEAM Primary Academy; 15 School Street; Sumter, SC 29150
In the event of inclement weather resulting in a school closure, this meeting will be held with remote participation, with several members connected online. If weather and safety conditions allow, Board members who are able to attend in person may do so at the network office located at 108 N. Main Street, Sumter, SC 29150. Public viewing will be available via LSC's YouTube page. Contact Amy Hansen at 803-983-5624 for information.

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, Jenny Knopf, Kimberly Rauschenbach, Marion Newton, Rodney Thompson, Shafara Douglas

Directors Absent
None

Ex Officio Members Present
Trevor Ivey

Guests Present
Amy Hansen, Bruce Mills-The Item, Gifford Shaw, LeAndera Montgomery, Sally Harris

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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 Jan 26, 2026 at 5:30 PM.

B. Invocation

Marion Newton gave an invocation.

C. Pledge of Allegiance Led by the Eagle Ambassadors followed by Singing of the Alma Mater

Due to inclement weather, the Eagle Ambassadors were not in attendance, and Greg Thompson led the Pledge of Allegiance.

D. Chairman's Opening Remarks

Greg Thompson welcomed to the January Board meeting.

E. Reading of the Mission and Vision Statements

Greg Thompson read the mission and vision statements.

II. Consent Agenda

A. Approval of Today's Meeting Agenda and Previous Meeting Minutes

Motion to approve the consent agenda consisting of the meeting agenda and the minutes from LSC Board of Directors Meeting Including the Annual Fall Enrollment Lottery on 12-01-25.
With no objections, the consent agenda was approved.
The board **VOTED** to approve the motion.

III. Board Recognition

A. Staff Showcase

Due to inclement weather, recognition was postponed until the March meeting

IV. Public Participation

A.

Public Participation

One public participant was in attendance and addressed the Board with a request to approve an early age entry waiver for his child to attend school for the FY27 school year.

V. Executive Director's Report

A. Executive Director's Monthly Updates

Dr. Ivey welcomed Academy Directors Sally Harris and LeAndrea Montgomery to provide presentations on the state of schools that included:

- Objectives
- Fall Staff Survey Results
- Understanding the Survey Results
- Strengths
- Reflection on Strengths
- School-level Opportunities (Two-Three Big Rocks)
- Action Taken Toward Rocks
- Winter MAP Results
- Winter I-READY Results
- College and Career Readiness Goal Updates
- Operational Excellence
- Mission Alignment
- Family Engagement Survey Results
- Three Big Wins and Notable Achievements
- Support Needed
- Semester Two Rally Cry Taking Good to Excellent
- A Look Ahead

Dr. Ivey's Monthly Updates Included that Liberty STEAM Charter School continues to demonstrate strong momentum across all priority areas, with 91% of all indicators on track or complete (32 of 46). Big Picture: Liberty STEAM is delivering strong academic execution, stable staffing, high family satisfaction, sound financial stewardship, and effective governance. While facilities expansion and future staffing remain focus areas, the core systems of the organization are healthy, aligned, and performing well.

- Teaching & Learning 100% On Track
- Talent – Strong Systems in Place: A stable, supported workforce with strong engagement indicators.
- Family and Community Engagement High Demand & Satisfaction: Families are engaged, satisfied, and choosing to stay.
- Communication and External Affairs Governance and Leadership Strength: Strong governance, leadership alignment, and external credibility.

- Operations and Business Administration Financial and Operational Stability: Operational foundations are stable and well-managed.
- Additional Considerations 100% On Track: Culture-building efforts are producing measurable impact.

1. BOD Survey - Directors were reminded of the BOD Survey available to them to complete at their leisure.
2. Succession Planning that included Dr. Trevor Ivey's Liberty STEAM Charter Legacy Plan: A Vision for Impact, Sustainability, and Scholar Success
3. Mid-Year Progress to Goals
    1. Overall, Liberty STEAM Charter School is performing well across key areas of College and Career Readiness, Operational Excellence, Mission Alignment, Culture of Excellence, and Financial Strength.

    2. Many targets were met or exceeded, as noted by the numbers in parentheses. Scholars are largely meeting reading and math growth targets, with strong progress toward mastery and enrichment standards.

    3. Operational metrics like daily meal participation and scholar attendance remain high. Mission-aligned goals such as enrollment, socioeconomic diversity, and VIP stakeholder engagement are being achieved.

    4. Staff engagement and retention are strong, reflecting a positive culture of excellence.

    5. Financially, fundraising and financial goal attainment are on track.

    6. Areas to watch include sustaining growth in reading and math mastery, ensuring consistent stakeholder engagement, and monitoring meal participation and attendance trends to maintain operational excellence.

VI. Board Committee Updates

A. Executive Committee

The executive committee received positive reports regarding the Spring Rally Cry, Site Assessment Reports, Team Cohesion and SPARK Survey Results. In addition an update was provided on the progressive relationship with Central Carolina Technical College. Scholars recently toured the health sciences program, and we are excited for the future opportunities that will be afforded our scholars through a positive alignment with CCTC.

B. Academic Excellence Committee

The Academic Committee received presentations from Committee Liaison Report Dr. Michelle McDonald and her January Report Out that included:

1. Cognia LSC is on track.
2. Transformational Coaching Dr. McDonald will be strategically scheduling time to best provide support at the EA and PA campuses.
3. Best Practices in Grading with Homework Guidance was reviewed with staff recommendations for time allotted for homework and grading recommendations setting the floor at 60 for k-5 with no floor for gardes six and up. The guidance was forwarded to the governance committee for policy alignment in preparation for board action at the March meeting.
4. Mid-Year MAP Data: As you heard from Dr. Ivey positive progress is being made toward our goals, and plans are in place at both campuses to provide additional academic support in every area needed.
5. The SC READY Boot Camp Strategy/Eagle Advantage provides additional academic assistance to EA scholars: Directors are invited to join a session at their convenience Monday -Thursday 8:30-12:00

C. Development Committee

The Development Committee received the monthly Family and Engagement update that included:

1. Positive results reported from the Kindergarten and Sixth Grade Roadmaps; parents and scholars are engaged and we are encouraged by the participation in a recent Hopes and Dreams sessions. These roadmaps guide our scholars and families toward success.

2. Demographics Profile for Class of 2039 is 48.3 Black, 38.9 percent White non-Hispanic, 2.7 percent Hispanic, and 10.1 percent Multiracial.
3. Technology Recommendations for 26-27 SY: Chromebook Cases; Charging stations that accommodate cases; Chromebooks remain at school unless there is inclement weather

4. Grant and Fundraising Initiatives
    1. Year-End Giving at approximately $350,000

    2. Next Steps with YASS Alumni (Talk about the loan and grant amounts and share the finance committee will have a recommendation regarding the loan proceeds)

    3. Outstanding Grants: Building Hope Fellowship is a tool used for the alignment and disbursement of the YASS Award.
5. PATH Updates

1. **Executive Director Site Visits** in which Dr. Ivey is on schedule to visit every PATH partner at their individual locations gaining valuable insite into their working environments and strengthening partnerships. The visits are scheduled to be complete by spring break.

2. **PATH Field Trip Learning Experiences** are happening and alignment has been made with RTA for transportation services. We are so grateful to our PATH partners who are as excited to welcome our scholars to visit and tour their locations as our scholars are to see what opportunities will be available to them as they examine the different career clusters.

Heather Bass made a motion that the Board approves the development consent agenda consisting of:

- Technology Recommendations for 26-27 SY
- The Succession Planning Development Committee Document

The motion was properly seconded, and the vote passed.

D. Finance Committee

The Finance Committee met and reviewed several key items related to our fiscal health and ongoing financial planning. Mr. Shaw provided the financial dashboard:

- Balance in Cash Position
- Operating Capital Update
- Donations-Individual and Corporate
- Analysis of Food Services Cash Flow
- Enrollment;
- Proposed Operating Capital Support (interest free loans) The board received copies of the operating capital support resolutions in their board packets presented for board action later in the meeting.
- Update on FY26 Federal Reimbursement Allocations: Titles I, II, III, IV; IDEA
- Expansion Update: Cabinetry Casework at the PA budget not to exceed $95k
- 26-27 SY Salary Schedule
- Succession Planning for Finance Committee (A Communication Strategy has been developed specific to the finance committee for notification required prior to any public announcement.)

Rodney Thompson made a motion that the Board approve the finance consent agenda consisting of:

- Proposed FY27 Salary Scale
- Allotment for casework at the primary academy not exceed $95,000
- Succession Planning Finance Committee Document

The motion was properly seconded, and the vote passed.

Rodney Thompson made a motion that the Board authorize the Executive Director to execute up to, but not to exceed, $1.1 million of the YASS/Building Hope interest free loan funds for the expansion of the Fine Arts Center

The motion was properly seconded, and the vote passed.

Operating Capital Support Resolutions

Greg Thompson stated recused himself from discussion and voting on the Operating Capital Support due to a conflict of interest. he relinquished the gavel to Vice Chairwoman Cameron Chandler for this portion of the meeting.

Rodney Thompson made a motion that the board approve two resolutions regarding Operating Capital Support. (Rodney Thompson read the resolutions)

The motion was properly seconded, and the vote passed.

Cameron Chandler stated for the record that Greg Thompson did not take part or participate in board action for the operating capital support resolutions.

Cameron Chandler relinquished the gavel back to Greg Thompson.

E. Governance Committee

The governance committee met January 23 and reviewed:

- The Proposed Best Practices in Grading and Homework Guidance is presented for information at this meeting with board consideration scheduled for the March meeting. Amendments, additions, and/or corrections are clearly identified throughout the document, which is included in the Board meeting packet for review in advance of anticipated Board action at the March meeting.
- A Proposed Board Election Timeline is presented for Board acceptance. The Public Charter School Alliance of South Carolina will again partner with Liberty STEAM Charter School to support the upcoming election and related procedures.
- An Executive Director’s Academy Best Practices Task Force Update included an initial presentation of a draft Athletics Plan. Additional information will be shared as the process continues toward identifying athletics options for our scholars.

Cammy Chandler made a motion that the board accept the election timeline as presented.

The motion was properly seconded, and the vote passed.

VII. Executive Session

A. Purposes of Discussion of Negotiations Incident to Proposed Property Contractual Agreements, Proposed Contractual Agreements, Confidential Review of Student Documentation for Scholar Age Waiver Request, and/or Discussion of Personnel Matters

Cameron Chandler made a motion that the Board enter into executive session The Purposes of Discussion of Negotiations Incident to Proposed Property Contractual Agreements; Proposed Contractual Agreements; Confidential Review of Student Documentation for Scholar Age Waiver Request; and Discussion of Personnel Matters

The motion was properly seconded, and the vote passed.

Upon conclusion of executive session discussion and with no objections, the Board returned to Open Session.

VIII. Action Items

A. Any Action Related to Executive Session Item(s)

Rodney Thompson made a motion that the Board authorizes the Executive Director, with the advice of legal counsel, to take next steps consistent with the discussion held in executive session to exit or otherwise resolve a contractual agreement, including negotiation and any necessary correspondence.

The motion was properly seconded, and the vote passed.

B. Scholar Age Requirement Waiver

LaShea Davis made a motion that the Board deny the School Age Requirement Waiver Request.

The motion was properly seconded, and the vote passed,

C. Monthly Personnel Report

Cameron Chandler made a motion that the Board approves the monthly personnel report and to authorize the executive director to enter into agreements to expand the search for vacant leadership positions as reflected on the current organizational chart.

The motion was properly seconded, and the vote passed.

IX. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:00 PM.

Respectfully Submitted,
Amy Hansen

Documents used during the meeting

- PA_SEMESTER 2 SLIDES.pdf
- EA_SEMESTER 2 STATE OF THE SCHOOL (2).pdf
- ED's Monthly Updates One Pager.pdf
- January 2026 ED Updates (4) (1).pdf
- Mid-Year Progress to Goals LSC Copy of Organizational Goals 2025-2026 (4) (1).pdf
- ALL Debrief Overall Liberty STEAM Charter School_ Fall '25 Spark Data Debrief (1) (1) (2).pdf
- ALL LSC Special Pops Staff Survey Summary (1) (2).pdf
- ALL NETWORK WIDE STAFF Survey Summary (1) (3).pdf
- ALL LSC Primary Staff Survey Summary(1) (2).pdf
- ALL LSC Elementary Staff Survey Summary (1) (3).pdf
- ALL LSC Food Services Staff Survey Summary(1) (2).pdf
- 2025 EA MAP Linking Study (2).xlsx
- LSC EA 25-26 MAP Data (1).xlsx
- ALL PA MAP Data 25-26 - READING (2).pdf
- ALL PA MAP Data 25-26 - MATH (4).pdf
- PA MAP Data Breakdown - MidYear (1) (2).pdf
- LSC 25-26 Mid Year Data RIT (1) (3).pdf
- All Daily Attendance Metrics as of 1-13-26 (1).pdf
- All Chronic Daily Absenct Alert as of 1-13-26 (1).pdf
- 202601 ALL LSC Semester 1 Discipline Report (2).pdf
- All Mid-Year Survey Parent Engagement HIGH LEVEL December 2025 (2) (3).pdf
- Mira Copy of All Schools Collective Teacher Efficacy Survey December 2025 All Schools (1).xlsx
- Mira Elementary Academy (1).pdf
- Mira Primary Academy (1).pdf

- ALL Liberty STEAM Charter School_Executive Leader Succession and Sustainability Planning 2026 (2).pdf
- Copy of Ivey's LSC Legacy Plan (3).pdf
- Academic Committee Liaison Presentation (2) (1).pdf
- Academic LSC Primary MAP one-pager Winter 2025.docx (1) (1).pdf
- Academic Committee Eagle Advantage Presentation 120 (1).pdf
- 20260123 Succession Planning Development Committee (3).pdf
- JAN 25-26 FACE Update .pdf
- Development Demographics By Race.pdf
- December Dash Board.xlsx - Dashboard Table.pdf
- Dec RevExp New Form.xlsx - Nov .pdf
- Nov RevExp New Form (2).xlsx
- 2026-27 Revised Salary Overview.docx (1).pdf
- 2026-27 Salary Study .xlsx
- Board Resolution (ratifying Quixote loan) (1) (2).pdf
- Board Resolution (ratifying GT loan) (2) (2).pdf
- 20260120 Succession Planning Finance Committee (1).docx
- Academic Best Practices in Grading Policy Update (1).pdf
- Copy of 2026_Liberty_Election_Timeline.docx (2).pdf