

First Name:	Last Name:	Topic of Comment:	Public Comment:
Patrick	Martin	Teacher Compensation	<p>To help ensure we continue to retain and attract teachers please embed the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives.</p> <p>Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team, acknowledging their indispensable role in our students' educational journey.</p>
Jordan	Edwards	Compensation for Teachers and School-Based Classified Employees	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Lacey	Bates	Compensation for Teachers and School-Based Classified Employees	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Randy	Bates	Compensation for Teachers and School-Based Classified Employees	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Dustin	King	Compensation for Teachers and School-Based Classified Employees	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Margaret	Reed	Compensation for teachers and school based classified employees	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Anthony	Montagna	Teacher Compensation	Please act on the behalf of teachers to make employment sustainable by providing adequate salary for teachers. The cost of living and home prices are on the rise. For teachers to be able to stay they have to be able to pay rent and mortgages, buy groceries, support their children, and pay for medical needs. Teachers with and without growing families will go and stay where they can thrive. Teachers are highly educated with multiple degrees and ongoing training, so pay them for their value. Teachers are asking for fair compensation for the highly important work they do and we need to think about the next generations wanting to go into teaching. New teachers will be attracted to the field if it is a field where teachers can have gainful employment. With learning deficits and mental health needs on the increase, exasperated by the COVID pandemic, teachers are more important than ever, so please protect our children by compensating our teachers fairly. In addition, see that teacher work loads and class sizes are such that teachers can be effective and that classes are supported with sufficient teacher assistants, behavior support and mental health support.
Carter	Curtice	Compensation for Teachers and School-Based Classified Employees	o help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Lynne	Shaver	Compensation for Teachers and School-Based Classified Employees	<p>Good evening. Let me first congratulate Superintendent Huggins on her appointment. I look forward to seeing student learning and effective teaching being in the forefront under her leadership. She understands both better than most people in the room.</p> <p>Effective teaching starts with quality teachers, and quality teachers are forged through years of experience. Watching my colleagues find higher paying, less stressful careers outside of the classroom has me, for the first time in my 18 years of public school teaching, looking elsewhere. Corporations need my skills and will pay highly for my ability to organize and lead groups, instruct and train, manage multiple accounts, and work and communicate with a wide variety of clients. The going salaries for these jobs start 15% more than what I am making teaching. And assuming that job includes three weeks of vacation, that matches the mininum number of hours I put into teaching annually.</p> <p>So unless our salaries improve, you will continue to lose veteran teachers like myself who do great work in our classrooms. This is certainly not what is best for students and learning.</p>
Kerise	Broome	Increased teacher pay	o help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.

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Michelle	Lee	Compensation & Teacher Retention	I returned to the classroom this year because of your \$5000 salary increase and bonus. THANK YOU. It's my 19th year of teaching, 11th in CCSD. THANK YOU for taking these steps to show your appreciation and recognition for Charleston's teachers. To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from this year into the 2024-2025 pay scale at every step up to step 40. I also wholeheartedly believe that adding an additional \$5,000 would intensify our teacher retention and recruitment initiatives. Financial support for additional certifications and/or graduate level coursework would be another initiative. Merit-based salary increases (or bonuses) would be a huge benefit for the district's best and brightest teachers to remain in CCSD. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Elissa	Manchester	Compensation for Teachers and School-Based Classified Employees	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Sarah	Buechele	Compensation for Teachers and School-Based Classified Employees	Teachers are leaving the classroom because childcare is more expensive than our salary brings in for two children. That's taking teachers out of the classroom at the height of their time of impact, when they have years of experience but are still fresh and dedicated to the profession. To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Dianna	Luff	Salary Enhancements Needed for Classified Staff	Montessori Teaching Assistants. The situation calls for a substantial increase in teacher ASSISTANT salaries within this budget cycle. Teachers were given \$10,000 extra and Teacher Assistants got almost nothing. Montessori Assistant teachers are highly trained and invaluable assets to the Montessori classroom. Many/most of my colleagues have degrees and years of experience only to make \$30,00 a year. This is NOT a livable wage.
Julia	Kuehn	Compensation for Teachers and School-Based Classified Employees	We appreciate the increase we received this year, but more will be needed to continue to retain and attract teachers. Please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Meg	Thompson	Compensation for Teachers and School-Based Classified Employees	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Evan	McHugh	Teacher Compensation	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.
Kristyn	Hubatch	Compensation for Teacher Assistants and Classified Staff	School-based classified staff and teacher's assistants form the backbone of our educational infrastructure. Teacher's assistants act as lead teachers when the lead is not in the classroom, yet they aren't compensated for the increased responsibility. (In fact, many teacher assistants make less than the temporary substitutes.) Many staff and teacher's assistants have multiple, higher education degrees yet aren't compensated for this added education. We must extend equitable pay increases to these vital members of our team, or we run the risk of losing qualified, hard-working employees who want to be compensated more fairly.
Leslie	Anderson	Compensation for Teachers and School-Based Classified Employees	To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.

First Name:	Last Name:	Topic of Comment:	Public Comment:
			<p>Subject: Urgent Need for Continued Investment in Educator Compensation</p> <p>Dear Charleston County School District Board of Trustees,</p> <p>I write to you today with a sense of urgency and a plea for immediate, decisive action. While last year's increase in educator compensation marked a pivotal first step, the broader challenges our educators face, particularly with childcare and housing affordability in Charleston County, must be reckoned with a long range vision. We must escalate our efforts or face the imminent risk of falling behind, jeopardizing our ability to attract and retain the caliber of professionals our children deserve.</p> <p>Immediate Salary Enhancements Needed: The situation calls for a substantial \$10,000 increase in teacher salaries within this budget cycle. This is not merely a request but a necessity to incorporate the \$5,000 bonus from last year into the new pay scale at every step up to step 40, and to add an additional \$5,000 to intensify our teacher retention and recruitment initiatives.</p> <p>School-based Classified Employees and Teacher's Assistants: Our classified staff and teacher's assistants form the backbone of our educational infrastructure. It is imperative that we extend equitable pay increases to these vital members of our team.</p> <p>With the initial step firmly in the past, it's imperative that we persist on this trajectory. The era of incremental changes is behind us. What we require now are transformative measures to safeguard the future of our educational system in CCSD.</p> <p>Thank you for your unwavering commitment to the success and future of our district.</p> <p>Warm regards, Theresa Ray</p>
Theresa	Ray	Compensation for Teachers and School Based Classified Employees	
Alec	Westerman	Compensation for Teachers and School-Based Classified Employees	<p>To help ensure we continue to retain and attract teachers, please incorporate the \$5,000 bonus from last year into the 24/25 pay scale at every step up to step 40, and add an additional \$5,000 to intensify our teacher retention and recruitment initiatives. Also, our school-based classified staff and teacher's assistants form the backbone of our educational infrastructure. We must extend equitable pay increases to these vital members of our team.</p>

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		<p>Cassandra Newman</p> <p>1210 Kings Crest Drive</p> <p>Stafford, VA. 22554-7733</p> <p>February 16, 2024</p> <p>School Board</p> <p>Charleston County School District</p> <p>75 Calhoun St.</p> <p>Charleston, SC. 29401</p> <p>242</p> <p>RE: Gerbera Pals</p> <p>To Whom It Concerns:</p> <p>My name is Cassandra, "C.M.," Newman and I am contacting you with an opportunity that might be of interest to the Ministry of Education in Israel and other parties that handle children and youth affairs in your country. I have recently created a new nonprofit organization called The Gerbera Project. Our aim is to provide comfort and solace to Jews in Israel and America in the face of rising antisemitism. I was inspired to create The Gerbera Project after seeing on the news the testimony of a survivor of the October 7, 2023 atrocities in Israel.</p> <p>You can find out more about our initiatives and philosophy at:</p> <p>http://thegerberaproject.org.</p> <p>We are beginning a new initiative called Gerbera Pals, a pen-pal campaign for Israeli and American students that pairs Israeli and American classrooms together in sending messages or drawings of kindness and joy. The pupils can write or draw anything, as long as it comes from a place of empathy and love. Suggested topics can be pets, favorite foods or simply a description of what they do in a typical day. The objective is not only to provide comfort for the Israeli children in a time of widespread fear and uncertainty, but also to foster understanding and compassion between American and Israeli students through sustained positive, educational communication.</p> <p>At present, we are seeking American students at the elementary and secondary levels who would be interested in participating in this initiative. If you could please circulate this message amongst the administrators and teachers in your district, we would be most grateful.</p> <p>If you personally know of any students or educators who would be interested in participating in Gerbera Pals, please send a message to thegerberaproject@gmail.com.</p> <p>Please also consider following us on X: @gerberaproject, and on Facebook. A link to both social media profiles is on our website.</p> <p>Thank you for your time and attention to this matter.</p> <p>Sincerely, Cassandra Newman, Executive Director, The Gerbera Project</p>	Anti-Racism Initiative

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Dr. Harry	Walker	Support for Carolina Voyager Charter School	Yes
Patricia	Travis	Allow sign up for public speakers via online portal; the in person sign up is limiting and not community friendly	Allow sign up for public comments to be via online access; the in person requirement is not community friendly
			Please return public comment registration to an online format. The chair has been notified that there are numerous ways to address his alleged concerns with the online signup process.
Adrienne	Lett	Public comment sign up process	I have tried to discuss this with the chair via email but the responses I receive are dismissive or are attempts to change the subject without addressing the original issue I brought up.
			Public comment should be returned to COW meetings. The public needs more opportunities to address the board, and these "opportunities" should not be at 2PM on weekdays. Most of the public works or is in school during standard business hours and are unable to attend or speak at committee meetings that are held mid-day. The general public does not attend because they have other obligations, not because the media isn't there, as the chair has claimed.
			The chair has also stated repeatedly that he wants to get rid of the COW meeting and replace it with committees. He attempts to justify this by saying that the committee meetings will have opportunity for public comment, but again, that doesn't mean much if these meetings are held midafternoon when most people are working or in school.
Adrienne	Lett	Add public comment back to COW meetings and do not get rid of COW meetings	Add public comment back to COW meetings, and ensure that the registration for public comment is online. Do not get rid of COW meetings and replace them with a bunch of committees that are scheduled at times that are impossible for the general public to attend.
			This google form for submitting written comments directs individuals to the SignUpGenius page if they wish to speak in-person during public comment. Currently, individuals must register in-person to speak during public comment, not online.
Adrienne	Lett	Instructions on public comment form conflict with in-person public comment instruction	Please return the public comment sign up procedure from in-person registration to online registration so that the instructions on this google form are accurate.
Adrienne	Lett	Ethics pledge	Simply having the chair reading the ethics pledge is not nearly enough. Every single board member should agree to follow these standards. Simply reading the document aloud does nothing. There must be an action that follows the reading of the ethics pledge. Unfortunately, most members of the general public have already accepted that the majority of trustees will not follow any sort of ethics conduct, as evidenced by their behavior since the November 2022 election.