

First Name:	Last Name:	Topic of Comment:	Public Comment:
Elyse	Benitez	FY24 Budget	<p>Dear CCSD Board Members,</p> <p>I am a community member of Charleston County and parent.</p> <p>Recently I listened as the audit and finance committee presented a budget to increase teacher pay.</p> <p>I support a raise to teachers at every level. Meaning first-year teachers to retirees. The increase would help solve issues of recruitment and retention.</p> <p>I would not want to see this at the expense of hiring freezes, lay offs and or eliminating positions.</p> <p>Thank you for you attention to this matter.</p> <p>Sincerely,</p> <p>Mrs. Benitez-</p>
Claire	Johnson	Teacher Compensation	<p>As a teacher in CCSD, I struggle to live on my own on my salary. In order to make ends meet, I must pick up extra hours at work when I am able such as committees or tutoring. While I enjoy most of extra things I add to my plate, it would be impossible to continue if I had a family. I am able to take on extra roles at school because I am a single person with no other responsibilities. My extra roles make it so I am barely home and when I am home, I am mentally and physically exhausted. I cannot explain how wonderful it would feel to be compensated for my education and time. I have a Master's Degree but make less than some 22 year olds entering the work force for the first time. Teaching is my passion and I wouldn't trade it for the world but teachers deserve to be compensated fairly. With the cost of living at a high, it is impossible to make ends meet without supplemental income. Please consider giving a \$5,000 increase with \$5,000 bonus and raising the teaching salary for CCSD.</p>
Oneathia	Washington	EI Curriculum, Teacher Compensation	<p>Hello, my name is Oneathia Washington. I reside in Charleston 01 school district I am in support of the district's efforts of improving grade-level reading and encourage the board to approve the FY 24 budget to give teachers pay raises and bonuses without layoffs.</p> <p>Thank you, Oneathia Washington</p>
Larissa	Bortz	Topic: Teacher Compensation; Agenda Item 5	<p>Thank you for your service to our CCSD schools and our students, and thank you for your commitment to help ease the teacher shortage by addressing teacher compensation in this budget. While I support the Techer Compensation task force recommendation of a \$58,000 starting salary for CCSD teachers, I understand that it may take several budget cycles to get there. We must get minimum teacher pay up to \$50,000 or else I fear we will not have enough teachers in the fall. I support a salary increase of AT LEAST \$5,000 and a bonus of AT LEAST \$5,000 to help retain and recruit teachers!</p> <p>Thank you again for your service to our community.</p>
Lisa	Morris	Superintendent	<p>During the meeting on June 12th, a representative from Moms for Liberty voiced her concern that the last remaining candidate for superintendent should not be considered due to his ongoing health issues. Perhaps you should remind her and the other members from Moms for Liberty that are on the board that denying someone employment based on a disability is against the law.</p> <p>It should also be noted that the Southern Poverty Law Center just designated Moms for Liberty as a hate group, so yeah.....that's really a group that you should be backing.</p>
William	Smyth	Salaries	<p>Working two jobs to bring in enough money to pay a mortgage, buy groceries, and pay utilities only creates exhausted teachers who feel unappreciated every day they are at school. Pay people a living wage -- \$58,000 or more -- and see the difference it makes in the classroom and at the school. Teachers want to give more but they can't when they're rushing to their second job. Let's end this craziness and this upheaval for the sake of all our children.</p>
Courtney	Gruber	I am a Charleston County teacher through and through as I have just finished my 5th year at the same school that first hired me in 2018. I will be continuing for my 6th year because I truly believe teaching is an art and a gift and that is keeping me here for now.	<p>Give teachers in CCSD livable wages!</p>
		<p>What is not keeping me here is the stretching of pay checks, the dollars and cents I have to scrape up to have gas to get to North Charleston 5 days a week (because even after having a child of my own and moving to Harleyville SC with family, I still stay for my students). The absolute terror of being a new homeowners and not really knowing if I'll be able to make payments is gut wrenching. And did I mention I wait tables on evenings and weekends and run a small business online to survive? Please, PLEASE, we beg and we plead; give teachers livable wages.</p>	
Cheryl	Durden	Teacher Compensation	<p>Teacher compensation increase to \$7,000 to help with mileage and to better support our students in CCSD</p>
Parke	Smith	Prop 8	<p>I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. We want to invest in our teachers and schools so we can retain and attract the best teachers for our children.</p>
Melissa	Reese	5k/5k teacher raises	<p>I am again submitting comment about teacher raises. We teachers have been asking and asking please hear us and the community and pay us a livable wage.</p>
Portia	Stoney	Tri County Community Education Meeting Summary	<p>Tri County Community Education Meeting Recommendations</p>
Eric	Thome	Tri County Community Conversation Recommendations	<p>Introducing the people and the process behind the April 13th Tri-County Community Conversation event and the recommendations from this event.</p>

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Elisa	Jones	8. I One-Time \$5000 Bonus Using Available ESSER III Funds	<p>Dear Board Members,</p> <p>I am writing as a parent and a local college professor to ask that you use the ESSR III funds to provide a \$5,000 bonus to all K-12 teachers. Teachers have worked tirelessly through the pandemic and its disruptions and this work is ongoing. I have seen it my own classroom - first year students in the last few years do not have the classroom and social skills as a group that we normally expect. I see this in my own children who have missed several years of normal social development and classroom instruction and whose teachers went out of their way last year to work with them, give them extra resources, and meet them where they were to help them achieve their goals. Our teachers are underpaid compared to national benchmarks and also have to deal with sometimes hostile parents who, out of ignorance or confusion, do not understand that education is not partisan. We are at risk of losing a new generation of teachers in South Carolina if we do not do something to change this dynamic and support teachers here. One of my advisees, a college student in secondary education, sat in my office this year dejected and sad after having multiple parents come to demand he be fired after he gave his first few lessons as a student teacher in a CCSD high school for reasons that defy sense. The history curriculum he was given to teach has not changed in a decade - even the slides cannot be changed - and the history he was teaching was absolutely basic and not controversial. A young man from South Carolina, he said to me that he just did not know how he would be able to stay and teach in this state because it was hostile to education. These are the kinds of teachers we need to keep. Let's help retain the teachers we have and encourage new teachers to stay by showing our appreciation, starting with this bonus.</p> <p>Thank you, Elisa Jones, Assistant Professor, College of Charleston</p>
Zachary	Viscidi	ESSER Funds Bonus	<p>A one-time bonus for educators is appreciated yet insufficient. While this bonus will provide some relief, it does not provide a long-lasting solution. The increasingly high cost of living in the area is driving educators further out or forcing them to work multiple jobs, which can greatly detract from their ability to help our students. Even worse, many educators are quitting the profession altogether, leaving the remaining educators even more burdened in the midst of the largest teacher shortage in state history. This problem will not solve itself. Teachers' salaries should be increased using a sustainable source of funding, and while I truly applaud the efforts to increase salary, a one-off bonus is not the correct answer.</p>
Jamie	Meissner	\$5k bonus from ESSER for teachers	<p>CCSD BOE, Thank you for all the hard work, teamwork and collaboration you have given towards improving teacher pay. Please consider approving not only the \$5k salary increase for all teachers but also the \$5k one time bonus from ESSER for all teachers. This effort would be greatly appreciated by the teachers, students and community as a whole. Sincerely, Jamie Meissner</p>
Jessica	Smuth	One time \$5k teacher bonus	<p>Please vote today to award teachers a one time bonus of \$5,000 using ESSR funds. This will help our school district recruit and retain the most talented teachers possible to educate our children.</p>
Deetz	Hanna	Agenda Item I- one time \$5,000 bonus from ESSER Funds	<p>Please support using ESSER funds to give a one time \$5,000 bonus to CCSD teachers. As a teacher in CCSD I can tell you that our teachers have worked tirelessly since the onset of Covid. We have worked to help students "catch up" from Covid loss socially, academically, and emotionally. We have adapted to teach in new ways. We have taken on additional trainings through programs like LETRS for improved literacy and OGAP for better understanding of teaching mathematics in meaningful ways. The teachers of CCSD have worked tirelessly and deserve this bonus.</p>
Ruth	Sword	Teacher Bonus and cost of living increase	<p>Please help CCSD teachers make a livable wage by passing this pay increase and bonus!</p>
T	Calise	Teachers Salary	<p>In regards to Mr Kelley's recent comments about teaching mostly renting. I would like to point out the reason they are renting is because they can't afford a mortgage due to the low pay. Also, I would love to see the stats that support this. I know many that own homes and struggle to get by.</p> <p>Another thing I would love for everyone to think about is teachers are not asking for an outrageous salary. We are asking for a salary that fits our training.</p>
Somer	Gilbert	Option #8. Y'all need to pass this, needs to be more. This is a good start though. They deserve all the money.	<p>Please pass this. They deserve all the money.</p>
Kathy	Roberson	5K teacher bonus	<p>Pass this bonus. It is time for CCSD to put their money in the classroom.</p>
Eileen	Fernandez-Parker	Teacher Compensation	<p>Please approve of the \$5000 raise AND the \$5000 bonus for all teachers in CCSD. Our class sizes will balloon as teachers young and old leave the profession. Positions in business are plentiful and teachers have amazing organizational and customer service skills to take with them.</p> <p>Please give teachers the respect they deserve. As a small business owner (because I have to have a side job) I can assure you that our children will NOT have the skills needed for the new jobs coming into our economy if we do not support our teachers.</p> <p>A professor of mine once said, "You pay either way. You can pay up front and plan, or you can pay as a reaction to the fallout."</p> <p>Another saying that applies: an ounce of prevention is worth a pound of cure"</p>
Bill	Brower	Teacher pay	<p>Please vote in support of both the \$5000 raise and the bonus.</p> <p>Teachers should get a bonus of at least \$5,000</p>
Erin	Brady	Salary	<p>A \$5,000 bonus is a one time payment, and is subject to a higher tax rate. Do the right thing by your teachers and increase salaries to a living wage so good teachers stop leaving the profession. No one goes into teaching for the money, but many learn that they simply can't afford to stay in a career when they can't make ends meet.</p>

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Amy	Hills	Agenda item 8, pay increase	Please approve the 5k teacher salary increase on the agenda!!!! This will be my first year teaching in the district. I am a single mother with three children that all attend CCSD schools. The current CCSD pay scale for teachers (and staff) is barely live-able wage considering the exorbitant cost of living in our area. This 5k increase will allow me to pay for my alternate certification program without having to borrow money to do so. This increase is essential to attracting and retaining teachers for our district! Please vote YES!
Beth	Hale	Teacher Bonus	My name is Beth Hale, I am a 22 year veteran teacher with CCSD. I am writing to urge you to vote yes on the \$5,000 bonus for teachers using ESSER funding. This action will convey a strong message of support to all teachers. Thank you for all of your work toward improving teacher compensation.
Jennie	Church	Teacher Salary and Retention Bonus	Thank you, CCSD Board Members and Leadership, for supporting a budget that includes a meaningful salary adjustment for all teachers in CCSD. Please continue the positive momentum by also advocating for a minimum \$5K retention bonus for certified staff (to include guidance counselors and teacher librarians) that would allow teachers to catch up on current bills and/or establish a small savings fund.
Emily	Watkins	Agenda number 8- 5k raise across the board is beyond needed for cost of living	Vote yes to teacher raise
Robyn	Kline	Please pass a \$5k bonus for All Teachers	Please pass a \$5k bonus for All Teachers. We need to be able to keep teachers and recruit new teachers in Charleston County.
Tiffany	Gritzuk	Please pass a BONUS of AT LEAST \$5K for all CCSD teachers.	Please pass a BONUS of AT LEAST \$5K for all CCSD teachers.
Ragan	DuBose-Morris	Teacher Recruitment and Retention	Please support our teachers and schools through the proposed \$5000 and \$2500 salary increases for teachers and staff. We desperately need to strengthen our education workforce by paying them a living wage and signaling support for their careers. THANKS!
Jessica	Stelter	Pay teachers!	Teachers deserve this raise at a minimum!
Kristin	Abrials	BONUS of AT LEAST \$5K for CCSD teachers!	ALL CCSD teachers would earn at least \$50K next year and move us one step closer to a livable wage for teachers in Charleston! Please fill out the Public Comment form below to ask the board to pass a BONUS of AT LEAST \$5K for CCSD teachers!
Sydney	van Bulck	Bonus Pay	Good morning, I know that the potential \$5K bonus is on the agenda for today. I feel hopeful that you are all on board for this vote. I encourage you to also include paraprofessionals in this vote. Our assistants and office staffs work incredibly hard for almost no money. They are often left out of these conversations. Please do whatever you can to compensate them as well. Sydney van Bulck
Larissa	Bortz	Agenda Item #8 - Teacher compensation	I'm writing to ask the Board vote to ensure that ALL CCSD teachers would earn at least \$50K next year and move us one step closer to a livable wage for teachers. I also ask the Board pass a BONUS of AT LEAST \$5K for CCSD teachers. Thank you.
Courtney	Hodges	Pass teacher bonuses!	Please vote to give teachers a \$5,000 bonus!
Juliette	Moulet	Bonus for teachers	Please pass! Us teachers need this to survive!
Robbin	Mosier	Teacher Bonus	Please vote for at least a \$5,000 bonus for all teachers.
Tracy	Brokes	Teacher Bonuses	I urge the board to approve bonuses and salary increases for CCSD teachers. Competitive salaries are essential for us to be able to recruit and retain talented teachers. As a substitute educator, I see first hand how hard our teachers work and what they have to put up with. I have unfortunately heard teachers say that it is just not worth it and that they are considering looking for other employment. A salary increase would go a long way to making their hard work feel worthwhile and appreciated. It would also help our teachers be able to afford to live in Charleston County, ideally in the communities in which they teach. I know of teachers who commute an hour or more to Mount Pleasant, which makes an already long work day even longer and more stressful. Our teachers deserve a reasonable commute and a livable wage.
Whitney	Windsor	\$5,000 bonus	Please approve the \$5,000 bonus for all teachers. This is imperative to recruit and maintain excellent teachers in CCSD.
Walt	Bortz	Teacher compensation	I'm writing to ask the Board vote to ensure that ALL CCSD teachers would earn at least \$50K next year and move us one step closer to a livable wage for teachers. I also ask the Board pass a BONUS of AT LEAST \$5K for CCSD teachers. Thank you.
Angela	Atkinson	Teacher bonus	Please pass the \$5000 teacher bonus! This teacher sure could use it to help care for my family.
Randall	French	Topic #8- Teacher bonus	I implore the CCSD Board to pass the \$5,000 teacher bonus so that teachers can make a livable wage. I have 23 years teaching experience, a masters degree, and I am a National Board Certified Teacher, yet I still have to work a second job to make ends meet. Insufficient wages is the main reason teachers are leaving the profession, Thank you for your support.
Jamie	Lange	5K bonus & 5K pay scale raise	Please consider paying teachers for their value. Honestly it's so silly to nickel and dime a \$200 increase per paycheck. Teachers deserve so much more for their dedication, expertise, & love for our future leaders.
Lindsay	Stone	Teacher Bonus	Teachers deserve a \$5,000 bonus along with the \$5,000 raise. We are struggling. A struggling teacher cannot perform at their best for their students if they're worried about paying their rent or buying groceries
Brittany	Farrior	Livable wage	As an educator of 19 years (with a Masters degree) and mom of 2 children, the current salary scale in CCSD makes living in Charleston virtually impossible. Thankfully, my husband's salary is able to compensate for the LACK of valid pay that I receive but not everyone is as fortunate. I work with several single parent teachers who work 2-3 jobs just to make ends meet... not just for "extra money." I myself work another job during the summer to supplement our income. A raise and bonus compensation is much deserved and necessary in order to retain well-qualified educators within CCSD.
Dee	Doniphan	Teacher Bonus	Please pass the motion to give teacher's a \$5000 bonus.
Sher	Ferguson	Teacher raise	Please vote in favor of the much needed teacher raise of \$5000 or more. Thank you for your support!