

First Name:	Last Name:	Topic of Comment:	Public Comment:
Melissa	Reese	Concern about written public comments	I am emailing you today about a concern that not all written in public comment was submitted on the record during the party meeting. I have written confirmation that I myself and two others have written in public comment last week about teacher compensation. That would be three public comments about teacher compensation, and increasing it, that was not reflected in the reading of the written submission public comment at the past meeting on Monday. It concerns me that you're not listening to your constituents and you're not sharing that your constituents want teachers to have a pay raise. I look forward to this matter being solved. Melissa Reese
Bruce	Trezevant	Gun Violence	Hello, I am Bruce A. Trezevant, Founder and CEO of Project Unity USA. In response to the increased Gun Violence across the state of South Carolina and the country, we have launched an initiative to host "The Corvettes United cruise/rally to and at the Statehouse in South Carolina and connecting states.  The South Carolina cruise will consist of 1000 Corvettes cruising to the Statehouse, where we will rally alongside citizens of South Carolina, speaking out against gun violence.  We are using the one thing that we know will attract the attention of our youth across the country (CORVETTES), and give us an opportunity to speak out against Gun Violence.  This rally will take place on Saturday, July 15th at 10:00 am at 1100 Gervais Street (SC Statehouse). Then we will leave there under police escort to 421 Bush River Road where we will host a car show, with music, speakers, vendors food, and lots of family fun.  Speakers at the Statehouse are currently Mayor Daniel Rickerman - City of Columbia, Sheriff Leon Lott -Richland County Sheriffs Department, Ms. Nira Ransome - District 2 elementary school teacher, and Mr. Bruce A. Trezevant - Founder and CEO of Project Unity USA  We are writing each school district in South Carolina asking for your assistance. We need every student to take part in this event by doing the following: 1. Promote this important event on their social media by using #projectunityusa #puusa #corvetteunited and encourage their friends to attend. 2. Attend this event and wear clothing representing their school  Our website is www.projectunityusa.org The event website is https://sccorvettes.rsvpify.com  Thank you in advance for your help and we look forward to speaking with you. Should you have any questions, feel free to contact me at 803-354-3553.  The motto that we have adopted is "The only thing evil needs to succeed is for good men to do nothing"
Melissa	Reese	Show teachers the money and raise millage	Please join this movement today. The solution to gun violence is within the collective US.  I will keep this short. Thanks for all you are doing to push through the teacher raises. I hope that you push the pay as high as possible so we can compete with neighboring districts. I also hope you have a plan to push the pay scale higher again next year so that teachers can actually make all livable wage. 50,000 is a start but as we know from the study it's not actually a livable wage in Charleston.  Thanks again for all you do, Melissa Reese
Stefanie	Ciambra	Starting teacher salary	PS I support raising millage ! Starting teacher salary with a bachelors degree should be \$50,000.
Alison	Wolfgang	Teacher Pay	Teacher pay must be increased. Teachers are leaving at an alarming rate all due to the lack of pay and increased expectations. Teachers deserve the proposed increase of at least \$50,000 base salary with increases across the whole pay scale. The Board must find a way to approve these increases to ensure teachers remain in the classroom in order to increase student achievement.
Karmella	Cook	Teacher Pay Increase	Teacher Pay Increase
Jody	Longo	Pay Increase for Teachers 50k starting	I am in support of the 2024 proposed starting pay increase and the incremental increase schedule for our teachers.
Vikki	OKeefe	Teacher Pay Increase	Please pay teachers what they deserve...approve a decent raise so they can support themselves and their families. A teacher with years of education makes as much a someone in an entry level job with a highschool diploma at some places! Children at all levels need skilled and educated leaders that truly want to help them learn and prosper, AND LOVE AND CARE FOR THEM. If the salary continues to be below basic living needs, then teachers are going to move on even faster than they are now. How can a job so important for everyone's, EVERYONE'S, future be treated so poorly. Teachers have stayed on because their hearts care so much but that time is gone. So many places are offering hiring bonuses and work from home positions at competitive pay. Our education system is suffering and this trickles down to our children and our future. If you want to keep teachers on...PAY THEM!
Melissa	Reese	Pay teachers more	Our teachers need to be able to make a livable wage. I support a raise in millage to get teachers a livable wage. 50,000 is a start but we need a plan to do more. Neighboring school districts are moving their pay scale as well and are places cheaper to live than Charleston. We need a plan to get to 58,000.
Lee	Grayson	Please pay teachers more	The cost of living in the Charleston area has skyrocketed over the last decade. Teachers need a raise.
Alison	Wolfgang	Increase teacher pay	I support the increase of teacher pay.
Ann	Birdseye	Tax increase	I urge you to approve the millage increase needed to raise teachers' salaries significantly. As a property owner I support public education. I also know that quality public education supports property values. That is possible only with quality teachers. We are hemorrhaging teachers. Do what you need to do.
Michelle	Thorp	Amazing Educators leaving the career of teaching	Not only am I a teacher here in Charleston county but I have children who are students in this county as well. My own child lost a Teacher this year in the middle of the year due to the lack of financial compensation for our profession. So I am looking at this from the standpoint of not only an educator in the system, but a parent whose child suffered as a result of CCSD's policy for teacher compensation. You simply cannot sit on the fact that CCSD is losing amazing, talented, well, educated teachers left, and right, because we are simply not respected by the district or the school board. What's it gonna take for you to open your eyes and see that this public service job has to be paid to measure it with the type and level of work. We are being asked to do each day there's not one of you who would volunteer to substitute in my classroom and that's clear because I can't even get a substitute for my own sons graduation
Jennie	Church	Equitable Teacher Salary Increases	Thank you for your tireless work and continued advocacy for immediate and meaningful adjustments to the Teacher Salary Schedule. I appreciate that you have extended the salary schedule beyond 30 years to retain experienced veterans rich in knowledge and best instructional practices, I feel that this will encourage many teachers to remain in the profession beyond the previous goal of 28 years.  While I am encouraged by the district's attention to raising starting teaching pay to \$50,000 in order to recruit and retain new teachers, I feel that those of us in the "middle" of our careers are being overlooked. As I complete my 18th year of service in the classroom, it is discouraging to see that salary increases focus on new/young teachers rather than fairly treating and retaining loyal teaching staff. CCSD prides itself on being an equal-opportunity employer, or an institution that prohibits, "unfair treatment because of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information" (EEOC.gov, pg.1). However, there seems to be age discrimination in the new/proposed salary schedule. Simply put by the U.S. Equal Employment Opportunity Commission, "Age discrimination involves treating an applicant or employee less favorably because of his or her age", this includes the area of pay (https://www.eeoc.gov/age-discrimination). The current proposed salary schedule openly discriminates against employees as their work experience (and age) increases by offering a smaller salary increase not equitable to that being offered to newer/younger teachers. For example, the proposed salary increase between years 0 and 1 is \$6,854 while the proposed increase between years 20-21 and 18 is \$4,500. The proposed salary increases dip even further as teachers increase in years of experience (and age) and end up almost 1/2 of what is being proposed for new teachers. This may seem like a nominal amount to many of you but I can assure you that many teachers consider this discrepancy a sign of disrespect.  To address fair salary increases, I fully support the implementation of millage increases beyond the proposed amount in order to ensure that every teacher in CCSD receives an equitable raise.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Ainsley	Tillman	I support an increase in teacher pay, however that might be best accomplished in the view of the Board.	Please find a way to increase teacher pay. We need to attract and retain quality professionals, for the good of our community.
Jamie	Meissner	Teacher pay increase	Board of Education, Please swiftly approve the step pay increase for all of our teachers. We need to respect all of our educators and make the pay increase the same for new and more seasoned. Please remember that our more seasoned teachers are expected to lead, mentor, advise, cheer, support not only new teachers but new administrators as well. We can not afford to lose anyone right now in the classrooms. Would you be comfortable in a hospital getting surgery from all doctors with one year of service? Or would you prefer a team of individuals with a variety of years of experience? My point is we need all of our teachers. We need them all to feel supported and valued. This will be the most impactful decision you make for CCSD. The ability for a teacher to drop one of their extra jobs is just one of the many benefits. Thank you for your time and dedication. Jamie Meissner Parent of 3 CCSD Scholars
Meredith	Barnette	Starting teacher salary	As a CCSD school nurse, I see first hand how difficult it is for new teachers to make ends meet. I often encounter teachers who are sick but constantly putting off healthcare because it costs too much to go to the doctor. I see these same teachers struggling to make rent, trying to find roommates and second and third jobs to make ends meet. As the mother of a daughter who is starting her senior year at the College of Charleston in early childhood education, I definitely had concerns with the major she chose. She worked for CCSD in the after school program for several years and fell in love with working with children. We did not want to stifle her desire, but we wanted to make sure she understood that she was choosing a career that is underpaid. Now approaching her senior year, she is starting to think about where to work. She will be student teaching in CCSD and we live on James Island. With the cost of living in Charleston continuing to skyrocket, staying in Charleston may not be an option for her. This would be a loss for CCSD because she truly has a heart for teaching and children as well as an amazing work ethic. Please consider increasing starting teacher salaries so she and others like her can have the opportunity to remain living in the city they love doing the job they were called to do.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Kristin	Adams	<p>Monday...5/8/23...#14...CCSD...Book...Viola tes Federal &amp; State Laws...Discrimination...REMOVE Book..."Not My Idea - A Book About Whiteness"...By Anastasia Higginbotham...Thanks!</p>	<p>Monday, May 8, 2023 Charleston County School District (CCSD) CCSD - #14 Request Book - "Not My Idea - A Book About Whiteness" - By Anastasia Higginbotham Book is Racist; Discriminates; Shows Harassment; Intimidation; Bullying &amp; Hatred Against the Race &amp; Color of: White People * CCSD: REMOVE the Book from ALL of the CCSD School Libraries - Immediately *</p> <p>Dear Charleston County School District - CCSD: CCSD - Interim Chief Academic Officer - Michelle Simmons: CCSD - Interim Deputy Superintendent of Schools - Anita Huggins: CCSD - Superintendent of Schools - Donald Kennedy:</p> <p>38 Calendar Days &amp; Waiting: - For CCSD Decision Makers to Email Yes -or- No: Concerning REMOVING (from ALL CCSD Schools) the Racist &amp; Hate Filled Children's Picture Book that takes LESS than 8 Minutes to "Read" - 3/31/23: "CCSD Form - Policy IJCAA-R - Community Reconsideration of Instructional Materials - Filled Out" - Hand Delivered &amp; Emailed to CCSD</p> <p>CCSD - Interim Deputy Superintendent of Schools - Anita Huggins, thank you for your Email dated 4/17/23 - Monday @ 7:43 AM (Screen Shot of Email below) in reference to the following Book that is currently at Multiple CCSD Schools (one school is CCSD - Elementary School - Belle Hall Elementary - where my Child attends): - Book: "Not My Idea - A Book About Whiteness" - Written By: Anastasia Higginbotham - Book: Discriminates; Shows Harassment; Intimidation; Bullying &amp; Hatred Against the Race &amp; Color of: White People</p> <p>As per CCSD - Interim Deputy Superintendent of Schools - Anita Huggins' Email dated 4/17/23 - Monday @ 7:43 AM (Screen Shot of Email below): - "...Let us know if we can support you in that in any way..."</p> <p>CCSD - Interim Deputy Superintendent of Schools - Anita Huggins, you can provide Support in the following way: - Take ACTION - HAVE the CCSD Decision Maker/s DO the following concerning the Book - "Not My Idea - A Book About Whiteness" (Written By: Anastasia Higginbotham):</p> <p>1) GET the Book: - Located at 8 CCSD Schools</p> <p>2) READ the Book: - Takes LESS than 8 Total Minutes to "Read" the Children's PICTURE Book - Children's PICTURE Book - 62 Total Pages: After "Copyright Page" / "Publishing Details" Page - 48 Pages: Have 27 Words or LESS - 7 Pages: Have between 32 - 88 Words - 1 Page: Has 105 Words as it is the "Dedication Page" - 6 Pages: NO Words / JUST PICTURES</p> <p>3) EMAIL DECISION concerning REMOVING the Racist &amp; Hate Filled Book from ALL CCSD Schools: - YES: CCSD will REMOVE the Book from ALL CCSD Schools by or before this DATE - OR - - NO: CCSD will INTENTIONALLY KEEP the Racist &amp; Hate Filled Book in Multiple CCSD Schools (which creates an UNSAFE &amp; HOSTILE School Environment)</p> <p>The Book "Not My Idea - A Book About Whiteness" (Written By: Anastasia Higginbotham) VIOLATES the following LAWS: 1) VIOLATES - Federal Law - Title VI of the Civil Rights Act of 1964: Law Against Discrimination on the bases of Race &amp; Color 2) VIOLATES - State Law - Title 59 &gt; Education &gt; Chapter 63 &gt; Pupils Generally &gt; Article 2 &gt; Safe School Climate Act &gt; Section 59-63-110 &gt; "Safe School Climate Act" &gt; Section 59-63-120: Law Against the Harassment; Intimidation &amp; Bullying that Insults or Demeans a Student or Group of Students</p> <p>The Book "Not My Idea - A Book About Whiteness" (Written By: Anastasia Higginbotham): - Book is: ILLEGAL &amp; WRONG - Book is: Full of RACISM &amp; HATE - Book: Creates an UNSAFE &amp; HOSTILE School Environment - Book: Ignites, Foments &amp; Promotes HATRED Toward White People</p> <p>* CCSD: REMOVE the Book from ALL of the CCSD School Libraries - Immediately *</p> <p>Below are the Multiple REQUESTS to CCSD (including "CCSD Form - Policy IJCAA-R - Community Reconsideration of Instructional Materials - Filled Out") to REMOVE the Racist &amp; Hate Filled Book - "Not My Idea - A Book About Whiteness" - By Anastasia Higginbotham from ALL of the CCSD School Libraries - Immediately: 5/8/23 - Monday: Email #14 5/2/23 - Tuesday: Email #13 4/26/23 - Wednesday: Email #12 4/21/23 - Friday: Email #11 4/19/23 - Wednesday: Email #10 4/17/23 - Monday: Email #9 4/08/23 - 4/16/23: Spring Break 4/07/23 - Friday: Email #8 4/05/23 - Wednesday: Email #7 4/04/23 - Tuesday: Email #6 4/02/23 - Sunday: Email #5 4/01/23 - Saturday: Email #4 3/31/23 - Friday: Email #3 - "CCSD Form - Policy IJCAA-R - Community Reconsideration of Instructional Materials - Filled Out" 3/31/23 - Friday: Hand Delivered - "CCSD Form - Policy IJCAA-R - Community Reconsideration of Instructional Materials - Filled Out" 3/29/23 - Wednesday: Email #2 3/28/23 - Tuesday: Email #1</p> <p>As a Tax Payer &amp; Parent of 3 Children at CCSD Schools I am HIGHLY CONCERNED that the Racist &amp; Hate Filled Book - "Not My Idea - A Book About Whiteness" - By Anastasia Higginbotham: - Creates an UNSAFE &amp; HOSTILE School Environment</p> <p>CCSD, CCSD Administrative Executives &amp; CCSD Decision Maker/s should ALSO be HIGHLY CONCERNED that the Racist &amp; Hate Filled Book - "Not My Idea - A Book About Whiteness" - By Anastasia Higginbotham: - Creates an UNSAFE &amp; HOSTILE School Environment</p> <p>* CCSD: REMOVE the Book from ALL of the CCSD School Libraries - Immediately *</p> <p>"As soon as you concern yourself with the 'good' and 'bad' of your fellows, you create an opening in your heart for maliciousness to enter. Testing, competing with, and criticizing others weakens and defeats you." ---- Morihei Ueshiba - Author - The Art of Peace</p> <p>Thanks So Very Much! Kristin Adams Parent of - 3 CCSD Students</p>

First Name:	Last Name:	Topic of Comment:	Public Comment:
Shawna	Byrne	Teacher Pay	I support an increase in millage to fund a livable wage for CCSD teachers. I am asking that the board approve a millage increase of between 7.1 and 14.5 mills which would allow for a \$5,000 - \$10,000 increase to every cell on the salary scale up to 40.
Valeria	Tanco	I support increasing millage to fund teacher salary increases	Please increase millage to be able to fund teacher wage increases so we can retain and attract more teachers to Charleston county
Patricia	White	Teacher Salaries	PAY THE TEACHERS! Increase the millage to fund teacher salaries to ensure CCSD can recruit and keep the best teachers for our students.