

First Name:	Last Name:	Topic of Comment:	Public Comment:
Chris	Bail	Teacher Compensation	Fifteen years ago I accepted an elementary teaching position with CCSD. Unfortunately, for the hard working teachers in CCSD, the same old issues remain, especially fair compensation. Fortunately, I have a husband to help pay the rent and bills, however many teachers do not and are barely making ends meet or are forced to take on a second part-time job. There are teacher shortages everywhere and if CCSD wants to attract and keep high quality teachers, salaries need to be raised. Do the right thing CCSD board.
Jessica	Lucas	Teacher Compensation	My name is Jessica Lucas, and I have been teaching in CCSD for 19 years. Despite my long service to the district and holding a master's degree, I would still struggle to support myself and my children if it were not for my husband's income. The cost of living in Charleston is some of the highest in the state; however, teachers are not paid accordingly. Teachers in Aiken County, for example, have higher pay and significantly lower cost of living. Teachers in the East Cooper area are especially affected by the disparity between pay and housing costs. Please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024. Thank you.
Patrick	Martin	Teacher Compensation	In 2018 I was the teacher of the year at the largest high school in our state, Wando High School, yet the closest place I could afford to live to my school was an apartment on Johns Island. Even then, I still drove Uber on the evenings and weekends to help make ends meet. The most difficult part was the commute, and the extra hours working took away hours they could've been spent being even a better teacher for my students. I LOVE teaching. It is my calling. However, I am worried that my best colleagues are leaving or retiring early, and the next generation cannot pursue their dream of teaching in Charleston because it is financially unsustainable. I want the best colleagues, but I am also a parent of a two year old. I am fighting for the best for him. Thank you for your service to our schools and our students!
Leilani	Worrell	Teacher Salary Increases	As Charleston County is struggling with teacher retention due to the extremely high cost of living and housing in the area, I am asking that the board please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024 including 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Neil	Sullivan	CCSD Teacher Retention	These efforts will help us recruit and retain the best talent to teach our students, which is desperately needed.
Margo	Quigley	Teacher Compensation	Why do address so much funding to teacher retention that doesn't actually just go to increased pay?
Pamela	Ferguson	CCSD Teacher Pay Increase	Please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Ebony	Trapp	Teacher Salary Increase	Please increase teacher pay. These are individuals who have had to pay for an education in order to qualify for their positions, who do responsible and demanding jobs, and who train the future generations. Please stop expecting high quality with mediocre pay. For the majority of the last seven years I have worked more than one job in order to pay my bills on time, have a social life, purchase clothing, groceries, etc., though I have gone to school and obtained the degrees necessary to educate our youth. Even when I am off from working at the school, my brain stays there because there is always something to do: grading, lesson plans, calling parents, etc. On top of working extra during the school year, I also have to give up my summers to work so that I can afford to do things besides sit in the house. It is not fair that there are people in education with maybe more time but not more credentials than me, who do less work, yet make way more money than me and I am actually the one in the classroom with the students. We give so much of ourselves and finances to our students, yet, we receive just enough to be turned down for food stamps and public assistance but not enough to sustain as a SINGLE individual. Grown men and women have to have roommates to get out of college loan debt, pay bills, and live. We need a raise because we put in the work. We live in Charleston, SC and the majority of us cannot even afford to purchase a home here unless we have been working for 20+ years. That is ridiculous.
Pris	Shumway	Teacher compensation	Please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. Teacher compensation
Lara	Barnett	Teacher salaries	My husband and I have lived in Mt. Pleasant the majority of our lives, born and raised here and raising our family here. It has become increasingly more difficult to continue to live in this area, near our parents and family, because I am not making enough money to pay for my family's needs. The cost of food and clothing has gone up, and while the raise this year helped, it isn't enough. Please help teachers be able to provide better lives for their families! I don't expect to be the bread winner, but to know that my paycheck is a valuable part of mine and my husband's income would help teachers know that they are valued and respected for their work and their expertise.

First Name:	Last Name:	Topic of Comment:	Public Comment:
David	Stanford	Teacher salaries	Good evening and thank you for all that you do for our schools. I have been teaching on James Island for the last 20 years and would like to teach for many years to come. Please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. In fact, this salary schedule would absolutely keep me in the profession for many years to come. Thank you for your time and dedication to the students, teachers, administration, and parents of Charleston, South Carolina. I know that the decisions you make are not easy, and I am sure it is nearly impossible to come to conclusions that appeal to everyone. However, please know that we do recognize your efforts and the decisions made with children's best interests in mind. My name is Lauren Lyon, and I am an English teacher at Lucy Beckham High School and my school's newly named Teacher of the Year. I love my job and truly feel that it is what God has called me to do, and I know that many of my colleagues feel the same way. However, a constant struggle for myself and others in my position is the inadequate pay for what we do and where we live. The cost of living in Charleston has far outpaced what teachers can afford, and if a change is not made soon, we will see more and more teachers leaving the profession not because they want to leave, but because they have to. I would like to ask that you consider the Teacher Compensation Task Force's recommendation for raising teacher salaries and keeping step increases through 40 years of teaching experience. Thank you for taking the time to read my comment and for all of the time and efforts you make to better our community. If I can provide any further insight, please feel free to reach out. As a grandparent of a child who will attend Charleston County Schools I am concerned about the ability of the district to recruit and retain quality teachers. Beyond concerns about my immediate family I firmly believe that quality education is the foundation of a economically and socially viable and stable community and in the nest interests of all in Charleston County. Please support the recommendations of the Task Force. Thank you for your service to the education of our young people. Most teachers that I know have second and third jobs to meet their bills every month. Most teachers are living paycheck to paycheck. Many younger teachers have to rely on family members to provide financial support because the cost of living in CCSD is significantly above what we are being paid. The demands placed on a teacher today are leading to burn-out, overstress, and declining mental and physical health. The least we can do is provide our teachers with the financial compensation they need to not only survive, but also support our rising generations.
Lauren	Lyon	Teacher Compensation	
PAMELA	MADAIO	Support for recommendations of teacher compensation Task Force	
Caitlyn	Metsack	Second Jobs	
Mary	Montemaran o	Support increase and teacher support maintain good quality teachers	Support raise in salary
Raquel	Clark	Teachers Raise	Hello, my name is Miss Clark and I am a first year teacher at R.B Stall high school. I would just like to first state that I love the school I work for and I am extremely proud to be working for the Charleston Country school district. However, I feel, that as a teacher we should be paid more for the work we do. We do so much in front of and behind the scenes of our classroom, that is not recognized. We stay late after school to grade and offer extra support. We lesson plan on our days off and spend a good part of our summers either working summer school or planning for the year to come. With all of this work some teachers still need extra jobs to keeps themselves and the people they care about afloat. All this to say, if you want to get and retain teachers offer them a wage that shows you see and appreciate all they do.

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Jaye	Amarice	Prayer Before Meetings	To the Board of Trustees, I would like to thank you - first for your time, but also for allowing the opportunity to voice concerns. This is a right that I am proud to exercise, and it serves as a reminder of what our country was founded upon: religious freedom. As a local leader in a minority religion, I know very well how sacred the right of religious expression is, and how seriously it must be taken to maintain the gravity of our other rights. However, the place for prayer is at home, and not at a function relating to school. Please consider a moment of silence as an alternative to prayer before school board meetings. If the Board of Trustees does consider a moment of silence, but decides it would serve CCSD better to hold prayer before meetings, I implore you to bring in representatives of other religions to uphold the right of religious freedom. I would be more than happy to deliver a brief invocation before any of your meetings, as I'm sure other local religious leaders would be. As servants of the people, and especially our children, I know you will do what's right and keep a sense of equality in this wonderful school system. Regards, Jaye Amarice Congregation Head - The Satanic Temple South Carolina

First Name:	Last Name:	Topic of Comment:	Public Comment:
		I am writing this letter to express my strong opposition to public prayer in our community. While I respect everyone's right to practice their religion in private, I believe that public prayer in government settings, such as schools and public meetings, goes against the principles of religious freedom and separation of church and state. Public prayer can make members of minority religions or those who do not practice any religion at all feel excluded and marginalized. It can create an atmosphere of religious pressure and intolerance, which can be harmful to our community's cohesion and inclusivity. Furthermore, public prayer can infringe on the constitutional rights of individuals who do not share the same beliefs as the majority. The government has an obligation to protect the freedom of conscience of all its citizens and to remain neutral on matters of religion. I believe that individuals should have the freedom to practice their religion in private, without any interference or pressure from the government. Public spaces and government settings should be neutral and inclusive, free from any religious bias or preference. In conclusion, I strongly urge our community to reconsider the practice of public prayer in government settings. Let us strive for a more inclusive and tolerant society that respects the diversity of beliefs and practices. Hail Satan, Atticus	I am writing this letter to express my strong opposition to public prayer in our community. While I respect everyone's right to practice their religion in private, I believe that public prayer in government settings, such as schools and public meetings, goes against the principles of religious freedom and separation of church and state. Public prayer can make members of minority religions or those who do not practice any religion at all feel excluded and marginalized. It can create an atmosphere of religious pressure and intolerance, which can be harmful to our community's cohesion and inclusivity. Furthermore, public prayer can infringe on the constitutional rights of individuals who do not share the same beliefs as the majority. The government has an obligation to protect the freedom of conscience of all its citizens and to remain neutral on matters of religion. I believe that individuals should have the freedom to practice their religion in private, without any interference or pressure from the government. Public spaces and government settings should be neutral and inclusive, free from any religious bias or preference. In conclusion, I strongly urge our community to reconsider the practice of public prayer in government settings. Let us strive for a more inclusive and tolerant society that respects the diversity of beliefs and practices. Hail Satan, Atticus
Atticus	Walker		

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Stephanie	Ross	teacher salaries	Teacher salaries need to be higher to survive in today's economy
T	Coin	Support for Teacher Compensation Task Force Recommendations	Support Teacher Compensation Increases or please explain why you will not I am writing to express my support for the Teacher Compensation Task Force Recommendation to begin "Level 0" salaries at \$58,000 and to increase teacher salaries across all steps. I am a teacher who has worked in the county for eight years, but often think about leaving the field, or moving elsewhere due to our lack of pay. Many young professionals are being forced to leave education because of our pay and this raise would help keep many of these teachers in the field while also providing continuity across the district. Please think about investing in our teachers and our children's futures. Thank you! -Christopher Callanan
Christopher	Callanan	Teacher Compensation Task Force Recommendations	
Chloe	Derks	I'd like to express my support for the CCSD Teacher Compensation Task Force . I'm a new teacher in the area, and with my rent going up this summer, I'm about to have no choice but to leave West Ashley, where I teach.	I'd like to express my support of the CCSD Teacher Compensation Task Force.
Elizabeth	Paige	Pay increase for ALL. Steps added.	Please consider: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. I would believe my work and professionalism is actually valued if this happens. Words mean little when I work a second job on year 17 of teaching with a Master's +30 in order to pay bills. We deserve so much more. Please do the right thing and thank you. I am in my fifteenth year of teaching, eleven of them for CCSD. I have a Masters degree and am just one class away from finishing my Masters +30. While I understand the current precarious economic climate, Charleston is a tourist destination worldwide. Those who perform foundational skills, such as teaching, in such a desirable community need to be able to afford to live in the county in which they work. I have never been able to live in the community in which I teach until recently. It is only because my parents are willing to chip in on my rent that I am able to do so now. At my current salary, I borrow almost \$400 monthly from my retiree-aged parents just to afford my local rent.
Jordan	Edwards	Teacher Salary Schedule Increase	Please strongly consider the suggestions of the CCSD Teacher Compensation Task Force on raising starting teacher salary. A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule is imperative to gain teachers in this district. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. Additionally, an increase in the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers is the key to moving our district forward.
Christine	Zorin	Teacher Compensation.	I am writing as a current teacher in Charleston County. I am in favor of: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. The current teacher pay is nowhere near enough to sustain the cost of living in Charleston County. There are amazing educators within our schools that will leave to pursue other careers if something is not done.
Allison	Burns	Teacher Compensation	ASK: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. To many teachers have to rely on a second job to make ends meet. The cost of living alone in Charleston is astronomical. The cost of food is steadily rising. Our teachers need help.

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Leslie H.	Nielsen	Increasing teacher salaries with demonstrate respect for their efforts and help to retain qualified teachers.	Increase Teacher Salaries!!
Margaret	Wildermann	Teacher Salary and Step Increases	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. In order to retain quality Teachers they must receive a living wage and continue to get significant step increases that allow them to support themselves, family as well as have decent housing near the community in which they work.
Molly	Thelling	Teacher Compensation	A \$58k starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule and apply the salary increase across all degree levels/STEPS, which we are also proposing to increase from STEP 30 to 40 to retain experienced teachers. Invest in the future generations by retaining devoted, intelligent teachers and enticing young teachers to choose CCSD.
Anthony	Montagna	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.	In order to keep teachers we need to make it possible for teachers and their families to afford to stay in Charleston. The students and teachers of this Charleston County need 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Kelley	Muse	Teacher Compensation	Teachers' salaries should reflect their value to a community. Besides helping the CCSD educators meet their living expenses, pay is tied to other measures of job satisfaction. Raising teacher pay will show educators that their job is important and they are valued by the Charleston Community. A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. Also this new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. We are losing too many wonderful teachers!
Olivia	Matt	Teacher Compensation	A \$58,000 starting salary at the Bachelor/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. Increase the current schedule from STEP 30 to STEP 40 to retain all of our experienced teachers. As a first year teacher moving from Ohio to Charleston, the difference in the cost of living has gone up exponentially. I have to live in Ladson 20 miles away from my Title 1 high poverty, high minority, low performing, and high needs school. This commute with traffic is at least 40-1:30 minutes each day going one way. This prevents me from wanting to stay longer after school to plan for instruction and collaborate with my team on how best to teach and pour into our 3rd-grade students. In addition, being a first-year teacher means I am at the lowest end of the pay scale and this is a huge factor for why I have seen 2 teachers leave wing of the school this school year. They were newer teachers and decided to leave the profession because they financially could not continue with it. I work year-round at my school and summer school but this additional payment is not amounting to much. My savings are being burned through and since my boyfriend just had 3 brain surgeries for a severe brain bleed and he has been unable to drive or work for 6 months. I am covering all of our finances and it is bringing a lot of stress into my classroom where I am not fully present with my kids some days. I am excited to continue this profession and keep working in my downtown Title 1 school and I will be able to do that with peace of mind with additional pay. Please consider the future of educators and children while you are making your decision. Almost anyone you ask will tell you teachers deserve more pay because of all the hats we wear and the impact we have on the nation's children. Thank you so much for reading my testimony and I know you will do what is best for everyone's future!
Lauren	Jayne	Topic 4	The cost of living is so expensive. It's hard for teachers to own their own home on the current salaries and is not incentivizing to stay in the area/field, especially with the demands of the job.

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Jennifer	McAdoo	Veteran Teacher Salaries	I was recruited out of Virginia, along with my husband, to teach for CCSD in 2017. At the time, we gave up \$40K in salaries to come to Charleston. We thought we were coming to a progressive district with businesses that were thriving and families that were pouring in monthly by the hundreds. We thought that our veteran teacher salaries would rise as the years went by, but they have remained stagnant while the board continues to raise salaries for new hires. This is beyond frustrating. We acknowledge the need for ALL teachers to be fairly compensated. Without tuition assistance, and little monetary incentive to advance our degrees, many teachers with years of expertise, experience, and professionalism are leaving in droves. How many teachers are you willing to see leave the profession on your watch? It is time for the board to recognize the impact of the experienced teacher and fully fund salary increases for all, not just the newly hired.
Jamie	Moulin	Teacher compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. As a teacher in CCSD, I know that if changes are not quickly made to teacher compensation, we will lose excellent teachers and be unable to find qualified professionals wanting to join the teaching profession. Currently, the starting salary for teachers is under the average salary for college graduates. This lack of livable wages impacts my colleagues and me. Many new, young teachers are trying to rent or buy houses and start families but cannot due to low wages. Unfortunately, many teachers also quit because childcare costs outweigh our annual salaries. Most of my coworkers work multiple jobs to support themselves and their families. In addition, many of my coworkers have master's degrees. If you want teachers to be well-educated professionals, the pay needs to mirror that of a well-educated professional. Part of CCSD's vision is "every student, teacher, principal, and staff member is valued and respected with the opportunity to learn every day." If CCSD truly wants to support this vision, teacher compensation must be adequately addressed. For teachers to feel valued and respected, their time and efforts need to be adequately compensated for. When teachers feel valued and respected, this trickles down to students. If teachers don't have to work several jobs to support their families and can devote more time and attention to teaching, our students will benefit. Teachers are the most significant resource in the classroom, so we need to invest in this resource. Increasing teacher pay will allow us to hire higher quality teachers, increase student performance, and improve retention rates of veteran teachers. For all of these reasons, please consider the following items: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers Please increase teacher salaries. They cannot afford to live in our district and they are working multiple jobs to make ends meet. Let's do better for our teachers!
Julia	Kuehn	Teacher Compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers
Katie	Edwards	Teacher Salaries	
Sarah	Marion	Teacher compensation	In favor of higher teacher compensation
Kaitlin	Torres	Teacher Compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Kaitlin	Torres	Teacher Compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Jessica	Parkman	Teacher salary	I am a middle school teacher in CCSD. This is my 18th year teaching middle school. I teach with a great group of teachers who vary in age and experience level. I was fortunate enough to purchase a home in West Ashley several years ago (with help). My coworkers are not able to do this because the current market in Charleston is completely out of their budget. Each one of my grade level coworkers has either an adult roommate, second job, or both. The majority of these teachers have advanced degrees they are still paying for and work extremely hard. Despite all of this, they still cannot afford to live on their own in Charleston. I have one coworker in particular who has taught for 13 years, has a masters degree, is a highly qualified veteran and cannot afford rent on a one-bedroom apartment on James Island without working a second job on the weekends and borrowing money from her parents to afford utilities. Teachers deserve better. Thank you.

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Morgan	Pink	Teacher Compensation	My request: A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule, and increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. While I absolutely love this profession, and truly feel that we are doing some of the most meaningful and important work as teachers, I am beginning to struggle immensely to afford rent, utilities, gas, groceries, etc. on my current salary. This year, I began working a second job to make ends meet, and while I am able to afford rent now, the exhaustion from working both jobs is beginning to take a toll on my mental and physical health. I can feel myself struggling to show up for my students and be the educator that they deserve. An increase in salary, and the adjustment to the STEP schedule would mean I would be able to only work my contract hours, and be able to afford my cost of living expenses. This would alleviate so much stress for me, and many other teachers I know, and would enable me to show up better for all of my young learners, as well as be able to take care of my own mental and physical health. Thank you for considering these changes, and working to help support all of the teachers in CCSD! 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. Teachers are responsible for the success of society. We are responsible for teaching students not just to read, write, add or subtract. We are teaching them how to be the people who will soon be leading the community. Even with such great responsibility placed on our shoulders, our salary reflects that of a job that is just a job. A job that is not valued. Teachers are the foundation the community relies on. Yet so many teachers are forced to work a second job to make ends meet. I myself work a second job several week nights and weekends and speaking from personal experience, it is exhausting. It takes away from the time, energy, and focus I can provide to my students. The students deserve better. Teachers deserve better. ASK: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Karlle	Jones	teacher compensation	I currently serve on a team of 8 Special Education Resource Teachers. Every single 1 of us has a 2nd job and some of us have a 3rd job. I currently have a caseload of 8 students that I tutor before and after school in order to supplement my income. I have a family at home and leave my house at 6am and don't come home until after 6pm due to my second job. I can not sustain this type of work environment where I only see my children for about 2 hours per day. I was voted Teacher of The Year at my school and I have served in CCSD for over 8 years. I currently do not know if I will be signing my contract next year due to the low pay and the long hours that I need to keep. "Quiet Quitter" here. You lost me, don't lose another. On a basic level, our ask is: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. I implore you to also: 1) Consider 30 minute duty-free lunches for classroom teachers. 2) Being more stringent about class size and avoiding filing exceptions. 3) Restructuring evaluations. 4) Allow membership to "union- type" organizations for the purpose of legal protection. 5) Give a defined "resign by" date each summer... typically 4 weeks before the start of the next school year. 6) Stop penalizing those leaving the profession by "charging" for benefits. For example, we are paid over a 12 month period, we should receive benefits for that 12 months.
Shelby	Joffrion	Teacher Compensation	I support the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024 which are as follows: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Allison	McCutcheon	Teacher Compensation Task Force Recommendations	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Gina	Scott	Teacher Compensation Plain and simple teachers need to be paid more. We are some of the lowest paid professionals in the whole country but the amount of time and effort is put into our jobs exceeds what we are paid. Here in Charleston, most teachers cannot afford to live on their own. In my eyes that is a huge problem. Please give us teachers what we deserve for all the hard work we put forth to better our youth and our future. Thank you.	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPs on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Torin	Wood		Teachers need to be paid more, plain and simple. The amount of time and effort that teachers put forth exceeds the salary they are being paid. Unfortunately, teachers are one of the lowest paid professionals in the nation but yet they do more than what is stated as duties in their contracts, in my eyes that is a problem. Most teachers in Charleston County cannot even afford to live on their own, again, this is a problem. Please give the teachers what they deserve for all the hard work that they put forth in educating the future of our great state and country. Thank you. My name is Angelica D'Antonio, and I am a second-year teacher for CCSD. I moved here last August from New Jersey for a teaching position in CCSD, and I am emailing you tonight in favor of the teacher compensation proposal. Since moving to Charleston last August, and working for CCSD I have loved the connections that I have made, and cherish the relationships with the many students that I have taught. Teaching Art truly is a passion of mine, and I do believe that it is a necessary outlet for all students. Currently, I find myself and other new teachers in a similar position. We cannot afford the expensive cost of living here in Charleston on our current salaries. So many of my fellow first, second, and third-year teachers have already left CCSD or the profession entirely due to the amount of work that it requires both inside and outside of school, with little pay. As a second-year teacher, I make just enough to pay my bills each month in the cheapest living situation I was able to find, with little to no extra for savings. Like so many other educators, I do not have the time for a second job because of the amount of involvement I give back to CCSD outside of the normal school hours. Whether it is with our individual departments, student events, sports, committees, tutoring, or just lesson planning and grading for our current classes, we as teachers are spread thin with little to no compensation for our extra time and efforts. For these reasons, so many young teachers are leaving the profession. We have Title 1 schools that are severely understaffed because no one will stay in those schools for this pay. In my first year of teaching for CCSD, in a Title 1 school, two of my fellow teachers quit before November, and by the end of the school year, four more educators decided to leave the profession permanently while many others left the district. Those positions remain unfilled. Once again, I thank you for your service, for your time, and for your consideration on this vital matter. I do truly believe that an increase in teacher compensation to this degree would not only help to retain educators, but to encourage more young people to pursue this profession in the future
Angelica	D'Antonio	Pro Teacher compensation	I have been teaching for 7 years in a title one school. I realize that teachers are seen as public servants, but we do so much more. I do not teach for the love of children but for the love of community. Without education our society would be without workers, without workers our society will be without an economy, without a thriving economy people become desperate, desperation leads to devastation, which will lead to thief, violence, or any other means of desperation to make sure that families are feed, clothed and housed. Society NEEDS teachers to protect them from would be criminals, education helps people get the resources needed to support themselves. Teachers should be paid what they are worth. We save lives, we save communities, we save societies as a whole. Pay us.
Mary	Adeogun	Teacher Salary	I support the Teacher Compensation's task force to start teacher salaries at \$8,000. This is the bare minimum on which teachers can live off of. Current salaries make it impossible to live in Charleston. At the age of 34, I was forced to move back in with my parents after medical debt wiped me out. While I love teacher, I also love having a roof over my head and currently cannot afford one.
Megan	Reilly	Teacher Compensation	

First Name:	Last Name:	Topic of Comment:	Public Comment:
			It is our moral imperative to serve the community through hiring and retaining the best possible teaching faculty available. The increases in the cost of living in the Charleston area is shutting out our most competent and talented teachers. The underlying financial cause of this talent gap can only be rectified by addressed by investing in this talent. To win the competition for a more equitable and capable society, it is an obligation for our board to support this increase for teacher pay to the following: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Gregory Dale	Webster Garza	Support teachers	Support long term teachers for retention not just new hires
Amanda	Hranowsky	Teacher Compensation	All teacher salaries need to be raised, particularly to retain veteran teachers. In this time of critical teacher shortage, it is imperative that each and every teacher on the salary scale in compensated fairly. After the effects of a global pandemic, teachers are facing incredible demands.
Susan	King	Support of EL	Comments regarding EL
Kim	Deaton	EL teacher/student input and feedback	EL teacher/student input and feedback
			We need this to pass in order to recruit and retain high quality educators!
Lauren	Lyon	Teacher Compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. Teachers aren't even able to afford to reside in the area because the pay scale is so low, however, the work load and demands of being a teacher continue to increase. Valuable teachers will be lost to other professions or areas if pay does not increase. Our children deserve the best teachers out there!
Karmella	Cook	Teacher Compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. Teachers aren't even able to afford to reside in the area because the pay scale is so low, however, the work load and demands of being a teacher continue to increase. Valuable teachers will be lost to other professions or areas if pay does not increase. Our children deserve the best teachers out there!
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Russell	Cook	Teacher Compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. Teachers aren't even able to afford to reside in the area because the pay scale is so low, however, the work load and demands of being a teacher continue to increase. Valuable teachers will be lost to other professions or areas if pay does not increase. Our children deserve the best teachers out there!

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Emily	Kaht	Teacher Compensation	As a first year teacher, it has been difficult to support myself on the current salary. Even with a roommate, I am unable to get groceries without the second job I have. Bills, rent, and groceries add up very quickly in Charleston, and that's without adding in that I am not only a teacher but a person who would like to be able to go out with friends without worrying about if I am going to have no money left for emergencies that may arise. On top of that, this year alone I have spent hundreds of my own dollars on school supplies for my students, many of which can not even bring a pencil to school. This pay raise would give me more of a reason to stay in CCSD, teaching at a Title 1 school, and to want to stay in Charleston Public Schools. I have a four year degree and people make more money than I do as a first year teacher being a McDonald's manager. Show me that you value teachers. Show college students that are majoring in education that there is still a reason to go into education other than their "why". Teacher's "why" is no longer keeping teachers in teaching, especially not for as long as teachers used to stay. Increase the pay. Increase the steps to 40 years. Keep Charleston teachers in Charleston teaching. Give our children the best teachers the state has to offer by making CCSD competitive to other counties. Our children deserve good teachers. So give good teachers a reason to stay. Give good teachers a reason to come to CCSD. 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPs on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Sophia	Dorcely	Teacher Compensation	I currently work at a Title 1 middle school in Charleston County and housing for me and my family is over half of my paycheck. I work additional hours after school to make ends meet. I've been actively searching for other jobs outside of the teaching profession because I cannot continue to live within Charleston county on this low of a salary. I also receive additional bonuses because I work at a title 1 school and teach special education and it is still difficult to make ends meet.
Tegan	Bondy	Teacher Compensation	I know that we are all very aware of the struggles the country, specifically South Carolina, has faced in recent years regarding teacher recruitment and retainment. This issue was largely exacerbated after the pandemic and continues to greatly impact our state and local schools. I, myself, was part of the SC CERRA Teaching Fellows program throughout college, which grants scholarship money to students in college in exchange for years of service in SC public schools. I love working in Charleston County, at West Ashley High, and, in general, I love my teaching job; however, the rising cost of living in Charleston and lack of adequate compensation for teachers is greatly affecting my ability to stay in the district and teach in the school that I love. I can barely afford to live with the 2 roommates I have, let alone by myself, and afford all of my other financial responsibilities, bills, and pleasures with the current compensation rate in Charleston county. I have begun looking into other state in the country that have higher compensation rates and am considering relocation, despite my love for my school, because of this lack of adequate pay. The proposed salary increase from the Teacher Compensation Task Force, if accepted, would completely change my ability to support myself and remain a teacher in Charleston County. I want to be able to stay working in my local schools but cannot do that comfortably without this proposed pay raise. We know how hard teachers work, and how much they do outside of their classrooms, and this proposed pay increase simply pays teachers what they are due and deserve. I urge you to please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024. I ask that you truly consider all that our teachers do and deserve, what it would take to better recruit and retain teachers in our district, and vote in favor of these recommendations at the upcoming CCSD board meetings.
Jayna	Stachurski	Teacher Compensation	The Step 0 increase to \$58,000 would create HUGE recruitment/retention incentives for teachers. I know first hand as a step 4 employee, with cost of living as high as it is right now, I would severely struggle to support myself as an individual. Teachers have so many stressors to juggle already, money shouldn't be one of them. Especially considering what our career actually is; we shape the lives of every single person born into this world. Ask yourself: do you want to continue struggling to find a fix, or do you want to invest now and get your money's worth? ASK: 1) A \$58,000 starting salary at the Bachelors/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPs on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Elizabeth	Jenkins	Teacher Compensation	I am a 7th-year teacher with a Masters's degree. My family of four is struggling financially. Last year we had to relocate to Huger because of inflation. I grew up in Mt. Pleasant and attended Charleston County Schools. I now drive over an hour (40 miles) to work each day. My family is barely surviving paycheck to paycheck even with tutoring after school three days a week. We would not be able to afford to live if it wasn't for my husband's engineering job. I love being a teacher but if the pay doesn't increase with the rate of inflation I will be forced to leave education.
Becca	Nexsen	Teacher Compensation	Please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPs on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Kelsey	Bowden	Charleston County School District Teacher Compensation	Supporting teacher salary increase under Charleston County School District Teacher Compensation

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Lauren	Ross	Teacher pay Charleston County School District Teacher Compensation	Teachers are professionals who deserve higher pay for a multitude of reasons. Increased housing costs in the area make it almost impossible for teachers in the Charleston area to make a real living. Every single person on my team of teachers works an extra job to try to make ends meet. Most of us have Master's degrees and still have to tutor after school 3-4 times per week to supplement our paychecks. My own mother is a middle school math teacher of 33 years and single parent who has never been able to afford to buy a house. As of right now, I would not recommend for anyone in college to become a teacher. I hope that changes with a new teacher pay schedule.
Kelsey	Bowden		In favor of increasing teacher salaries under Charleston County School District Teacher Compensation
Briana	Cassidy	Salary Increase Needed	As someone who has taught in several different states, Charleston, SC is by far the most expensive city I've lived in and has the lowest wages in comparison to many other areas of the country with lower or comparable costs of living. SC has a real problem retaining qualified teachers in schools that have the highest need for stability, and I believe the driving factor in many teachers deciding to leave the state or profession is due to the low compensation. Many teachers must hold 2-3 jobs just to make ends meet. Rent is sky high in Charleston, and it is nearly impossible to afford to live here for anything below a \$60,000 starting salary. Out of state 17 years ago I started at a salary of \$57,000 right out of college. Now, with a Master's degree and 17 years of experience I am only making \$66,000. Other professions give employee bonuses that are higher than the difference in salary it took me 17 years to make up. Pay our teachers more!
			Hi there. I am a second year teacher in Charleston School District. I moved to South Carolina for the love of Charleston and everything it has to offer. However when I first moved here, I found it was only economically possible for me to live in South Carolina if I lived in North Charleston. This meant I had to commute 25 miles to Wando High School each day. Some days this would translate to 1.5 hours of driving just ONE WAY. Having that long of a commute, in conjunction with staying after school to complete all my outside-of-class teaching obligations, meant that there were days that I would not get home until 8 at night. Amongst it all, I was awarded Rookie Teacher of the Year for Wando High School. However, I would be lying if I said I wasn't burnt out within a few months. Longterm, nothing about teaching, in the way that I was, seemed sustainable. For my second year of teaching, I knew that if I wanted to stay in the profession, I would have to move closer to Wando which meant living in Mount Pleasant. Living in Mount Pleasant is not feasible with our current teaching salaries so I was forced to find roommates to share rent with. Even splitting rent I notice majority of my salary is going towards housing. Unfortunately, with the current teaching salaries in Charleston county I don't foresee myself being able to afford a house and raise a family in the future. I am already looking at places to move with higher teaching salaries that will allow for a more financial stable future. This in turn will continue to negatively impact teacher retention in Charleston County.
			After everything stated above, I am here to ask the following: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Danielle	Powers	Teacher Compensation	Thank you for your time.
Jeff	Handel	Teacher Compensation	A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule.
Shalea	Griggs	Teacher Compensation	As a committed teacher and parent in CCSD, I am asking for the following: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Patrick	Wright	Teacher Compensation Task Force	I support the efforts of the Teacher Compensation Task Force. As a teacher myself the current level of salary requires that I find other work in order to be able to meet my basic needs of shelter and food. This extra work I am doing at another job unfortunately takes away some time that would be much better spent preparing lessons and activities for students. I believe the proposed changes to salary for CCSD teachers would provide great relief and allow the job of teaching our wonderful students to be the only one that requires the attention of CCSD teachers.
Minou	Kent	teacher compensation	I am asking for: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Dawn	Drolet	Teacher Compensation	I am asking for: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.

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Jacy	Gross	Teacher Compensation	I am asking for a \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. I've been teaching in CCSD for 10 years and I can not afford to live here. I live paycheck to paycheck, have a second job, unable to save money, and I'm responsible for shaping the future. Several teachers have quit at my school to leave the profession for good to receive higher compensation. Teaching is not what is used to be. Our job is not an easy one and no one can truly prepare you for what you endure on a daily basis. We need and deserve to be paid accordingly. I would like to ask: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Daisy	VanDenburgh	Teacher Compensation	As someone who is just beginning my teaching career, I am very uncertain about staying in Charleston County. I know the starting salary for teachers is not sufficient to cover the cost of living in Charleston County. I am seriously considering teaching in Ohio where salaries are the same but cost of living is much cheaper.
nellie	husted	If Charleston county is going to raise the level of reading and other academic areas they need to raise teachers' salary, particularly veteran teachers	Teacher retention: Raise the salary as recommended for all teachers, particularly veteran staff. Teacher's cannot even be recruited from local colleges because of salary concerns. Teachers are doing everything to retire early because of the low pay. When public information comes out with salary increases for 75 calhoun staff, it is heartbreaking. Please do the right thing. I am very hopeful about the 2023-2024 recommended salary schedule. As a brand new teacher (with a bachelors degree), the increase in salary would be a tremendous weight of relief. I live paycheck to paycheck, most of the time my paycheck doesn't even stretch to the next. The cost of living alone in Charleston has only continued to increase, let alone gas, groceries, and other various necessities. I truly do believe that the increase in salary each step would help to retain veteran teachers- as well as draw in new (good) teachers. Fellow teacher friends of mine have left the profession within 2 years of beginning their teaching career due to how low the salary is. I really do love what I do as a teacher and there is truly nothing like teaching, but in order to continue to retain veteran teachers and bring in new, valuable teachers (and help us make ends meet) an increase in salaries on each step is vital. We are not teaching the same kids we were teaching a decade ago. Our children are in the midst of a mental health crisis, which impacts their behavior and their ability to learn. The challenges are greater than ever, teachers are overwhelmed, and simultaneously the cost of living has gone through the roof. If we are going to keep and attract future quality educators, we have to provide a living wage, and the supports that our students and teachers need to be successful. Teacher recruitment and retention is a serious problem. It will not go away until some real changes are made. I am not a person that believes in big government or increased taxes but we have a real problem with our teacher shortage. New teachers are not entering the profession. ONE of the biggest reasons is pay. It must be addressed or the problem will become worse.
Emma	Ferguson	Teacher salary	Teacher Compensation
Miranda	Stonecypher	Salary Schedule	My husband and I have both been teaching for CCSD for over 10 years. Luckily my husband bought our house in 2004 because today we could not afford to live on James Island especially not in our neighborhood. Houses in our small James Island neighborhood are now going for over 1 million dollars. Grocery prices have gone way up and going out to eat with our family of 3 ends up being expensive. We are lucky to have bought when we did because now we could not afford to buy or live in our area. If we were to start teaching today - we would not be able to become teachers if we wanted to continue to live in Charleston. We would have to find other occupations in order to be home owners.
Mark	Stowell	Teacher Retention and Salary Considerations	Please consider and vote YES for the Teacher Compensation Task Force's recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Caroline	Drolet	Teacher Compensation	
Jessica	Hamilton	Teacher Compensation	
Robert	Ledford	Teacher Compensation	
Robert	Ledford	Teacher Compensation	
Allie	Douglas	Teacher Salary Increase	I fully support the increase in teacher salary. Yesterday, I applied for a job outside of teaching. This salary increase makes me seriously consider staying in my current teaching position. I believe it more closely reflects the salary of a professional who puts as many hours into the job as we do.

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Cameron	Drolet	Teacher Compensation	I am asking for: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Allison	Prince	ASK: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 40 in an effort to retain all of our experienced teachers. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.	ASK: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Trevor	Macy	Teacher Compensation	Teaching has long been a career that has a high turnover and burnout rate, especially for new teachers. It has also been a field that has historically been undercompensated. We educators are required to get higher education and go through background checks, licensing programs, constant professional development, etc. Any other field with the same requirements are compensated fairly. My family and I are personally struggling financially to make ends meet with the rising cost of goods and services, costs of commuting, and the rising cost of housing. Both my wife and I have picked up second jobs to make ends meet and ensure all of our bills are paid. This increase would be an amazing, and long overdue step forward to support our educators and ensure that we can earn a living wage that is comparable to our education levels and certificates.
James	Dean	Charleston County School District Teacher Compensation	With the housing market prices going through the roof, teachers need to be better compensated to be able to afford living in Charleston County. This is espec
Amy	Fletcher	4B	As a former public school educator who left the north, I am completely against this EL curriculum. We moved here so that we could put our 4 children in schools where they would not be indoctrinated. There are better programs that do not indoctrinate our youth. We should not be focusing our time on social justice reading programs but should be focusing on improving teacher turn over, parent involvement in all parts of CCSD, bridging gaps. As biracial woman, the more we focus on color the more of a divide we create. I will tell you the trainings that I have seen here are things that have been going on in Massachusetts for over 6 years. This is not a good thing. It is creeping in full force here. Please vote to end this EL curriculum today.
Cheryl	Durden	Teacher Compensation	A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers
Anthony	Galavotti	Charleston County School District Teacher Compensation.	I support the recommendation that has been given. It has become increasingly difficult to live a decent lifestyle in Charleston as a teacher without having to work extra. This includes all bills, student loans, etc.... You have to live further away, as Charleston County is too expensive.

First Name:	Last Name:	Topic of Comment:	Public Comment:
			Thank you for taking the time to read my comment. It is vital to listen to one another. I have been a Title 1 teacher for 12 years. The sad reality is that I have outlasted the vast majority of teachers in my building. I have had to have a second job for my entire career in order to make ends barely meet in the greater Charleston area. I cannot afford to be a part of the community that I am so desperately trying to serve. We are teaching our youth that the educational system is not for them; in fact, it is set up to fail. Our current practices are cause for great alarm- the first being how we value our employees that we expect to raise the next generations and prepare them successfully for the future- the future that they will hold. A future without qualified teachers because no one can afford to be a teacher. A future with unmanageable class sizes because there aren't enough adults to safely and effectively educate our youth. In every other business model you will find that success is found when the workforce feels heard, appreciated and valued. The excuse of teacher's choosing to be educators for the children is done. We choose education because we want to serve and better our community, but we work in order to provide for our own families. I ask you this- knowing that teachers cannot live off of our currently salaries in the communities that they support (often with multiple degrees)- would you encourage your children, family members or closest friends to be an educator? Would you tell them to pursue education even though they will never be able to generate wealth, afford a home on their own, or live without roommates regardless of how many degrees they earn and years they dedicate to their careers? In order to bring and retain qualified individuals to adequately prepare our future, I ask the following: ****Please note that all increases at each STEP and class-advancement should reflect the same salary percentage increase**** 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Ryan Leigh	Amrhein	Teacher Compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Darwin	Shorters	Teacher Compensation.	The line between living and surviving has become very fragile and with the increase costs of housing, food, and transportation the majority of teachers lie within the ladder. The value that teachers have on students is tremendously significant and if educators do not have equitable compensation to live comfortably, the effectiveness within the classroom will begin to fray or become jeopardized. Educators deserve to be respected and valued, and with an increase in compensation teachers will have a greater sense of worth, and thus will work much harder for their students.
Justin	McKenzie	Charleston County School District Teacher Compensation	I have been a teacher for almost 10 years. I love my job and I love working with students. However, I have considered quitting the profession numerous times throughout my career. Every time I have considered quitting it is because of our low pay. I have to have a second job and get family financial support, just to live in Charleston. My entire month's paycheck only covers rent and utilities. I am not the only teacher that either has financial support or has a second job. We work extremely hard for this community and the children and I believe we deserve to have a livable wage. I hope the board decides to adopt this new pay scale.
Alexandra	Field	Pay Scale	Teacher Compensation
Annette	Taylor	Teacher Compensation	Hello, my name is Adam Bevins, and I am the current Teacher of the Year at Jerry Zucker Middle School. After this school year, I will have successfully served eight years in Title 1 schools within Charleston County. There was once a time when I loved working at these schools. At the time, including myself, my team had four young, optimistic teachers who worked really hard trying to be the best teachers that they could be. Two of them won rookie teacher awards and two others won teacher of the year. If you had to guess, how many of them are still in the profession? I'm the only one still here, and that is changing due to the same decision they made. I am no longer optimistic of my life here. I can no longer afford to live comfortably in the town that I serve. Without this pay raise, I am clearly not wanted here.
Adam	Bevins		I support the Teacher Compensation Task Force recommendations. We lose amazing teachers each year, and increasing salaries would help us retain the best talent in the field.
Shanley	Fair	Teacher Salary	

First Name:	Last Name:	Topic of Comment:	Public Comment:
Simon	Nel	Teacher Pay	As a teacher you always hear the same sentiments: Thanks for what you do, I could never do that, and you should be paid more. Nearly every person that says these things to us doesn't actually have the power to pay us more, but you do. With your vote to approve this you can improve the lives of not just every teacher in this district, but their family members and the communities that they live in. This money isn't going to go into our savings accounts or be wasted on luxurious trips. This is for us to live. This is for us to continue to be able to do the jobs we love. This will help us pay off our student loans, for degrees that we needed to do this job. I have wanted to be a teacher since I was a sophomore in high school. I can no longer afford to be a teacher. I cannot go on vacation, I cannot start a family, I cannot continue to live on my current salary. I am actively planning to leave teaching. At night, on nights when I am not grading tests and essays I apply for other jobs. You can stop that, you can pay us money so we can keep the jobs we love. I know this story is an anecdote, but it is not an exception. The teacher shortage is due to one thing and one thing alone, the abysmal pay we are forced to take to do one of the most important jobs that society has. To vote against this, I ask you what could the down side be, and how is it a better choice when you consider all the benefits.
Kristin	Craft	Teacher Pay	I am a teacher in CCSD and writing to express the need to increase teacher salaries and add more step increases to the current teacher pay scale. Inflation has really hit my teacher salary hard, it has always been difficult for me to provide for my family on my teacher salary, but the effects of inflation have really taken a toll. I have a partner that shares the expenses with me, but the cost of living in the lowcountry is very high, and teachers need to be paid more to have a living wage. For teachers that are trying to make ends meet on their own, it is nearly impossible. Most new teachers have to find roommates or work additional jobs in order to feel comfortable financially. For such an important job that requires a college degree, this is simply unacceptable. I urge you to listen to proposals made by the Teacher Compensation Task Force and vote in their favor. Thank you for listening to the voices of those of us this impacts daily and directly.
Sharon	Madden	Teacher Compensation	Please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. Thank you for your consideration.
			Hello, I am writing in regards to the EL Curriculum. I've reviewed 15 pages of concerns from CCSD teachers who have attempted to use this Curriculum and then responded to the CTA Curriculum Survey.. The central themes that are repeated over and over by these teachers are as follows: It creates more work for teachers It is boring and / or not developmentally appropriate for the students It is a waste of time It is a Social Program rather than an Academic Program It teaches gender ideology to 3rd graders and critical race theory to 5th Graders It doesn't meet academic standards The words "terrible", "boring" and "awful" were used over and over again by these teachers. The theme of veteran teachers claiming this as the worst curriculum ever repeats itself - as does the fact that it seems to take away the joy of teaching. I fear adoption of this sub-standard social curriculum may push some of our best teachers into retirement (or private schools). If there is no joy left in teaching, there can be no joy in learning for the students. It is also my understanding that CCSD "does not push CRT". I'm wondering why this claim does not seem to be the case with this new curriculum - and whether its implementation may break current state laws. Why haven't the tax payers (who fund this) been advised that this new "curriculum" that is being pushed on our students is actually social activism and racism? I suspect most tax-payers and parents would have much to say about this!
Cava	Compton	EL	Please stop this curriculum now - and put it in the furthest dumpster in the back of the school yard where it belongs! Thank you! Cava Compton

First Name:	Last Name:	Topic of Comment:	Public Comment:
Aaron	Stahl	CCSD Teacher Compensation Task Force Recommendations	The increase in the state health care cost this past year negated my annual step increase. Increase 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
			I am writing in regard to the COW agenda item 4B for the COW meeting Monday March 13, 2023. Previously the COW brought forward wording to start the removal process of the ELA curriculum, EL. The teachers, students, staff and community members brought forth information and testimony that this curriculum is working in certain schools and wished for it to remain an option. In the February 21 meeting your motion to remove this curriculum and find a new one prior to the 23-24 school year was voted down in a 3-6 vote. Yet here we are again with Mr. Kelley trying to pick and use policy to shape his specific point of view. He quotes in the agenda a very small part of policy IJ. What he chooses to leave out and items he does not define are the differences here. The policy states "The superintendent may not operate the school district so as to restrict academic freedom, the student's right to read, or reasonable competition of ideas within the classroom or as represented in library or media sources. Nor may the superintendent permit instructional materials which do not reflect the multi-faceted character of American society or present life in a true and realistic manner or which do not contain the contributions of minority groups to the development of the United States. Materials may not be excluded because of race, nationality or political or religious views of the author or publisher. Teachers shall be involved in the selection process for all instructional materials." What Mr. Kelley, and apparently other Board members fail to understand, is that curriculum and instruction materials are not the same. Curriculum is defined as "the subjects comprising a course of study in a school" and as "a standards- based sequence of planned experiences where students practice and achieve proficiency in content and applied learning skills." Instructional materials are defined as "lectures, readings, textbooks, multimedia components and other resources in a course." Teachers choose which books they teach out of the full EL curriculum offered. For example 3rd grade EL offers 4 modules within their curriculum. Module 1 contains 5 book choices, module 2 contains 3 book choices, module 4 contains 3 book choices. Only 1 module, 3, contains just 1 choice and that choice is Peter Pan, a classic book written in 1904 originally. So the instructional materials are wide and varied in their choices and teachers are able to choose their own materials. I, as a parent and community member, feel like this Board is continuing to be narrow minded and short sighted especially when it comes to policy. You are harkening back to promises discussed during the election in very political situations as to the removal of this curriculum. And the Board is expressly charged in policy BCA with 'placing children's interests above partisan or other political interests representing, at all times, the entire school district.' As well as "refraining from attempting to personally direct any part of the operational organization" and "keeping an open mind on matters before the board by committing to a vote only after hearing the facts and opinions of others in a board meeting properly noticed under the Freedom of Information Act respecting the opinion of others and graciously conforming to the principle of majority rule." The majority voted to not replace EL. But putting this on the agenda, again, shows that you aren't able to conform graciously to the majority rule and are violating policy. Please move on to the job of helping to educate our children and running the business side of the district. That is why you were elected and that is what your constituents expect you to do.
Misty	Walsh	Agenda item 4B	Please support teachers in approving the proposed salary increase. Teachers will better afford their life-expenses and begin to feel more respected as a professional career. Turnover will decrease, students will be able to make lasting relationships with their teachers, and talented young people will be more attracted to the profession. Teaching is a calling, but without the funds to live comfortably many will continue to hang up for a better opportunity.
Madeline	Hahn	Teacher Salary	Increasing teacher pay with increase the likelihood of recruiting and retaining effective educators. More teacher pay will reduce the likelihood of teachers working multiple jobs just to be able to afford to live in Charleston. This, as a result, will result in less teacher burnout as teachers are then able to focus on being the best they can be for their students.
Rodrick	Bellamy	Teacher Salary	As we continue to lose amazing teachers in our profession to a multitude of other fields I feel that it is crucial to make changes to our current pay scale. As a teacher with a Master's Degree and holding 4 separate certifications I rely on a 2nd job as well as a 2nd income to live in the Charleston area. I love the work that I do but the low compensation continues to make me consider leaving the profession year after year.
Danielle	Bohon	Salary Schedule 2023-2024	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. 3) As a 9th-year teacher and 34-year-old woman, I can not rent an apartment on my own with my current salary. My mother has been cosigning with me for the past 4 years. I work doubles throughout the week and put in 14-15 hours of freelance work on the weekends. I can only imagine what my life would be like if I could work just one job. I have stopped volunteering for after-school activities unless I get paid. Otherwise, I just don't have time. I'm tired.
Brittany	Crowe	Teacher Compensation	

First Name:	Last Name:	Topic of Comment:	Public Comment:
Adam	Barnes	Teacher Compensation	The current state of the teaching profession is dire. The shortage in the teacher pipeline is real and most importantly the financial pressures our teachers routinely face is even more pressing. WE can no longer rely on the inner motivations of an educator to remain in this position while making the financial sacrifices that are simply unsustainable. While increasing the starting salary for a first year teacher is critical, what can't be lost in this conversation is extending this pay increase throughout the entire pay scale. Our veteran teachers are our most precious resource. As a district, we have invested countless dollars, hours of professional development and effort to develop these professionals. Many of these veterans have become integral parts of their school communities and have built lasting relationships with the students they serve. It is also important to consider the impact experienced and dedicated professionals have on student achievement. Educators know that oftentimes it takes three years to become effective in moving the needle of student achievement within their own classrooms. Sadly, we are losing too many teachers with three to ten years of experience to other lucrative careers. To make a choice to join or remain in the profession in today's economic climate is making a true choice of sacrifice. Our teachers deserve to be paid a salary that provides them the opportunity to live within the communities they serve, a salary that provides some financial security from living paycheck to paycheck and most importantly a salary that demonstrates they are valued as a professional. That is why we must support and implement a salary schedule in which our starting teachers begin their careers in CCSD making \$58,000 and ensure that this increase reaches all steps equally. I support the recommended increase across all steps of the teacher salary schedule. The cost of living has increased dramatically within the last few years and the teacher salary schedules, although increased, have not increased at the rate of expenses. Yes, this is a problem across many professions and in many places, but teaching is foundational and necessary.
Alexis	Marianiello	Recommended Teacher Salary Schedule	I am biased, surely, as I am a teacher. However, I am a 30-year-old teacher in Master's Step 5 and I am embarrassed to say that I would struggle to afford to live alone in this city as a single adult. I would hate to imagine trying to make it work in Bachelor's Step 0. Charleston is lucky to be one of the wealthiest school districts in the state and as such, we can provide our students with more than they can elsewhere. Please provide for our teachers as well.
Heather	Teems	In favor of paying all teachers more to retain teachers and encourage the profession.	Paying teachers more money will enable them to be able to focus more of their own energy on the students and less worrying about paying bills and working second and third jobs. Living in Charleston is very expensive and in order to have great teachers to lead the community they should be treated with the highest respect and paid what they are worth. Teachers take care of the community in so many ways and love and protect the children as if they were their own. Parents deserve to have trusted teachers that put their heart and soul into their students, the children are worth the best teachers. Charleston could be the example for other cities and states. The waterfall effect of the best education system South Carolina inspire the best students, athletes, community members and professionals.
Christina	Haight	As a CCSD employee who works directly with teachers, I see a spark in our young teachers. Many young teachers are leaving due to the demands placed on them without compensation. I think we can acquire more teachers by raising the starting pay.	Teacher Compensation Task Force - Raise the Starting Salary
Jill	Cragg	EL Curriculum	I am hopeful that the Board will consider allowing schools the choice to use, or not use, the EL curriculum. I have heard from many teacher friends that the EL required two hour block takes valuable instruction time away from other subject areas such as science and social studies. Additionally, I am told that the rigor is not present for many students who are already proficient readers and writers. Teachers are concerned that they can not supplement with their own materials for concern that they will be reprimanded by both school and district administration. I have been told that lower grade students don't even receive their own individual reading books until November, but instead have to look at the one book the teacher is reading aloud. Additionally, EL units last far too long on one single book (I have been told upwards to 6 weeks on one small 35 page picture-filled short story). Please allow schools to select what is best for their students' needs. Considering that we now know that EL is NOT a mandated curriculum, schools should be able to chose not to use it. This curriculum was selected to meet the needs of struggling schools. Why it is being used in ALL of Charleston County Elementary Schools? What happened to meeting the needs of the students where they are?

First Name:	Last Name:	Topic of Comment:	Public Comment:
			I am writing to alert you of an education crisis that we are all aware of that is taking place in our schools. Highly qualified teachers are leaving the profession at an alarming rate. We are complicit in a system that gives lip service to the importance of teachers in our children's lives but cannot pay them a living wage. Teachers make on average \$2,150 less annually than they did ten years ago, and starting teacher salaries adjusted for inflation have sunk to their lowest level since the Great Recession. The gap in pay between teachers and their non-teacher counterparts grew to a record 23.5% in 2021. This gap in pay, known as the teacher pay penalty, has been worsening over time. This hurts students in public schools by undermining teacher retention and recruitment, a problem that's been exacerbated by the pandemic. We all know how valuable a good K-12 education is to our society, but the way that the current system works is no longer sustainable and is failing our society. This needs to change. The only way to retain teachers and attract highly qualified teachers to our District's classrooms, which is essential to successfully educating our children, is by increasing teacher salaries. Teachers and students alike will benefit from these much-needed changes: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. The bottom line is that our teachers and students deserve better. If we continue to ignore this crisis, teachers will continue to flee in record numbers and students will continue to suffer the consequences.
Holly	Ritter	Teacher Compensation	
Alicia	Tackitt	Teacher Compensation	
Alicia	Tackitt	EL Curriculum	When I was first starting out I had to work a second job to supplement my income. The only reason that changed was when I got married. I now work with many teachers that have to work a second job. How can we attract high quality people to this career when they are not being compensated enough to support their family with their current salary? It is time to take a close examination of what we spend money on in this district and make sure it is allocated to keeping our most valuable resource which is our teachers. Our school district has an obligation to provide access to a high quality curriculum to ALL of our students. It is time to stand up and show true leadership by making a decision that is in the best interest of our students. Do not bend to the noisy people that are trying to detract us from our focus on student achievement. There is no reason that some schools should opt in/opt out of a curriculum. If you open that door will you then open the door to opting in or out of the math curriculum? Then what happens when parents want to be in a classroom with a teacher that uses EL? How will that be addressed? Do not open Pandora's Box. Increasing pay for teachers significantly, will progress Charleston into maintaining an Excellence in Education and setting the bar for other South Carolina cities and towns. It is time that South Carolina started being a stellar example of how communities should prioritize public education and the teachers that pour their hearts and souls into their work everyday. Charleston is one of the top places to live and vacation. It needs to be able to recruit and retain excellent teachers. The cost of living in Charleston makes it impossible to be a single teacher and survive without two or three jobs. It's exhausting. Be the Change you want to see.
Heather	Teems	Teacher Compensation task force	
Ridge	Welch	Teacher Pay Increase	A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30.
Cora	Ezzell	Yes	2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Katherine	Valentine	EL	Yes
Julie	Binz	Teacher salary	EL spends way too much time on 1 book. The module are long and linked to social justice issues and not about literature. EL is dedicated to activism and SEL and repeating developed answers but does not teach free thinking. It's structured response that are predetermined and taught by teachers. Each lesson has an hour of instruction time. It's very rigid and doesn't allow for teachers to teach where the students are with scripted lessons about human rights, leaders of change and creating a better world. They're not learning any skills but citing text I've seen no vocabulary or grammar work. Lots of assignments quoting from a book s read. It's terrible Please pass the recommendations to increase Ccsd teacher salary

First Name:	Last Name:	Topic of Comment:	Public Comment:
		I am a first year teacher being paid on the Masters degree level. This is my 2nd career, I switched post covid to become a teacher. I can barely pay my basic necessity bills. I have to door dash on weekends so that I can afford a basic life. I don't go n expensive vacations. I don't eat out a lot. I make my coffee at home, and drive a 1999 Toyota Camry. I'm 36, and can't afford to pay back student loans. I'm in support of a salary increase for all teachers so that we can afford the basic necessities in our ever increasingly expensive world. Thank you.	
Heather	Carey	Thank you for your support with providing our most valuable resource in Charleston. During my sons college commencement last Spring, only one student was joining the teaching profession.	I would like to comment on the low salary for all teachers, so that they/we can get paid to live with basic decent necessities in life.
Robin	Smith		During his commencement I felt sad that we have come to the point when our young adults no longer see education as a career that allows them to reach their goals. As a veteran teacher I am saddened but understand. Many teachers are on reduced lunch programs for their families. We ask teachers to be available outside of contract hours, veteran teachers only see 2% of their retirement go into their accounts when they give 9%. The increase in salary is a way to attract and keep teachers. We must address our wages so we attract the best. As a life-long member of the Mount Pleasant community, a graduate of Wando High School, and a first year teacher at Lucy Beckham High School, I've felt the difficulty of pursuing the career I love while also wishing to support myself financially. I recently graduated with my Master's degree from the University of St Andrews, an Ivy League-level university in Scotland, where I graduated with highest honors. I know I could pursue much more lucrative careers with significantly higher pay, and specifically careers in which I could leave my work at work. But I love education; I love learning and getting to be a part of the learning process. I love my students, even though one of them recently told me he "didn't want to talk to me" and another said she "needed me to stop talking to her" when I tried to get them to work on their major projects, rather than play games on their Chromebooks. I work until 9pm most nights trying to get my lessons planned and their assignments graded, and I still try to make it to their wrestling matches and lacrosse games and orchestra concerts because, when I get to tell them I really enjoyed watching them play or perform, their faces light up with the knowledge that I came to see them. Teaching is hard; harder than I was warned about, coming into my first year of teaching, and there have been plenty of times that I've thought, "I don't have to do this." But I want to; I want to be a part of my students' education, their lives, their futures. And yet, with the current salary schedule, compared with the current Mount Pleasant housing market, I'm not sure how I'll ever move out of my parents' house if I want to stay here--in the town I grew up in, in the town my students are growing up in. In 2021, ABC News 4 released an article stating Mount Pleasant "remain[ed] the most expensive place to rent at \$1,486"--my bi-monthly pay check as a first year teacher with a Master's degree is \$1,317. While opportunities to work over the summer could help me fill the gap further, it's hard to find a job that will hire me for only 7 weeks--which is all I'll have this year, since I also work with the Lucy Beckham Marching Band, and our band camp starts on July 31st. I also plan to get my AP certification this summer, taking the 7 weeks down to 6. It's because of this that I ask you to critically and carefully consider the Teacher Compensation Task Force recommendations to the salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule and 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. Please help us, as teachers, continue to live in and contribute to the community we so dearly love to serve.
Sarah Grace	Hoover	Teacher Compensation	

First Name:	Last Name:	Topic of Comment:	Public Comment:
Shawna	Byrne	Teacher Compensation	I am asking you to please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
David	Perry	Compensate teachers and provide supplies	I wish I had felt comfortable using the public school system. I sent my kids to private school because I could. But more so because I knew the public schools are under funded. Lottery money shouldn't go for secondary education scholarships. It should go to make kids smart enough to get to that point. To allow teachers to have the things they need without spending their own money. South Carolina is a horrible state for investing. We have the 6% tax and loss of credits on investment homes while our tax base has screamed through the roof because of all the people moving here. Yet we have no relief for us with all the new tax revenue and we have no improvement in our school systems. Where is all the money going from the population boom? Certainly not to infrastructure. Roads and traffic are horrible. So no tax relief. No improvements. Whose keeping the money?
Marie	S	Female Elementary Music Teacher telling kids to now refer to her as a man	This is in relation to the elementary XXX teacher who told most of her classes in the past two weeks that she is now a man. My three children go to XXXX. They are in kindergarten, 3rd grade and 5th grade. XXX, who told her classes to now call her Mr. XXX, addressed the situation to my 3rd grade daughter's class on Monday, March 6. She told my 8-year-old daughter's class to now call her Mr. XXX and that she "has been a man all along." My daughter said that some of the students tried to ask her how she could be man "all along" and Ms./Mr. XXXX did not answer the students. She came home and asked me how a woman could also be a man at the same time. This forced me to have to answer questions about "transitioning" to an 8-year-old! I think anyone can understand my very deep concern with this matter. My daughter did not understand because she is 8 and very innocent. She simply thought Ms. XXX got married and that is why she was Mr. XXX now. My daughter was completely confused. My 5th grade son said that all the kids are talking about how XXXX is now a "guy" and that they have been talking about it on the bus and in other places where younger children have heard about it. That means that kindergartners are now asking what that means. I am extremely upset and I would like to know how this will be resolved. I do not want my children in XXX with someone who is speaking about their personal adult decisions. They are to teach music. I want to know why Ms./Mr. XXX thought it was appropriate to tell elementary school children about her personal adult choices on how she lives her PERSONAL life. This has been extremely upsetting. I have lost sleep. After all that the kids have been through for the three years they dealt with the stress of COVID.... now this? And parents too for that matter. All I can say is that I am beyond disappointed. I just want my kids to go to school - stress free. I want them to learn academics, not about the personal adult choices of their teachers.
Janet	Hopkins	Teacher salaries	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Jordan	Marhoefer	Transgender teachings with elementary aged children	What state or local laws allow for a individual teacher to teach/discuss transgender/homosexuality to K-5 children? And if not any would you have to be a certified health teacher to teach said subject? Would there be any violations to our SC department of education code laws? SECTION 59-32-50, Notice to parents; right to have child exempted from comprehensive health education program classes. Or SECTION 59-32-30 (5) The program of instruction provided for in this section may not include a discussion of alternate sexual lifestyles from heterosexual relationships including, but not limited to, homosexual relationships except in the context of instruction concerning sexually transmitted diseases.
Melissa	Ewing	Teacher Pay	While some may disagree, teachers are the backbone of our society. Without exceptional teachers, society would crumble. Educators prepare generations to go into the workforce. If children aren't educated, where would that leave society. The Charleston area has become an expensive place to live. Teachers can't afford to live where they teach. This has lead to fewer college students to obtain a degree in teaching. Recruiting veteran teachers has been a problem because while Charleston is a great place to live, they can't afford to move here. If the shortage isn't addressed, we will get to the point where our children will suffer. We have to attract and retain teachers. The only way that can be done is an increase in pay so educators can afford to live in the area. This will attract college students to go into teaching, attract more teachers to the area and retain the teachers who are already teaching. The pay educators receive also needs to reflect the cost of living in the area. Raising pay \$18,000 is a good start with the current cost of living. Teachers should not have to work 2-3 jobs in addition to all the work we do out of contract hours in order to survive.
Emily	Cook	Teacher Compensation. Agenda Item Number is 4	The teacher recruitment and retention crisis is affecting communities across the state and nation, but Charleston is struggling even more due to housing costs. I support the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Gina	Orvin	I'm a CCSD alum. I have 2 children who are too. One is MAT student at CoFC. She was a teacher cadet at Wando. Please increase pay. She needs to be able to support herself financially with a livable wage	Please increase teacher pay Please consider voting in favor of item number four regarding teacher compensation. I have worked in CCSD for my entire career of 17 years. I have been through furloughs and pay freezes along the way, but I stuck with it because I love working with children and making a difference in their lives, but at some point enough is enough. I am watching male teachers either leave the field or move out of the classroom into other roles, because they need to make more money to provide for their families. I can personally attest to this situation, as it is what my husband had to do since I wanted to stay in the classroom. Our male students need male role models inside of our school buildings! Also, just this year alone I know three teachers in my building who are having to move away from the state due to the cost of living being too high. I also know many teachers in my building who have second jobs just to get by. This is outrageous, since we all know a teachers job does not stop when the students leave the school each day. At a time where teachers are feeling burned out, we can not also tell them to get second jobs in order to live in our area.
Elizabeth	Pallagi	Teacher Compensation	I support increasing the starting teacher salary to 58,000 and increasing the rest of the pay scale to attract and retain teachers here in Charleston. As a teacher this raise would make it possible to only work one job and be able to give more to my students.
Melissa	Reese	Increase teacher pay scale starting at 58,000 to attract and retain teachers.	Most of my teacher friends have second jobs. We work 8 hour days in the most stressful and important of circumstances and deserve to go home and rest, but many of us have to go wait tables, bar tend, tutor, babysit, etc, to make ends meet. There is no way we can be as effective with students when we are spread so thin just to pay our rent. The cost of living in Charleston is sky high. I moved here from out of state 17 years ago and left a job as a teacher making twice what I make here. That made sense at the time because the cost of living was so much higher where I came from. But now housing prices are comparable to that in my home state, but teacher pay has not increased to make up for it. I love my job, but there are many other things I could be doing that would pay me equal or more money that are a lot easier. Teaching is highly stressful and time consuming and we are not compensated appropriately. This has always been the case, but more painfully obvious in the last few years since Charleston has exploded. Our class sizes are increasing with the mass numbers of people moving here. Our pay checks should increase as well. We are a cosmopolitan city but are still paying teachers as if we were a small southern town. It's time to pay teachers what they deserve.
Quinn	Dixon	Teacher pay increase	Teacher compensation
Erin	Lott	Teacher compensation	Thank you for your hard work and service as school board members. I am a parent of two girls who attend Murray Lasaine Montessori School. I also am a child and adolescent psychiatrist who sees children throughout CCSD. Personally, I have seen the impact that teachers have in childrens' lives. My older daughter's teacher, Ms. Erica Gilly, is the most important adult in her life outside of family. She truly has helped my daughter develop into a creative and inquisitive young adult. It is essential that Ms. Gilly and teachers like her are retained and not be forced to leave the teaching profession due to poor compensation. Unfortunately, our daughter's previous teacher, who she adored, was forced to leave education due to the cost of living in Charleston.
			Teacher compensation is a personal issue to me, as both of my parents were educators. My mother is a retired special education teacher, and my father is a retired middle school guidance counselor. They were both very dedicated and displayed great compassion and passion in working with children. They worked hard but were able to support our family of four on their salaries, along with saving enough to pay for my brother and my college educations. However, teacher salaries are essentially the same as they were two decades ago. I now hear most teachers need to work a second job to afford housing and the cost of living in the Charleston area. It is clear that teacher salaries have not matched the rate of inflation.
			Specifically, I recommend that the school board adopt a minimum of the Teacher Compensation Task Force recommendations. Specifically, a \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. Second, increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Ryan	Byrne	Agenda Item 4 - Teacher Compensation	Thank you again for your service and for considering the Teacher Compensation Task Force recommendations.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Christopher	Dixon	CCSD Teacher Pay Increase - Support	Dear CCSD Board, I would like to comment in strong favor of a CCSD pay increase for teachers. Cost of living is increasing and our teachers work under difficult conditions in what is arguably one of the most important professions that there is. I am happy for my tax dollars to go towards supporting the salaries of our teachers.
Alyson	Amerson	Teacher salaries	We beg of you to please raise the salaries for our most deserving teachers. They work so incredibly hard to nurture and shape the bright minds of our future. We need to ensure all our teachers only have to worry about teaching their children and not how they are going to pay their bills. PLEASE PLEASE PLEASE raise salaries. It is imperative!
Nathalie	Rodriguez	4F- Teacher Compensation Task Force	I am writing to encourage board members to vote in favor of the Teacher Compensation Task Force's recommendation to increase the new teacher (Bachelor's +0) annual pay to \$58,000, with the same increase occurring across all cells of the teacher salary scale. CCSD's current pay scale is not conducive to attracting or retaining highly qualified and/or experienced teachers. It also is not commensurate with the daily work load of teachers or the cost of living in the area. The South Carolina tourism industry (with Charleston accounting for a large portion of that industry) continues to have record breaking years, and yet teachers have seen no significant pay raises, while other states across the country are raising teacher salaries upwards of 10% in some instances. We have to do better for our teachers if we want to attract and retain top talent. Doing better for our teachers is also doing better for our students. These are not mutually exclusive ideas. Thank you for your continued service to our district.
Benigno	Rodriguez	Teacher Compensation Task Force	I am writing to ask you to vote in favor of the Teacher Compensation Task Force's recommendation to increase the new teacher (Bachelor's +0) annual pay to \$58,000, as well as offering the same increase occurring across all cells of the teacher salary scale. CCSD's current regular teacher pay scale is not attractive or competitive in retaining highly qualified and/or experienced teachers. It also does not compensate teachers for the workload we are given daily. Additionally, the cost of living in the Charleston area has drastically increased. The South Carolina tourism industry (with Charleston accounting for a large portion of that industry) continues to have record breaking years, and yet teachers have seen no significant pay raises, while other states across the country are raising teacher salaries upwards of 10% in some instances. You must do better for our teachers if you want to attract and retain top talent. Doing better for our teachers is also doing better for our students. These are not mutually exclusive ideas. Thank you for your continued service to our district.
Jamie	Lange	increasing teacher salary	Why teachers should be paid a higher salary is a no brainer, Teachers give timeless hours to our future. Teaching is one of the most rewarding careers you can have. Yes, it can also be one of the most challenging and difficult, but there's power in knowing that teacher impact is profound and enduring. It's the little things that matter most. Like teachers taking extra time to meet with students during their lunch hour. Or constantly finding ways to encourage students to keep them motivated and happy to be at school. Teachers are professionals who are often viewed as babysitters and are getting paid less than some pay their nannies. Teachers should be paid closer to a doctors salary because we count on them to promote proper development growth.
Cecilia	Menniti	Teacher Compensation	As a current CCSD teacher and a CCSD parent teacher retention and recruitment should be at the forefront of the boards attention. No matter the curriculum or facilities or amount of technology - the number one impact on student learning is the teacher. The current pay scale for teachers is incomparable to any other field of work that requires the same amount of education and experience. I love being a teacher but every year debate whether I can afford to stay in this career with the rising costs of everything, especially in a city like Charleston. The cost of living here has greatly increased yet our pay scale is far below any other major city or tourist destination. It is essential for Charleston to improve our educational services that we retain and hire the best teachers and fair compensation is the most important step.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Patricia	White	Agenda Item 4B - EL Curriculum	I am writing in regard to item 4B on the COW agenda for March 13, 2023. I was surprised to see the EL curriculum on the agenda yet again despite the fact that a motion to replace it was defeated at the February 21, 2023 meeting. To recap: A motion was made by Pam McKinney at the February 21 meeting to remove the current EL curriculum and replace it with a new one. When another board member asked why this motion was being made, Mrs. McKinney stated it was made because it "addresses the public concerns" about the curriculum. During the discussion, however, Keith Grybowski stated, "I just think it needs to be just so clear that we're not advocating getting rid of EL....I think that's the most important thing that has to be stated." At the same meeting, Pam McKinney stated that "staff implements curriculum." Furthermore, the board's outside legal counsel confirmed Mrs. Mc Kinney's statement saying, "The board really doesn't have any involvement in curriculum under Policy IG." Policy ACE Cultural Competency states that "students must see themselves in their curriculum and instructional materials." Students from all over the district have spoken in front of the board at multiple meetings expressing their support for the EL curriculum. They spoke of how they identified with the characters in the books they were reading and were empowered to be proud of who they are. Teachers and principals spoke to the positive changes they are seeing in the quality of their students' work and in the meaningful discussions they are having in the classroom. Anita Huggins and Michelle Simmons presented data to support the effectiveness of the EL curriculum. In spite all of that, Mrs. McKinney made a motion to replace it. Thankfully, the motion was voted down in a 3-6 vote. By putting the EL Curriculum back on the March 13, 2023 agenda AGAIN, the board is clearly not "graciously conforming to the majority rule" as outlined in Policy BCA. It concerns me that the board is violating THREE current policies with this issue. As it stands, the board is violating the following policies - Policy IG, Policy ACE, and Policy BCA - and yet, certain board members continue to put the EL curriculum on the agenda using any language they can find to pander to those who are in the minority. This time, the statement being used is "Teachers shall be involved in the selection process for all instructional materials." The teachers have that ability RIGHT NOW using the instructional materials provided in the EL curriculum. They can choose which resources to use within the curriculum. It's enough already. Respect the opinions of the teachers and students who were brave enough to speak publicly in front of the board. Be gracious as Policy BCA charges you to be and respect the majority vote of the board members who voted against replacing the EL for the 2023-2024 academic year. It's time to move on. Thank you.
Alice	Miller	Teacher Salaries	Having just moved to Charleston from Marin county, CA, I have less money to spare than I did there, and the Bay Area is the most expensive U.S. city to live in nationwide. I earn \$60,000 and have 12 years of experience. This breaks down to two paychecks of \$1750 each, essentially. My rent is \$1750, and my car payment and insurance, utilities, phone bill, and groceries take up almost all of the other \$1750. I don't know what I will do when student loans resume- I may have to leave the area. Charleston's cost of living has become so expensive and the only way I can envision staying would be if I earned \$10-12k more, to cover basic living expenses. Please take into consideration how much rent and home ownership costs here- it isn't fair that teachers who have lived here 20 years and have a mortgage of less than \$1200 are the only ones who can make this wage work. As a newcomer, it is unsustainable for me and presents an impossible situation. I have worked hard my whole life, work 50-60-70 hour weeks doing all the extra things required of me outside of the classroom to keep my students and classroom afloat so I don't think that this is an unreasonable request. Thank you. Thank you for considering a much needed increase to teacher compensation. In 2012, when I only had a bachelor's and master's with 12 years experience, my teacher compensation in Illinois for a 0.7 part-time position was \$79,900. Currently, I have a master's + 30 due to my earning a second master's degree and this is my 22nd year in the classroom, and my salary still hasn't reached \$79,900.00. So now I am more qualified (additional masters) and more experienced (by ten years) and we can all see that the cost of living has changed significantly since 2012 and I still don't make the salary working FULL-time in South Carolina that I made working PART-time in Illinois. I was blessed to work for the second highest paying district in the state of Illinois. The board chose to invest in teacher salaries to increase the demand for working in their district which thereby increased the quantity and quality of teacher applicants. Study after study indicate that an effective teacher is the single-most important factor in a child's education at school. The higher the pay, the more competitive the applicant pool. Don't our children deserve the best of the best? Compensating teachers on par with high achieving states will help to ensure we have the highest quality educators to guide our scholars into college and career readiness. Thank you for your service to our students and stakeholders and again, I greatly appreciate your consideration of this vital concern.
Alysia	Lambert	teacher compensation	
Matthew	Fuentes	Pay Scale	PAY SCALE

First Name:	Last Name:	Topic of Comment:	Public Comment:
		Why the school ? Why the kids ? What's the purpose of this miss behavior is disgusting to you to act this way with minors. If you're so mentally ill, you should look out for help and talk to an adult not the kids.	
Sara	Gonzalez		We want answers we want something to be done can contaminate children's mind
Lauren	McCarthy	Teacher Compensation	I support the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for school year 2023-2024.
Matthew	Carney	Teacher Compensation	As a teacher in CCSD for over 15 years, I'm used to being underpaid. My dedication is to my students and my community. As that community shows less and less support, I see the defeated faces of young teachers who struggle to make it work in an overfilled classroom and return home to a rental in Charleston they can barely afford. Teachers with great experience or great potential are leaving the profession and the district because of the inability to support themselves. Please help the teachers who hold up our entire education system with financial support so desperately needed and clearly deserved.
Allen	Dennison	Increase teacher pay.	I feel that our teaches go the extra mile to meet the needs of our students. Teaches are launched into action putting life and limb on the line during the pandemic. They take the pleasure of wearing many hats as teachers, counselors, behavior specialists, and surrogate parents. Professional athletes and celebrities get paid a fortune to entertain people, but teachers don't get credit for producing these leaders we admire. Teachers create nourishment that helps to produce productive citizens in our society. I'm a parent and an employee for the C.C.S.D schools that are very proud to endorse my fellow colleges and motivators that are driving our children.
Whitney	Windsor	Draft Policy GBEB	I am concerned about the draft policy GBEB that states, "No staff member may engage in dialog with any student about preferred pronouns of the student or staff member." As a high school teacher in CCSD, I have had multiple students ask me to refer to them by pronouns that differ from their assigned gender listed in PowerSchool. How does the board propose I handle a situation where a student approaches me about this?
Gabby	Kenelly	Pay.	I am a first year teacher genuinely on the brink of poverty. I moved down here from the upstate because Charleston is one of the highest paid districts. I now have to ration the 1,000 I receive every two weeks. I've contemplated not even attempting to get a contract for next school year because the environment of my school is so toxic and that I can't even afford groceries. If I had known what was in store for me a year or even 6 months ago I would have told myself absolutely not and moved back in with my father in hopes to save a dime serving or something that has nothing to do with education due to the fact this is a dying field and it has completely ruined my mental health.
Caroline	Ranney	Teacher Compensation	Teachers in Charleston County need to be able to afford to LIVE in Charleston County. Currently, as a first year teacher with a Masters degree, I cannot afford to pay rent in the town I teach in. I would love to plant roots and be invested in the community I teach and serve but am unable to do that based on my salary and the high cost of living in Charleston County. Please consider raising teacher pay to attract young, new teachers to our district as well as keeping experienced, influential, adored teachers in the profession and in Charleston County Public Schools.
Rosemarie	Porter	teacher pay	I've been a teacher for CCSD for 13 years. My entire teaching career I've had to work 2 and 3 jobs just to make ends meet. I'm not talking about summer jobs. I'm talking about all year after school and oftentimes every weekend. I live in North Charleston where a 2 bedroom apartment is \$1697. With taxes and insurance my take home each paycheck is only \$1600. Therefore my rent alone is more than 50% of my income. There is no way I could pay for electricity, car payment, car insurance, food, water, phone, internet, or emergencies with only \$1593. Therefore I continue to work every weekend and several nights a week. Do any of you sitting on this board work 7 days a week, rarely taking even 1 day off to "rest" with the expectation of giving your best everyday? This is disgraceful! Teachers need to make a livable wage so they can actually have the time to take care of themselves and recharge. This will ensure students get the best from them each day.
Stacie	Gregory	EL	Why is the Board still bringing up EL when it was voted on already? This district has plenty of other business at hand, wasting time discussing a curriculum that has already been purchased and implemented makes no sense. Several board members insist they have emails and comments from teachers who don't like it, but none of those people will even show their face at a school board meeting. Do they even exist? Where are all these emails? Let's get back to the topics where we can enact change instead of wasting time on something that has been decided TWICE now.
Stephanie	Mignone	Retaining long-serving teachers	Losing veteran teachers means losing new teachers. Being mentored by an experienced colleague is key to a newer teacher remaining and excelling in the profession. Unsupported new teachers leave the profession. Only long-serving teachers can do this work in a present and ongoing and effective way -- not admins, not other newbies, not counselors or even teacher coaches. It is a short-sighted and losing strategy to deny veteran teachers Step increases right at the point where they are uniquely able to be instrumental in securing the future of the profession. Without a professional entry salary, new teachers will not show up to begin with. Without career-long Step increases beyond the first year, experienced teachers will not stay in the profession. Without veteran teachers available to mentor, newer teachers will leave within the first five years.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Janene	Smith	Teacher Compensation	As a resident in Mount Pleasant, I am asking that you please consider and implement the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the '190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Janene	Smith	Teacher Compensation	As a resident of Mount Pleasant I am asking that you please consider and implement the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the '190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
William	Gray	Teacher Compensation	Teacher compensation is the most important and pressing issue in relation to teachers. Curriculum, guidelines, advancements, and other items all come second because without qualified and capable teachers in the classroom nothing else will matter. All other false promises and gimmicks to retain teachers will also not matter if we can not simply afford to live on the salary provided. As those who speak for us and make the decisions please make the change and advocate for us in the classroom to make sure we can receive compensation that is not only fair but necessary.
Kacey	Beasley	Teacher Compensation	1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190-Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPS on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. People often ask what can be done to increase teacher retention, and the answer is to pay them a decent living wage! Everybody else is adjusting for inflation and we are not paid a salary that can compete. If I wasn't married, there is no way I could even afford to send my child to daycare. Teachers don't want anymore bags or mugs with sayings like "You're the Super Hero", we just want to be compensated for our time and passion we have for our profession.
Elizabeth	Martin	EL Curriculum	As a retired professor of Chemistry I have seen how important it is for students to be able to read, discuss and grapple with new and complex information. It is my understanding that CCSD has chosen to invest in EL Curriculum as an evidence-based pathway that acknowledges the need to develop, support and empowered ALL CCSD STUDENTS to become readers- readers for fun, readers for intellectual growth, readers and writers who are able to encounter complex topics at a level that will prepare them to be career and college ready.
Wendy	Gainey	Recommended Teacher Salary Schedule	We will never be able to pay our teachers what they are really worth...b/c a good teacher is priceless. However, CCSD can do better. Charleston is the greatest city in SC and also one of the most expensive to live in. Even experienced teachers cannot afford to live alone in Charleston. We desperately need to hire and keep great quality teachers here in CCSD. I support increasing teacher salary to 58K. Not only do our teachers deserve this, most importantly, our students deserve this.
Kristin	Carretta	Teacher Compensation - "I have a 4th grader and am terrified"	I am a parent, a former Recruitment and HR professional, and a current building substitute for Charleston County Schools. I "see" firsthand the effort our teachers put into each and every day, keeping their heads high, supporting each other, teacher OUR CHILDREN. They do this as they face mounting backlash from students who do not want to do daily work or are a constant disruption in class, and then need to take on so much more responsibility that falls outside the classroom. I fully support the need to increase the base compensation for entry level teachers and if the data supports it, \$58,000 is a good place to start. Any increase MUST also ensure the pay bands for seasoned teachers is also impacted, so the STEP increases much be commensurate. Compensation must not become flat - meaning the compensation across the board seems squeezed together. In the corporate world, compensation negotiations can often include giving additional benefits such as paid time off, but that does not happen with teachers because it is incredibly difficult for them to be out of their classrooms! Let me leave you with this. A seasoned teacher recently told me "I have a 4th grader and am terrified" because the outlook for keeping veteran teachers is really bleak. My personal experience from being in a school is that teachers want to teach our children and are dealing with students who continually push limits. Between pay, lack of respect, and the workload expected of teachers, our community must start supporting those who are educating our children - - our future workforce and leaders.

First Name:	Last Name:	Topic of Comment:	Public Comment:
			Dear CCSD board members: As you are aware, the achievement gap is the term commonly used to describe the disparities in academic outcomes and variations on measures of academic ability that tend to correspond to the race and class backgrounds of students. Though such disparities are by no means new, in recent years the effort to "close the achievement gap" has become something of a national crusade. The SC Department of Education (SCDE) and the SC Education Oversight Committee (EOC) released the 2022 South Carolina school report cards last October. The reports show 11 CCSD schools (15% of the state schools in this category) were rated at the lowest performance level "Unsatisfactory." This includes five high schools (Stall, Burke, Baptist Hill, North Charleston, Greg Mathis charter) and six elementary schools (Chicora, Frierson, Meeting Street, Pinehurst, Mitchell, and North Charleston Creative Arts). Of the 11 unsatisfactory schools, one a school of innovation (Meeting St., Elementary) and one magnet (North Charleston Creative Arts) have the ability to attract and impact students from the entire county should they choose to attend. Worth noting, the Meeting Street and Greg Mathis schools are awarded significantly more per pupil funding than their peer schools, yet their performance is abysmal. Additionally, a recent review of the CCSD dashboard show: SC READY MATH Meets and Exceeds Blacks 17% Hispanics 28% Whites 74% SC Pass Science Performance Meets and Exceeds Blacks 18% Hispanics 27% Whites 77% Graduation Rate Blacks 77% Hispanics 74% Whites 91% SC Ready ELA (English, Language Arts, Reading, Writing, Speaking, Spelling and Grammar) Meets and Exceeds Performance Blacks 23% Hispanics 30% Whites 77% Given the data reported on its Dashboard, the CCSD school board should seek answers on the following questions: What should be done to close the Achievement Gaps? Does the current ELA curricula show data driven proof of closing the gap while also improving academic outcomes of students that meets or exceeds performance? 3. What other guardrails are being considered to help achieve closing the gap? A final thought, for now - The CCSD board must - Focus on serving all children. Ensure every deliberation, decision and action reflects the best interests of every student you serve. No child is more important than another. Remember that your identity is with the entire community and to serve in trust for the entire community. Represent the community, not a single constituency. You will understand and/or identify with certain constituencies (parents, neighborhoods or communities, activist and political groups etc.), but you must remember that being a board member means serving in trust for the entire community. There's no way nine people can provide a spokesperson for every constituency or legitimate interest, so in a moral sense you must stand for them all. You can be from a constituency, but you must not let yourself REPRESENT it. Your role is key in helping bring diverse stakeholders into the room to do something about this unacceptable and embarrassing achievement gap between our students. Blessings, Maurice Washington CCSD Achievement Gap
Maurice	Washington	CCSD Achievement Gap	

First Name:	Last Name:	Topic of Comment:	Public Comment:
Kelsey	Dutcher	Salary	I support articles 1 and 2. I have been teaching at CCSD schools for 5 years now. Unfortunately due to the district voting EL out I will not be returning after next school year. But I will always support education. Providing a salary that allows teachers to afford to live in the area they teach in will greatly help in retaining high-quality educators. Providing a good curriculum where all students have the opportunity to grow and become successful contributing members of society, will also help. I hope the leaders of Charleston County Schools will make the decision to support its educators. 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPs on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. The current state of our district with regards to teacher pay (as well as curriculum adoption) is disheartening. I implore you to please listen closely to teachers who are giving you input on the issues facing our district; if teachers are not soon taken care of, the dominoes will continue to fall. That is to say, highly qualified, caring teachers will continue to walk away from the profession, leaving the district with either first-year teachers or less-qualified teachers, which of course will leave our students with a less than stellar education experience, which will most likely impact scores, ratings, and even graduation rates. You may be wondering what makes me think so many teachers will leave. I know this because I've heard from many teachers, from my own school and across the district, who say they will not tolerate much more and are already actively preparing resumes and looking elsewhere. Teaching is a profession, yet teachers are not being treated as professionals. Pay us like professionals and listen to us when we have concerns about other important issues like curriculums, school calendar, etc. Charleston county has one of the highest costs of housing, especially in Mt. Pleasant, IOP, Sullivan's Island, and James Island areas. How can we expect teachers to teach in these areas when they are not paid enough to afford living in these areas or even in a nearby area? I am lucky to be married to someone whose income is much more than mine, so we are able to afford living in Mt. Pleasant with our two children; however, it is only because of him that I am able to be a teacher and live where I do. Young, first-year teachers who are single-parent teachers are not so fortunate. And honestly, it shouldn't matter what a person's marital status or age is - teacher pay should reflect the very important work that we do. PLEASE LISTEN to teachers and consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024.
Stacey	Quarrick	LISTEN to teachers/Teacher Compensation	As a current CCSD teacher who is unsure if I can continue in the profession due the gap between compensation and quickly increasing cost of living in the Charleston Metro Area, please consider the Teacher Compensation Task Force recommendations to the teacher salary schedule increases for School Year 2023-2024: 1) A \$58,000 starting salary at the Bachelor's/STEP 0 level on the 190 Day Teacher Salary Schedule. This new starting salary will increase salaries across all Degree Levels/STEPs on the teacher schedule up to STEP 30. 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers. The salary increase would make it possible to keep teachers in their current positions and attract new talent to the area to fill current vacancies.
Melanie	Kafader	Teacher Compensation	I am in my second year teaching. I love my job and I love working with students. However, I have considered quitting the profession because of our low pay. I have to have a second job and get family financial support, just to live in Charleston. My entire month's paycheck only covers rent and utilities. I am not the only teacher that either has financial support or has a second job. We work extremely hard for this community and the children and I believe we deserve to have a livable wage. I hope the board decides to adopt this new pay scale.
Meghan	Beckham	Teacher Salary	

First Name:	Last Name:	Topic of Comment:	Public Comment:
			Dear CCSD Board of Trustees, As an associate professor at the College of Charleston in the Department of Teacher Education, along with my colleagues, I have been preparing teachers at the college of the past 18 years. Somehow, even with a teacher shortage across the city, state and country, we have managed to maintain a steady enrollment of around 550 initial certification students. It is a joy to teach them as students and then observe them head off into the field as enthusiastic young professionals who have visions of being career teachers. Many of our students get hired into CCSD. They stay in contact with faculty and share their successes. They make us so proud. And then unfortunately, but predictably, many of them make the difficult decision to leave after a couple of years because they are struggling financially and teaching in CCSD while living in CCSD is not sustainable economically. This is true even for the rookies of the year and the teachers who share their successes on social media frequently. They love teaching. But they can't afford it. When I run into them in the community they sheepishly share they have moved into another career space where they can stay afloat financially. They can make more money doing almost anything else. Even though their hearts are in teaching and with children, their budgets can't afford it. Please support the Compensation Task Force and go to any means necessary to increase teacher pay stop the attrition rate of teachers. They are the foundation of our community.
Emily	Skinner	Teacher Compensation	Thank you, Emily Skinner Associate Professor of Literacy Education College of Charleston, Department of Teacher Education
Lindsay	Stone	Teacher Compensation	Please adopt a \$58,000 starting salary for Bachelor's/STEP 0 on the 190-Day teacher salary and increase pay across all degree levels and STEPS on the teacher salary schedule. Please also increase the STEPS from 30 - 40. The district will only be able to recruit or retain quality teachers if the pay rate matches the cost of living in Charleston and the surrounding areas. Teachers should be able to support themselves and not rely on roommates/spouses/parents/multiple jobs to make ends meet. Remember, a rested teacher shows up and does their best for their students. An exhausted and worried teacher tries, but they burn out very quickly. I have seen CCSD lose countless outstanding results gaining teachers because they couldn't afford to stay a teacher.
Bonnie	Cleaveland	GBEB additions	Please consult with LGBTQ people and organizations before implementing any policies that affect LGBTQ students. If you implement policies for people you know very little about, you're likely to make significant mistakes. Consider: We are Family and Alliance for Full Acceptance.
Katharine	Nagel	About EL and unpacking last year	I am against furthering the EL curriculum until this new Board is unable to unpack the many things the old board did to limit authority and options of the new board. This curriculum was pushed way too fast, before the Nov. election. Even the public meetings in the late spring, to get supposed feedback was rushed, with the appearance of "ticking" the box of public support, not actually giving parents, grandparents, an opportunity of going to the hastily and inconveniently scheduled meetings. When the board last addressed the EL curriculum, the superintendent claimed that as his purview. Ms. Waters graciously admitted the implementation vote by the old board was illegal? not right? When did the superintendent get the power over the curriculum? Was it by the old board when they voted to try give some of their powers to the superintendent? Was it by those "Goals" and "Guardrails"? During that meeting, it was explained that by broadly describing the implementing guardrails, the superintendent would get more power, because he and his staff would then have the power to use them how they choose to define them. I could be wrong, but that's the message I got. I personally attend many CCSD meetings. I would ask this board to unpack just what was done last year in an effort to thwart this new board.
Brian	Cooke	GBEB discriminatory policy	While the quality of education in our state ranks 48th in the nation, I'm glad the CCSD Board of Trustees is working on the real issues facing my child, like pronouns. The discriminatory and extremist wording of the GBEB is not needed nor necessary. Only 42% of children in our state are reading at their grade level, thanks to such strong leadership here in South Carolina, they don't even know the definition of a pronoun. So maybe the Board should be focused on the real problems facing our children and not far right culture war nonsense.
Sherry	Suttles	BTG - Bridge the Gap: school curriculum	Progress report with Septima P Clark
Angela	Flenner	GBEB	I am writing in response to draft policy GBEB. I am disgusted that this policy would even be proposed. My children have had at least on trans teacher and they are wonderful - why would you force them to go back into the closet? It's pure hatefulness on your part and it's probably not even legal.
Madeline	Wilkes	Teacher Compensation	The proposed salary increase would have a profound impact on the overall well-being of all the educators in CCSD. This type of pay increase would be life changing for my family and I. It means the world to me to live in the same community that I work in, mere miles away from my school. While I love being an educator, financial concerns have but a deep strain on my happiness and satisfaction within the profession. I want to continue to serve my community and I hope that the district sees the immense impact we have and that that appreciation and respect can be reflected in our pay.

First Name:	Last Name:	Topic of Comment:	Public Comment:
			The teachers, students, staff and community members brought information and testimony that the EL curriculum is working and wished for it to remain an option. On February 21st your motion to remove this curriculum and find a new one prior to the 23-24 school year was voted down in a 3-6 vote. Now some members bring back the EL curriculum, Curriculum and instruction materials are not the same. Curriculum is "the subjects comprising a course of study in a school" and as "a standards- based sequence of planned experiences where students practice and achieve proficiency in content and applied learning skills." Curriculum is chosen by the District. Instructional materials are "lectures, readings, textbooks, multimedia components and other resources in a course." Teachers can choose which books they teach out of the full EL curriculum. For example 3rd grade EL offers 4 modules within their curriculum. Module 1 contains 5 book choices, module 2 contains 3 book choices, module 4 contains 3 book choices. Only 1 module, 3, contains just 1 choice and that choice is Peter Pan, a classic book written in 1904 originally. So teachers are able to choose their own materials. This Board needs to follow policy BCA with placing children's interests above partisan or other political interests representing, at all times, the entire school district." As well as "refraining from attempting to personally direct any part of the operational organization". The majority voted to not replace EL. But putting this on the agenda, again, shows that this Board does not adhere to the majority rule. Please move on to the job of helping to educate our children. Number 1 Goal of the District is to increase reading scores for minority/poverty students. There is an achievement gap, yet 5 members on this Board voted against monitoring that Goal by voting against Council of Great City Schools continued training. These Board members seem to want to represent an organization instead of the students of Charleston County. Many, many teachers, students, staff and community members brought information and testimony that the EL curriculum is working and wished for it to remain an option. Leave the EL curriculum in place. Your job is to help STUDENTS in CCSD. That is why you were elected and that is what your constituents expect you to do.
Jean	Howard	EL Curriculum	Jean Howard Charleston RISE
Lanie	Radecke	Teacher Compensation	We cannot pretend that teachers are revered as professionals if we do not treat and pay them as such. Some of the very best former, current, and future educators are choosing other professions due to low compensation. The amount of paid and unpaid hours plus the level at which teachers are expected to perform are in no way equal to their current pay scale. The expectation that teachers will just keep doing what they do because they love children is simply not acceptable. For my entire career as an educator, I have seen colleagues struggle with the ability to live in the community they serve. Some of these struggles are beyond CCSD's control - the rise in rent and housing, the explosion in public college costs, Cost of Living surges brought on by the Coronavirus Pandemic. Through it all, dedicated public servants eschew the private sector and dedicate their lives to the betterment of their fellow citizens. It is true, that these educators knew the salary of the profession they have chosen. However, what they did not anticipate - what no one could anticipate - is that Charleston would see an explosion of growth and associated cost of living. AND they could not have seen the disruption and chaos of the Pandemic. While the pandemic is now over, and for a long time we have been 'back to normal', the damage done - both intellectually, socially, and emotionally - is evident and staring everyone right in the face. There are very few ways out of this challenge that now faces us as a society. The obstacles simply cannot be overcome without dedicated, highly impactful teachers in classrooms. Teachers that form an emotional connection with students. Teachers that can be advocates both in and out of the classroom for those who need advocacy. Teachers that continue to sacrifice themselves for the good of the society as a whole.
Anthony	Ludwig	Community Outreach: Charleston County School District Teacher Compensation	In a democracy, you must make choices. Choices that are hard, and many choices that are for your fellow citizen. We have here in Charleston a class of people who are daily making that sacrifice to form a fully functioning democracy. If we fail to adequately compensate these public servants, then we will fail to invest in our democracy, and we will fail to meet the needs of our children.