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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Saturday, June 1, 2019 12:44 PM  
**To:** Gwozdz, Christina S  
**Subject:** Meeting with each SB member

Tina: know you are a fun trip!! Both graduations so far went off smoothly.. of course there is a William story at each but more on that later. Talked at length with Frank and he too thinks a personal meeting would help him connect with the Board and would be time well spent. He asked me to start to arrange the sessions ..u get to be first.Herb

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Monday, June 3, 2019 10:13 AM  
**To:** Walton, Alice W  
**Cc:** Gwozdz, Christina S  
**Subject:** Fwd: Visitor this morning - Will Smith

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**From:** Almond, Bonnie N <bonnie.almond@beaufort.k12.sc.us>  
**Sent:** Monday, June 3, 2019 10:11 AM  
**To:** Berg, Herbert M  
**Subject:** Visitor this morning - Will Smith

Good Morning Dr. Berg,

Just checking in- I had a visitor this morning at 9:30, Will Smith.

1. He asked if I knew where you were. I said, no.
2. He told me that there were several issues but he wanted to talk to me about BCHS graduation. He stated the students were allowed to decorate their hats and wear bow ties and he agreed with it. He also said that BHS students were not allowed to decorate hats or wear bow ties. I confirmed this was a tradition at BHS and has been for years. Mr. Smith said he did not agree with it. I told him there is no formal policy about graduation attire. He said he was the school board and he didn't agree with that. I said in the past all principals made the decisions on graduation attire in BCSD. I also stated that I did not feel that I have the authority to overturn this for the principal especially on the day of graduation. He said that he was your boss Dr. Berg, and was going to find you and have you change it. He stated that students have worked for 12 years and they should be able to wear what they want at graduation. I asked him if he had spoken with Mrs. Summers and he indicated he had. He then went across the hall and spoke to data services but I don't know what he said. All I have to say is wow! He was very passionate about this.

Just giving you a heads up. Thanks, Bonnie Almond

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**From:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Sent:** Monday, June 3, 2019 11:53 AM  
**To:** Summers, Charity B; Berg, HerbertM  
**Subject:** RE: Beaufort High School 2019 Commencement Ceremony

Thanks Charity.

*Alice W. Walton*

Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Summers, Charity B  
**Sent:** Monday, June 3, 2019 11:47 AM  
**To:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>; Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** Beaufort High School 2019 Commencement Ceremony

Good morning,

Thank you for reaching out to me regarding the concern of the BCSD Board Member. It came to my attention that the Board Member is specifically concerned about the attire of students and rules regarding the wearing the regalia. It has been the traditional practice at Beaufort High School that our graduates honor the commencement ceremony with proper decorum. Graduation is a time that we hold in the highest esteem by showing respect to all who participate as graduates and guests. We honor our graduation to ensure that it is uniformed and formal. Therefore, throughout this academic year we have reminded our seniors of our expectations. We held a meeting in March to provide them with our expectations (in writing) regarding attire for the Commencement. We also informed parents in writing. They were informed that they must wear all black dress shoes, black dress slacks or pants, white shirts, ties (no bow ties), black or white dresses. We informed students that if they have any financial or other restraints that would hinder their ability to be properly attired for graduation they should inform Mrs. Lather (Social Worker), their School Counselor or Administrator. We also informed students the mortarboards should be free from any writing or decoration. Student were informed that they were expected to be uniformed in their attire as has always been the practice here at Beaufort High School.

We understand that during college graduations many students choose to decorate their mortarboards to their specific taste. While some of the mortarboards are decorated in good taste, they have been many that are insulting, offensive, profane or highly inappropriate. If adult college graduates cannot exercise appropriate decorum, we do not expect that many of our young adult high school students will be able to exercise good taste and proper decorum in their decoration. It is difficult to monitor appropriateness of mortarboard decorations and sometimes even harder to understand the meaning and context of the phrases or artistic displays of our students. Additionally, it is hard to determine if someone would find what our students display to be offensive. Therefore, it is a better practice to keep our mortarboards uniformed as has always been the practice here at Beaufort High School.

Finally, during my 6 previous years serving as principal, my practices were aligned to the practices of Beaufort High School. Therefore, I was pleased to find those who planned graduation at Beaufort High School shared my perspective of honoring the ceremony with the utmost respect of exercising proper decorum.

In Academic Excellence

Charity B. Summers,  
Principal  
Beaufort High School  
(843)322-2000  
Virtual Fax (843)322-2160  
<https://bhs.beaufortschools.net/>  
<https://www.facebook.com/beauforthighschool/>

Where Eagles Soar Toward Excellence!

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**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Monday, June 3, 2019 12:19 PM  
**To:** Smith, William C  
**Subject:** Graduation

Hi William,

AR IS-49 Graduation Requirements & Diplomas .... deals with academic requirements for graduation. I could not find anything in the regulations that deals with graduation dress code... SS-17 student dress code does not address graduation

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Smith, William C <William.Smith2@beaufort.k12.sc.us>  
**Sent:** Monday, June 3, 2019 2:17 PM  
**To:** Berg, Herbert M  
**Subject:** Re: Graduation ceremony protocol

Thank you so much for checking on this duly noted

Sent from my iPhone

On Jun 2, 2019, at 4:35 PM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

Will: was thinking about our conversation about the certification of our graduates. You are correct that it is normal for the superintendent to certify to the SB and community that the graduates have meet all standards. Chad had it right, BHS did not. We have 4 more to do and we .. Supt and SB won't see the program until we arrive at the school.. I consider us invited guests at the schools event but have made a note to pass on to Dr R to check on the certification issue next year.. in April or May allowing time for correct procedures to be place.

C u tomorrow evening. Herb

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**From:** Smith, William C <William.Smith2@beaufort.k12.sc.us>  
**Sent:** Monday, June 3, 2019 5:04 PM  
**To:** Berg, Herbert M  
**Subject:** Re: BCHS Honor Society question

Duly noted this graduation is over

Sent from my iPhone

On Jun 3, 2019, at 3:41 PM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

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**From:** "Almond, Bonnie N" <[Bonnie.Almond@beaufort.k12.sc.us](mailto:Bonnie.Almond@beaufort.k12.sc.us)>  
**Date:** Thursday, May 30, 2019 at 1:34 PM  
**To:** "Berg, Herbert M" <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>  
**Subject:** BCHS Honor Society question

Good Afternoon Dr. Berg,

I have investigated the issue of [REDACTED] and the National Honor Society. [REDACTED] did receive an letter telling [REDACTED] about the NHS and the criteria needed to be accepted in the NHS. However, [REDACTED] never applied and was not accepted in the NHS at BCHS. [REDACTED] did not participate in the Award Ceremony for BCHS.

There has already been a meeting recently with this student and parent to include Chad Cox and Geri Henderson. The outcome was that the school personnel explained to the parent and students that [REDACTED] had not applied, did not participate in the entry ceremony, attended any meetings or community or participated in any events. The student said that [REDACTED] had bought a cord for NHS separate from the school. Mr. Cox stated that [REDACTED] could wear the cord but that it is too late to have [REDACTED] name in the program for two reasons- 1. [REDACTED] did not participate in the NHS application process. 2. [REDACTED] did not participate in any of the club activities. Below are the eligibility requirements.

I am in agreement of this decision due to lack of joining this organization. If you have more questions let me know.

Bonnie Almond

### Eligibility Requirements

» Here is a visual guide prepared by the National Honor Society about [how to become an NHS member](#).

Students in grades 10–12 who meet the requirements for membership outlined by their school's chapter are eligible to be invited for membership.

Each chapter is required to publish its qualifications for membership, which is based on the four pillars of NHS:

- **Scholarship**  
Per national guidelines, at a minimum, students must have a cumulative GPA of 85, B, 3.0 on a 4.0 scale, or equivalent standard of excellence. (Each school chapter is allowed to require a higher cumulative GPA.)
- **Service**  
This involves voluntary contributions made by a student to the school or community, done without compensation.
- **Leadership**  
Student leaders are those who are resourceful, good problem solvers, and idea contributors. Leadership experiences can be drawn from school or community activities while working with or for others.
- **Character**  
The student of good character is cooperative; demonstrates high standards of honesty and reliability; shows courtesy, concern, and respect for others; and generally maintains a clean disciplinary record.

Students who meet the scholarship requirement will have an opportunity to complete a form detailing their accomplishments in and commitment to service, leadership, and character.

### **Understanding the Obligations of Membership**

Students who accept membership and are inducted into the chapter should be aware of the time and commitment involved with this honor. For example, there will be chapter meetings. The chapter bylaws should articulate the yearly meeting schedule and member attendance obligations. Members also must participate in chapter and individual service projects to benefit the school and community. Contact the chapter adviser to obtain a full list of the obligations of membership for the school's chapter.



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**From:** Smith, William C <William.Smith2@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 4, 2019 9:57 AM  
**To:** Berg, Herbert M  
**Cc:** Cartledge, Wendy B; Walton, AliceW; Grissom, David R; Almond, Bonnie N; BOEOnly  
**Subject:** Law-enforcement presence

Good morning is there a reason why it was a lack of law-enforcement or security presence at Beaufort high school's Graduation last night.

Sent from my iPhone

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 5, 2019 7:15 AM  
**To:** Berg, Herbert M  
**Subject:** Fwd: SPED cluster shifts in Bluffton

Good morning Dr.Berg,

Can you fill me on this? I also received an email and phone call from a parent yesterday.

Thanks.

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Amanda Walrad <amanda.walrad@gmail.com>  
**Sent:** Tuesday, June 4, 2019 9:55 PM  
**To:** Fidrych, Patricia; Robine, Cathy G; Campbell, Melvin P; Striebinger, David R  
**Cc:** Gwozdz, Christina S  
**Subject:** SPED cluster shifts in Bluffton

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

All,

As you may be aware by now, the District Office has decided to move and expand the self contained and preK programs in Bluffton. I am hearing a ton from parents today who began receiving phone calls notifying them of their child's new placement. Here follows a list of concerns for consideration:

1. Relocating students from a centralized BLES ECC to OES, RCES, and MCRES to make room for new enrollment. \*Some of the families are being moved from here to the schools furthest from their residence i.e. reside 1 block from RCES now moved to OES from BLES. This is being done for a 3rd time to some who began at RRA. Additional uniform costs for SPED is even more burdensome as their expenses for therapies are costly already every dollar counts.
2. Parents have multiple children, many have choiced others into the school where their SPED sibling was originally placed. The SPED child now moved to an entirely new school that also isnt their traditionally 'zoned' school. What happens to them (the choice sibling) now that choice is closed?
3. Through a series of Town Halls over the past 3 years the District has received extensive feedback regarding the importance of consistency for SPED students and the community wanted their placement preserved, Do Not Relocate SPED was top of the list.
4. What is the purpose of Committees if they aren't being consulted?
5. Why does the District require Board approval for rezoning (due to space issues) but not if SPED clusters are being rezoned to resolve the very same issue, space?
6. Will there be a meeting to discuss these issues and resolve the concerns of parents, especially those with other children of choice?

Amanda

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 5, 2019 7:36 AM  
**To:** Robine, Cathy G  
**Subject:** Re: SPED cluster shifts in Bluffton

The parent message if sent did not come thru to me..please  
e send and I will handle it. Herb  
Get [Outlook for iOS](#)

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**From:** Robine, Cathy G <cathy.robine@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 5, 2019 7:16 AM  
**To:** Berg, Herbert M  
**Subject:** Fwd: SPED cluster shifts in Bluffton

Not sure the message went through the first time. Can you help with this?

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Amanda Walrad <amanda.walrad@gmail.com>  
**Sent:** Tuesday, June 4, 2019 9:55 PM  
**To:** Fidrych, Patricia; Robine, Cathy G; Campbell, Melvin P; Striebinger, David R  
**Cc:** Gwozdz, Christina S  
**Subject:** SPED cluster shifts in Bluffton

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Amanda

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 5, 2019 7:38 AM  
**To:** Berg, Herbert M  
**Subject:** Fwd: Self contained classrooms

Here is parent message. Also forwarded email from Amanda Walrad.

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Amanda Henzler <amandahenzler@gmail.com>  
**Sent:** Tuesday, June 4, 2019 3:56 PM  
**To:** Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Fidrych, Patricia  
**Subject:** Self contained classrooms

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

I am writing to inform you that

[REDACTED]

[REDACTED] . [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] I am writing this long email because I obviously am greatly stressed out and disappointed in the changes. The teachers and I have spent a long time [REDACTED]

[REDACTED] I was given your email addresses to communicate my concerns. It's unfair that the special Ed community is always dealing with these changes when they are the ones who need the most stability. [REDACTED]

[REDACTED]

Kind regards,  
Amanda Henzler  
404-558-8641

--

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 5, 2019 2:21 PM  
**To:** Smith, William C  
**Cc:** Cartledge, Wendy B; Walton, Alice W; Grissom, David R; Almond, Bonnie N; BOEOnly  
**Subject:** Re: Law-enforcement presence

Will nothing was attached. Could you resend? I'm researching just what our past history is.. there seems to be a checked history. I've made it clear going forward we expect proper police coverage.. approved in advance by David Grissom at graduations Herb

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**From:** Smith, William C <william.smith2@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 5, 2019 1:47 PM  
**To:** Berg, Herbert M  
**Cc:** Cartledge, Wendy B; Walton, Alice W; Grissom, David R; Almond, Bonnie N; BOEOnly  
**Subject:** Re: Law-enforcement presence

I totally agree with you

Sent from my iPhone

> On Jun 4, 2019, at 9:56 AM, Smith, William C <William.Smith2@beaufort.k12.sc.us> wrote:  
>  
> law



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 6, 2019 1:25 PM  
**To:** Gwozdz, Christina S; Robine,Cathy G; Smith, William C  
**Cc:** Heizer, Frannie  
**Subject:** 2 changes to agenda + ethics rules up date.

Officers: While working with staff in preparation for the June 12 meeting I need to change 2 things: Bonnie Almond is not ready with "New Comers' Academy report" as she need more time. Will schedule the update for the next meeting. With the recent emails regarding the MOA's we are ready to present our plan of assistance... Terry Bennet will provide background in Board Doc's this PM. and..Fannie Heizer is prepared to begin the decision of "do's and don'ts" regarding SC law and what SB members and staff can say do or not do!. See you tonight at HHIHS graduation. Herb

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 6, 2019 1:40 PM  
**To:** Robine, Cathy G  
**Cc:** Hunt, Brenda J  
**Subject:** Bonnie: Please investigate this.. brief me and contact parents.

I called her home # and left a voice message. More after we talk to her. Herb

---

**From:** "Robine, Cathy G" <Cathy.Robine@beaufort.k12.sc.us>  
**Date:** Wednesday, June 5, 2019 at 7:38 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** Fwd: Self contained classrooms

Here is parent message. Also forwarded email from Amanda Walrad.

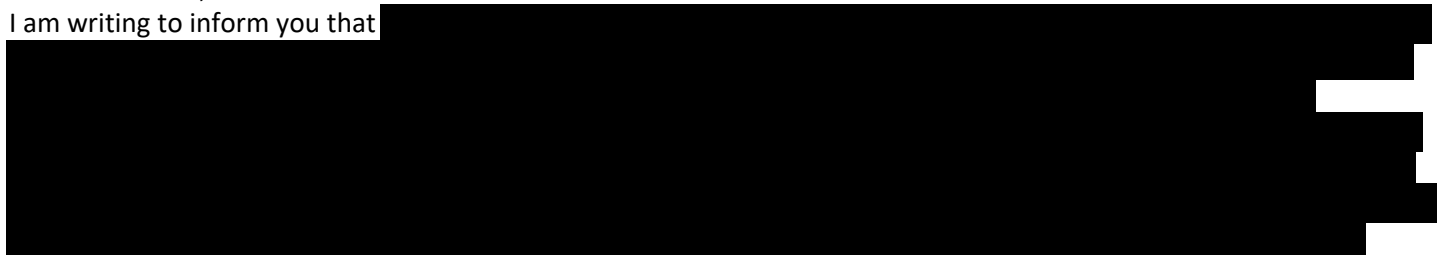
Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Amanda Henzler <amandahenzler@gmail.com>  
**Sent:** Tuesday, June 4, 2019 3:56 PM  
**To:** Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Fidrych, Patricia  
**Subject:** Self contained classrooms

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Good afternoon,  
I am writing to inform you that



[REDACTED]

I am writing this long email because I obviously am greatly stressed out and disappointed in the changes. The teachers and I have spent a long time [REDACTED]

[REDACTED] It's unfair that the special Ed community is always dealing with these changes when they are the ones who need the most stability. [REDACTED]

Kind regards,  
Amanda Henzler  
404-558-8641

--

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 6, 2019 1:49 PM  
**To:** Robine, Cathy G; Gwozdz, Christina S; Smith, William C  
**Cc:** Almond, Bonnie N; Hunt, Brenda J  
**Subject:** Re: SPED cluster shifts in Bluffton

Cathy: just read this. Bonnie: Plz investigate and respond. Likely will need a memo to full SB that they receive before next Tuesday's meeting as Amanda usually speaks at public input time. Thx. Herb

---

**From:** "Robine, Cathy G" <Cathy.Robine@beaufort.k12.sc.us>  
**Date:** Wednesday, June 5, 2019 at 7:16 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** Fwd: SPED cluster shifts in Bluffton

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Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Amanda Walrad <amanda.walrad@gmail.com>  
**Sent:** Tuesday, June 4, 2019 9:55 PM  
**To:** Fidrych, Patricia; Robine, Cathy G; Campbell, Melvin P; Striebinger, David R  
**Cc:** Gwozdz, Christina S  
**Subject:** SPED cluster shifts in Bluffton

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Amanda

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 6, 2019 2:12 PM  
**To:** Gwozdz, Christina S; Cathy Robine; Tricia Fidrych  
**Subject:** Bluffton cluster SpEd

Friends: A simple email or two has uncovered a “who’s on first?”.... problem. The ISD dept seems not to know who made the decision and folks are pointing fingers as to who did make the decisions. I’m on it but it is reinforcing why new leadership in ISD and SpEd were LONG overdue.. More when I know more.. Tricia: I’m think this may end up in your committee for a through study and explanation. Herb

---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Thursday, June 6, 2019 2:21 PM  
**To:** Dowling, John R; BOEOnly; Berg, Herbert M  
**Subject:** Re: Referendum

Thank you. It will be addressed.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Dowling, John R <john.dowling@beaufort.k12.sc.us>  
**Sent:** Thursday, June 6, 2019 8:33 AM  
**To:** BOEOnly; Berg, Herbert M  
**Subject:** Referendum

Officers:

Has anything been done regarding a brief in on campaign ethics rules for the referendum?

I offered to arrange it but never heard back. The rules bind us as soon as we have voted as BOE..... The clock is ticking.

Regards,  
John Dowling

John Dowling  
Representative, District 6  
Beaufort County Board of Education

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 7:08 AM  
**To:** Gwozdz, Christina S  
**Subject:** Fwd: Millage override

One topic for conversation this noon. H  
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**From:** Heizer, Frannie <fheizer@burr.com>  
**Sent:** Friday, June 7, 2019 5:32 AM  
**To:** Cartledge, Wendy B  
**Cc:** Berg, Herbert M; Crosby, Tonya V; Foster, Laura  
**Subject:** Millage override

**\*\* WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe. **\*\***

The Beaufort County Attorney contacted me yesterday asking for the legal authority giving County Council the authority to decide whether the override provisions will be used. I pointed him to the definitions used in 6-1-320, which provides that the override must be approved by the body that levies taxes for the SD. I explained that my office has researched the question, but we could not find anything specific giving County Council the authority to levy taxes for the SD. I also told him that the override has been used once before and that County Council made the decision at that time. Bick Halligan represented the SD in connection with the prior override. I spoke with Bick a couple of weeks ago and he was going to look in his old file to see what he could find. It may be best for the SD to bring Bick in on this issue, since he has the experience.

The County Atty and I agreed that it was very important that the correct procedure be followed if there is going to be an override. There are enough nay sayers in Beaufort County .....none of us would want to give them something to complain about.

I can be reached by cell between one and three today if you would like to discuss these issues. Also, I am back in the office Monday if that works better for you. My cell is 803 331 9415. Or, I can give you a call...just let me know what you prefer. Thanks

Sent from my iPad

Frannie Heizer - Partner  
Burr Forman McNair  
1221 Main St. , Suite 1800, Columbia, South Carolina 29201  
main 803-799-9800 - fax 803-753-3278  
fheizer@burr.com -  
<https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.burr.com&c=E,1,zmSbtT0mBkPC5vNqSHJ2yPiLJ4d9nUxi2SZW2wDqZT2WJDj07gv9la-w-74jp13Q-S8CZZ2TiofjxF-D5B9vz6FR9j13BAWz5E0u8cSfYsQIm0LZWSSlbLjk&typo=1>

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The information contained in this email is intended for the individual or entity above.



---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 8:50 AM  
**To:** Striebinger, David R; Cushingberry, Robyn L; Robine, Cathy G; Smith, William C  
**Subject:** Re: Board Docs Draft Agenda June 11, 2019

Ok, thank you.  
Robyn please add to the agenda.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Striebinger, David R  
**Sent:** Friday, June 7, 2019 6:57:02 AM  
**To:** Cushingberry, Robyn L; Gwozdz, Christina S; Robine, Cathy G; Smith, William C  
**Subject:** Re: Board Docs Draft Agenda June 11, 2019

I would like to give a committee update on the Ad Hoc Results Committee including a motion to approve the scope.

david striebinger  
Beaufort County Board of Education  
District 2 representative

---

**From:** Cushingberry, Robyn L  
**Sent:** Thursday, June 6, 2019 9:08:40 PM  
**To:** BOE  
**Subject:** Board Docs Draft Agenda June 11, 2019

Good Evening,  
Board Docs has been updated with information for the June 11, 2019 board meeting.  
Robyn

**Robyn L. Cushingberry**  
*Executive Assistant to the Board*  
Beaufort County School District  
2900 Mink Point Blvd  
Post Office Box 309  
Beaufort, South Carolina 29901  
[robyn.cushingberry@beaufort.k12.sc.us](mailto:robyn.cushingberry@beaufort.k12.sc.us)  
(843) 322-2357 Phone  
(843) 812-9761 Cell  
(843) 322-2342 Fax

**Mission**

*The Beaufort County School District through a personalized learning approach will prepare graduates who compete and succeed in an ever- changing global society and career market place.*

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 7:29 PM  
**To:** Walton, Alice W; Foster, James H; Grissom, David R  
**Subject:** Re: Here it is

Sweet!!

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---

**From:** Walton, Alice W  
**Sent:** Friday, June 7, 2019 5:48:42 PM  
**To:** Berg, Herbert M; Foster, James H; Grissom, David R  
**Subject:** Fwd: Here it is

Alice W. Walton  
Beaufort County School District  
843-322-2419 Office  
843-812-8374 Mobile

Sent from my iPad

Begin

**Subject: Here it is**

9:10 AM Fri Jun 7



Lives in Hilton Head Island, South



From **Georgetown, Kentucky**

About

Photo



Write something to Amanda..



Write Post



**Tim Sutherland** is with **Am**

Yesterday at 11:00 PM ·

Well it saddens me tonight to see  
Head High School. Being around I  
for those kids. I saw it with my own  
am so proud of her for who she is.



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 7:56 PM  
**To:** Smith, William C; Wisnefski, Rachel K  
**Cc:** Striebinger, David R; BOEOnly  
**Subject:** Re: O'nan

Message got sent before I was done. She had/ has no rights. As the report says she just walked in apparently.. just took to talking. That is not to be aloud... talking to attorney about a no trespass order. Bizarre behavior... that was the last 5 months.

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---

**From:** Berg, Herbert M <herbert.berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 7:50 PM  
**To:** Smith, William C; Wisnefski, Rachel K  
**Cc:** Striebinger, David R; BOEOnly  
**Subject:** Re: O'nan

John: will look at AR on Monday. I know I'll find she had no rights to access

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---

**From:** Smith, William C <william.smith2@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 4:21 PM  
**To:** Wisnefski, Rachel K  
**Cc:** Striebinger, David R; Berg, Herbert M; BOEOnly  
**Subject:** Re: O'nan

Duly noted and then

Sent from my iPhone

On Jun 7, 2019, at 8:43 AM, Wisnefski, Rachel K <[Rachel.Wisnefski@beaufort.k12.sc.us](mailto:Rachel.Wisnefski@beaufort.k12.sc.us)> wrote:

This is very concerning. I hope that we are going to address this swiftly. I have many questions surrounding this email and matter.

Apologies for brevity. Sent from my BCSD iPhone. Rachel K. Wisnefski, PhD

Disclaimer: This email message (including all attachments) is intended only for the person or entity to which it is addressed. It may contain confidential and/or privileged information and material that may be protected by HIPAA, the Electronic Communications Privacy Act, and other federal and state confidentiality laws. Communications sent to or from the sender are subject to the SC Freedom of Information Act. Any review, retransmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is strictly prohibited and punishable to the fullest extent of the law. If you are not the intended recipient, please contact the sender by return email and destroy all copies of the original message.

On Jun 7, 2019, at 8:28 AM, Striebinger, David R <[David.Striebinger@beaufort.k12.sc.us](mailto:David.Striebinger@beaufort.k12.sc.us)> wrote:

where is the principal in this?

david striebinger

Beaufort County Board of Education

District 2 representative

---

**From:** Berg, Herbert M  
**Sent:** Friday, June 7, 2019 7:52:04 AM  
**To:** BOEOnly  
**Subject:** Fwd: O'nan

This is a concern. Herb  
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---

**From:** Berg, Herbert M <[herbert.berg@beaufort.k12.sc.us](mailto:herbert.berg@beaufort.k12.sc.us)>  
**Sent:** Thursday, June 6, 2019 9:58 AM  
**To:** Kathryn Long Mahoney  
**Cc:** Ed Kubec  
**Subject:** Fwd: O'nan

Please advise..Herb  
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---

**From:** Salo, Jane M <[jane.salo@beaufort.k12.sc.us](mailto:jane.salo@beaufort.k12.sc.us)>  
**Sent:** Thursday, June 6, 2019 8:14 AM  
**To:** Berg, Herbert M  
**Subject:** O'nan

Dr. Berg,

Due the sensitive nature of this topic I am sending this directly to you.

You might be aware by now that Amanda O'nan showed up at our year end faculty farewell and made a speech for several minutes. I am highly concerned and uncomfortable with her continued lack of professionalism regarding her resignation from the school. Her irrational behavior is both threatening and is causing a hostile work environment among staff members that remain in the building. If I were more removed from the day to day operations of the school I might not see the damage that has been caused and how her continued interference is impacting our school relationships and in the end our students. We in the counseling office are in the position that we have to deal with the outside community continually so I would like to know how her behavior is going to be addressed and what rights she has in regards to access to staff, information, and the school. I am already concerned about the damage she has caused with one of

my students by using her to try and assert her authority to pressure teachers in a meeting she showed up to after her resignation. If I truly felt she had the best interest of the students in mind I wouldn't object but her pattern of behavior, her poor decisions and continued comments lead me to believe that she is not able to see beyond herself.

As she interrupted today and made her awkward emotional outpouring she said a range of things. Some of the comments included that she [REDACTED]. She said she was pissed at some of the staff and that she might forgive those staff members one day. She admitted she was uninvited but she isn't one to follow the rules. She also stated that you know she will be here next year [REDACTED]. And on and on.

Being a member of the office that will have to deal with her the most frequently I really want to know what she is allowed to do and a plan to address those that she is not. I was there when she showed up the day after she resigned at the 8th grade parent meeting and stood in the spot where she did when she was principal and recorded the meeting. I am concerned she is using students to promote her own agenda and her promise of being here and being over the top along with the attitude of maybe one day forgiving people who don't support her is threatening. I have seen a consistent use of position to get what she wants. Sometimes to benefit others, sometimes enabling others and many times to benefit her own reputation.

Please advise on how our office is to address her and the continued situations that arise so that we can serve our students and support those that need it without her causing a hostile environment or putting us in an unethical situation.

Looking forward to a response on how we move forward in these situations.

Kind Regards,

Jane Salo

School Counselor  
Hilton Head Island High School  
Serving Students with Last Names A-E

Phone: (843)-689-4830

Fax: (843)-689-4952

[Jane.salo@beaufort.k12.sc.us](mailto:Jane.salo@beaufort.k12.sc.us)



---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 8:56 PM  
**To:** Fidrych, Patricia; Gwozdz, Christina S; Smith, William C  
**Subject:** Re: requesting information

I don't remember reading that... but it sounds like they've been written. We should definitely see them.

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Fidrych, Patricia <patricia.fidrych@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 8:41 PM  
**To:** Robine, Cathy G; Gwozdz, Christina S; Smith, William C  
**Subject:** RE: requesting information

On slide 7 of Mr. Bennet's presentation for Tuesday he wrote, "Each school has written a plan to best address their school needs with this targeted group."

---

**From:** Robine, Cathy G  
**Sent:** Friday, June 7, 2019 8:36 PM  
**To:** Fidrych, Patricia <Patricia.Fidrych@beaufort.k12.sc.us>; Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>; Smith, William C <William.Smith2@beaufort.k12.sc.us>  
**Subject:** Re: requesting information

I'm not sure the plans have been written and/or submitted yet.

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Fidrych, Patricia <[patricia.fidrych@beaufort.k12.sc.us](mailto:patricia.fidrych@beaufort.k12.sc.us)>

**Sent:** Friday, June 7, 2019 7:10 PM

**To:** Gwozdz, Christina S; Robine, Cathy G; Smith, William C

**Subject:** requesting information

Dear Tina, Cathy or Will,

Do you know if the plans for the six TSI schools that Mr. Bennet references in his supporting document in BD will be made available prior to the board meeting?

Thank you,

Tricia

Tricia Fidrych  
Beaufort County School District  
Board of Education  
District 4 Representative

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 8:58 PM  
**To:** Fidrych, Patricia; Gwozdz, Christina S  
**Subject:** Re: question

Just getting home... will check. It's not raining here. I do not recall reducing any security.

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Fidrych, Patricia <patricia.fidrych@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 8:35 PM  
**To:** Gwozdz, Christina S; Robine, Cathy G  
**Subject:** question

Tina and Cathy,  
Do you remember any specifics of the line item # 6 in column A "security" that we approved on May 28<sup>th</sup> to reduce by \$90,200? What type of security measures?  
Am reviewing the budget items for discussion for Tuesday's meeting...I know it's Friday night – but it's a stormy Friday night!  
Thank you,  
Tricia

Tricia Fidrych  
Beaufort County School District  
Board of Education  
District 4 Representative

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 11:03 PM  
**To:** Fidrych, Patricia; Gwozdz, Christina S; Smith, William C  
**Subject:** FW: MOAs

FYI-

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

---

**From:** Bennett, Terry G  
**Sent:** Friday, June 7, 2019 10:46 PM  
**To:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Subject:** Re: MOAs

Yes- I will get them to Robyn on Monday.

Sent from my iPad - which means I am not at work but working.

On Jun 7, 2019, at 10:25 PM, Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)> wrote:

Hello Mr. Bennett,

Are you able to load the improvement/action plans of the target schools (6) into Board Docs so that we may check them out prior to our meeting on Tuesday?

Thanks,

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Saturday, June 8, 2019 8:12 AM  
**To:** Fidrych, Patricia; Robine, CathyG  
**Subject:** Re: question

Tricia and Cathy,

Have not reviewed all the documents yet for June 11 meeting but will do this weekend. Power out at my house now due to an accident. Not likely to be restored for another 4.5 hours:(

Tina

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Fidrych, Patricia <patricia.fidrych@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 8:35 PM  
**To:** Gwozdz, Christina S; Robine, Cathy G  
**Subject:** question

Tina and Cathy,

Do you remember any specifics of the line item # 6 in column A "security" that we approved on May 28<sup>th</sup> to reduce by \$90,200? What type of security measures?

Am reviewing the budget items for discussion for Tuesday's meeting...I know it's Friday night – but it's a stormy Friday night!

Thank you,

Tricia

Tricia Fidrych  
Beaufort County School District  
Board of Education  
District 4 Representative

---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Saturday, June 8, 2019 2:33 PM  
**To:** Cushingberry, Robyn L; Smith,William C  
**Cc:** BOEOnly  
**Subject:** Correction to minutes 5/28/19

Motion to approve agenda made by Mr. William Campbell needs correction.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Sunday, June 9, 2019 4:02 PM  
**To:** Gwozdz, Christina S  
**Cc:** Orischak, Josephine A  
**Subject:** Thought u might find this interesting

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---

**From:** Berg, Herbert M <herbert.berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 7, 2019 7:29 PM  
**To:** Walton, Alice W; Foster, James H; Grissom, David R  
**Subject:** Re: Here it is

Sweet!!

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---

**From:** Walton, Alice W  
**Sent:** Friday, June 7, 2019 5:48:42 PM  
**To:** Berg, Herbert M; Foster, James H; Grissom, David R  
**Subject:** Fwd: Here it is

Alice W. Walton  
Beaufort County School District  
843-322-2419 Office  
843-812-8374 Mobile

Sent from my iPad

Begin

**Subject: Here it is**

9:10 AM Fri Jun 7



Lives in Hilton Head Island, South



From **Georgetown, Kentucky**

About

Photo



Write something to Amanda..



Write Post



**Tim Sutherland** is with **Am**

Yesterday at 11:00 PM ·

Well it saddens me tonight to see  
Head High School. Being around I  
for those kids. I saw it with my own  
am so proud of her for who she is.





---

**From:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Sent:** Monday, June 10, 2019 2:27 PM  
**To:** Fidrych, Patricia; Crosby, TonyaV; BOEOnly; Berg, Herbert M  
**Subject:** RE: budget and personnel questions

Good afternoon,

Once the 15 coaches are identified I can match positions with certifications. As of June 4, there were 151 vacant positions across all levels. The largest number of vacancies is at the elementary level (51). Matching should not be an issue with the number of vacancies we have.

Regards,

*Alice W. Walton*

Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Fidrych, Patricia  
**Sent:** Monday, June 10, 2019 2:08 PM  
**To:** Crosby, Tonya V <Tonya.Crosby@beaufort.k12.sc.us>; BOEOnly <BOEOnly@beaufort.k12.sc.us>; Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Cc:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** RE: budget and personnel questions

Thank you, Ms. Walton and Ms. Crosby,

A follow-up question, please:

How many matches are there between coaches' certifications and vacant positions?

Sincerely,  
Tricia

---

**From:** Crosby, Tonya V  
**Sent:** Monday, June 10, 2019 11:10 AM  
**To:** Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>; BOEOnly <[BOEOnly@beaufort.k12.sc.us](mailto:BOEOnly@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>  
**Cc:** Walton, Alice W <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Subject:** RE: budget and personnel questions

Good Morning,

In response to Ms. Fidrych's question below, please see the following responses:

1. These coaches would be placed in vacant classroom positions based on their certification. We will hold any vacant position with matching certifications for those coaches. If no position is available based on certification, those coaches will be without a position until one opens.
2. a. Cost of Locality for Classified=\$1,500,103  
 Cost of Locality for Administrators=\$261,590  
 Savings if Admin received half of locality=\$130,795  
 Savings if Admin did not receive locality=\$261,590
- b. Cost of Classified 2% COLA=\$684,315  
 Cost of Admin 2% COLA=\$365,154  
 Savings if Admin received 1% COLA=\$182,577
3. Line 47 There are two instructional coaches and a literacy teacher in the 3 positions. The total cost of these positions which are currently filled with retirees is \$258,861. I removed that from the list since they were duplicated in Lines 20 and 50. \$400,000 is the amount of estimated savings if ALL retirees were not asked to return, replacing them with less experienced employees.

Thank you,  
 Tonya

*Tonya V. Crosby, CPA*  
 Chief Financial Officer  
 Beaufort County School District  
 P.O. Drawer 309  
 Beaufort, SC 29901  
 (843) 322-2397

---

**From:** Fidrych, Patricia  
**Sent:** Friday, June 7, 2019 8:53 PM  
**To:** Walton, Alice W <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>; Crosby, Tonya V <[Tonya.Crosby@beaufort.k12.sc.us](mailto:Tonya.Crosby@beaufort.k12.sc.us)>  
**Subject:** budget and personnel questions

Dear Ms. Walton and Ms. Crosby,  
 I am sending this e-mail Friday night, but please do not respond over the weekend! It has been a long, albeit joyful, week filled with graduation ceremonies.

Some questions regarding the "budget items for discussion".

- 1) If the number of instructional coaches is reduced by 15 – where will those 15 teachers be placed for the upcoming school year?
- 2) Why are Administrative and Classified grouped together when discussing COLA and locality supplement?
  - a. What would be the reduction if Classified Staff received the entire locality supplement and Admin received the proposed half? If Admin did not receive the locality supplement?
  - b. What would be the reduction if Classified Staff received the 2% COLA and Admin received the proposed 1%?
- 3) Line 47 under comments: eliminate 3 positions – what is the reduction in budget associated with that? (if I am reading the comments correctly)

Thank you and enjoy your weekend.  
 Tricia

Tricia Fidrych  
Beaufort County School District  
Board of Education  
District 4 Representative

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Monday, June 10, 2019 8:57 PM  
**To:** Crosby, Tonya V; Gwozdz, Christina S; Geier, Richard P; Tricia Fidrych  
**Subject:** Fwd: County Council Vote

Fyi

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---

**From:** jecroley@gmail.com  
**Sent:** Monday, June 10, 2019 8:53 PM  
**To:** Berg, Herbert M  
**Cc:** Foster, James H; eleanor@lowcountryinsidetrack.com  
**Subject:** County Council Vote

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dr. Berg:

As I mentioned to you tonight in the parking lot, although you didn't receive a super majority for the Fund Balance makeup millage vote you did receive 7 votes, the key is that only 10 members were present, making 8 votes all the more difficult. Plus, the missing member is chronologically the youngest member of Council and likely has children in the School System, thus tending to favor funding.

You may want to request out of fairness, that the Council reconsider their vote with all members present.

Joe Croley

Email- [jecroley@gmail.com](mailto:jecroley@gmail.com)

Telephone- 843-368-4904

---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 11, 2019 8:01 AM  
**To:** Geier, Richard P; Crosby, Tonya V; Berg, Herbert M  
**Subject:** Re: Legal means

Like your idea Dick.

Tina

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Geier, Richard P  
**Sent:** Tuesday, June 11, 2019 6:31:56 AM  
**To:** Gwozdz, Christina S; Crosby, Tonya V; Berg, Herbert M  
**Subject:** Legal means

All,  
Concerning the board vote to use all legal means to recoup the \$7.7+M funding shortfall, I propose that we explore the possibility of forcing the County to give up serving as the "Governing Authority" authorized to set milage for the school district's revenue. If we are the governing authority we would not have to have our budget approved by the county council and we could set the milage rate. I understand that there are districts in the State that have that authority. Based on the failure to set proper milage during the past 3 reassessment years, we would have a good case to argue that the county council is incapable of properly supporting the school district. I also bet that the county council would like to get out of the school district budget business anyway.

Dick

Sent from my iPad  
Colonel Richard P. Geier USA (Ret)  
Beaufort County Board of Education  
District 5 Representative  
Beaufort/Burton/Spring Island/Callawassie Island

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 11, 2019 2:02 PM  
**To:** Robine, Cathy G; Oetting, Robert S; Walton, Alice W; Cartledge, Wendy B  
**Cc:** Oetting, Robert S  
**Subject:** Re: Affordable Housing on Hilton Head

Cathy I'll ask Robert to make contact. Herb  
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---

**From:** Robine, Cathy G <cathy.robine@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 11, 2019 2:00 PM  
**To:** Berg, Herbert M; Oetting, Robert S; Walton, Alice W; Cartledge, Wendy B  
**Subject:** Affordable Housing on Hilton Head

Good Afternoon,

I recently received a call from a Mr. Andrew Kolb. He was referred to me by HHI Councilman David Ames. Mr. Kolb is with a local development company that owns 4 acres of land (39 Wilborn Rd). His firm is interested in building 36 apartment units on 1 acre of the land and promote them to teachers. (This land is near our HHI School Complex). He is seeking a letter of interest or a letter of cooperation from the school district, he is not seeking funding or obligations, just support. If I understood him correctly such a letter may be helpful in obtaining financing. He did mention that he felt he would be able to get HUD financing.

I'm passing this on to all of you for review and further action or next step.

Mr. Kolb can be reached at 843-338-0386. Please advise me of any action taken regarding this matter.

Best Regards,

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

---

**From:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 11, 2019 2:37 PM  
**To:** Robine, Cathy G  
**Subject:** RE: salary Question

Hello Cathy,

Molly's current yearly salary is [REDACTED] with benefits. At part-time her hourly rate would be [REDACTED] per hour with no benefits. At 30 hours per week (6 hours per day) she would earn [REDACTED] per year.

Best Regards,

*Alice W. Walton*  
Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Robine, Cathy G  
**Sent:** Tuesday, June 11, 2019 1:50 PM  
**To:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** salary Question

Hi Alice,

Can you tell me how much the Board would save if we cut Molly's position to half time and how much we would save if it was the entire position was cut?

I know you have given us this information before but I'm not able to locate it....so sorry to create more work for you.

Best Regards,

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 12, 2019 8:16 AM  
**To:** Walton, Alice W  
**Subject:** Fwd: Request for action today

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---

**From:** Striebinger, David R <david.striebinger@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 12, 2019 6:56 AM  
**To:** Fidrych, Patricia; Berg, Herbert M  
**Cc:** BOEOnly  
**Subject:** Re: Request for action today

agree

david striebinger  
Beaufort County Board of Education  
District 2 representative

---

**From:** Fidrych, Patricia  
**Sent:** Wednesday, June 12, 2019 6:25:23 AM  
**To:** Berg, Herbert M  
**Cc:** BOEOnly  
**Subject:** Request for action today

Dr Berg,

As a result of last night's budget certification resulting in the elimination of 15 instructional coaches, I would appreciate every assurance that those coaches will be contacted by Ms Walton this morning and will be apprised of their options. Additionally, I would appreciate every assurance that every building principal who will lose an instructional coach position is contacted today and apprised of the options for their instructional coaches.

This is only right.

Thank you,  
Tricia

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---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 12, 2019 8:54 AM  
**To:** Berg, Herbert M; Crosby, Tonya V; BOEOnly  
**Subject:** Budget suggestions

I understood that certifying the budget and that deciding where to make cuts were two different things and that making cuts was flexible. Thus I've reviewed the last budget sheet and suggest the following cuts in lieu of the coaches. I base these cuts on the following: I believe the cuts should be shared by all and we all agreed that the cuts should not affect the classroom. Although we have no definitive data that our Instructional Coaches have positively impacted the academic achievement of our students research would suggest otherwise. I also feel that should we reinstate them we should develop accountability metrics for the position.

I suggest the following cuts in lieu of the Instructional Coaches:

Administrators: (I asked Tonya to separate admin from classified)

-line 16- COLA (cost of living increase)	\$365,315	
-line 19- locality supplement	\$261,590	
-line 25 -15 Day enrollment	\$32,000	
-line 26- Drug Testing	\$18,875	
-line 30- School Supply Allocation	\$109,000	
-line 31- Athletic Supplies	\$16,000	
-line 34- Board Out of State travel	\$20,957*	*The Board must share in the cuts

Departmental Reductions- All departments share in the cuts

-line 36- Finance	\$11,198
-line 37- Human Resources	\$84,962
-line 38- Communications	\$5,305
-line 39- Instructional Services	\$110,111
-line 40- Guidance Services	\$1,300
-line 41-Media Services	\$7,307
-line 42- Health Services	\$6,808
-line 43- Technology State Travel	\$5,000
-line 44- Food Service	\$14,475
-line 45- Office of the Superintendent	\$5,000
-line 46- Copier	\$5,000
-line 48- Tech Ed Coach	\$90,451
-line 51 – Freeze Non-Classroom Vacant	\$339,504

Total: \$1,510, 158

Best Regards,

Cathy G. Robine  
Beaufort County Board of Education

District 8 Representative  
610-888-5296

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 12, 2019 11:52 AM  
**To:** Berg, Herbert M; Gilbert, Karen M  
**Subject:** FW: Top Wrench Information and Meeting Time  
**Attachments:** Top Wrench-Students Underway Project Brief 2019-2020 w logo.pdf; Students Underway Rack Card.pdf

Hello Ms. Gilbert,

I recently met with Terry Brubaker, one of the founders of the nonprofit Top-Wrench to discuss a project that was piloted at HHHS this year. This group is motivated to expand this program, has industry backing, including student internships. I believe that reaching out to this group to explore broadening this program as a CATE initiative would increase our community contacts in the marine industry and possibly secure some commitment to shared funding.

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

---

**From:** Jennifer Winzeler <jennifer@islandacademyofhiltonhead.org>  
**Sent:** Thursday, June 6, 2019 5:36 PM  
**To:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Cc:** Terry Brubaker <tb@gladstone.com>  
**Subject:** Top Wrench Information and Meeting Time

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Cathy,

Thank you for your interest in Top Wrench.

It is nice to finally "meet" you here as I have heard wonderful things about you. I look forward to meeting in person.

Attached is Project Brief for Students Underway, the most recent Pilot Project under Top Wrench. I am also attaching a rack card that we have used for promotional purposes. After reviewing, please let me know what questions you may have.

I would love to meet with, Ms.Gilbert. Let me know how best to facilitate this.

I would appreciate hearing your thoughts regarding the project and talk more at your convenience. I can be reached here, via email or feel free to call or text my personal cell phone, 419.551.7138.

Fondly,

Jennifer

**Jennifer Winzeler**

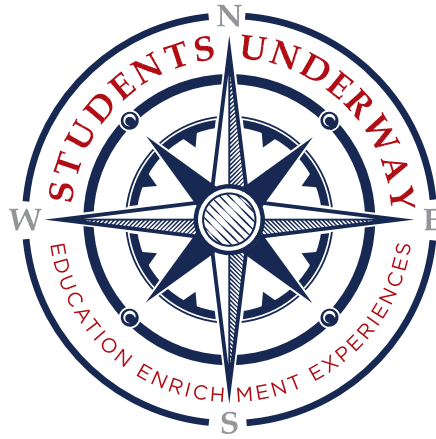
Business Development Consultant @ carna, llc

Director of Development @ the island academy of hilton head

Vitality Coach • Certified in Health and Wellness

phone: 419 551 7138 email; [carnavitality@gmail.com](mailto:carnavitality@gmail.com)

*"What is a teacher? I'll tell you: it isn't someone who teaches something, but someone who inspires the student to give of her best in order to discover what she already knows." — Paulo Coelho*



## **The Project**

Top Wrench is a newly established Hilton Head Island-based non-profit organization committed to helping high school age youth acquire technical skills, self-esteem and accountability that qualifies them for good job opportunities after high school. Each of our programs is designed to build character and instill life-enhancing values while developing sound technical competence through hands-on experiential learning.

The *Students Underway Program* is our pilot effort and uses boats and boating as the platform. Participants restore, operate and maintain power boats under supervision of qualified captains and technicians. The training is primarily hands-on and is complemented by selected classroom sessions to round out their knowledge.

Success will be measured by our participants' success finding employment after graduation and, over time, their career progress.

## **Objectives**

- Teaching students: technical skills, self-esteem, and accountability
- Providing good job and/or internship opportunities
- Helping give students hours on the water and training that will contribute to them getting their Captain's License
- Teaching Boat Safety and additional nautical training

## **Phase 1 (nearing completion)**

The pilot run for Students Underway will be completed by the end of May. Beginning in January, five students from Hilton Head High School have been meeting each Tuesday and Thursday for two and half hours to work

on refurbishing a donated boat. The majority of materials needed to do this have been donated. In addition to the hands on learning experience provided while actually doing what needs to be done and verbal coaching associated with this, Yamaha has provided some textbooks that we have used during this phase as needed and the students have participated in both CPR and fire extinguisher training provided by the Hilton Head Fire and Rescue and been on the water for an “Eco Tour” led by a local guide.

### **Wins:**

- The boat is almost completed with a new (used) engine and ready to get back on the water
- The students are all currently employed or will be working this summer three out of five in the boating industry
- Partnerships have been formed with national equipment manufacturers and local marine industry providers to offer students hands-on experience supervised by an experienced and certified professional

### **Discoveries:**

- Better to start with 6-8 students per school knowing there may be things that will cause conflicts and attrition
- Selection process could be refined to:
  - add students that are considered “high risk” working with those that aren’t
  - consider students working with others from different schools

Good idea to have storage unit or place to hold tools etc.

Best to have a place to meet set up in the case of inclement weather.

### **Phase 2**

Two groups of 6-8 Students from two to four different Beaufort County Schools meeting twice a week/one group on land the other on the water. Staffing model to include one Director of Technical Operations and two Coaches as well as additional staffing for outreach and curriculum development.

### **Phase 3**

With a proven sustainable model, extend outreach to all Beaufort County schools with the marine industry as the basis.

### **Phase 4**

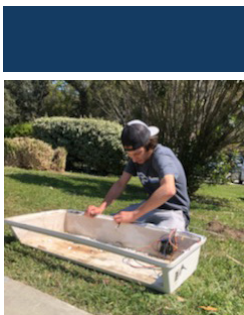
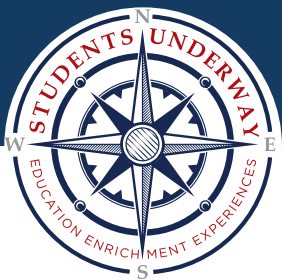
Expand *Students Underway* program to sea and lake coast locations nationally, region by region over a five-year period.

### **Future Vision**

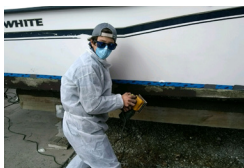
Partnered with leading manufacturers in various industries, *Students Underway* is the first of its kind and the leading national program delivering technical and life skills education to equip high school students for technical careers in industry.

In combination with further specialized education (Jr College and College level) *Students Underway* is the preferred educational path for recruits in industries requiring competent technical employees at the entry level.





*A smooth sea never made a skilled sailor...  
Our students get a head start on how to navigate those seas.*



**Students Underway** is a mentorship program that helps high school students acquire the life and technical skills they need to become productive, responsible adults through hands on learning using boats and boat repair as a platform. Our program, focusing on the marine industry, provides real life hands on training in order to develop students' skills and confidence.

#### Board of Directors

Terry Brubaker

Jennifer Winzeler

Rich Thomas

Tucker Brubaker

Jacob Cline



[www.StudentsUnderway.org](http://www.StudentsUnderway.org)



*You can never  
cross the ocean  
unless you  
have the courage  
to lose sight of  
the shore.*



Currently we have 5 students that are refurbishing an older boat in need of a lot of work, using skills and techniques taught by our trained and certified instructors and other local marine company sponsors. Additionally, students have had CPR and Fire Extinguisher Training, been on the water, learned about navigation and boat safety, our eco system, sustainability, local wildlife and history of our island.

This program graduates students who come away with skills that make them competitive for summer intern or full time positions in marine or other related businesses. Our partnership with Yamaha also qualifies students to gain certification recognized in the field and opens the door to paid apprenticeship positions.

**Join Our Team  
of Supporters!**

*A critical part  
of this is having  
good training  
and support  
resources. Every  
contribution  
of every size  
matters.*



---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 12, 2019 2:09 PM  
**To:** Berg, Herbert M  
**Subject:** Title 1 schools

Hello Dr. Berg,

I was under the impression that the 15 coaching positions listed on the budget worksheet represented coaches that were not affiliated with Title 1 Schools and that all Title 1 schools would retain their coaches. Can you verify this for me...or set me straight?

Thanks,

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 12, 2019 3:40 PM  
**To:** Walton, Alice W  
**Cc:** Robine, Cathy G  
**Subject:** Fwd: Title 1 schools

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**From:** Robine, Cathy G <cathy.robine@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 12, 2019 2:08 PM  
**To:** Berg, Herbert M  
**Subject:** Title 1 schools

Hello Dr. Berg,

I was under the impression that the 15 coaching positions listed on the budget worksheet represented coaches that were not affiliated with Title 1 Schools and that all Title 1 schools would retain their coaches. Can you verify this for me...or set me straight?

Thanks,

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

---

**From:** Smith, William C <William.Smith2@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 9:53 AM  
**To:** Berg, Herbert M  
**Cc:** Fidrych, Patricia; BOEOnly  
**Subject:** Re: Request for action today

I totally agree

Sent from my iPhone

On Jun 12, 2019, at 9:30 AM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

All: Meeting with Alice and Tonya now.. The plan is to reach out to all today...Spoke with Dr Rodriguez this am and briefed him.

---

**From:** "Fidrych, Patricia" <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>  
**Date:** Wednesday, June 12, 2019 at 6:25 AM  
**To:** "Berg, Herbert M" <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>  
**Cc:** BOEOnly <[BOEOnly@beaufort.k12.sc.us](mailto:BOEOnly@beaufort.k12.sc.us)>  
**Subject:** Request for action today

Dr Berg,

As a result of last night's budget certification resulting in the elimination of 15 instructional coaches, I would appreciate every assurance that those coaches will be contacted by Ms Walton this morning and will be apprised of their options. Additionally, I would appreciate every assurance that every building principal who will lose an instructional coach position is contacted today and apprised of the options for their instructional coaches.

This is only right.

Thank you,

Tricia

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---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 10:43 AM  
**To:** Striebinger, David R; Dowling,John R; Smith, William C  
**Cc:** Oetting, Robert S  
**Subject:** Operations committee issue

Friends: Robert just briefed me on the mobile delivery problem at MRHS and related issues. Understand the tensions...I'm involved and will find a solution..... understanding not all will be happy.....but it is after all a 6 weeks problem. Herb

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 10:56 AM  
**To:** Robine, Cathy G  
**Cc:** Holthus, Deborah A  
**Subject:** Re: VIP's

He will be available in July.. Herb

---

**From:** "Robine, Cathy G" <Cathy.Robine@beaufort.k12.sc.us>  
**Date:** Thursday, June 13, 2019 at 9:44 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** Re: VIP's

Hi Dr. Berg,  
I'm in Boston next week babysitting my grandsons. So I won't be able to meet until a later time.

Cathy

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Berg, Herbert M <herbert.berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 9:37 AM  
**To:** BOEOnly  
**Cc:** Frank Rodriguez; Holthus, Deborah A  
**Subject:** VIP's

Friends: Deborah and I are working on Dr. Rodriguez's schedule for next week... I seek your suggestions. First, he doesn't need to meet with every County VIP in a transition week. After, all he has a 4-year contract to do that. He does need a listing of people you think he ought to be introduced to. If you have suggestions, please send them along and we'll work to make the connections... next week or after July 1. I know he plans to meet

with each board member individually, with a priority to meet with board officers first. We will try to arrange that around your schedules. Thank you in advance. Herb



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 11:25 AM  
**To:** Smith, William C  
**Cc:** Gwozdz, Christina S  
**Subject:** FW: Beaufort High School Graduation Lack of Law Enforcement

Will: You mentioned a weekend email. I just reread it and I thought Ms. Summers response to you and the SB answered your Q.. If I am in error Pls let me know and we can give it another go. Herb

---

**From:** Charity Summers <Charity.Summers@beaufort.k12.sc.us>  
**Date:** Friday, June 7, 2019 at 7:56 PM  
**To:** "Smith, William C" <William.Smith2@beaufort.k12.sc.us>  
**Cc:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>, BOEOnly <BOEOnly@beaufort.k12.sc.us>, Alice Walton <Alice.Walton@beaufort.k12.sc.us>, "Grissom, David R" <David.Grissom@beaufort.k12.sc.us>, "Almond, Bonnie N" <Bonnie.Almond@beaufort.k12.sc.us>  
**Subject:** Re: Beaufort High School Graduation Lack of Law Enforcement

Good evening Mr. Smith

Thank you for reaching out to me for clarification regarding the Beaufort High Graduation Ceremony. I would like to note that contrary to the information you have provided within the context of your email, I did not decline to have law enforcement present for the graduation at Beaufort High School. I would never have declined a contract for security services for any school event to include the Beaufort High School Graduation Ceremony. In fact, I was accustomed to having a minimum of 4 Officers at all school events when I served as a Charleston County School District Principal. Therefore, I was equally surprised that those services were not in place. My office manager and I debriefed the same evening of the Graduation Ceremony regarding the lack of traffic control services.

Please keep in mind that the principal does not generally schedule to have law enforcement available. It is a function of the school security team and local law enforcement. The SRO is generally the person who schedules the services when a contract is in place. As with any school events, the school principal signs off on contractual agreements to provide for security services.

Also contrary to the information that you provided and per the Beaufort High School Bookkeeper, Assistant Principals, SRO and other key staff members, Beaufort High School has never contracted to provide Security Services with any law enforcement entity for the graduation ceremony.

Therefore, no proverbial balls were dropped. The practices at this graduation were aligned to the practices at previous Beaufort High School Graduation Ceremonies. The only exception was that the Sheriff Department was not there to direct traffic after the event.

Additionally, the tragic event that occurred after the Beaufort High School Graduation was certainly unfortunate. However, we must keep in mind that it occurred at an off campus site and was not school related. Also, let us remember that there is absolutely no feasible way to determine or anticipate when a shooting will occur in our community. Finally, after speaking to the Beaufort High School SRO and receiving information regarding the lack of a contract for services, I have already requested that the services be contracted and provided for all events next academic year.

Best Regards

On Jun 7, 2019, at 5:49 PM, Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)> wrote:

Dear Dr. Berg:

This is in follow-up to our conversation last night at the graduation of Hilton Head High School. You advised me that the reason there no law enforcement present at the Beaufort High School's Graduation was based on the sole decision not to retain them made by Charity Summers, Principal of Beaufort High School. I questioned you concerning Ms. Summers' decision, as Principal, and you stated you did not know the reasoning behind her deciding not to engage law enforcement for a large, major event at the school under her direct control.

Further, you confirmed Beaufort High has always had law enforcement at their graduations. In fact, you confirmed the Beaufort County Sheriff's Office was retained in 2018 for the graduation at Beaufort High School. You told me you had discussed this with Alfredo Givens and he had confirmed the same.

If any of the above is incorrect, please notify me in writing of the inaccuracies.

I feel the ball was dropped when it came to the security at this large, major school event. As you are aware, a gun battle, resulting in the death of a young man, occurred within a very short distance from the Beaufort High School's Stadium not long after graduation concluded. It is upon the School District to be ever vigilant in ensuring we put things in place to protect the public while they are attending functions upon school property.

Thank you and I look forward to hearing from you in the very near future.

Sincerely,

**William Smith**

Beaufort County Board of Education

District 3

Telephone: 843) 441-4993

*"It takes a village"*

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 3:03 PM  
**To:** Cushingberry, Robyn L; Gwozdz, Christina S; Smith, William C; Berg, Herbert M  
**Subject:** Re: Agenda Setting for the June 25th BOE Meeting

I will attend by phone

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Cushingberry, Robyn L <robyn.cushingberry@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 12:58 PM  
**To:** Gwozdz, Christina S; Robine, Cathy G; Smith, William C; Berg, Herbert M  
**Subject:** Agenda Setting for the June 25th BOE Meeting

Please let me know if you are available for agenda setting on Tuesday, June 18, 2019 at 4:30p.m. This will be scheduled prior to the special called board meeting. We would meet in the Superintendent's conference room.

Thank you.  
Robyn

**Robyn L. Cushingberry**  
*Executive Assistant to the Board*  
Beaufort County School District  
2900 Mink Point Blvd  
Post Office Box 309  
Beaufort, South Carolina 29901  
[robyn.cushingberry@beaufort.k12.sc.us](mailto:robyn.cushingberry@beaufort.k12.sc.us)  
(843) 322-2357 Phone  
(843) 812-9761 Cell  
(843) 322-2342 Fax

### **Mission**

*The Beaufort County School District through a personalized learning approach will prepare graduates who compete and succeed in an ever- changing global society and career market place.*



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 3:14 PM  
**To:** Gwozdz, Christina S  
**Subject:** FW: Motion from Board Meeting

My favorite Chair: Just a heads up I'm going to need your help making this come out right..... They "no not know what they did"!! In 2/3 months the work load will grind the staff to just answering a million questions none on them matter. Herb

---

**From:** "Mercado, Amelia B" <Amelia.Mercado@beaufort.k12.sc.us>  
**Date:** Thursday, June 13, 2019 at 1:48 PM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Cc:** Robyn Cushingberry <Robyn.Cushingberry@beaufort.k12.sc.us>, "Holthus, Deborah A" <Deborah.Holthus@beaufort.k12.sc.us>  
**Subject:** Motion from Board Meeting

Below is the motion I pulled from BoardDocs regarding the State Department's Memos.

motion to copy the Board on all communications between the State of South Carolina Department of Education and the Superintendent.

Motion by David Striebinger, second by William Smith.

Final Resolution: Motion Approved

Yes: John Dowling, Christina Gwozdz, David Striebinger, Cathy Robine, Melvin Campbell, Rachel Wisnefski, William Smith

No: Earl Campbell, JoAnn Orischak, Tricia Fidrych

**Molly Mercado**

Administrative Associate  
Beaufort County School District  
amelia.mercado@beaufort.k12.sc.us  
(843)322-0731

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 3:30 PM  
**To:** Walton, Alice W  
**Subject:** Re: Coaches Spreadsheet

Thanks!

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Walton, Alice W <alice.walton@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 3:27 PM  
**To:** Robine, Cathy G  
**Subject:** RE: Coaches Spreadsheet

Hey Cathy,

We just finished tweaking it for board docs. I'm attaching it for you now. Call me with any questions.

*Alice W. Walton*  
Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Robine, Cathy G  
**Sent:** Thursday, June 13, 2019 3:02 PM  
**To:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** Coaches Spreadsheet

Hi Alice,

Are you able to send me the spreadsheet with coaches (Academic) ?

Thanks!

Cathy G. Robine

Beaufort County Board of Education

District 8

610-888-5296

---

**From:** Smith, William C <William.Smith2@beaufort.k12.sc.us>  
**Sent:** Thursday, June 13, 2019 3:45 PM  
**To:** Berg, Herbert M  
**Subject:** Re: BOE member @ District Office

Who is Will Smith

Sent from my iPhone

On Jun 13, 2019, at 11:19 AM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

Will: Is there something I can help with? Herb

---

**From:** Alice Walton <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Date:** Wednesday, June 12, 2019 at 7:38 PM  
**To:** "Berg, Herbert M" <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>  
**Subject:** Fwd: BOE member @ District Office

Alice W. Walton  
Beaufort County School District  
843-322-2419 Office  
843-812-8374 Mobile

Sent from my iPad

Begin forwarded message:

**From:** "Fallon, Daniel" <[Daniel.Fallon@beaufort.k12.sc.us](mailto:Daniel.Fallon@beaufort.k12.sc.us)>  
**Date:** June 12, 2019 at 7:35:27 PM EDT  
**To:** "Walton, Alice W" <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Subject:** BOE member @ District Office

Alice,

I hate to bother you after hours.

At 6:45 this evening I drove past the district office to check on a lot we own to see about flooding. As I passed I noticed a car parked in the front and someone standing at the doors. When I got closer I saw it was Will Smith.

I wanted to let someone know since it was after hours.

Daniel

Sent from my iPhone



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 14, 2019 8:45 AM  
**To:** Frank Rodriguez  
**Cc:** Gwozdz, Christina S; Crosby, Tonya V  
**Subject:** Fwd: Invitation to SCDOR Millage Setting Presentation

May not be of topic interest but the folks attending pretty much cover everyone you will interact with. Herb  
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---

**From:** Berg, Herbert M  
**Sent:** Friday, June 14, 2019 8:42:47 AM  
**To:** Crosby, Tonya V  
**Subject:** Fwd: Invitation to SCDOR Millage Setting Presentation

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---

**From:** William Prokop <wprokop@cityofbeaufort.org>  
**Sent:** Thursday, June 13, 2019 7:27:06 PM  
**To:** Jacobs, Ashley; Matthew Garnes - Town of Yemassee (mattgarnes@townofyemassee.org); Michael Czymbor (mczymbor@hardeevillesc.gov); stever@hiltonheadislandsc.gov; Orlando, Marc; Holland, Alicia; Amy Graybill; Andrews, Janet; Angie Hughes; Beckert, Jim; Boswell, Milton; Kline, Bruce; Jones, Buddy; Cadd, David; Robine, Cathy G; Chris Canaday; Gwozdz, Christina S; Covert, Michael; Striebinger, David R; Dawson, Gerald; Campbell, Earl; Eddie Boys; Flewelling, Brian; Glover, York; Harry Rountree; Berg, Herbert M; Hervochon, Chris; Howard, Alice G.; Orischak, Josephine A; Dowling, John R; John Thompson; John Troyer; Kathy Todd; Lauren Sturre; Lawson, Mark; Lewis, Chanel; McElynn, Lawrence; Campbell, Melvin P; Passiment, Joseph; Paul Boulware; Wisnefski, Rachel K; Geier, Richard P; Cushingberry, Robyn L; Rodman, Stewart; Rusnak, Amy; Sanders, Ebony; Sommerville, Paul; Crosby, Tonya V; Fidrych, Patricia; Willis, Van; Vickie Isaacs; Walls, Maria; Smith, William C; Wright, George  
**Subject:** Re: Invitation to SCDOR Millage Setting Presentation

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you Ashley the City will be represented at the meeting. Bill

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On Thu, Jun 13, 2019 at 7:23 PM -0400, "Jacobs, Ashley" <[ashley.jacobs@bcgov.net](mailto:ashley.jacobs@bcgov.net)> wrote:

*This message is for Beaufort County Council, Beaufort County School Board, City of Beaufort, Town of Port Royal, Town of Bluffton, Town of Hilton Head, Town of Yemassee, Bluffton Fire District, Burton Fire District, Daufuskie Island Fire District, Lady's Island/St. Helena Fire District, Sheldon Fire District, Fripp Island Public Service District, Broad Creek Public Service District, Hilton Head Public Service District, County Assessor, County Auditor and County Treasurer.*

Beaufort County will host a millage setting presentation provided by the South Carolina Department of Revenue on Thursday, June 27, 2019, at 10:00 AM in Beaufort County Council Chambers, 100 Ribaut Road.

This millage setting presentation is for the benefit and education of all Beaufort County taxing districts that establish millage rates for the purpose of generating ad valorem tax revenue. Beaufort County respectfully requests that each taxing district have a representative at this presentation. If you are unable to attend, the meeting will be broadcast on County Channel and will be available as video on demand afterwards.

SCDOR has been traveling across the state and making this presentation to counties and other taxing districts. We believe you will find it helpful and informative, and look forward to seeing you on June 27.

Best regards,

Ashley M. Jacobs, MPA  
County Administrator  
Beaufort County Government, SC  
843-255-2023 (Office)



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 14, 2019 12:24 PM  
**To:** Gwozdz, Christina S  
**Subject:** [REDACTED]

I received the second grievance yesterday.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED] Herb

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 14, 2019 2:11 PM  
**To:** Gwozdz, Christina S  
**Subject:** Fwd: Confidential

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**From:** Berg, Herbert M  
**Sent:** Friday, June 14, 2019 8:40:33 AM  
**To:** Berg, Herbert M  
**Subject:** Re: Confidential

Received read and will handle. Herb

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---

**From:** Berg, Herbert M  
**Sent:** Friday, June 14, 2019 8:39:51 AM  
**To:** Walton, Alice W  
**Subject:** Fwd: Confidential

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---

**From:** [REDACTED]  
**Sent:** Friday, June 14, 2019 12:23:05 AM  
**To:** Berg, Herbert M  
**Subject:** Confidential

Hello Dr. Berg,  
I have some concerns I am interested in sharing with you. Please see the attached forms. These forms provide details regarding my concerns.  
Thank you for any assistance you are able to provide to me in resolving these concerns.

[REDACTED]

[REDACTED]

[REDACTED]



---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Sunday, June 16, 2019 7:30 AM  
**To:** Geier, Richard P; Berg, Herbert M  
**Cc:** Crosby, Tonya V  
**Subject:** Re: 2nd budget reading to County Council

Dick,  
Think it is extremely beneficial to the District that you are attending the second budget reading to County Council. You did a great job with your comments at the first reading. I concur with you that it would be very helpful to educate the Council this time around re amount of our budget increase due to state and federal mandates and those that are unfunded.

Unfortunately, I will not be able to attend tomorrow evening as I will be returning from Maine.

Best Regards,  
Tina

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Geier, Richard P  
**Sent:** Saturday, June 15, 2019 10:32:56 PM  
**To:** Berg, Herbert M  
**Cc:** Crosby, Tonya V; Gwozdz, Christina S  
**Subject:** Re: 2nd budget reading to County Council

OK, where would you like to meet?

Sent from my iPad  
Colonel Richard P. Geier USA (Ret)  
Beaufort County Board of Education  
District 5 Representative  
Beaufort/Burton/Spring Island/Callawassie Island

On Jun 15, 2019, at 8:46 PM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

A pre meeting planning session would be a very good idea say 30/45 minutes ahead of time

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**From:** Geier, Richard P  
**Sent:** Saturday, June 15, 2019 7:47:21 PM  
**To:** Berg, Herbert M  
**Cc:** Crosby, Tonya V; Gwozdz, Christina S  
**Subject:** Re: 2nd budget reading to County Council

I will be there and suggest that we have the data about the real amount of the budget increase that includes additional State funding and mandatory unfunded State and Federal mandates. Perhaps we can meet Monday afternoon.

Dick

Sent from my iPad  
Colonel Richard P. Geier USA (Ret)  
Beaufort County Board of Education  
District 5 Representative  
Beaufort/Burton/Spring Island/Callawassie Island

On Jun 15, 2019, at 11:32 AM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

I would like have u there

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---

**From:** Geier, Richard P  
**Sent:** Friday, June 14, 2019 5:42:35 PM  
**To:** Berg, Herbert M  
**Cc:** Crosby, Tonya V; Gwozdz, Christina S  
**Subject:** 2nd budget reading to County Council

Herb,

Would you like me to attend this coming Monday's 2nd reading of our budget to County Council?

Dick

Sent from my iPad  
Colonel Richard P. Geier USA (Ret)  
Beaufort County Board of Education  
District 5 Representative  
Beaufort/Burton/Spring Island/Callawassie Island

---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Monday, June 17, 2019 3:18 PM  
**To:** Berg, Herbert M; Cartledge, Wendy B  
**Subject:** Exec session tomorrow

What is the employment matter re personnel hiring?

Thank you.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555



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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Monday, June 17, 2019 6:31 PM  
**To:** Walton, Alice W; Almond, Bonnie N  
**Subject:** Fwd: Self contained classes

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**From:** Amanda Henzler <amandahenzler@gmail.com>  
**Sent:** Monday, June 17, 2019 6:05:01 PM  
**To:** Berg, Herbert M  
**Subject:** Self contained classes

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Dr Berg,  
Thank you for looking into the change of location for the early childhood self contained classrooms. I still have not heard from the administration about what will occur for next year. I was told to contact you if we hadn't heard anything.  
Thanks again!  
Ananda Henzler  
404-558-8641

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**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 19, 2019 11:26 AM  
**To:** Berg, Herbert M; BOE  
**Subject:** Re: Board Meeting

Thanks for sharing! This is encouraging

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Berg, Herbert M  
**Sent:** Wednesday, June 19, 2019 10:14:28 AM  
**To:** BOE  
**Subject:** FW: Board Meeting

First speaker last night. I asked if her remarks were available. HMB

---

**From:** Amanda Patel <apatel0218@gmail.com>  
**Date:** Tuesday, June 18, 2019 at 7:28 PM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>, "herb.berg@beaufort.k12.sc.us" <herb.berg@beaufort.k12.sc.us>  
**Subject:** Board Meeting

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Dr. Berg,

It was a pleasure to meet you. As requested, below, you'll find what I prepared to present to the board. Thank you again for going out of your way to speak with me.

Sincerely,  
Amanda Patel

My name is Amanda Patel. I'm a Beaufort County resident in favor of the referendum being placed on November's ballot.

This evening, I stand before you with the understanding that there is resistance among some board members.

As a resident and mother who whole heartedly believes our town can only achieve excellence by providing much needed resources to improve education and our schools infrastructures, I ask you to listen and see your vote through the lens of bettering education not solely from the areas you represent, but Beaufort County as a whole.

Through the reporting by Beaufort Gazette, I understand there are some specific concerns; therefore, I'd like to offer my thoughts to help gain your support for the referendum to be placed on November's ballot.

Fair Representation- it was stated "every district must have some skin in the game." I hear you. Although my children attends a school that may not benefit from the referendum, my children have skin in the game. Their skin is their futures. You see, I believe by bettering any school within Beaufort County while it may not be my children's school, it will be a school that teaches my children's future colleagues, neighbors, county citizens, politicians, possibly school board members & for that reason, I believe we ALL have skin in this game. It's our future. Our children's future.

Timing- data shows again and again time does not work in the favor of education. By delaying the referendum vote, we are sending a very cold message to Beaufort County teachers, students, parents and potential Beaufort County residents. The delay will only hold back our students, our county from achieving academic growth and state excellence.

I'm aware there is fear of resistance from unsettled residents regarding Principal O'nan. I understand the anger and hurt, but we as adults, those responsible for decision making and doing right by majority- we must empathize but not allow fear including lack of votes control or stop us from doing what's best for our schools, our future.

Last but not least- campaign. I understand the law prohibits members from using government resources to promote or discourage a referendum. That's why we are here. Each person in this room is your campaigner. I'm your campaigner. Each of us has an audience who wants a brighter future. We will motivate. We will inspire. From the sidelines, have faith in us, your county residents... and I assure you- the campaign will be loud and clear for all to hear and drive voters to the polls.

I want to personally thank you for allowing me the opportunity to stand before you and speak.

Until tonight, I've never attended a board meeting. Because of my personal fears and insecurities of speaking before you, I was the echo, the one leaving the weight on the shoulders of the brave to speak up, to be my voice. Today, I choose to no longer be that echo but be that voice.

The brightness of my children's future, our county's future, the future of every person within this room doesn't come without a cost and rests within each of you, your votes to improve Beaufort County Schools, the quality of education and infrastructures by voting to approve the referendum being placed on November's ballot.

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 19, 2019 12:20 PM  
**To:** Walton, Alice W  
**Subject:** FW: [REDACTED]

FYI HMB

---

**From:** "Lambert, Hollis K" <Hollis.Lambert@beaufort.k12.sc.us>  
**Date:** Wednesday, June 19, 2019 at 10:00 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** Car [REDACTED]

Dear Dr. Berg,

I would like to personally thank you for the contribution you have made to Beaufort County School District, especially your support for the teachers. I'm certain that stepping into a temporary position as Superintendent was not easy. You were appreciated and will be missed. With your departure pending and Carole Ingram's unexpected retirement from Beaufort Middle School, it appears many changes will be taking place in our district and work place. It is because of this I have concerns for who will be chosen to step into the shoes of our fine leader.

Beaufort Middle has been a front runner since opening in 2001. Having had the pleasure of working with both Randy Wall, Carole Ingram and numerous vice principals, I have seen the impact that positive leadership has on staff, parents, students and the community. Our school has built a positive reputation in the hearts and minds of Beaufort's citizens, and we have maintained strong ties to the community. I feel it is important to continue the vision that has made Beaufort Middle the trusted, student-centered educational community it is today. Therefore, I ask that you consider

[REDACTED]

[REDACTED]

[REDACTED] I hope that you, too, will find her to be the best fit for Beaufort Middle School's next principal.

Educationally yours,

Holly Lambert  
(your D-7 room buddy)

---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 5:38 AM  
**To:** Berg, Herbert M  
**Subject:** Fwd: Beaufort County School District Safety and Growth

This email contains administrative issues so I am forwarding it on to you. Mel Campbell received a similar email and he has forwarded it to the BOE.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Rob Lanzone <rlanzone2@gmail.com>  
**Sent:** Wednesday, June 19, 2019 1:40 PM  
**To:** Rob Lanzone  
**Cc:** Gwozdz, Christina S  
**Subject:** Re: Beaufort County School District Safety and Growth

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Trustee Gwozdz,

I'm glad to see the school board of trustees voted to have a referendum on this year's election ballot.

With regard to a few things that came up in last night board meeting discussions.

1. I spoke to the mom last night that had a child in one of the mobiles at RRA this past school year. There is / was a leak in the mobile from bad window flashing (indication of poor construction) when rain came down on a bit of an angle. It would be good to know if this issue has been fully addressed for the upcoming school year. It's a shame a mobile has this issue in it's first year of use at RRA. This and the the security concerns I outlined previously around mobiles makes it well past the time to mobilize and strategize and fund away from mobiles.

2. The MRHS band parents and students were told that the plan for the upcoming school year was to consolidate the band and chorus into the band room to free up the classroom chorus was held in this past year for some other need (rob Peter, pay Paul). With the award winning band program going from roughly 70 students to roughly 120 students and the chorus with roughly 40 students; I don't know how this will work effectively next school year. There are only 4 school blocks per day. 40 students per class?
3. I am in support of 8% funds to repair the gym that Trustee Smith spoke about last night as long as the referendum passes. If the referendum does not pass and there is not enough 8% funds to cover the gym as well as expansion of RRA and MRHS (board members have spoken in an open forum they would support funding in this manner should a referendum fail to pass) then the two expansion projects should take precedence over the gym renovations. I think any resolution from the board should have this contingency wording in it since an 8% RRA / MRHS expansion resolution was proposed to the board by a concerned citizen in the past and the board chose not to make such a resolution at that time. Safe four walls inside a real school with chairs, desks takes precedence over a gym in disrepair, unfortunately. Hospital screens is not a safe border to a classroom that we had last year at MRHS. A mobile isn't as well.

Thank you for your time and effort as a school board trustee.

~Rob Lanzone

On Tue, Feb 5, 2019 at 5:26 PM Rob Lanzone <[rlanzone2@gmail.com](mailto:rlanzone2@gmail.com)> wrote:

Trustee Gwozdz,

Thank you for providing your time and service as a School Trustee for the Beaufort County School District. The community has placed a great deal of trust in you to represent them in performing the duties of a trustee, which, at its core, is to enable and foster the education of the young people of Beaufort County.

The January 15th board meeting agenda included a School Security Update, Future Referendum, Facility Assessment for three additional schools, School Zoning and a Mobile Plan among other items.

#### **With Regard to School Security**

There have been past discussions and community input to the board on this subject. Mr. David Grissom provided his update at the board meeting indicating a plan to have further assessments done. David spoke to limitations that still exist for staffing from the Sheriff's office that precludes a more comprehensive coverage at the elementary schools in the district.

There was no discussion of the impact of overcrowding at certain district schools that bring up security concerns as well. Let me illustrate by two very real and very specific examples.

#### **Example 1:**

At May River High School there are classes being held at the end of a hallway on the 2nd floor for English to Speakers of Other Language (ESOL) students near the rest of the English Department classrooms. This is not a classroom, but rather a hallway bordered by “screens” not too dissimilar to a hospital privacy screen. This raises a number of concerns:

1. Where do these students go during a lockdown? The nearby classroom?
2. I know part of the procedures for a lockdown is to lock the door and let nobody in until the all clear is announced. Do these nearby classrooms stay open longer so these students can join the rest of the students in the classroom putting them at additional risk for the time this will take? How do the teachers of the ESOL and nearby classroom know if all students have safely made it into the classroom?
3. This situation (DUE TO OVERCROWDING) at the very least, complicates any lockdown procedures in place.
4. To further exacerbate the security concern here, this end of hallway classroom is adjacent to a substantial clear glass window in full sight from the school’s main lobby, thus any shooter need only get past one of the three lobby doors to gain entry to the school and get a clear shot of the students and faculty conducting class through this large clear glass panel.

### **Example 2:**

At River Ridge Academy a mobile was installed last summer to alleviate overcrowding at the school. Anyone driving up from the main entrance to the school off of Bluffton Parkway can make an immediate right turn where the parking lots begin and head straight for the mobile in seconds. The students in these classrooms are not afforded the same protection of staff controlling three doors to enter the school from the main entrance.

The subjects of School Security, Future Referendum, Facility Assessment for three additional schools, School Zoning, Mobile Plan are all tied together that impact each other.

I’d like to include here excerpts from Title 59, Chapter 13 of the South Carolina State Code of **Law** - <https://www.scstatehouse.gov/code/t59c019.php>

### **From Title 59 - Education, CHAPTER 19, School Trustees, ARTICLE 1**

SECTION 59-19-90. General powers and duties of school trustees.

The board of trustees shall also:

(1) Provide schoolhouses. Provide suitable schoolhouses in its district and make them comfortable, paying due regard to any schoolhouse already built or site procured, as well as to all other circumstances proper to be considered so as best to promote the educational interest of the districts;

(5) Control school property. Take care of, manage and control the school property of the district;

(6) Visit schools. Visit the public schools within its district from time to time and at least once in every school term and take care that they are conducted according to law and with the utmost efficiency;

In this day and age, a schoolhouse with students holding class in a hallway behind hospital privacy screens is no longer a schoolhouse, but rather a recipe for these students to become victims of a school shooting and be airlifted to a hospital with similar privacy screens as these students' current "classroom".

Similarly, a mobile unit no longer meets the criteria for a schoolhouse, particularly how they have been placed at RRA with no border protection.

I look forward to this board of trustees to aggressively and orderly address these distressing issues. My fear is that if not properly addressed by the school board of trustees, this community via the board of trustees the community entrusted with these duties may ultimately have blood on their hands.

I look forward to your feedback to me on these very important issues and how you address them as a trustee in both your words and actions.

Sincerely,  
Robert Lanzone, Beaufort County Resident, District 7.



---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 8:31 AM  
**To:** Berg, Herbert M; Gwozdz, Christina S  
**Cc:** BOE  
**Subject:** Re: Beaufort County School District Safety and Growth

I also got the email... so I'm assuming it was sent to all of us.

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Berg, Herbert M  
**Sent:** Thursday, June 20, 2019 8:14:42 AM  
**To:** Gwozdz, Christina S  
**Cc:** BOE  
**Subject:** Re: Beaufort County School District Safety and Growth

The issues raised will be liked into. Herb  
Get [Outlook for iOS](#)

---

**From:** Gwozdz, Christina S  
**Sent:** Thursday, June 20, 2019 5:38:23 AM  
**To:** Berg, Herbert M  
**Subject:** Fwd: Beaufort County School District Safety and Growth

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Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

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**Cc:** Gwozdz, Christina S  
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(6) Visit schools. Visit the public schools within its district from time to time and at least once in every school term and take care that they are conducted according to law and with the utmost efficiency;

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Sincerely,  
Robert Lanzone, Beaufort County Resident, District 7.

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 11:07 AM  
**To:** Walton, Alice W  
**Subject:** FW: Special Education Program

Know anything?

---

**From:** Sarah Hurst <sarah@hurstpub.com>  
**Date:** Wednesday, June 19, 2019 at 7:41 PM  
**To:** "Fidrych, Patricia" <Patricia.Fidrych@beaufort.k12.sc.us>  
**Cc:** "Christina Gwozdz, M.D." <Christina.Gwozdz@beaufort.k12.sc.us>, "Robine, Cathy G" <Cathy.Robine@beaufort.k12.sc.us>, "Campbell, Melvin P" <Melvin.Campbell@beaufort.k12.sc.us>, "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>, "Wisnefski, Rachel K" <Rachel.Wisnefski@beaufort.k12.sc.us>, "Smith, William C" <William.Smith2@beaufort.k12.sc.us>, Earl Campbell <earl.campbell@beaufort.k12.sc.us>, John Dowling <John.Dowling@beaufort.k12.sc.us>, "Geier, Richard P" <Richard.Geier@beaufort.k12.sc.us>, "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us>, David Striebinger <David.Striebinger@beaufort.k12.sc.us>  
**Subject:** Re: Special Education Program

I still have not heard anything and it's been over a week and a half since I spoke with you last. None of my friends have. Just an FYI.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](#)  
Fax: [\(843\) 682-3205](#)  
[www.BigFatHHI.com](#)  
[www.facebook.com/bfcouponshhi](#)

On Jun 7, 2019, at 9:10 AM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,  
Again, thank you for your e-mail yesterday. Dr. Berg has investigated the situation and, as a result, any parent who was told there would be a change will be contacted by the principal who shared that information. If you do not hear from that principal within the next few working days, please contact Dr. Berg directly.

Sincerely,  
Tricia Fidrych  
Academic Committee Chair  
Beaufort County School District  
Board of Education  
District 4 Representative

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Thursday, June 6, 2019 4:28 PM  
**To:** Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>  
**Cc:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisnefski, Rachel K <[Rachel.Wisnefski@beaufort.k12.sc.us](mailto:Rachel.Wisnefski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
**Subject:** Re: Special Education Program

Thank you. I will make sure to attend.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](mailto:P.O.Box21218@hiltonhead.com)  
[Hilton Head Island, SC 29925](mailto:HiltonHeadIsland,SC29925@hiltonhead.com)  
Cell: [\(843\) 422-0054](tel:8434220054)  
Fax: [\(843\) 682-3205](tel:8436823205)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 6, 2019, at 3:56 PM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,  
Greatly appreciate your email. Dr. Berg is investigating the situation and we will address it during the Academic Committee meeting scheduled for June 26<sup>th</sup> from 4-6 p.m. at the District Office.  
Sincerely,  
Tricia Fidrych

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Thursday, June 6, 2019 3:36 PM  
**To:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisnefski, Rachel K <[Rachel.Wisnefski@beaufort.k12.sc.us](mailto:Rachel.Wisnefski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
**Subject:** Special Education Program

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon!

I am sure I am not the first and nor will I be the last, but I am emailing you today on behalf of [REDACTED]

Also, the zoning doesn't even really make sense from an outsiders perspective. I live in Hidden Lakes right by Red Cedar, also within a short drive of MC Riley. [REDACTED]

Not only is this just simply frustrating because of new uniforms, [REDACTED] and other logistics, but the children that thrive the most of consistency and routine are being tossed into different schools every year. [REDACTED]

Trust me, I understand that this district is growing at a rapid pace. People refuse to fund additional schools. It's a shame. Children will have to be moved around to make space, but the way this has been handled is unfair to us parents. We have not been given much notice or a thorough explanation. More importantly, it was not announced until well after the Choice program was closed. I have numerous friends who will have children at two different elementary school that are being told that they are probably out of luck. When we were moved [REDACTED], we were notified in the spring. Plans could be made.

I guess I am just emailing you so you know that I am upset and disappointed with how this was handled between the zones themselves and the timing. I hope things will be handled differently in the future.

Thank you for your time and consideration.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](#)  
Fax: [\(843\) 682-3205](#)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](http://www.facebook.com/bfcouponshhi)



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**From:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 12:22 PM  
**To:** [REDACTED] M; Berg, Herbert M  
**Subject:** RE: Concern...Please see attached

[REDACTED]

I will get this document in the hands of the appropriate person. Thank you for your courage.

Regards,

*Alice W. Walton*

Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** [REDACTED]  
**Sent:** Thursday, June 20, 2019 12:05 PM  
**To:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>; Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** Concern...Please see attached

Please see attached.

[REDACTED]

[REDACTED]

[REDACTED]

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**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 12:32 PM  
**To:** Robine, Cathy G  
**Subject:** Re: AC work and technology Audit

Your response was exactly what I was thinking.  
Thank you.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Robine, Cathy G  
**Sent:** Thursday, June 20, 2019 11:40:36 AM  
**To:** Dowling, John R; Fidrych, Patricia  
**Cc:** Crosby, Tonya V; Berg, Herbert M; Frank; BOEOnly; Robinson, Christine T  
**Subject:** RE: AC work and technology Audit

I wonder if this is a bit different as the Committee is NOT RECOMMENDING action.....instead we are recommending inaction. In other words a recommendation came before the committee, we vetted it and decided not to move it forward. I would guess that other committees discuss recommendations and decide not to act on them....

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

---

**From:** Dowling, John R  
**Sent:** Thursday, June 20, 2019 10:50 AM  
**To:** Fidrych, Patricia <Patricia.Fidrych@beaufort.k12.sc.us>  
**Cc:** Crosby, Tonya V <Tonya.Crosby@beaufort.k12.sc.us>; Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>; Frank <drfrod@bellsouth.net>; BOEOnly <BOEOnly@beaufort.k12.sc.us>; Robinson, Christine T <Christine.Robinson@beaufort.k12.sc.us>  
**Subject:** Re: AC work and technology Audit

Should not this recommendation be given to the full Board for a vote of Approval? It is my understanding that Committees do not submit recommendations directly to the Administration.

Correct me if I'm wrong.

Best Regards,  
JOHN DOWLING  
DISTRICT 6 REPRESENTATIVE  
BEAUFORT COUNTY BOE

Sent from my iPad

On Jun 20, 2019, at 10:42 AM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Crosby and Dr. Berg,

After much consideration and discussion during yesterday's Academic Committee meeting with Ms. Christy Robinson, Director of Educational Technology, the members of the committee decided that they would not recommend the Technology Audit by McRel International be approved at this time. There were several reasons for this decision, some of which are noted below.

1. Through the discussion with Ms. Robinson, the Committee determined that the Technology Department has already made some assessments regarding implementation of technology in school buildings, professional development, and usage of various software. The Academic Committee recommended that the BCSD Technology Department conducts a self-evaluation using the measurement tool contained within the BCSD Technology Plan. And, that the Technology Department present that self-evaluation, along with student usage of instructional software, and costs, and any other pertinent information to the BCSD BOE.
2. Part one of the report requires interview with leadership. Since the District will have a new Superintendent and is seeking new leadership in Instruction, and given that Instruction and Technology are integrally joined, an interview with leadership at this time might not deliver the information nor guidance desired.
3. The Evaluation Team will visit up to 8 schools. The committee deems that sample size is too small.
4. Part two of the report would "...include a set of school profiles that provide summary of student achievement at the schools included in the study. The other part of the profile will summarize how technology was implemented at the school so BCSD can begin to look for patterns between instructional technology implementation and student achievement ". The committee determined that the eight school profiles of student achievement are already available to us from in-house and that since BCSD Technology personnel are in schools assessing how technology is implemented in schools through their professional development work, that the Audit will not provide us with an analysis that is not already within the BCSD scope.
5. In the Scope of Work it states, "The ultimate goal of implementing instructional technology through BCSD is to improve student achievement. Although this evaluation will not be able to demonstrate a causal link between technology instruction in the classroom, the evaluation will begin to examine how the district implemented technology..." The committee, as is the Board, is interested in determining a link between technology and instruction and believe there is a way to assess that with a joint venture between our own departments of Instruction and Technology.
6. The State of SC is implementing a new Technology Plan format for this upcoming year that will guide the new BCSD Technology Plan.
7. Even though the cost of this audit is included in the current year's budget, the expenditure at this time was a consideration.

In summary, the Academic Committee supports our Technology Department and believes that, in concert with our Instructional Services personnel, educated and informed decisions regarding the District's use of technology and its impact on Student Achievement can be made.

Sincerely,  
Tricia

Tricia Fidrych  
Academic Committee Chair

Beaufort County School District  
Board of Education  
District 4 Representative

Tricia Fidrych  
Beaufort County School District  
Board of Education  
District 4 Representative

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 12:47 PM  
**To:** Beth Lewis; Gwozdz, Christina S; Smith, William C; Campbell, Earl; Campbell, Melvin P; Dowling, John R; Fidrych, Patricia; Geier, Richard P; Orischak, Josephine A; Striebinger, David R; Wisnefski, Rachel K  
**Cc:** Cushingberry, Robyn L; Browne, Chavon S  
**Subject:** Re: November Referendum

Thank you for your email.

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Beth Lewis <bethlewisbcsc@gmail.com>  
**Sent:** Monday, June 17, 2019 11:29:33 PM  
**To:** Gwozdz, Christina S; Smith, William C; Campbell, Earl; Campbell, Melvin P; Dowling, John R; Fidrych, Patricia; Geier, Richard P; Orischak, Josephine A; Robine, Cathy G; Striebinger, David R; Wisnefski, Rachel K  
**Cc:** Cushingberry, Robyn L; Browne, Chavon S  
**Subject:** November Referendum

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening, Board Members -

My name is Beth Lewis and I am emailing tonight as a parent of a Port Royal Elementary School student and co-chair of the school's SIC Committee. I'd like to express my support for a school referendum on the November ballot.

In preparation for writing this email, I decided to remind myself what the School District's Mission, Vision and Core beliefs were. I was surprised to learn how similar our goals, visions, core beliefs, and responsibilities are. The Beaufort County School District wants to accomplish the same things I do as a parent.

The key difference however is that I am only responsible for two tiny humans. Your job is far different. You must make decisions that impact approximately 22,000 students, taking into account their family status, their backgrounds, their economic status, and all of the things that go along with the responsibility of educating our children. In addition, let's not forget the impact on all of the district and support staff that work so tirelessly for them day-in-and-day-out. Your decisions are not easy, I am sure of it.

What I would ask each of you to consider before tomorrow night's vote though are the following: What are we working for and how do we intend to get there? Can we continue to give all of our students a safe, nurturing, and engaging environment without a referendum that helps address school safety, security, classroom size/space/quality, on the November

ballet? Can we continue to prepare graduates to **compete and succeed in an ever-changing global society and career marketplace** without a referendum that assists us with improving the district's technology, technology education, classroom, and school/grounds maintenance needs?

I looked at CRPC's overarching priorities again and without a doubt come to same conclusion each time I read them. Yes, we need a referendum in November to help fund these priorities and assist us with accomplishing our District mission and vision for each and every student of the Beaufort County School District.

With confidence, facts, and one unified voice I believe we can make a successful referendum a reality this November.

Thank you for your time,  
Beth Lewis  
Port Royal Elementary School Parent

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 2:01 PM  
**To:** Gwozdz, Christina S  
**Subject:** FW: Concern...Please see attached  
**Attachments:** Board Member Complaint\_062019.pdf

# 4!!

---

**From:** [REDACTED]  
**Date:** Thursday, June 20, 2019 at 12:05 PM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>, Alice Walton <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** Concern...Please see attached

[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 3:14 PM  
**To:** Gwozdz, Christina S  
**Subject:** FW: Budget

CG: FYI

---

**From:** Stu Rodman <sturodman@gmail.com>  
**Date:** Thursday, June 20, 2019 at 11:31 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Cc:** Tonya Crosby <Tonya.Crosby@beaufort.k12.sc.us>  
**Subject:** Budget

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Herb and Tonya,

It might be useful to have one more off the record discussion before the BoE Meeting tomorrow and Council on Monday.

I assume that:

1. I will continue to prevail on the full look-back, 9.5% millage increase, and
2. Breaking the 388 cap, requiring 8 Council votes (delayed to the fall), is problematic and unlikely to pass.

It is my understanding, the District's opponents argue two Expenditure reduction numbers:

1. \$1 million cut recommended by Staff (original \$2 million less the 1.1).
2. \$4 million (perhaps misunderstood \$5 million which may or may not have been voted by the BoE less the 1.1)

Thus, two questions emerge in my mind:

1. With only the 9.5% increase (and assuming the \$254 million passes Council), what is the resulting Reserve % (vs. 10% minimum)?
2. If the Reserve is less than 10%, what cut is required to get to 10%?

At the end of the day, my take:

1. Council will most likely pass the \$254 and the 9.5%.
2. The broader issue may be:  
Does the District win narrowly on Council and BoE votes on the Budget, but  
Risk the Referendum because opponents point to such split votes.

Happy to discuss privately,

Cheers,



Stu

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Thursday, June 20, 2019 4:43 PM  
**To:** Walton, Alice W  
**Subject:** Re: HHIHS principal

Thanks so much!

Cathy G. Robine  
Beaufort County Board of Education  
District 8  
610-888-5296

---

**From:** Walton, Alice W  
**Sent:** Thursday, June 20, 2019 4:41:20 PM  
**To:** Robine, Cathy G  
**Subject:** RE: HHIHS principal

Hello Cathy,

Interviews have not been scheduled yet. We are finalizing screening of the applicants and taking them to Dr. Berg and Dr. Rodriguez next week for them to make a final selection of candidates to interview. Once that is done, we will begin scheduling interviews.

Call me if you want to chat further.

Regards,

*Alice W. Walton*  
Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Robine, Cathy G  
**Sent:** Thursday, June 20, 2019 3:11 PM  
**To:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** HHIHS principal

Hi Alice,

Can you give me an update on interview process for HHIHS principal?

I've gotten some questions regarding where we are .... thinks. I apologize if this was discussed in executive session on Tuesday.

Thanks,

Cathy

Cathy G. Robine

Beaufort County Board of Education

District 8

610-888-5296

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 21, 2019 8:43 AM  
**To:** Walton, Alice W  
**Subject:** FW: Re recent email from parent of special needs student

Talk on Monday Herb C U Sunday eve. Herb

---

**From:** "Fidrych, Patricia" <Patricia.Fidrych@beaufort.k12.sc.us>  
**Date:** Thursday, June 20, 2019 at 4:00 PM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Cc:** "Christina Gwozdz, M.D." <Christina.Gwozdz@beaufort.k12.sc.us>, "Robine, Cathy G" <Cathy.Robine@beaufort.k12.sc.us>, "Campbell, Melvin P" <Melvin.Campbell@beaufort.k12.sc.us>, "Wisniewski, Rachel K" <Rachel.Wisniewski@beaufort.k12.sc.us>, "Smith, William C" <William.Smith2@beaufort.k12.sc.us>, Earl Campbell <earl.campbell@beaufort.k12.sc.us>, John Dowling <John.Dowling@beaufort.k12.sc.us>, "Geier, Richard P" <Richard.Geier@beaufort.k12.sc.us>, "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us>, David Striebinger <David.Striebinger@beaufort.k12.sc.us>  
**Subject:** Re recent email from parent of special needs student

Dr. Berg,  
Would appreciate your input on this situation. I understood that Ms Walton said there would be no changes for the upcoming school year and that was to be conveyed to the parents.  
According to Ms. Hurst's recent email, that was not the case.  
Thank you for your attention to this matter.  
Sincerely,  
Tricia  
Get [Outlook for iOS](#)

---

**From:** Sarah Hurst <sarah@hurstpub.com>  
**Sent:** Thursday, June 20, 2019 3:45 PM  
**To:** Berg, Herbert M  
**Cc:** Fidrych, Patricia; Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Wisniewski, Rachel K; Smith, William C; Campbell, Earl; Dowling, John R; Geier, Richard P; Orischak, Josephine A; Striebinger, David R  
**Subject:** Re: Special Education Program

FYI I just got a call from Carline and DeBruin wanting to touch base with me. [REDACTED] I don't know if they were avoiding taking out of turn or making promises they couldn't keep, but I just thought y'all should know.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](#)  
Fax: [\(843\) 682-3205](#)  
[www.BigFatHHI.com](#)  
[www.facebook.com/bfcouponshhi](#)

On Jun 20, 2019, at 8:18 AM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

I will look into the situation in the morning

Get [Outlook for iOS](#)

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Wednesday, June 19, 2019 7:40:52 PM

**To:** Fidrych, Patricia

**Cc:** Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Berg, Herbert M; Wisniewski, Rachel K; Smith, William C; Campbell, Earl; Dowling, John R; Geier, Richard P; Orischak, Josephine A; Striebinger, David R

**Subject:** Re: Special Education Program

I still have not heard anything and it's been over a week and a half since I spoke with you last. None of my friends have. Just an FYI.

Sarah Hurst

Big Fat Coupon Book

[P.O. Box 21218](#)

[Hilton Head Island, SC 29925](#)

Cell: [\(843\) 422-0054](tel:(843)422-0054)

Fax: [\(843\) 682-3205](tel:(843)682-3205)

[www.BigFatHHI.com](http://www.BigFatHHI.com)

[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 7, 2019, at 9:10 AM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,

Again, thank you for your e-mail yesterday. Dr. Berg has investigated the situation and, as a result, any parent who was told there would be a change will be contacted by the principal who shared that information. If you do not hear from that principal within the next few working days, please contact Dr. Berg directly.

Sincerely,

Tricia Fidrych

Academic Committee Chair

Beaufort County School District

Board of Education

District 4 Representative

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Thursday, June 6, 2019 4:28 PM

**To:** Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>

**Cc:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisniewski, Rachel K

<[Rachel.Wisnefski@beaufort.k12.sc.us](mailto:Rachel.Wisnefski@beaufort.k12.sc.us)>; Smith, William C  
<[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl  
<[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R  
<[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P  
<[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A  
<[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
**Subject:** Re: Special Education Program

Thank you. I will make sure to attend.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](mailto:P.O.Box21218@beaufort.k12.sc.us)  
[Hilton Head Island, SC 29925](mailto:HiltonHeadIsland@beaufort.k12.sc.us)  
Cell: [\(843\) 422-0054](tel:8434220054)  
Fax: [\(843\) 682-3205](tel:8436823205)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 6, 2019, at 3:56 PM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,  
Greatly appreciate your email. Dr. Berg is investigating the situation and we will address it during the Academic Committee meeting scheduled for June 26<sup>th</sup> from 4-6 p.m. at the District Office.  
Sincerely,  
Tricia Fidrych

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Thursday, June 6, 2019 3:36 PM  
**To:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>;  
Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin  
P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Fidrych, Patricia  
<[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>; Berg, Herbert M  
<[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisnefski, Rachel K  
<[Rachel.Wisnefski@beaufort.k12.sc.us](mailto:Rachel.Wisnefski@beaufort.k12.sc.us)>; Smith, William C  
<[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl  
<[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R  
<[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P  
<[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A  
<[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
[2.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
**Subject:** Special Education Program

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon!

I am sure I am not the first and nor will I be the last, but I am emailing you today [REDACTED]

Also, the zoning doesn't even really make sense from an outsiders perspective. I live in Hidden Lakes right by Red Cedar, also within a short drive of MC Riley. [REDACTED]

Not only is this just simply frustrating because of new uniforms, [REDACTED] new staff and other logistics, but the children that thrive the most of consistency and routine are being tossed into different schools every year. [REDACTED]

Trust me, I understand that this district is growing at a rapid pace. People refuse to fund additional schools. It's a shame. Children will have to be moved around to make space, but the way this has been handled is unfair to us parents. We have not been given much notice or a thorough explanation. More importantly, it was not announced until well after the Choice program was closed. I have numerous friends who will have children at two different elementary school that are being told that they are probably out of luck. When we were moved [REDACTED], we were notified in the spring. Plans could be made.

I guess I am just emailing you so you know that I am upset and disappointed with how this was handled between the zones themselves and the timing. I hope things will be handled differently in the future.

Thank you for your time and consideration.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](#)  
Fax: [\(843\) 682-3205](#)  
[www.BigFatHHI.com](#)  
[www.facebook.com/bfcouponshhi](#)

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 21, 2019 8:46 AM  
**To:** Walton, Alice W  
**Cc:** Gwozdz, Christina S; Frank Rodriguez  
**Subject:** FW: Request (Senior Staff)

Alice: any idea what this is about? And how many letters is she talking about? Are personal files/letters actual public? Talk on Monday. Herb

---

**From:** "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us>  
**Date:** Thursday, June 20, 2019 at 3:30 PM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>, Alice Walton <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** Request (Senior Staff)

Herb and Alice,

May I review any/all resignation and retirement letters submitted by **senior staff** members from 2016 to the present?

Thank you.

**JoAnn Orischak**  
*Beaufort County Board of Education*  
*District 11 (29928)*  
*Hilton Head Island*  
*C. (843) 338-1737*

Sent from my iPad



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Friday, June 21, 2019 3:07 PM  
**To:** Gwozdz, Christina S  
**Cc:** Crosby, Tonya V  
**Subject:** Tonight's SB meeting

Hate to miss it but tonight is Paula's last evening here in Beaufort and son Peter is down to take her home in the morning. I continue to think the coaches were the proper and right place to cut. They were hired with enthusiasm 10 years ago.. and have never established the expense improved anything. Nice people good employees but ROI clearly wasn't there. Making a descion one night then changing the next week makesthe SB look indecisive and more. And the next Q is.. do you change your mind agin next week? I understand you all make the final D. I'll see that it is implemented. Herb

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**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Friday, June 21, 2019 3:37 PM  
**To:** Gwozdz, Christina S  
**Subject:** FW: John Simmons-O’Nan Case

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

---

**From:** Orischak, Josephine A  
**Sent:** Friday, June 21, 2019 1:52 PM  
**To:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Cc:** Wisniewski, Rachel K <Rachel.Wisniewski@beaufort.k12.sc.us>; Dowling, John R <John.Dowling@beaufort.k12.sc.us>; BOEOnly <BOEOnly@beaufort.k12.sc.us>; Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>; Cartledge, Wendy B <Wendy.Cartledge@beaufort.k12.sc.us>  
**Subject:** Re: John Simmons-O’Nan Case

Cathy,

Cathy,

Do you understand the difference between 1) granting the chair the ability to choose an attorney from our list, and 2) signing a contract/retainer on the board’s behalf without the board having input to terms of the agreement, accompanied by a vote?

Our Procurement Code, because it exempts attorneys, permits the board to compile a list of attorneys we choose to work with sans a competitive bidding process. However, the Procurement Code does NOT permit a legal contract without BOARD or SUPERINTENDENT APPROVAL. It would have been grossly inappropriate for the superintendent to approve the board’s attorney contract in this matter, so it was incumbent upon the board to approve a contract.

The board did not approve a retainer/contract/agreement.

Additionally, the board was **not informed** that Tina signed anything per this matter. Were you informed as Vice Chair? Evidently, Will was not informed as Secretary.

Questions:

- 1) What were the terms of the agreement the chair signed for?
- 2) How much did the chair commit to (on behalf of the board) for attorney payment if needed?
- 3) Do you think the board might have wanted to weigh in on the terms of the agreement?

Stop running interference for the chair. You will find yourself in hot water too if you continue to cover for mistakes.

**JoAnn Orischak**

*Beaufort County Board of Education*

*District 11 (29928)*

*Hilton Head Island*

*C. (843) 338-1737*

Sent from my iPad

Sent from my iPad

On Jun 21, 2019, at 12:46 PM, Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)> wrote:

All,

It is my recollection that during our discussion of the next steps in the O’Nan case that Dr. Berg presented us with the following information: we needed to hire a hearing officer, he described the duties of the Hearing Officer, specifically that the Hearing Officer would collect information and present it to the Board and at that time we would need an attorney to represent us. We had a lengthy discussion regarding the referred hearing officer AND a short discussion of retaining Emerson as our attorney in this matter. I specifically recall that it was mentioned he was on our approved list.

We approved hiring the Hearing Officer at our March 19<sup>th</sup> meeting.

Cathy G. Robine

Beaufort County Board of Education

District 8 Representative

610-888-5296

---

**From:** Orischak, Josephine A

**Sent:** Friday, June 21, 2019 10:24 AM

**To:** Wisnefski, Rachel K <[Rachel.Wisnefski@beaufort.k12.sc.us](mailto:Rachel.Wisnefski@beaufort.k12.sc.us)>; Dowling, John R

<[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>

**Cc:** BOEOnly <[BOEOnly@beaufort.k12.sc.us](mailto:BOEOnly@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>;

Cartledge, Wendy B <[Wendy.Cartledge@beaufort.k12.sc.us](mailto:Wendy.Cartledge@beaufort.k12.sc.us)>

**Subject:** Re: John Simmons-O’Nan Case

Rachel/All,

Robyn can review the audio to confirm if this is correct. For argument sake, let's say it was Emmerson's name used at yesterday's Finance Committee meeting. The last time the board had been informed of exchanges with Emmerson and the lunch the chair had with him, he

communicated the board did not require counsel. That information was told to the board by the chair. The board received NO update as to which attorney had been contracted/retained per this matter.

Again, I had been requesting counsel for months per this matter. I was continually told that the board did not require counsel. (See email from chair.)

The point to all of this is that there continues to be information that does not trickle down to the rest of the board. If only a few board members were privy to the chair signing a retainer/contract, then we have serious communication problems between the chair and the board.

JoAnn Orischak  
Beaufort County Board of Education  
District 11  
Hilton Head Island  
C. (843) 338-1737

---

**From:** Wisnefski, Rachel K  
**Sent:** Friday, June 21, 2019 10:06:57 AM  
**To:** Dowling, John R  
**Cc:** Orischak, Josephine A; BOEOnly; Berg, Herbert M; Cartledge, Wendy B  
**Subject:** Re: John Simmons-O’Nan Case

I thought it was Emerson that she stated? That would make sense since he is on our atty list. Can someone please clarify?

Apologies for brevity. Sent from my BCSD iPhone. Rachel K. Wisnefski, PhD

Disclaimer: This email message (including all attachments) is intended only for the person or entity to which it is addressed. It may contain confidential and/or privileged information and material that may be protected by HIPAA, the Electronic Communications Privacy Act, and other federal and state confidentiality laws. Communications sent to or from the sender are subject to the SC Freedom of Information Act. Any review, retransmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is strictly prohibited and punishable to the fullest extent of the law. If you are not the intended recipient, please contact the sender by return email and destroy all copies of the original message.

On Jun 21, 2019, at 9:04 AM, Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)> wrote:

I would submit that this needs an explanation, and it needs to be done soon.

The explanation delivered at the Finance Committee meeting yesterday was unacceptable.

Officers, I request immediate agenda placement for this topic.

Officers, please advise.

JOHN DOWLING  
DISTRICT 6 REPRESENTATIVE  
BEAUFORT COUNTY BOE

Sent from my iPad

On Jun 21, 2019, at 8:59 AM, Orischak, Josephine A  
<[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)> wrote:

All,

In the attached February 5, 2019 minutes, John makes a motion to contract with John Simmons for a "specific matter". The "specific matter" was the highly-sensitive, high-profile O'Nan case.

The motion failed for lack of a second.

If you recall, the board had a rather extensive conversation surrounding which attorney the board should retain per the O'Nan matter. I suggested John Simmons, but the board (and I think Wendy, as well) submitted that his expertise would not extend to such a personnel matter.

With John's motion failing to get a second, and with the reservations expressed about Mr. Simmons in this matter, I am very surprised that the chair:

- 1) Signed a retainer/contract (?) for Simmons
- 2) Did not inform the board, who previously wouldn't even second John's motion to consider Simmons.

Please advise.

**JoAnn Orischak**  
*Beaufort County Board of Education*  
*District 11 (29928)*  
*Hilton Head Island*  
*C. (843) 338-1737*

<http://beaufortschools.net/common/pages/DisplayFile.aspx?itemId=19302231>

<05. February 15-16 2019 Board Work Session Minutes Approved.pdf>

Sent from my iPad

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Saturday, June 22, 2019 1:07 PM  
**To:** Gwozdz, Christina S  
**Subject:** Fwd: Disbursements

He sent this only to me. Fyi  
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---

**From:** Berg, Herbert M  
**Sent:** Saturday, June 22, 2019 1:06:03 PM  
**To:** Crosby, Tonya V  
**Subject:** Fwd: Disbursements

Please..  
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**From:** Berg, Herbert M  
**Sent:** Saturday, June 22, 2019 1:05:45 PM  
**To:** Dowling, John R  
**Subject:** Re: Disbursements

Consider it done!! Will miss you and the fun!

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---

**From:** Dowling, John R  
**Sent:** Saturday, June 22, 2019 12:52:59 PM  
**To:** Berg, Herbert M  
**Subject:** Disbursements

Herb,

Sadly, we enter our last week working together. As a parting gift, would you have Crosby have someone assemble documentation for disbursements to any of the following in the current or previous fiscal year:

1. McNair
2. SCAGO
3. Compass
4. BFM
5. Frannie Heiser
6. Brian Nurick
7. William Saunders

The list may seem a little long, but should pose no challenge to the Acct Payable System.

Thank You,  
JOHN DOWLING

DISTRICT 6 REPRESENTATIVE  
BEAUFORT COUNTY BOE

Sent from my iPad



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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Saturday, June 22, 2019 3:36 PM  
**To:** Almond, Bonnie N; Walton, Alice W; Crosby, Tonya V; Oetting, Robert S; Cartledge, Wendy B; Holthus, Deborah A  
**Cc:** Frank Rodriguez  
**Subject:** Monday 10 am Sr staff meeting.

My last... SB meeting planning... last week ..last rights..HB

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Saturday, June 22, 2019 3:40 PM  
**To:** Rodriguez, Francisco  
**Subject:** Fwd: Opinion: Three things Beaufort County SC must do for schools | Hilton Head Island Packet

Fyi  
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**From:** HMB <hmberg@comcast.net>  
**Sent:** Saturday, June 22, 2019 2:01:03 PM  
**To:** hmberg@comcast.net  
**Cc:** Berg, Herbert M  
**Subject:** Opinion: Three things Beaufort County SC must do for schools | Hilton Head Island Packet

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[https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.islandpacket.com%2fopinion%2foped%2farticle231858298.html&c=E,1,FtCX8Lgu7SNsS56HsHfNqzdiw11JrJtJU5TKRkxXvMTLhqwmNUiqEq7cS6cBQb7TEcFHQCbzPyBiWMjSruAomoXF3pMUNC2xBh24Q1hoB0\\_9NiLnD-IMCPH&typo=1](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.islandpacket.com%2fopinion%2foped%2farticle231858298.html&c=E,1,FtCX8Lgu7SNsS56HsHfNqzdiw11JrJtJU5TKRkxXvMTLhqwmNUiqEq7cS6cBQb7TEcFHQCbzPyBiWMjSruAomoXF3pMUNC2xBh24Q1hoB0_9NiLnD-IMCPH&typo=1)

Sent from my iPhone

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Sunday, June 23, 2019 10:54 AM  
**To:** Gwozdz, Christina S  
**Subject:** Re: Thank you.

Read it one more time.. have your husband read it... look to south and watch for smoke!!!!

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**From:** Gwozdz, Christina S  
**Sent:** Sunday, June 23, 2019 10:17:10 AM  
**To:** Berg, Herbert M  
**Subject:** Re: Thank you.

I do and I could not agree more with her email.  
Thank you for all you have done to improve the schools!  
There are really good comments online following your op ed.  
Macy Reed states "Good Lord, if this does not compel you to vote for our children in November I don't know what will...."

On another note, I have written my JO response and plan to send this evening.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Berg, Herbert M  
**Sent:** Sunday, June 23, 2019 8:42:32 AM  
**To:** Gwozdz, Christina S  
**Subject:** Fwd: Thank you.

You have a wonderful friend  
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**From:** jheyward@hargray.com <jheyward@hargray.com>  
**Sent:** Sunday, June 23, 2019 7:02:05 AM  
**To:** Berg, Herbert M  
**Subject:** Thank you.

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dr. Berg,

As I read your article in the AM's Island Packet, I realized that a huge Thank You is in order. You have lead this District to success in many ways. Your article is spot on and much appreciated as it takes on our major issues that need to be addressed for the benefit of our children.

Again, thank you for your commitment to our District. You have given us your best. Your dedication to our children has been obvious. For all of this, plus much more, I am most appreciative.

May the future be filled with peace, joy and happiness for you and your family.

Joanie Heyward.

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Monday, June 24, 2019 11:00 AM  
**To:** Gwozdz, Christina S  
**Cc:** William F. Halligan  
**Subject:** 803 413 0433(cell)

Bick: Dr. Gwozdz will make contact as her work schedule allows. Herb

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Monday, June 24, 2019 11:02 AM  
**To:** Walton, Alice W  
**Subject:** FW: Re recent email from parent of special needs student

---

**From:** "Fidrych, Patricia" <Patricia.Fidrych@beaufort.k12.sc.us>  
**Date:** Monday, June 24, 2019 at 8:27 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** FW: Re recent email from parent of special needs student

Thank you for following up on this today.  
Sincerely,  
Tricia

---

**From:** Berg, Herbert M  
**Sent:** Friday, June 21, 2019 8:42 AM  
**To:** Fidrych, Patricia <Patricia.Fidrych@beaufort.k12.sc.us>  
**Cc:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>; Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>; Campbell, Melvin P <Melvin.Campbell@beaufort.k12.sc.us>; Wisniewski, Rachel K <Rachel.Wisniewski@beaufort.k12.sc.us>; Smith, William C <William.Smith2@beaufort.k12.sc.us>; Campbell, Earl <earl.campbell@beaufort.k12.sc.us>; Dowling, John R <John.Dowling@beaufort.k12.sc.us>; Geier, Richard P <Richard.Geier@beaufort.k12.sc.us>; Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>; Striebinger, David R <David.Striebinger@beaufort.k12.sc.us>  
**Subject:** Re: Re recent email from parent of special needs student

Tricia: Just read this. I'll talk with Ms Walton on Monday... Herb

---

**From:** "Fidrych, Patricia" <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>  
**Date:** Thursday, June 20, 2019 at 4:00 PM  
**To:** "Berg, Herbert M" <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>  
**Cc:** "Christina Gwozdz, M.D." <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>, "Robine, Cathy G" <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>, "Campbell, Melvin P" <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>, "Wisniewski, Rachel K" <[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>, "Smith, William C" <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>, Earl Campbell <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>, John Dowling <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>, "Geier, Richard P" <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>, "Orischak, Josephine A" <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>, David Striebinger <[David.Striebinger@beaufort.k12.sc.us](mailto:David.Striebinger@beaufort.k12.sc.us)>  
**Subject:** Re recent email from parent of special needs student

Dr. Berg,  
Would appreciate your input on this situation. I understood that Ms Walton said there would be no changes for the upcoming school year and that was to be conveyed to the parents.  
According to Ms. Hurst's recent email, that was not the case.  
Thank you for your attention to this matter.

Sincerely,  
Tricia  
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---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Thursday, June 20, 2019 3:45 PM  
**To:** Berg, Herbert M  
**Cc:** Fidrych, Patricia; Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Wisniewski, Rachel K; Smith, William C; Campbell, Earl; Dowling, John R; Geier, Richard P; Orischak, Josephine A; Striebinger, David R  
**Subject:** Re: Special Education Program

FYI I just got a call from Carline and DeBruin wanting to touch base with me. [REDACTED]. I don't know if they were avoiding taking out of turn or making promises they couldn't keep, but I just thought y'all should know.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](tel:(843)422-0054)  
Fax: [\(843\) 682-3205](tel:(843)682-3205)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 20, 2019, at 8:18 AM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

I will look into the situation in the morning

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---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Wednesday, June 19, 2019 7:40:52 PM  
**To:** Fidrych, Patricia  
**Cc:** Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Berg, Herbert M; Wisniewski, Rachel K; Smith, William C; Campbell, Earl; Dowling, John R; Geier, Richard P; Orischak, Josephine A; Striebinger, David R  
**Subject:** Re: Special Education Program

I still have not heard anything and it's been over a week and a half since I spoke with you last. None of my friends have. Just an FYI.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](tel:(843)422-0054)  
Fax: [\(843\) 682-3205](tel:(843)682-3205)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 7, 2019, at 9:10 AM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,

Again, thank you for your e-mail yesterday. Dr. Berg has investigated the situation and, as a result, any parent who was told there would be a change will be contacted by the principal who shared that information. If you do not hear from that principal within the next few working days, please contact Dr. Berg directly.

Sincerely,  
Tricia Fidrych  
Academic Committee Chair  
Beaufort County School District  
Board of Education  
District 4 Representative

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Thursday, June 6, 2019 4:28 PM  
**To:** Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>  
**Cc:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisniewski, Rachel K <[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
**Subject:** Re: Special Education Program

Thank you. I will make sure to attend.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](mailto:P.O.Box21218@beaufort.k12.sc.us)  
[Hilton Head Island, SC 29925](mailto:HiltonHeadIsland,SC29925@beaufort.k12.sc.us)  
Cell: [\(843\) 422-0054](tel:8434220054)  
Fax: [\(843\) 682-3205](tel:8436823205)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 6, 2019, at 3:56 PM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,  
Greatly appreciate your email. Dr. Berg is investigating the situation and we will address it during the Academic Committee meeting scheduled for June 26<sup>th</sup> from 4-6 p.m. at the District Office.  
Sincerely,  
Tricia Fidrych



---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Thursday, June 6, 2019 3:36 PM  
**To:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisniewski, Rachel K <[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
**Subject:** Special Education Program

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon!

I am sure I am not the first and nor will I be the last, but I am emailing you today [REDACTED]

Also, the zoning doesn't even really make sense from an outsiders perspective. I live in Hidden Lakes right by Red Cedar, also within a short drive of MC Riley. [REDACTED]

Not only is this just simply frustrating because of new uniforms, [REDACTED], acclimating to a whole new staff and other logistics, but the children that thrive the most of consistency and routine are being tossed into different schools every year. [REDACTED]

Trust me, I understand that this district is growing at a rapid pace. People refuse to fund additional schools. It's a shame. Children will have to be moved around to make space, but the way this has been handled is unfair to us parents. We have not been given much notice or a thorough explanation. More importantly, it was not announced until well after the Choice program was closed. I have numerous friends who will have children at two different elementary school that are being told that they are probably out of luck. When we were moved [REDACTED] we were notified in the spring. Plans could be made.

I guess I am just emailing you so you know that I am upset and disappointed with how this was handled between the zones themselves and the timing. I hope things will be handled differently in the future.

Thank you for your time and consideration.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](#)  
Fax: [\(843\) 682-3205](#)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Monday, June 24, 2019 3:27 PM  
**To:** Almond, Bonnie N; Walton, Alice W; Cushingberry, Robyn L; Oetting, Robert S; Cartledge, Wendy B; Crosby, Tonya V; Holthus, Deborah A  
**Cc:** Fallon, Daniel; Frank Rodriguez  
**Subject:** My misplaced car keys

Last Thursday.... I misplaced my car keys.. I thought by now they'd just show up.. No such luck... If you come across a powder blue ( sort of UNC blue) with a black Lex key.... Well, you'd have found my lanyard and key.  
. Maybe hanging on the back of a door knob... I have no idea. Help!!! Herb

---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 25, 2019 9:35 AM  
**To:** Berg, Herbert M  
**Subject:** Re: 2 county police officers arranged for 430 pm tomorrow. To be near door of excussion room. HMB

Thank you very much.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Berg, Herbert M  
**Sent:** Tuesday, June 25, 2019 9:10:58 AM  
**To:** Gwozdz, Christina S  
**Subject:** Re: 2 county police officers arranged for 430 pm tomorrow. To be near door of excussion room. HMB

Have adjusted their arrival times... H

---

**From:** "Christina Gwozdz, M.D." <Christina.Gwozdz@beaufort.k12.sc.us>  
**Date:** Monday, June 24, 2019 at 4:20 PM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Cc:** "Grissom, David R" <David.Grissom@beaufort.k12.sc.us>, "Cartledge, Wendy B" <Wendy.Cartledge@beaufort.k12.sc.us>  
**Subject:** Re: 2 county police officers arranged for 430 pm tomorrow. To be near door of excussion room. HMB

Executive session now starts later at 500 pm.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

---

**From:** Berg, Herbert M  
**Sent:** Monday, June 24, 2019 10:21:05 AM  
**To:** Gwozdz, Christina S  
**Cc:** Grissom, David R; Cartledge, Wendy B  
**Subject:** 2 county police officers arranged for 430 pm tomorrow. To be near door of excussion room. HMB

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 25, 2019 10:17 AM  
**To:** Gwozd, Christina S  
**Subject:** Re: Morning update!

CG: Funny but it was rather interesting w/o contacts. A quiet evening and morning!! We probably ought to talk... just to review the agenda and expectations...Regular meeting... rather simple... all the action comes in the ex-session. HMB

---

**From:** "Christina Gwozd, M.D." <Christina.Gwozd@beaufort.k12.sc.us>  
**Date:** Tuesday, June 25, 2019 at 9:15 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** Re: Morning update!

Ty. Wondering why you were quiet yesterday:)

Christina Gwozd, M.D.

Chair, Beaufort Co. Board of Education

District 9 Representative

Bluffton/Pritchardville/Daufuskie Island

C. 843-636-8555

---

**From:** Berg, Herbert M  
**Sent:** Tuesday, June 25, 2019 9:09:19 AM  
**To:** Gwozd, Christina S  
**Subject:** Morning update!

My phone has been dead since yesterday pm.. The budget passed last night! Will has NO concealed permit per David G. HMB

On 6/24/19, 10:07 PM, "Crosby, Tonya V" <Tonya.Crosby@beaufort.k12.sc.us> wrote:

Thank you Dick. I appreciate your support, your active involvement, and your kind words. Celebration is definitely in order.

Tonya

Sent from my iPhone

> On Jun 24, 2019, at 9:01 PM, Richard Geier <ddgeier@icloud.com> wrote:  
>  
> \*\* WARNING: This email originated from outside of Beaufort County School District's email system. Do not click links  
or open attachments unless you recognize the sender and know the content is safe. \*\*  
>  
>  
> Tonya,  
>  
> Congratulations, you did superb work that resulted in County Council approval of the District's budget. I know you  
have spent hours on this effort and it certainly was not an easy task. Now we need to close the deal on the proper  
milage. I will attend the Department of Revenue class on the milage on Thursday and stand ready to help you guide the  
Council in providing a proper milage for our budget.  
>  
> Again I deeply appreciate all you do and hope you celebrate your accomplishment.  
>  
> Dick  
>  
> Sent from my iPhone

---

**From:** Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 25, 2019 10:52 AM  
**To:** Gwozdz, Christina S; Smith,William C  
**Subject:** Draft of Executive Administrator to the Board of Education Job Description and functions  
**Attachments:** Job Description.docx

Tina and William,

Attached is a draft of the job description for the Board's Executive Administrator. Items written in black ink are included in the CURRENT job description, items written in **RED INK** are taken from our current Policies and inserted under the broader description contained in CURRENT description, written in **BLUE INK** at the end of the document are possible additions.

When would you like this presented to the Board for feedback?

Cathy G. Robine  
Beaufort County Board of Education  
District 8 Representative  
610-888-5296

## Executive Administrator to the Board of Education (Job ID 5194)

**Position Purpose:** Provides services to all members of the Board of Education and to the Superintendent and senior staff (through the Superintendent) in relationship to Board Operations and Services. This employee is responsible for coordinating and executing the business affairs of the Board of Education.

### Essential Functions:

- Handles the daily administrative tasks of the Board,
- Coordinates and attends all Board meetings including committee meetings, for the purpose of recording, composing and editing proceedings.

Board's Executive Assistant shall distribute notice of each regularly called Board Meeting with agenda and supporting materials to Board members no later than Thursday evening immediately prior to Tuesday meeting.

Public comment cards available 1 hour before scheduled open session, if no executive session is planned public comment cards will be available 30 minutes prior to the meeting.

Engage timing device to monitor public comments (3 minutes)

- Maintains an index of Board minutes, recorded meetings and enabling State legislation.
- Performs special projects for the collation, compilation and research of information relating to Board actions and various Board assignments, including the preparation and maintenance of agendas, files, internal/external information systems, preparation and dissemination of letters, memos, notices and correspondence.

Posts draft minutes (if minutes not adopted at regular mtg) to BCSD website within 48 hours of the meeting or as soon as practicable. In no event shall such draft minutes be posted fewer than 10 days prior to next regularly scheduled Board meeting.



- Maintains electronic and hard copy files.  
Records minutes in accordance with South Carolina law.

Posts the following

1. Meeting minutes within 24 hours after the conclusion of any Board meeting or as soon as practicable thereafter.
  2. Video recordings no later than 48 hours after the conclusion of any recorded Board meeting or as soon as practicable thereafter.
  3. Board and committee minutes within 48 hours of Board approval or as soon practicable thereafter. In no event shall minutes be posted fewer than 10 days prior to the next regularly scheduled Board meeting.
- Notifies public, electronic and print media of Board schedules and activities as required by the Freedom of Information Act.
  - Compiles and distributes resolutions, proclamations and other actions and directives relating to subjects discussed and acted upon during all meetings relating to Board business.
  - Compiles and maintains knowledge of all policies and regulations pertinent to job responsibilities.
  - Coordinates Board quarterly work sessions, ceremonies, receptions and joint meeting with local and state elected officials.
  - Maintains all records of the Board ensuring their safekeeping and availability for public inspection in accordance with state law and district policy.
  - Facilitates in-service training for Board members and locates and disseminates information pertinent to Board member duties.
  - Performs routine bookkeeping functions including the monthly p-card report and other required financial reports of the Board; helps to establish and prepare the annual Board of Education budget.
  - Schedules travel arrangements prepares and processes travel vouchers, mileage, stipends etc.
  - Participates in training programs offered to improve skills and proficiencies related to the job.

- Maintains confidential information as required by law and district policies and rules
- Takes appropriate responsibility for achieving minor economies and/or preventing minor losses through the handling of or accounting for materials, supplies or small amounts of money.

#### **Specific Expectations to be added:**

- Reserves meeting rooms and ensures set up is complete 15 minutes prior to start of meeting.
- Includes disclaimer on all (agendas, including drafts) and post 24 hours prior to meeting.
- Acknowledge receipt of emails received from Board members and respond to Board Member requests within 1 business days.
- Maintain office hours as listed below:
  - Normal Day: 8:00 a.m- 5:00 p.m. ( 1 hour lunch)
  - Committee/Board Meeting Day: 9:30- 6:30 (1 hour lunch) \* hours after 6:30 documented and submitted for comp time
- Request vacation days from Board Secretary/Chair
- Notify Board Secretary/Chair of absence due to illness ASAP.
- Notify full Board of absences via email.
- Communicate/notify Board of conferences, celebrations, invites and post to Board member calendars.
- Post agenda and meeting room at entrance to building/school where committee meeting is held
- Make arrangements for doors to be unlocked at all meeting sites.

---

**From:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 25, 2019 1:41 PM  
**To:** Orischak, Josephine A; Berg, Herbert M  
**Subject:** RE: Request (Senior Staff)  
**Attachments:** Resignation Letters.pdf

Hello JoAnn,

You were on my "to email" list for today. Please see attached the letters you requested. I am waiting for Bonnie Almond's letter.

Regards,

*Alice W. Walton*  
Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Orischak, Josephine A  
**Sent:** Tuesday, June 25, 2019 1:07 PM  
**To:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>; Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** Re: Request (Senior Staff)

Herb and Alice,

Just following up on the below request. I can review next time I'm at district office if that works.....

JoAnn Orischak  
Beaufort County Board of Education  
District 11  
Hilton Head Island  
C. (843) 338-1737

---

**From:** Orischak, Josephine A  
**Sent:** Thursday, June 20, 2019 3:30:25 PM  
**To:** Berg, Herbert M; Walton, Alice W  
**Subject:** Request (Senior Staff)

Herb and Alice,

May I review any/all resignation and retirement letters submitted by **senior staff** members from 2016 to the present?

Thank you.

**JoAnn Orischak**

*Beaufort County Board of Education*  
*District 11 (29928)*  
*Hilton Head Island*  
*C. (843) 338-1737*

Sent from my iPad

RECEIVED

NOV 28 2016

BCSD HUMAN RESOURCES

November 7, 2016

Dr. Jeffrey Moss  
Superintendent  
Beaufort County School District

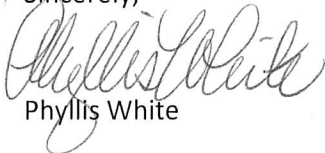
Dear Dr. Moss:

Please accept this letter as my official notice of resignation as the Chief Finance and Operations Officer effective December 30, 2016. As you are well aware, this notice hinged on my husband's retirement date. Until the hospital had a replacement for my husband, I could not provide a more exact date until now. Last week he learned there would be a replacement arriving in early December. With all of my night time obligations, he and I were not able to discuss our plans until over this past weekend. The reason for the explanation is that I have received some comments about the timing of my announcement; therefore, feel it is important to put in writing to you that this was my first opportunity to make a final decision.

I truly appreciate the challenges and opportunities provided to me over the past 16 years at the District, as well as the trust that has been placed in my hands. Over the years, I have learned a tremendous amount and the knowledge gained has made me a better person and a better leader.

Thank you for giving me the opportunity to serve as a member of your management team and to serve the students of our community.

Sincerely,



Phyllis White

Dereck H. Rhoads, Ed.D.

Phone: (843) 757-6868 • dereckrhoads@yahoo.com

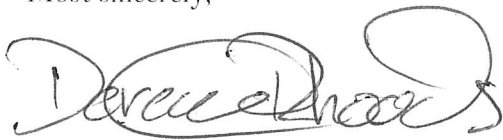
January 22, 2018

Dr. Jeff Moss  
Superintendent  
Beaufort County School District

Dear Dr. Moss,

It is with both sadness and excitement that I tender my resignation from Beaufort County School District at the completion of my current contract. With your permission, I will use some of my remaining leave time and plan for my last day in the office to be June 1, 2018. As I have said often, thank you for all your support, encouragement, mentorship and friendship. It has been both a pleasure and an honor to serve alongside you over these past five years.

Most sincerely,




Dereck Rhoads, Ed.D.

RECEIVED

JAN 23 2018

BCSD HUMAN RESOURCES

Accepted  
Jan. 22, 2018  


## Crawford, Dale F

---

**From:** Walton, Alice W  
**Sent:** Sunday, July 1, 2018 8:58 AM  
**To:** Crawford, Dale F  
**Subject:** Fwd: Letter of resignation

Alice W. Walton  
Beaufort County School District  
843-322-2419 Office  
843-812-8374 Mobile

Sent from my iPad

Begin forwarded message:

**From:** "Mccord, Gregory A" <[Gregory.Mccord@beaufort.k12.sc.us](mailto:Gregory.Mccord@beaufort.k12.sc.us)>  
**Date:** June 30, 2018 at 11:41:39 PM EDT  
**To:** "Walton, Alice W" <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Cc:** "Moss, Jeffrey C" <[Jeffrey.Moss@beaufort.k12.sc.us](mailto:Jeffrey.Moss@beaufort.k12.sc.us)>, "[gregoryamccord@gmail.com](mailto:gregoryamccord@gmail.com)" <[gregoryamccord@gmail.com](mailto:gregoryamccord@gmail.com)>  
**Subject:** Letter of resignation

Please accept this email as my official letter of resignation effective 11:59 PM, June 30, 2018. Thank you for allowing me six wonderful years of serving the students and community of Beaufort County School District.

Take care,

Gregory A. McCord, Ed.D

Sent from my iPhone

March 29, 2018

Dr. Jeffrey C. Moss  
Superintendent  
Beaufort County School District

Re: Resignation from Employment

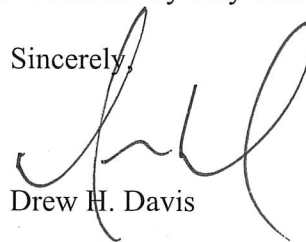
Dear Dr. Moss:

I want to first thank you for providing me and my family with the opportunity to come to Beaufort nearly four years ago. Although my time with the Beaufort County School District has been both rewarding and challenging, I am repeatedly impressed and buoyed by the gains in academic achievement exhibited by the persons we serve.

As you know, I have accepted another position of employment. As such, I am notifying you of my intent to resign from employment with the Beaufort County School District, effective May 31, 2018.

Thank you again for your leadership and your counsel. My very best wishes.

Sincerely,

A handwritten signature in black ink, appearing to read 'Drew H. Davis', with a stylized, cursive script.

Drew H. Davis

**RECEIVED**

**APR 02 2018**

**BCSD HUMAN RESOURCES**



---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 25, 2019 2:32 PM  
**To:** Walton, Alice W  
**Subject:** Re: Request (Senior Staff)

AW: plz send to BOE

---

**From:** Alice Walton <Alice.Walton@beaufort.k12.sc.us>  
**Date:** Tuesday, June 25, 2019 at 1:41 PM  
**To:** "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us>, "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** RE: Request (Senior Staff)

Hello JoAnn,

You were on my "to email" list for today. Please see attached the letters you requested. I am waiting for Bonnie Almond's letter.

Regards,

*Alice W. Walton*  
Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Orischak, Josephine A  
**Sent:** Tuesday, June 25, 2019 1:07 PM  
**To:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>; Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Subject:** Re: Request (Senior Staff)

Herb and Alice,

Just following up on the below request. I can review next time I'm at district office if that works.....

JoAnn Orischak  
Beaufort County Board of Education  
District 11  
Hilton Head Island  
C. (843) 338-1737

---

**From:** Orischak, Josephine A  
**Sent:** Thursday, June 20, 2019 3:30:25 PM  
**To:** Berg, Herbert M; Walton, Alice W  
**Subject:** Request (Senior Staff)

Herb and Alice,

May I review any/all resignation and retirement letters submitted by **senior staff** members from 2016 to the present?

Thank you.

**JoAnn Orischak**

*Beaufort County Board of Education*

*District 11 (29928)*

*Hilton Head Island*

*C. (843) 338-1737*

Sent from my iPad

---

**From:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 25, 2019 4:23 PM  
**To:** Berg, Herbert M  
**Subject:** FW:  
**Attachments:** 2018-19 Retiree List as WITH location of 05-29-19.xlsx

*Alice W. Walton*

Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Walton, Alice W  
**Sent:** Tuesday, June 25, 2019 4:22 PM  
**To:** Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>  
**Cc:** BOEOnly <BOEOnly@beaufort.k12.sc.us>  
**Subject:** FW:

*Alice W. Walton*

Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Lopatka, MAngela  
**Sent:** Monday, June 24, 2019 3:50 PM  
**To:** Walton, Alice W <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Subject:** FW:

Angie Lopatka, Human Resources Manager  
Beaufort County School District  
PO Drawer 309, Beaufort, SC 29901  
[843-322-2381](tel:843-322-2381) (Desk) [843-322-2389](tel:843-322-2389) (Fax)



[Love Where You Live!](#)

---

**From:** Lopatka, MAngela  
**Sent:** Wednesday, May 29, 2019 12:20 PM

**To:** Casper, Cristin <[Cristin.Casper@beaufort.k12.sc.us](mailto:Cristin.Casper@beaufort.k12.sc.us)>

**Subject:** RE:

Here is one with the schools

Angie Lopatka, Human Resources Manager  
Beaufort County School District  
PO Drawer 309, Beaufort, SC 29901  
843-322-2381 (Desk) 843-322-2389 (Fax)



[Love Where You Live!](#)

---

**From:** Lopatka, MAngela

**Sent:** Tuesday, May 28, 2019 3:00 PM

**To:** Casper, Cristin <[Cristin.Casper@beaufort.k12.sc.us](mailto:Cristin.Casper@beaufort.k12.sc.us)>

**Subject:**

Angie Lopatka, Human Resources Manager  
Beaufort County School District  
PO Drawer 309, Beaufort, SC 29901  
843-322-2381 (Desk) 843-322-2389 (Fax)



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	A	B	C	D	E	F
1	Last Name	First Name	Middle Name	Suffix	Location	Years of Service
2	ALDERMAN	DANA	J		CES	16 YEARS
3	ALLEN	ANGELA			MOES	29 YEARS
4	AMSLER	SANDRA			DESC	28 YEARS
5	BORASKY	MARGARET	A		HHISCA	17 YEARS
6	CAPERS	WALTER		SR	LIMS	18 YEARS
7	CAULLER	KAREN	M		HHISCA	29 YEARS
8	CLARK	MARY	K		SES	22 YEARS
9	CLIFFORD	MARK			BHS	30 YEARS
10	DABULE	DEBRA	A		HHIHS	19 YEARS
11	DREW	SARA	K		CES	28 YEARS
12	FELTS	FLORENCE			BRES	25 YEARS
13	FISHER	JANE			MOES	25 YEARS
14	FULGIERI	JOSEPH	A		BCHS	21 YEARS
15	GAMEZ	FRANCISCO			RSIA	19 YEARS
16	HARMON	KAREN			BMS	28 YEARS
17	HOFFMAN	KENNETH			BCHS	17 YEARS
18	HOLLAND	MARJORIE	N		BMS	25 YEARS
19	HORTON	PATRICIA	D		BRES	41 YEARS
20	JAMES	SARAH			TRANSPORTATION	28 YEARS
21	KECMER	MAUREEN	S		HHIES	14 YEARS
22	KINGMA	MOLLY			SES	13 YEARS
23	KOLBE	EILEEN			MCRES	12 YEARS
24	LEFF	BRIAN			MAINTENANCE	21 YEARS
25	MACK	KINSLER	B	JR.	BHS	28 YEARS
26	MCCOY	DONNA	M		SHES	21 YEARS
27	NELSON	NETTIE	M		HEMMS	21 YEARS
28	NIGHTINGALE	DIANNE	W		HHIECC	11 YEARS
29	PERNICE	ANTHONY	A		DESC	10 YEARS
30	QUINDLEN	JOHN			HHIHS	11 YEARS
31	RICHARDSON	JAYNE	S		BES	38 YEARS
32	ROCHE	LEAH	K		BLHS	29 YEARS
33	RODGERS	CYNTHIA	G		LIES	21 YEARS
34	ROMBAUER	DONNA	J		HHIES	8 YEARS
35	SIMPSON	WILLA	M		CES	23 YEARS
36	SKINNER	CICELY	J		WBMS	9 YEARS
37	SMITH	KATHLEEN	L		ISLANDS ACADEMY	17 YEARS
38	SPROUSE	CYNTHIA	L		BLHS	18 YEARS
39	TRUETT	PATSY	C		HHIMS	7 YEARS
40	WAGNER	THEODORE	A	III	RIGHT CHOICES	9 YEARS
41	WATERS	FAYE			RSIA	21 YEARS
42	WELCH	MELISSA	P		BHS	28 YEARS
43	WHITE	RHONDA	M		BCHS	23 YEARS
44	WHITMAN	AMY	G		RCES	17 YEARS
45	WIBEL	CYNTHIA	J		RCES	17 YEARS

---

**From:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 25, 2019 4:23 PM  
**To:** Berg, Herbert M  
**Subject:** FW: Intent of Employment  
**Attachments:** Retirement.pdf

*Alice W. Walton*

Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Walton, Alice W  
**Sent:** Tuesday, June 25, 2019 4:22 PM  
**To:** Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>  
**Cc:** BOEOnly <BOEOnly@beaufort.k12.sc.us>  
**Subject:** FW: Intent of Employment

Hello JoAnn,

I researched your question about Anthony Pernice being recognized as a retiree in June 2018 and again in June 2019. The email chain below and the attachment show the beginning of his retirement process. Once I received his official letter, his position was posted. The official retirement list is sent from HR to the communications department every year. We generate the list and communication recognizes the employees. I checked both lists sent from the HR office and his name appears on the 2018-2019 list only. I am unsure how his name got on the list for recognition in June 2018 after it left HR. I am forwarding you the emails from both years which were sent from HR.

Best Regards,

*Alice W. Walton*

Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Walton, Alice W  
**Sent:** Monday, April 23, 2018 3:59 PM  
**To:** Pernice, Anthony A <[Anthony.Pernice@beaufort.k12.sc.us](mailto:Anthony.Pernice@beaufort.k12.sc.us)>  
**Subject:** RE: Intent of Employment

Hello Anthony,

There is no template. The letter can be short and to the point. "I plan to end my retirement with Beaufort County School District effective -----." Sign and dated it and get it to me.

**Alice W. Walton**

Chief Administrative and Human Resource Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Pernice, Anthony A  
**Sent:** Monday, April 23, 2018 3:42 PM  
**To:** Walton, Alice W <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Subject:** RE: Intent of Employment

Is there a template for the retirement letter that you could send me or do you just want me to send you and Robert Otting an email saying when I plan on retiring?

Anthony A. Pernice  
Project Manager  
Beaufort County School District  
W: 843-322-0702  
C: 843-441-2260

---

**From:** Pernice, Anthony A  
**Sent:** Friday, April 20, 2018 12:19 PM  
**To:** Walton, Alice W <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Subject:** RE: Intent of Employment

Is there a template for the retirement letter that you could send me?

---

**From:** Walton, Alice W  
**Sent:** Thursday, April 12, 2018 10:28 AM  
**To:** Pernice, Anthony A <[Anthony.Pernice@beaufort.k12.sc.us](mailto:Anthony.Pernice@beaufort.k12.sc.us)>  
**Subject:** RE: Intent of Employment

Hello,

Yes, check that you are returning. If you will attach your retirement letter to the intent, it will be helpful. With your letter in hand, I can advertise your position for next year. I wish you the best in retirement. You deserve it.

Regards,

**Alice W. Walton**

Chief Administrative and Human Resource Officer  
Beaufort County School District  
843-322-2419 | Office

**From:** Pernice, Anthony A  
**Sent:** Wednesday, April 11, 2018 1:50 PM  
**To:** Walton, Alice W <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Subject:** RE: Intent of Employment

If I were planning on retiring in August of 2018, would you want me to check that I plan on returning and put an \* with a note?

---

**From:** Walton, Alice W  
**Sent:** Wednesday, April 11, 2018 1:47 PM  
**To:** Pernice, Anthony A <[Anthony.Pernice@beaufort.k12.sc.us](mailto:Anthony.Pernice@beaufort.k12.sc.us)>  
**Subject:** RE: Intent of Employment

Hello Anthony, the date would be July 1, 2018.

*Alice W. Walton*  
Chief Administrative and Human Resource Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Pernice, Anthony A  
**Sent:** Wednesday, April 11, 2018 1:46 PM  
**To:** Walton, Alice W <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Subject:** Intent of Employment

What date do you consider the start of the 2018-2019 school year?

Anthony A. Pernice  
Project Manager  
Beaufort County School District  
W: 843-322-0702  
C: 843-441-2260



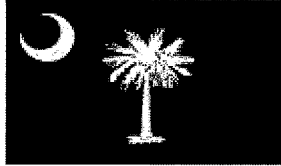
## Lopatka, MAngela

---

**From:** Lopatka, MAngela  
**Sent:** Thursday, June 14, 2018 2:42 PM  
**To:** Walton, Alice W  
**Cc:** Casper, Cristin; Pernice, Anthony A  
**Subject:** RE: Superintendent's Board Meeting Summary: June 7, 2018

Anthony is retiring in August. We only recognized persons that retired in the 2017-2018 school year. He will receive an invitation to next year's board meeting.

Angie Lopatka, Human Resources Manager  
Beaufort County School District  
PO Drawer 309, Beaufort, SC 29901  
843-322-2381 (Desk) 843-322-2389 (Fax)



Love Where You Live!

---

**From:** Walton, Alice W  
**Sent:** Thursday, June 14, 2018 2:06 PM  
**To:** Lopatka, MAngela <MAngela.Lopatka@beaufort.k12.sc.us>; Casper, Cristin <Cristin.Casper@beaufort.k12.sc.us>  
**Cc:** Pernice, Anthony A <Anthony.Pernice@beaufort.k12.sc.us>  
**Subject:** FW: Superintendent's Board Meeting Summary: June 7, 2018

Ladies,  
How were retirees notified of this celebration?

*Alice W. Walton*  
Chief Administrative and Human Resource Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

---

**From:** Pernice, Anthony A  
**Sent:** Thursday, June 14, 2018 12:35 PM  
**To:** Walton, Alice W <[Alice.Walton@beaufort.k12.sc.us](mailto:Alice.Walton@beaufort.k12.sc.us)>  
**Subject:** Fwd: Superintendent's Board Meeting Summary: June 7, 2018

Alice,

Just curious, did I miss the email notification of "Retiree Recognition" ?

Anthony A. Pernice  
BCSD Project Manager  
(O) 843-322-0702  
(C) 843-441-2260

Begin forwarded message:

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Tuesday, June 25, 2019 5:02 PM  
**To:** Walton, Alice W  
**Subject:** Fwd: Re recent email from parent of special needs student

Please advise  
Get [Outlook for iOS](#)

---

**From:** Berg, Herbert M  
**Sent:** Tuesday, June 25, 2019 5:01:03 PM  
**To:** Tricia Fidrych  
**Subject:** Fwd: Re recent email from parent of special needs student

Will talk to Alice  
Get [Outlook for iOS](#)

---

**From:** Berg, Herbert M  
**Sent:** Monday, June 24, 2019 11:01:55 AM  
**To:** Walton, Alice W  
**Subject:** FW: Re recent email from parent of special needs student

---

**From:** "Fidrych, Patricia" <Patricia.Fidrych@beaufort.k12.sc.us>  
**Date:** Monday, June 24, 2019 at 8:27 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** FW: Re recent email from parent of special needs student

Thank you for following up on this today.  
Sincerely,  
Tricia

---

**From:** Berg, Herbert M  
**Sent:** Friday, June 21, 2019 8:42 AM  
**To:** Fidrych, Patricia <Patricia.Fidrych@beaufort.k12.sc.us>  
**Cc:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>; Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>; Campbell, Melvin P <Melvin.Campbell@beaufort.k12.sc.us>; Wisnefski, Rachel K <Rachel.Wisnefski@beaufort.k12.sc.us>; Smith, William C <William.Smith2@beaufort.k12.sc.us>; Campbell, Earl <earl.campbell@beaufort.k12.sc.us>; Dowling, John R <John.Dowling@beaufort.k12.sc.us>; Geier, Richard P <Richard.Geier@beaufort.k12.sc.us>; Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>; Striebinger, David R <David.Striebinger@beaufort.k12.sc.us>  
**Subject:** Re: Re recent email from parent of special needs student

Trica: Just read this. I'll talk with Ms Walton on Monday... Herb

---

**From:** "Fidrych, Patricia" <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>  
**Date:** Thursday, June 20, 2019 at 4:00 PM

**To:** "Berg, Herbert M" <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>  
**Cc:** "Christina Gwozdz, M.D." <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>, "Robine, Cathy G" <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>, "Campbell, Melvin P" <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>, "Wisniewski, Rachel K" <[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>, "Smith, William C" <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>, Earl Campbell <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>, John Dowling <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>, "Geier, Richard P" <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>, "Orischak, Josephine A" <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>, David Striebinger <[David.Striebinger@beaufort.k12.sc.us](mailto:David.Striebinger@beaufort.k12.sc.us)>

**Subject:** Re recent email from parent of special needs student

Dr. Berg,

Would appreciate your input on this situation. I understood that Ms Walton said there would be no changes for the upcoming school year and that was to be conveyed to the parents.

According to Ms. Hurst's recent email, that was not the case.

Thank you for your attention to this matter.

Sincerely,

Tricia

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---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Thursday, June 20, 2019 3:45 PM

**To:** Berg, Herbert M

**Cc:** Fidrych, Patricia; Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Wisniewski, Rachel K; Smith, William C; Campbell, Earl; Dowling, John R; Geier, Richard P; Orischak, Josephine A; Striebinger, David R

**Subject:** Re: Special Education Program

FYI I just got a call from Carline and DeBruin wanting to touch base with me. [REDACTED]

[REDACTED]. I don't know if they were avoiding taking out of turn or making promises they couldn't keep, but I just thought y'all should know.

Sarah Hurst

Big Fat Coupon Book

[P.O. Box 21218](#)

[Hilton Head Island, SC 29925](#)

Cell: [\(843\) 422-0054](tel:(843)422-0054)

Fax: [\(843\) 682-3205](tel:(843)682-3205)

[www.BigFatHHI.com](http://www.BigFatHHI.com)

[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 20, 2019, at 8:18 AM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

I will look into the situation in the morning

Get [Outlook for iOS](#)

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Wednesday, June 19, 2019 7:40:52 PM

**To:** Fidrych, Patricia

**Cc:** Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Berg, Herbert M; Wisniewski, Rachel K; Smith, William C; Campbell, Earl; Dowling, John R; Geier, Richard P; Orischak, Josephine A; Striebinger, David R

**Subject:** Re: Special Education Program

I still have not heard anything and it's been over a week and a half since I spoke with you last. None of my friends have. Just an FYI.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](#)  
Fax: [\(843\) 682-3205](#)  
[www.BigFatHHI.com](#)  
[www.facebook.com/bfcouponshhi](#)

On Jun 7, 2019, at 9:10 AM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,  
Again, thank you for your e-mail yesterday. Dr. Berg has investigated the situation and, as a result, any parent who was told there would be a change will be contacted by the principal who shared that information. If you do not hear from that principal within the next few working days, please contact Dr. Berg directly.

Sincerely,  
Tricia Fidrych  
Academic Committee Chair  
Beaufort County School District  
Board of Education  
District 4 Representative

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Thursday, June 6, 2019 4:28 PM  
**To:** Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>  
**Cc:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisniewski, Rachel K <[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
**Subject:** Re: Special Education Program

Thank you. I will make sure to attend.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)

Cell: [\(843\) 422-0054](tel:8434220054)  
Fax: [\(843\) 682-3205](tel:8436823205)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 6, 2019, at 3:56 PM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,  
Greatly appreciate your email. Dr. Berg is investigating the situation and we will address it during the Academic Committee meeting scheduled for June 26<sup>th</sup> from 4-6 p.m. at the District Office.  
Sincerely,  
Tricia Fidrych

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Thursday, June 6, 2019 3:36 PM  
**To:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisnefski, Rachel K <[Rachel.Wisnefski@beaufort.k12.sc.us](mailto:Rachel.Wisnefski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)  
**Subject:** Special Education Program

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon!

I am sure I am not the first and nor will I be the last, but I am emailing you today [REDACTED]

Also, the zoning doesn't even really make sense from an outsiders perspective. I live in Hidden Lakes right by Red Cedar, also within a short drive of MC Riley. [REDACTED]

Not only is this just simply frustrating because of new uniforms, [REDACTED]  
[REDACTED], acclimating to a whole new staff and other logistics, but the children that thrive the most of consistency and routine are being tossed into different schools every year. [REDACTED]

Trust me, I understand that this district is growing at a rapid pace. People refuse to fund additional schools. It's a shame. Children will have to be moved around to make space, but the way this has been handled is unfair to us parents. We have not been given much notice or a thorough explanation. More importantly, it was not announced until well after the Choice program was closed. I have numerous friends who will have children at two different elementary school that are being told that they are probably out of luck. When we were moved [REDACTED]  
[REDACTED] we were notified in the spring. Plans could be made.

I guess I am just emailing you so you know that I am upset and disappointed with how this was handled between the zones themselves and the timing. I hope things will be handled differently in the future.

Thank you for your time and consideration.

Sarah Hurst  
Big Fat Coupon Book  
[P.O. Box 21218](#)  
[Hilton Head Island, SC 29925](#)  
Cell: [\(843\) 422-0054](#)  
Fax: [\(843\) 682-3205](#)  
[www.BigFatHHI.com](http://www.BigFatHHI.com)  
[www.facebook.com/bfcouponshhi](http://www.facebook.com/bfcouponshhi)

---

**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 26, 2019 8:47 AM  
**To:** Robine, Cathy G  
**Subject:** Observation documents  
**Attachments:** Obs doc.pdf

Forgot to give you these last night.  
See you at 230.

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

## Observation Document

Meeting Name: Finance Committee  
Meeting Date: 6/20/19 500 pm  
Data Collector: C. Gwardz

Please observe and mark each of the targeted behaviors with a Y (yes) or N (no).

### Targeted Behaviors: Standard 1

- Y • Listen without interrupting
- Y • Display neutral body language
- Y • Waits to be recognized by presiding officer before joining discussion
- Y • Interact with all Board members in a nonjudgemental and equitable manner

### Targeted Behaviors: Standard 2

- Unknown • Meeting Room is reserved and set up 15 minutes prior to start of meeting
- " • Meeting is recorded
- Y • Draft agenda (includes disclaimer and is posted 24 hours prior to meeting)



## Observation Document

Meeting Name: *Academics Committee*  
Meeting Date: *Wed 6/19/19*  
Data Collector: *C. Gwozdz*

Please observe and mark each of the targeted behaviors with a Y (yes) or N (no).

### Targeted Behaviors: Standard 1

- Y • Listen without interrupting
- Y • Display neutral body language
- Y • Waits to be recognized by presiding officer before joining discussion
- Y • Interact with all Board members in a nonjudgemental and equitable manner

### Targeted Behaviors: Standard 2

- Y • Meeting Room is reserved and set up 15 minutes prior to start of meeting
- Y • Meeting is recorded
- Y • Draft agenda (includes disclaimer and is posted 24 hours prior to meeting)

---

**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Wednesday, June 26, 2019 11:23 AM  
**To:** Walton, Alice W  
**Subject:** FW: Special Education Program

Alice: This ought to go to Bonnie or Ms Hunt.... May I ask u to handle? Thx herb

---

**From:** "Fidrych, Patricia" <Patricia.Fidrych@beaufort.k12.sc.us>  
**Date:** Wednesday, June 26, 2019 at 11:16 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** FW: Special Education Program

Dr. Berg,  
Per our discussion last evening, I am forwarding the email that I was referencing. I appreciate your follow-up to this matter.  
Thank you,  
Tricia

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**From:** Sarah Hurst <sarah@hurstpub.com>  
**Sent:** Thursday, June 20, 2019 3:46 PM  
**To:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Cc:** Fidrych, Patricia <Patricia.Fidrych@beaufort.k12.sc.us>; Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>; Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>; Campbell, Melvin P <Melvin.Campbell@beaufort.k12.sc.us>; Wisnefski, Rachel K <Rachel.Wisnefski@beaufort.k12.sc.us>; Smith, William C <William.Smith2@beaufort.k12.sc.us>; Campbell, Earl <earl.campbell@beaufort.k12.sc.us>; Dowling, John R <John.Dowling@beaufort.k12.sc.us>; Geier, Richard P <Richard.Geier@beaufort.k12.sc.us>; Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>; Striebinger, David R <David.Striebinger@beaufort.k12.sc.us>  
**Subject:** Re: Special Education Program

FYI I just got a call from Carline and DeBruin wanting to touch base with me. [REDACTED]. I don't know if they were avoiding taking out of turn or making promises they couldn't keep, but I just thought y'all should know.

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**Sent:** Wednesday, June 19, 2019 7:40:52 PM

**To:** Fidrych, Patricia

**Cc:** Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Berg, Herbert M; Wisniewski, Rachel K; Smith, William C; Campbell, Earl; Dowling, John R; Geier, Richard P; Orischak, Josephine A; Striebinger, David R

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On Jun 7, 2019, at 9:10 AM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,

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Sincerely,

Tricia Fidrych

Academic Committee Chair

Beaufort County School District

Board of Education

District 4 Representative

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**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Thursday, June 6, 2019 4:28 PM

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**Cc:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisniewski, Rachel K <[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)

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Dear Ms. Hurst,  
Greatly appreciate your email. Dr. Berg is investigating the situation and we will address it during the Academic Committee meeting scheduled for June 26<sup>th</sup> from 4-6 p.m. at the District Office.  
Sincerely,  
Tricia Fidrych

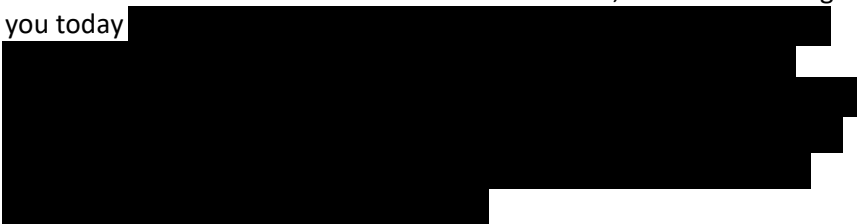
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**Subject:** Special Education Program

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon!

I am sure I am not the first and nor will I be the last, but I am emailing you today



Also, the zoning doesn't even really make sense from an outsiders perspective. I live in Hidden Lakes right by Red Cedar, also within a short drive of MC Riley. [REDACTED]

Not only is this just simply frustrating because of new uniforms, [REDACTED], acclimating to a whole new staff and other logistics, but the children that thrive the most of consistency and routine are being tossed into different schools every year. [REDACTED]

Trust me, I understand that this district is growing at a rapid pace. People refuse to fund additional schools. It's a shame. Children will have to be moved around to make space, but the way this has been handled is unfair to us parents. We have not been given much notice or a thorough explanation. More importantly, it was not announced until well after the Choice program was closed. I have numerous friends who will have children at two different elementary school that are being told that they are probably out of luck. When we were moved from [REDACTED] [REDACTED] we were notified in the spring. Plans could be made.

I guess I am just emailing you so you know that I am upset and disappointed with how this was handled between the zones themselves and the timing. I hope things will be handled differently in the future.

Thank you for your time and consideration.

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**Sent:** Wednesday, June 26, 2019 11:28 AM  
**To:** Berg, Herbert M  
**Cc:** Fidrych, Patricia; Juliet.white@sc.rr.com  
**Subject:** RE: Special Education Program

Dr. Berg,

Yes, I will.

I spoke with Ms. Brown last week and she told me she had spoken with Ms. Hurst. I will check with her today. Also, I am including Dr. White in this email as she and I have been communicating about our ongoing SPED issues.

Regards,

*Alice W. Walton*  
Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

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**Subject:** Special Education Program

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Good afternoon!

I am sure I am not the first and nor will I be the last, but I am emailing you today on behalf of my child and many other children like her. [REDACTED]

[REDACTED]

Also, the zoning doesn't even really make sense from an outsiders perspective. I live in Hidden Lakes right by Red Cedar, also within a short drive of MC Riley. [REDACTED]

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Not only is this just simply frustrating because of new uniforms, trying to figure out how to get her to and from school, acclimating to a whole new staff and other logistics, but the children that thrive the most of consistency and routine are being tossed into different schools every year. [REDACTED]

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**Sent:** Wednesday, June 26, 2019 2:21 PM  
**To:** Fidrych, Patricia; Berg, HerbertM  
**Subject:** RE: Special Education Program

Thank you!

*Alice W. Walton*  
Chief Administrative and Human Resources Officer  
Beaufort County School District  
843-322-2419 | Office  
843-812-8374 | Mobile

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**Sent:** Wednesday, June 26, 2019 1:05 PM  
**To:** Walton, Alice W <Alice.Walton@beaufort.k12.sc.us>; Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** Fwd: Special Education Program

Dear Ms. Walton and Dr Berg,  
Please see email below from Ms Hurst.  
Thank you very much for your efforts- sounds like all is good.  
Sincerely,  
Tricia

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---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>  
**Sent:** Wednesday, June 26, 2019 12:08 PM  
**To:** Fidrych, Patricia  
**Subject:** Re: Special Education Program

Ms. DeBruin called a bunch of us Monday to say it looks like as of right now all the kids are staying put and they will be sending the new kids to the other schools. She said the new SPED director starts July 1st and she's going to review it but since it was so last minute nothing would likely be changed. Sorry I should have emailed to let you know.

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Fax: [\(843\) 682-3205](#)

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On Jun 26, 2019, at 11:37 AM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Ms. Hurst,

I spoke with Dr. Berg about this in person last evening. And, I followed up with an email this morning.

Ms. Walton is looking into it.

Please keep me apprised of the situation.

Sincerely,

Tricia Fidrych

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Thursday, June 20, 2019 3:46 PM

**To:** Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>

**Cc:** Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>; Gwozdz, Christina S

<[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>;

Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Wisniewski, Rachel K

<[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>;

Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R

<[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak,

Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; Striebinger, David R

<[David.Striebinger@beaufort.k12.sc.us](mailto:David.Striebinger@beaufort.k12.sc.us)>

**Subject:** Re: Special Education Program

FYI I just got a call from Carline and DeBruin wanting to touch base with me. [REDACTED]

[REDACTED]

[REDACTED]. I don't know if they were avoiding taking out of turn or making promises they couldn't keep, but I just thought y'all should know.

Sarah Hurst

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[Hilton Head Island, SC 29925](#)

Cell: [\(843\) 422-0054](#)

Fax: [\(843\) 682-3205](#)

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[www.facebook.com/bfcouponshhi](https://www.facebook.com/bfcouponshhi)

On Jun 20, 2019, at 8:18 AM, Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)> wrote:

I will look into the situation in the morning

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---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Wednesday, June 19, 2019 7:40:52 PM

**To:** Fidrych, Patricia

**Cc:** Gwozdz, Christina S; Robine, Cathy G; Campbell, Melvin P; Berg, Herbert M;  
Wisniewski, Rachel K; Smith, William C; Campbell, Earl; Dowling, John R; Geier, Richard P;  
Orischak, Josephine A; Striebinger, David R

**Subject:** Re: Special Education Program

I still have not heard anything and it's been over a week and a half since I spoke with you last. None of my friends have. Just an FYI.

Sarah Hurst

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On Jun 7, 2019, at 9:10 AM, Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,

Again, thank you for your e-mail yesterday. Dr. Berg has investigated the situation and, as a result, any parent who was told there would be a change will be contacted by the principal who shared that information. If you do not hear from that principal within the next few working days, please contact Dr. Berg directly.

Sincerely,

Tricia Fidrych

Academic Committee Chair

Beaufort County School District

Board of Education

District 4 Representative

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Thursday, June 6, 2019 4:28 PM

**To:** Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>

**Cc:** Gwozdz, Christina S <[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell, Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>; Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>; Wisniewski, Rachel K <[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>; Smith, William C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl <[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R <[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P <[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak, Josephine A <[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>; [avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)

**Subject:** Re: Special Education Program

Thank you. I will make sure to attend.

Sarah Hurst

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On Jun 6, 2019, at 3:56 PM, Fidrych, Patricia

<[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)> wrote:

Dear Ms. Hurst,

Greatly appreciate your email. Dr. Berg is investigating the situation and we will address it during the Academic Committee meeting scheduled for June 26<sup>th</sup> from 4-6 p.m. at the District Office.

Sincerely,

Tricia Fidrych

---

**From:** Sarah Hurst <[sarah@hurstpub.com](mailto:sarah@hurstpub.com)>

**Sent:** Thursday, June 6, 2019 3:36 PM

**To:** Gwozdz, Christina S

<[Christina.Gwozdz@beaufort.k12.sc.us](mailto:Christina.Gwozdz@beaufort.k12.sc.us)>; Robine, Cathy

G <[Cathy.Robine@beaufort.k12.sc.us](mailto:Cathy.Robine@beaufort.k12.sc.us)>; Campbell,

Melvin P <[Melvin.Campbell@beaufort.k12.sc.us](mailto:Melvin.Campbell@beaufort.k12.sc.us)>;

Fidrych, Patricia <[Patricia.Fidrych@beaufort.k12.sc.us](mailto:Patricia.Fidrych@beaufort.k12.sc.us)>;

Berg, Herbert M <[Herbert.Berg@beaufort.k12.sc.us](mailto:Herbert.Berg@beaufort.k12.sc.us)>;

Wisniewski, Rachel K

<[Rachel.Wisniewski@beaufort.k12.sc.us](mailto:Rachel.Wisniewski@beaufort.k12.sc.us)>; Smith, William

C <[William.Smith2@beaufort.k12.sc.us](mailto:William.Smith2@beaufort.k12.sc.us)>; Campbell, Earl

<[earl.campbell@beaufort.k12.sc.us](mailto:earl.campbell@beaufort.k12.sc.us)>; Dowling, John R

<[John.Dowling@beaufort.k12.sc.us](mailto:John.Dowling@beaufort.k12.sc.us)>; Geier, Richard P

<[Richard.Geier@beaufort.k12.sc.us](mailto:Richard.Geier@beaufort.k12.sc.us)>; Orischak,

Josephine A

<[Josephine.Orischak@beaufort.k12.sc.us](mailto:Josephine.Orischak@beaufort.k12.sc.us)>;[avid.striebinger@beaufort.k12.sc.us](mailto:avid.striebinger@beaufort.k12.sc.us)

**Subject:** Special Education Program

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon!

I am sure I am not the first and nor will I be the last, but I am emailing you today on behalf of my child and many other children like her. [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Also, the zoning doesn't even really make sense from an outsiders perspective. I live in Hidden Lakes right by Red Cedar, also within a short drive of MC Riley. [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]

Not only is this just simply frustrating because of new uniforms, [REDACTED]  
[REDACTED], acclimating to a whole new staff and other logistics, but the children that thrive the most of consistency and routine are being tossed into different schools every year. [REDACTED]

[REDACTED]



Trust me, I understand that this district is growing at a rapid pace. People refuse to fund additional schools. It's a shame. Children will have to be moved around to make space, but the way this has been handled is unfair to us parents. We have not been given much notice or a thorough explanation. More importantly, it was not announced until well after the Choice program was closed. I have numerous friends who will have children at two different elementary school that are being told that they are probably out of luck. When we were [REDACTED], we were notified in the spring. Plans could be made.

I guess I am just emailing you so you know that I am upset and disappointed with how this was handled between the zones themselves and the timing. I hope things will be handled differently in the future.

Thank you for your time and consideration.

Sarah Hurst

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Fax: [\(843\) 682-3205](#)

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[www.facebook.com/bfcouponshhi](#)

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**From:** Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>  
**Sent:** Thursday, June 27, 2019 2:32 PM  
**To:** Gwozdz, Christina S  
**Subject:** FW: Update  
**Attachments:** BOE Goverance Workshop July 2019.docx

FYI Only read only. Herb

---

**From:** Dr William Adams <doca1336@gmail.com>  
**Date:** Thursday, June 27, 2019 at 10:58 AM  
**To:** "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us>  
**Subject:** Update

**WARNING:** This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Herb,

First and foremost it has been both a great opportunity and pleasure to have the opportunity to work with you throughout the successor superintendent search. You are truly a wise seasoned veteran educational leader of the highest level of integrity. Nothing but the best of continued success and hopefully good health in whatever your next endeavors are.

By way of an update, probably more difficult than the superintendent search for which we were able to attract many outstanding candidates, the HHHS principal position has proven to be a greater challenge and taken longer than expected. That said I expect to be in a position by next week from a candidate pool of just under 50 to recommend a handful of candidates for further consideration. I have been working with Alice Walton and will continue the process with her and Frank.

There have been two significant challenges. The first after identifying a number strong veteran educational leaders was compensation, relocation issues and the timing. The second involved the reconciliation of Fit scores, with interview and reference outcomes. This said, I believe will close providing some quality options.

On the board/superintendent relations governance workshop I did have a conversation with Dr. Gwozdz and submitted the attached proposal. Having benefit of some of the history, I advised that unless the full board was willing to participate in the workshop that would probably not be worth the investment of time and resources. I have not yet shared the proposal with Frank, but will do so, to make sure that he is fully in the loop. Attached is a copy of the proposal.

I hope we can keep in touch, there are not that many from our era that that are and still can continue to contribute to the success of our public education enterprise and the students were served through it.

All the best,

Bill

Bill Adams, Ed.D.  
W.H. Adams & Associates, LLC  
New Jersey Superintendent Emeritus  
609-471-4046

**JULY 11, 2019**

**BEAUFORT COUNTY, SC BOARD OF EDUCATION**  
**BOARD/SUPERINTENDENT ROLES & RELATIONSHIPS - WORKSHOP**

**Introduction**

This proposal outlines the objectives, content, and fee for a Board-Superintendent governance roles and relationships-workshop. The actual agenda for the workshop will be developed in conjunction with the Board President to ensure that topics from input provided by each Board members and the superintendent are addressed.

**Primary Objectives:**

- To assist the Board in moving from the theoretical by clarifying its role as a Board and to develop a common understanding of this role with the superintendent by addressing the following questions:
  - Which roles are always black and white?
  - Which roles may or should be gray?
  - When the roles are gray how do or can you use this for the best possible outcome?
- To assist the Board in surfacing and sharing personal agendas and how they may be used to reach consensus or be modified for the most effective outcome.
- Establish and implement a clear process for communication between Board members and administration.
- To discuss approaches to developing long term effective Board-Superintendent relations.
- To develop a common understanding of the type of metrics for assessing long range planning and why it is essential to clearly define how long-term expectations will be assessed.

- To affirm/initiate/further develop appropriate processes/strategies to assess and/or modify short and long-term planning within the District.
- To review a process for monitoring progress made towards the accomplishment of these expectations.
- To assist the Board in designing a communication structure that enables full participation from all members of the Board.
- To discuss the importance of superintendent evaluation on a regular basis.

**Secondary Objectives:**

- To assist in the development of a common agreement on the concepts of trusteeship, governance, leadership, management and continuous improvement.
- To provide the Superintendent and Board with a written document which will be of assistance in implementing policies and procedures to address priorities and needs as identified by the Board.
- To discuss why Board evaluation is an integral component of accountability and to initiate/affirm a process for Board evaluation.

**Roles, Responsibilities, Communication & Relationships - Workshop**

HYA ASSOCIATE will gather input through the Board President, from each of the Board members and the Superintendent to ascertain their expectations for the workshop. Information will be gathered from email communications or phone conferences and/or HYA's Board self-evaluation instrument. The District will provide the Strategic Plan, Board policies on board work, Superintendent evaluation materials, and other appropriate information to the consultants as may be requested. From the Board and Superintendent input and District documents, the HYA ASSOCIATE will develop a draft agenda and finalize it with the Board President prior to the workshop.

It is proposed that the workshop be scheduled as a closed work session (to the extent permitted by statute) in order to provide the greatest opportunity for a free-flowing conversation. The workshop should last approximately six (6) hours with appropriate breaks.

It is proposed that the workshop be scheduled on Thursday, July 11, 2019 from approximately 9:00 a.m. to 3:00 p.m. or at a date and time agreed upon by the parties.

An alternative is offered to provide the workshop on two consecutive days in blocks of approximately three (3) hours each day. As an example, a three (3) hour block from 3:00 p.m. to 6:00 p.m. followed by dinner and the next day to meet from 9:00 a.m. to Noon. (This is sometimes done as a Friday/Saturday combination.)

It is preferred that the workshop be held off campus to build both collegiality and to minimize distractions.

Listed below are suggested agenda topics the Roles and Relationships Workshop agenda would address, in addition to others that might be identified by Board members and/or the Superintendent:

- A brief review of the District's mission and vision provided by the Board and Superintendent
- A review of the concepts of trusteeship, governance, leadership, management, and continuous improvement
- A review and affirmation of the roles, responsibilities, relationships and communication expectations between the Board and Superintendent (Black, white and grays)
- A brief review of the District's strategic plan, as may be applicable, provided by the Board and Superintendent
- Prioritize short term District expectations through:
  - Brainstorming – providing each participant an opportunity to place any issue, concern, or need on the table for discussion
  - Categorizing – grouping the issues so that those in the same category can be addressed with less effort and greater effectiveness
  - Prioritizing – identifying the issues which will have the most significant positive impact in achieving the District's mission

- The Board's role in monitoring and assessing progress being made toward the achievement of the expectations
- Agree on the superintendent evaluation method, instrument, criteria and timeline to be used.
- Board self-assessment
- Fostering effective Board-Superintendent relations

### **Reporting**

A brief written report will be prepared outlining consensus items and major concepts/issues discussed during the Workshop. HYA will develop any documents that are conceived at the workshop so that the District has access to them for future reference and/or action.

### **Fee and Expenses**

The consultant fee for facilitating the expectation setting Roles and Relationships Board Workshop with the Board and superintendent including the preparation of the follow-up reports and documents is Sixty-two Hundred Dollars (\$6,200) plus associate expenses. Fifty (50%) percent due upon signing and fifty (50%) percent due open completion of the workshop.

Please feel free to call us if there are any questions or if you wish to discuss any aspect of this proposal in greater detail.

Respectfully submitted,

William H. Adams, Ed.D.

**Hazard, Young, Attea Associates (HYA):**

**Montgomery Township Board of Education:**

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**Signature**

---

**Signature**

---

**Printed Name**

---

**Printed Name**

---

**Title**

---

**Title**



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**From:** Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>  
**Sent:** Thursday, June 27, 2019 4:18 PM  
**To:** Mercado, Amelia B; Campbell, Earl; Campbell, Melvin P; Dowling, John R; Fidrych, Patricia; Geier, Richard P; Orischak, Josephine A; Robine, Cathy G; Smith, William C; Striebinger, David R; Wisniewski, Rachel K; Cushingberry, Robyn L; Holthus, Deborah A  
**Subject:** Re: Ad Hoc Results Committee

Ad hoc Results or Policy?

Christina Gwozdz, M.D.  
Chair, Beaufort Co. Board of Education  
District 9 Representative  
Bluffton/Pritchardville/Daufuskie Island  
C. 843-636-8555

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**From:** Mercado, Amelia B  
**Sent:** Thursday, June 27, 2019 12:10 PM  
**To:** Campbell, Earl; Campbell, Melvin P; Dowling, John R; Fidrych, Patricia; Geier, Richard P; Gwozdz, Christina S; Orischak, Josephine A; Robine, Cathy G; Smith, William C; Striebinger, David R; Wisniewski, Rachel K; Cushingberry, Robyn L; Holthus, Deborah A  
**Subject:** Ad Hoc Results Committee  
**When:** Monday, July 1, 2019 5:30 PM-6:30 PM.  
**Where:** Bluffton Middle School