

First Name:	Last Name:	Topic of Comment:	Public Comment:
Renee	Sim	Teacher Salaries	Please treat us, the teachers of CCSD children, as the professionals we are by raising teacher salaries to an acceptable living wage.
Jack	Pettit	Millage on secondary home tax renting teacher	The millage increase should be applied to primary residences over \$500,000. Millage increases applied to secondary houses that are commonly rental properties will simply be passed along to renters who are often teachers who can't afford to buy a home over \$500,000 anyway!!!! Don't make teachers pay for their own salary increases!!!
Kacey	Beasley	Raise 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 40. <input checked="" type="checkbox"/> 2) Increase the current schedule from STEP 30 to STEP 40 in an effort to retain all of our experienced teachers.
Leslie	Jones	Teacher Compensation Millage Increase	I have been a teacher for CCSD for 6 years now, and as a single parent, my rent is increasingly difficult to afford. I would love to remain in Charleston County, so I can live near the students I teach, and so my son can continue at his CCSD school, but if prices continue to rise without a raise to match, we will be forced to move to a more affordable location. It is also worth noting that I work a second job as an adjunct professor to supplement my income as a CCSD teacher. If I tried to live off of my CCSD income alone, I would be unable to afford my rent and bills, plain and simple. How can a teacher afford a \$2000/month 2 bedroom apartment when their take home pay for two weeks is \$1600? Please approve a millage increase of 10 mills which would in turn allow for \$7,000 increases to salaries at all levels on the pay scale. This is a necessity for teachers struggling with multiple jobs or considering alternate careers. Please help pay teachers a living wage to retain experienced teachers and encourage new teachers to join the profession.
Rachel	Gamble	Fair pay	I started teaching in 2009 in a neighboring district while living in Charleston. At the time, CCSD's starting salary was around \$39,000. With inflation, that is the same as approximately \$55,000 today. The current proposal of a \$50,000 starting salary is the bare minimum for recruitment and retention of quality educators. Your current teachers, have not seen a raise in over 15 years. The "raises" you have given since 2009 were simple cost of living increases and they do not measure up. My child attends CCSD schools and I do not want her teacher to have to work 2 or 3 jobs to continue in education. Every parent wants their child to have an excellent education. The only way for that to be possible is for each classroom to have a professional educator. You will continue to have a staffing crisis if you do not provide the bare minimum of a starting salary of \$50,000.
Tiffany	Paeschke	Teacher Compensation	In order to attract and retain teachers in CCSD, teacher salary must increase to a livable wage. Districts around CCSD are increasing their teacher pay; once this happens, commuters will stay closer to where they live for employment.
Deetz	Hanna	Teacher Compensation	Teacher compensation is an important issue for CCSD. We are at a breaking point. Teachers are educated professionals who deserve fair compensation for the years of education, essential service, and work they put in. The new budget needs to include at least a \$7,000 pay bump for all teachers across the step. This will bring the starting salary up to \$55,000. It also gives teachers a better chance of being able to afford to live and work here in Charleston.
Ben	Traywick	Teacher Compensation	Good morning. I write as the father of middle and high school daughters at School of the Arts, to express my unqualified support of the recommendations of the Teacher Compensation Task Force- specifically, the across the board pay hike of at least \$7,000, across every cell of the salary schedule. My children are thriving academically and socially, a fact I attribute principally to the A+ teachers that they have had throughout their time at Charleston County Schools. The top-shelf instruction our teachers deliver, coupled with the embarrassingly small tax payment we make to support these schools, make Charleston County Public Schools an incredible value proposition for the students and their families. I know that you, the Board, share my and so many parents' belief that our teachers' pay should be increased; and God knows I do not envy you all the complex task of running this organization and making all of the ends meet. But teacher pay increases must be the priority: these good people are an invaluable resource, and I urge you to do everything in your power to bring their pay up to something more befitting their contributions to our community. Thank you for your time and energy on this important issue- Ben Traywick
Tegan	Bondy	Teacher Compensation; Salary increase	This year, more than ever, I have seen my coworkers, peers, and colleagues flail as they work to find affordable housing for themselves and their families. No one, especially people working in a profession so vital to our community and country as a whole, should have to work multiple jobs just to barely make ends meet. The compensation rates for teachers in CCSD is unacceptable. With the housing crisis, inflation, and growing population in Charleston, we cannot live. I urge you to vote in favor of raising teacher salaries and make an effort to re-budget in order to make this happen. Prioritizing the teachers salaries and their well being is one of the most important factors in improving our schools.
Shawna	Byrne	Teacher pay	CCSD teachers deserve a livable wage. Please increase teacher pay by \$7,000 per teacher.
Deirdre	Cromwell	Teacher Compensation	I feel that teachers should be compensated financially for the work that they are required to do and cost of living increases in the Charleston area. To maintain and attract innovative teachers Charleston County will need to better compensate them.

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Kim	Clark	Biology AP Textbook	Two. Two mentions of terminology caused some board members to raise concerns. Two mentions out of a 1000 page textbook. The book in question being the AP Biology textbook which, as discussed during the meeting, students elect to take AP courses. Students electing to take AP courses are very likely to attend college and, as a district staff member advised during the 5/8/23 COW meeting, the textbook is used in colleges around the country. The State School Board approved options for the State Department of Education which has disseminated the information and textbook options to the local districts. To prepare students in Charleston County for college and beyond, the board should not limit students access to highly rated resources. The students deserve every opportunity to be competitive. Exposure to terms which students may have fundamental issues provides students with growth in learning, maturity, and the ability compete with students throughout the state and throughout the country regardless of their personal beliefs. Why limit their potential?
Cheryl	Cromwell	Teacher pay increase	On behalf of the 252 alumni of Charleston RISE, whose children, grandchildren and favorite children are a part of CCSD schools, we support pay increases for all teachers who we depend upon to educate our children. This step is an integral part of the larger resolution needed to ensure our children are provided with the best educational environment for their academic success.
Mary	Seabrook	rules for speaker and teachers pay	An investment in our educators is an investment in our children. Raises for all educators now! I agree the teachers need more pay
John	Campbell	Employee Pay Increase	Support All District 9 month employee pay increase due to the present rate of inflation. What about retirees? Due to the same issue.
Rosemary	Townsend	Purpose of the school board	Understanding the purpose
Rosemary	Townsend	Teachers Performance	Teachers Performance
Rosemary	Townsend	Community input	Community input
Rosemary	Townsend	Ways of attending meeting	Ways of attending meeting
Laura	Dougherty	Teacher salary increase	Teaching is a rewarding yet incredibly challenging job. Teachers spend hours of their own time putting the necessary things in place so their classrooms will be the most successful environments for all learners. These amazing humans deserve to have a more livable wage than what CCSD is currently offering as their salaries. The cost of living in Charleston has gone up several times yet, CCSD's teacher salary scale has failed to match it. Teachers shouldn't have to rely on second jobs to be able to make a livable wage. An increase in salaries by at least \$7,000 would allow most teachers to not have to worry about whether or not they HAVE to take on additional jobs just to make ends meet. Teachers are well educated, highly skilled PROFESSIONALS. It's time CCSD recognizes that and pays them as such.
Lisa	Covert	Teacher Pay	I am writing in support of increasing teacher compensation though a millage increase of 10 mills. As a parent of two CCSD students, I cannot express deeper gratitude for the work the teachers do day in and day out. They deserved to be paid a wage that will enable them to live where they work and that recognizes them as the trained professionals they are!
Erin	Fennell	Biology Textbook	AP Biology textbook- as a parent, I do not appreciate Board Members' personal opinions and politics impacting the textbook the district can purchase to support our children in preparing to take AP exams, when their opinion is overriding the consideration already given by it being on the state adopted list, passing public and teacher review steps locally, and when it is recommended by the AP College Board.
Katharine	Hastie	Strong support for CCSD teacher raise	I am the parent of two CCSD high schoolers and am strongly recommending raising our teacher compensation in Charleston County. The teachers who have taught my children are committed, passionate, effective professionals - and they have had a profoundly positive influence on my kids lives and outlook for their future. We absolutely must support them and ensure that they are paid a living wage. A fair wage will be critical to retaining and motivating existing teachers and attracting new teachers for our children. We must do everything we can to remedy the current teacher shortage - this should help. Please ensure that our teachers are treated fairly and vote to raise their compensation today! This might be the most important thing we can do for the future of our region - to commit to the professionals who educate our children.
Herb	Silverman	Prayer at school board meetings	I am concerned about public prayer, especially at school board meetings. When I wanted to become a notary republic, I was rejected because I did not believe in God. I challenged this and eventually won in the SC Supreme Court. Check https://caselaw.findlaw.com/court/sc-supreme-court/1084357.html I didn't have to believe in God to be a math professor at a state institution, the College of Charleston. Public prayer sponsored by a government body should not be allowed because it discriminates against those of us who have different or no religious beliefs. It treats us as second-class citizens. I don't mind having a moment of silence, where board members may pray silently if they wish.
Kristen	Markham	Teacher Compensation	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.
Ann	Birdseye	Teacher compensation	I support a tax increase to provide both a \$7,000 raise for all teachers AND continue district services to support instruction.
Ann	Birdseye	Teacher compensation	I support tax increases as needed to BOTH raise all teacher's salaries by \$7,000 AND continue services essential to their instruction.
Nolan	Davis	Teacher Compensation	Please submit written comment in advance of tomorrow's board meeting. It does not have to lengthy, but be sure the topic "Teacher Compensation" and the agenda number is 8. If you want, you may use a variation on this statement: "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."

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Joshua	Driscoll	Teacher Compensation	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.
William	Ward	Teacher pay Increase	increase pay
Jessica	Hamilton	Teacher Compensation	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. We want teachers to be able to afford to live in Charleston. Teachers right now can't afford to live here and are getting second jobs. Many amazing teachers are leaving the profession because of pay.
Millibeth (Mildred)	Currie	From former CCSD TOY: Raise pay for teachers!	I am a former CCSD Teacher of the Year for the school district. We are in a crisis as teachers are leaving the classroom due to poor pay! The data proves that this is not what teachers want, this is WHAT TEACHERS NEED! I Support teachers NEEDING enough pay. Students need teachers and increasing compensation will keep excellent teachers from leaving the career and school district. Vote YES! 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.
Patrick	Martin	Teacher Compensation	In 2006 Act 388 was passed and stripped the state of our most reliable stream of support for teachers and schools. In 2008 during The Great Recession teacher's salaries were frozen with promises that once we weathered the storm this would be made right. In 2018, in a desperate plea to help remedy the dire teacher shortage crisis, 10,000 teachers took to Columbia to stand up for their students' right to an adequate education with the best teachers. Promises were made, the governor and legislators made the front page with giant signs which read "we will be 25th in the country in teacher pay," and then Covid hit. Not only were salaries frozen, but our cost of living increase was withheld. Now with inflation, teachers are making \$3,644 less, on average, than they did 10 years ago, and we cannot staff our schools. We are not asking for a pay raise, we are asking for a correction, a promise fulfilled, and a livable wage to ensure we retain and attract the best teachers for CCSD students. As you know, Act 388 left us the lever to help maintain a livable wage by raising millage which does not affect owner-occupied homes to fund a \$7,000 increase for every teacher in CCSD. This millage only impacts second homes and personal property such as cars. While we are aware that this will impact taxpayers, the impact is relatively slight compared to the benefit, and I have a petition which has garnered over 1800 supporters from parents, business leaders, students, and teachers, some of whom you'll hear from today. These are community members who WANT to invest in their schools and are keenly aware of what will happen if we don't.
Matthew	Burton	Teacher Compensation	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.
Katie	Edwards	teacher salary increase	I support raising the millage rate to increase our teacher salaries.
Brynnan	Frye	Teacher Compensation	I support an increase to fund a \$7,000 increase for every teacher in CCSD. We need to invest in our teachers and schools so we can retain and attract the best teachers for our children. Teachers are unable to support a middle class lifestyle with current wages and salaries. This is unacceptable.
Mary	Lankford	Teacher Compensation	Please support the mileage increase to fully fund the \$7,000.00 increase for all teachers. We need to attract and retain the best teachers in Charleston County. Teachers need to be able to afford to live in this community.
Patti	Travis	Teacher Compensation	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. Teachers in SC are vastly undervalued and underpaid. This millage increase to fund a \$7,000 increase for all teachers is a step in the right direction for retaining the best and brightest teachers at CCSD and it increases the chances of recruiting the finest new teachers for our children.
Melissa	Roberts	Teacher Compensation	Please compensate teachers and educators fairly. It is time for us to see we are appreciated, valued and compensated for the hard work we put in day in and out. As a mom of 4 and a school counselor at CCSD, I am worried that if something doesn't change soon, there will not quality teachers for my kids coming through our schools. Educators are leaving rapidly and nothing will change without compensation increasing. Please do the right thing!
Catherine	Dix	Increase Teacher's Salaries	I support a Millage increase to pay every teacher at least \$7,000 a year more up to step 40.
Alison	Wolfgang	Teacher compensation	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
Jessica	Smith	Raise Teacher Pay	Hi! I'm a parent of a student here in North Charleston. Our housing costs and inflation have risen significantly and I support raising teacher pay to attract and retain the best teachers here in Charleston County. Please pay our teachers and keep them happy. Thanks for your time in reading this public comment and thank you to all the members of the board for their fantastic public service.
Alice	Miller	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. I am a hard-working teacher who just moved to the Charleston area from the West coast and am having a hard time making ends meet on my salary with 12 years of experience. I even have a M. Ed., but it is difficult to afford rent of \$1,750 + bills as a single teacher in this town and even had to move 30 minutes away from my school to live in a more affordable area to barely afford this, making my commute longer than I would like. Please consider this step as a commonsense cost of living adjustment for teachers who serve our communities and children tirelessly.
Debbie	Perry	Teacher Compensation	"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."

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Kaitlin	Torres	Teacher compensation	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.
Robyn	Stokes	Compensation	Public
Robin	Smith	Teacher Compensation	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.
Andrew	Glover	Teacher Compensation	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.
David	Mathews	Teacher Compensation	I support the millage increase to give every teacher a 7 thousand dollar pay raise. Teachers have cried, begged, and stated facts about the cost of living in Charleston and yet the Board still wants more evidence that teachers want and need a raise. One only needs to at the number of teachers who are "retiring and/or not returning to the classroom" to realize the pay in CCSD is not a liveable wage.
Olivia	Matt	Teacher Compensation	I support funding a \$7,000 increase for every teacher in CCSD. I want to invest in our teachers and schools so we can retain and attract the best teachers for our children.
Samuel	Francis	Teacher compensation support	I support the proposed millage increase in order to finance the salary raise for our teachers.
Jennifer	Anderson	Teacher compensation	I support the mileage increase to raise teacher pay to the \$58,000 starting salary.
Kelley	McWhirter	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. We need to invest in our teachers and schools so we continue to retain and attract the best teachers in and to South Carolina
Melissa	Ewing	Teacher Compensation	I chose to become a teacher because I wanted to instill the love of learning the great educators I had into future generations. I knew going in I wouldn't make the same amount as others with a Master's degree. What I didn't know was I would be struggling every month trying to make sure I had a roof over mine and my 3 kids heads. I didn't know I would have to sacrifice making memories with my children in order to make sure we had enough food. The high cost of living in our county makes it hard to remain here. The only reason I have stayed is my children do not want to move. I support raising millage so teachers can get at least a \$7000 raise. I want to be a present mom. Not a mom who has to work 2 jobs to survive. I'm not the only teacher in this situation. Us teachers need to feel we matter. We need to feel our families matter. We need to be retained. We also need to recruit more future educators in entering the classroom. While \$7000 wouldn't solve every teachers financial situation, it would ease it and show good faith towards wanting to retain and recruit educators.
Gabrielle	Scronce	Salary increase for teachers	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.
Rochelle	Green	Teacher Compensation" agenda#8.	I support a millage increase to fund a \$7,000 increase all teachers in CCSD so we can retain and attract the best teachers for our children.
Madeline	Hahn	Teacher compensation	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.
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.	Johnson	teacher pay increases	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.
Jared	McNair	Pay for our teachers should be increased!!!	I fully 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!
Zachary	Viscidi	Teacher Salary	Educators deserve a substantive raise that is commensurate with the increased workloads they have assumed. The profession is being hollowed out by low pay and hard working conditions, and while a pay raise will only address half of this equation, it will likely pull in more qualified individuals who will help with the latter issue as well. The proposed raise is a step in the right direction, but the district should go further to reward educators who work hard for their students everyday.
Meghan	Glass	Teacher compensation	Please raise the teacher pay! Your teachers have invested in Charleston County so please invest in them.
Larissa	Bortz	Teacher Compensation	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.
Kristen	Walczak	7 k raise	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. As a teacher myself, I put my heart and soul into my job everyday. I don't do this work for the money, I do it for the students. However, I deserve to be compensated for that accordingly.

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Heather	Teems	Teacher Compensation	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."
Rebecca	Wheatley	Teacher Compensation	"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." I am both a teacher and a parent in the district and love teaching at St. Johns High School. However, I do not love having to work two part time jobs on the side to make ends meet. This raise would be a game changer for myself and many others.
Kelly	Hahn	Teacher pay increase	I support a millage increase to fund a \$7000 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.
Dawn	Drolet	Teacher Compensation	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. As a teacher and parent, I need to make a living wage. It is not possible to live in Charleston on a teacher's salary. As a parent, I want my child to have the best public education. This must include the BEST teachers which cannot be hired or retained with the current pay scale.
Melissa	Reese	Increase Mileage to support teacher raises	I support a millage increase to fund a \$7,000 or more 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.
Rhetta	Foster	Teacher Compensation	"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."
Amy Hills	Halberda	Teacher Compensation	I am a mother of three in children attending CCSD schools and have been a Kelly Services employee since March 2022 serving as a Substitute Teacher for Charleston County School Of The Arts, Academic, Magnet High School, and Orange Grove Charter Elementary. When I first viewed the pay scale PDF's for both District teachers and staff, I was completely disheartened and honestly quite shocked. I have been lucky enough to work side-by-side with so many dedicated and excellent teachers, administrators, and staff. I simply could not understand, and still cannot, how anyone is supposed to have a decent quality of life, in our county, on these wages. I'm not sure why we aren't doing everything we can as a community to hold on to our excellent educators and attract new phenomenal teachers to our schools - especially considering so many are in desperate need. Finally, I wish this proposed increase in pay would also apply to school support staff and administrators who are severely underpaid. Thank you for your time.
Phil	Kelly	Teacher Compensation #8	It's pretty simple. The cost of living has outpaced teacher salaries in Charleston. It's no longer sustainable. My wife and I both drive cars from last century because we can't afford to take on a car payment. Please help us continue to do what we love and not have to leave to make money in another field. 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
Jody	Evans	Teacher compensation	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."
Teresa	Reese	I support a millage increase of \$7,000	I support a millage increase to fund a \$7,000 or more 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. Action item 8 You can paste in in
Margo	Quigley	Teacher compensation	A salary increase for teachers is past due. This is a crisis. 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
Karen	Byko	Teacher Compensation	I support a millage increase to allow a \$7,000 increase for every teacher in CCSD. Our children deserve the best learning experience, and this would allow us to attract and retain the best and brightest teachers. Thank you.
Nairobi	Orr	Pay Raises for Educators	I fully support the \$7000 pay raise for for CCSD teachers to not only combat the teacher shortage but to attract quality teachers to a growing area an educate the populace and to also retain the teachers that are in place. Housing costs are growing out of reach for the teachers and it is getting harder and harder to encourage individuals to be a part of the education profession.
Diana	Apostolico	Teachers deserve a \$7,000 pay raise.	"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."

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Melissa	Wingard	Creating Conditions to Retain Teachers	<p>I am a CCSD graduate, a 3rd grade teacher in CCSD for 16 years, and a parent of two children educated in CCSD. My husband has also been a CCSD educator for more than two decades.</p> <p>We didn't become educators because of pay. We are called to teach, as some may say. With that said, the paycheck to paycheck lifestyle paired with the increasing cost of living is impacting educators in ways we could not predict when we began our careers.</p> <p>My children's' teachers are tired. Many have two jobs. They work to meet the needs of students during the day. Then, they work second jobs at night, weekends, and during the summer to pay for necessities. Not knowing how you will be able to pay for expenses such as flat tires, medical bills, rent, or your child's daycare, causes anxiety.</p> <p>Financial stress impacts CCSD students. How can we expect anxious, tired teachers to do their best everyday? In order for our classrooms to be the productive, caring environments our students need, educators work after school and on weekends to communicate with families, study new curriculum, assess student work, and prepare lessons and materials. These things just cannot happen if educators are working a 2nd job to be able to buy groceries or make their rent.</p> <p>If we were just starting our teaching careers in today's economic state, there is NO way we would have been able to stay here and raise our family. It is heartbreaking to think of the new educators who don't have a choice but to leave the classroom. Their hearts are in the right place, but their empty wallets take them somewhere else or into another profession entirely. Even if we were unable to set a \$58,000 starting base pay in the upcoming school year, we could at least come up with a plan to get there over a three year period.</p> <p>I'm not going anywhere. I LOVE my job. However, we need to create conditions that will keep teachers in Charleston.</p> <p>I am grateful for the work of the compensation task force. If the school board can see the value of increasing teacher salaries and make it a priority, there is not one CCSD student, educator, or principal who would not benefit.</p> <p>Thank you for your service and for taking this salary increase seriously.</p> <p>Your work will change the trajectory of the community we serve.</p>
Mark	Madden	Teacher salaries	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.
Alexander	Ward	Teacher Compensation	It is imperative that we invest both in our schools and in our teachers. Without that investment in teachers, how can we expect to attract and retain top notch educators to our district? I fully support a millage increase to fund a minimum \$7000 increase for all teachers in CCSD.
CJ	Greenway	Teacher Compensation	I support a millage increase to fund a \$7000 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.
Cameron	Drolet	Teacher Compensation	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.
Pat	Joseph	Teacher compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD.
Jennie	Church	Teacher Compensation	<p>Simply put, educators should be able to afford to live independently in the community that they teach in. I am a teacher with 18 years of experience, and an advanced degree, who would not be able to independently afford median rent in the community I serve. What message are we sending about teacher value/retention when a dedicated educator cannot afford median rent?</p> <p>The time to take a stand for teacher compensation is now, CCSD can set an example for the rest of the South Carolina by voting to advance teacher salaries to a livable wage. I support the millage increase needed to advance all cells of the teacher salary schedule by a minimum of \$7,000. When you pay the best, you get (and retain) the best.</p>
Maggie	McMenamin	#8 Teacher compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. We need to invest in our teachers and schools so we can retain and attract the best teachers for our children. They are of course, the future leaders of our country.
Sara	Rutledge	Teacher compensation	I support a millage increase to raise teacher salaries. The cost of living in our area has increased dramatically, and teachers need to be paid more in order to afford to stay in our district and in the profession.
Stephanie	Mignone	Support mill increase	A 10 point mill increase is not unreasonable to ask of the businesses in this economically booming area in order that the district can attract and retain teachers to create a workforce educated enough to sustain the economic viability we all benefit from
Lindsay	Chard	Highly educated, undervalued	As a teacher with 10+ years in the public system, I can attest to the fact that most teachers I know work or have worked multiple jobs to make ends meet. We aren't asking to be payed like a neurosurgeon, but not having to worry all the time would be nice. Especially considering the level of education required to teach.
Dayton	Colie	Teacher Compensation - Agenda #8	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, and it's becoming difficult to attract and retain the best teachers when they can't afford to live in the Charleston area.
Sara	Rutledge	Against prayer to open board meeting	Public schools and public school board meetings are for all in our community. Some people are religious and some are not. A moment of silence respects everyone and includes everyone, and models to our community and students good ways to do that. If a board member wants to pray to themselves during that moment of silence, that is fine, and it doesn't impose one's beliefs on others.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Jeremy	Rutledge	increase teacher pay	<p>Please increase the millage to fund the \$7000 teacher pay raise. Our educators are badly underpaid. I personally know several who have left teaching or are in the process of leaving.</p> <p>We already have a teacher shortage and our very low pay makes it that much more difficult to attract and retain teachers.</p> <p>We have heard from dozens and dozens of educators during the public comment. Please heed their calls and increase their pay. Honestly, nothing could be more urgent.</p>
William	Joy	Teacher Compensation	<p>As a second year teacher and a single father of a high schooler, I have found it impossible to make ends meet and at times have been so frustrated that I've looked into better paying jobs.</p> <p>I am not just a teacher, but a Personal Finance teacher and someone who knows how to manage their money. The choices I have had to make are unconscionable and include digging into my retirement funds from an earlier career in order to bridge the gap between my income and expenses. This is exactly what I tell my sophomore students NOT to do.</p> <p>But at my current salary, I have no choice. My housing is currently 32% of my pre tax income...this is inline if not slightly above the recommended level. This is including a second mortgage I was forced to take out. All of my other expenses, like my life insurance, I have had to pare down.</p> <p>Necessary medical expenses have to go on a credit card which are currently subject to exorbitant interest.</p> <p>Why do I stay in this no-win situation? It is for your children who deserve teachers that care and want to give back. Please approve the increase in teacher compensation as I fear there are many others in far worse shape than I.</p>
Chak	Or	Teacher compensation	<p>Hello Board of Trustees, I am a third grade teacher in CCSD and I support a millage increase to fund a \$7,000 increase for every teacher in our county. I am in my fourth year of teaching and I am having a difficult time trying to afford the cost of living here in Charleston. I want to be able to purchase a home in the near future to be able to call Charleston my forever home and continue to teach in our school district. I am not able to sustain a livable lifestyle if we do not receive more compensation. Our teachers are doing whatever it takes to meet the needs of our learners so we must invest in our teachers and schools so we can retain the best teachers in our county.</p>
Meghan	Grech	Teacher Compensation	I support the teacher pay raise.
Taylor	Moore	Teacher Compensation	I support the teacher pay raise.
Kathy	Stonaker	Teacher compensation	<p>I'm a veteran teacher. I've only taught in CCSD for 36 years. I have stayed through the years of furloughs, pay decreases, lack of step increases for veteran teachers, no step increases or cost of living increases, loosing our home, paying to future my own master's degree, helping our children pay their high college student loan debt, paying \$1000's of dollars a year out of my own pocket for classroom supplies and classroom needs, plus paying the district money for our health insurance when out on maternity leave (we were only allowed 6 weeks)...it is pass time for teachers to be treated as professionals that spend endless hours and financial means educate the amazing youth of Charleston, SC.</p>
Christine	James	Biology Textbook Adoption	<p>The Board's refusal to adopt the recommended AP Biology textbook because of a few sentences about gender on just 2 pages of a 1000+ page AP textbook is disheartening and shows a lack of concern for student learning. The Board is supposed to be taking care to ensure that all students have the best possible support and opportunities for success. Not approving the recommended Biology texts is limiting students' opportunities. It is also creating unnecessary delays for getting the textbook selections submitted to the state so schools will be able to order the materials in time for the 23-24 school year and allow teachers adequate preparation time with the new materials. There were no widespread concerns expressed during public reviews at the schools or the public review at the district office, so it seems that the current concerns holding up the adoption process are part of specific Board members' personal agendas rather than a genuine concern about a book not meeting AP standards and providing students the best learning experience. The textbook selection process relies on the input of certified teachers who have experience teaching these courses and are familiar with the standards, best instructional practices, and specific student needs at their school. The teachers on the selection committees spent a lot of time reviewing the proposed materials (which were already vetted and approved by the state) and used their expertise to evaluate and recommend the best option for each course. It is hard to understand the Board not approving the teachers' recommendations. And, it is very disheartening to see the Board taking away teachers' voices and devaluing their training and expertise with this process.</p>
Daniel	Oldland	Teacher Compensation	Please consider the teacher raise as the compensation force suggested. This is crucial for valuable teachers we have in CCSD.
Latonya	Smalls	Teacher Increase	In order to fund a \$7,000 increase for every teacher in CCSD, I support a millage increase.
Becca	Nexsen	Teacher compensation	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.
Molly	Sneed	Teacher compensation	<p>INVEST in our future generations, in the school system, by incentivizing QUALIFIED candidates to join and stay at CCSD with a reasonable salary. If you keep paying horribly, you're going to lose great teachers, see a continued shortage of staff, be stuck hiring unqualified candidates; this all results in a poor learning environment for our children. I support a millage increase to fund AT LEAST a \$7,000 increase for every teacher in CCSD. Stop insulting the people who dedicate their lives to building our community by making them live paycheck to paycheck.</p>
Emily	Wrenn	Teacher Compensation	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.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Laura	Cotton	Teachers Pay Increase	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.
Danielle	Powers	Teacher Compensation Topic 8	We are asking that the board approve a millage increase of 7.1 to 14.5 mills which could potentially allow for a \$5,000 to \$10,000 increase to every cell on the salary scale up to 40.
Caroline	Gamble	Teacher Compensation Agenda item #8	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. I have lived in Charleston for 48 years, education has never been a top priority to our leaders. It is a shame that we are continually voted the best city in the country and world but our schools are not a top priority. Our children and our teachers should be elevated to that top status!!!! It is a shame young talented teachers can not afford to live in this highly sought after city. I struggle and have lived here my whole life. I own a home and make ends meet but barely having taught over 20+ years. It is unfortunate. Do what is right for our teachers, children, and our city!!!!
Caroline	Gamble	Teacher Compensation	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.
Heather	Carey	Salary increase for all teachers!	Please increase the salary pay for all teachers regardless of experience. I am currently an art teacher at AC Corcoran Elementary School in North Charleston. Experienced teachers need an increase to cover their basic, basic living expenses just as much as older teachers need it as well. Almost every single weekend I have to doordash in order to cover my basic, basic living expenses. Sometimes this does not even cover my basic grocery bills. I do not have money to put towards my savings account, my wedding, putting money towards buying a house, towards replacing or updating my 1999 Toyota camry, money towards having a family of my own someday, the list goes on and on. Please support the \$7000 salary increase for all teachers!!!! This would be life changing.
Shandra	Drayton	Teacher Compensation- agenda number 8	Teachers should be compensated \$7,000 (at the very least) for mileage and cost of living. The wage increase will not only help to retain our high quality teachers, but will attract others of the same caliber to our state.
Nathan	Leach	Teacher compensation	Teachers have one of the most important roles in our society: to foster our children into becoming upstanding and productive citizens while helping them find their true passions and potential. Salaries in education should accurately reflect the jobs' importance, but unfortunately in SC they do not. A pay increase would help move the needle in the right direction and keep more good teachers working in our schools.
Theresa	Ray	Teacher Compensation	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.
Lawrence	Bolden	Teacher Compensation	I support the milage increase of \$7,000 for each teacher in CCSD.
Tiffany	Hammes	Number 8 Teacher Compensation	Investing in our teacher is investing in our future!! They deserve so much.
Jennifer	Ervin	Teacher Compensation	I support a millage increase to fund a \$7000 for every CCSD teacher. We want to invest in our teachers and schools so we can retain and attract the best teachers for our schools.
Julianna	Ridenhour	Teacher Compensation, Agenda #8	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. Teachers don't just teach our children. They play the role of counselor, first responder, and attendance clerk. Teachers deserve to be shown that Charleston County respects and supports their teachers by giving them a pay increase.
George	Bunch		I support the village increase that would provide every teacher in Charleston County school District with a \$7000 raise annually. Although I have not been a student for decades, it was two teachers that change my life for years ago. I've always been grateful for their kindness, compassion, and ingenuity in delivering the material that we were required to learn. This gratitude has been dormant for far too long and I find myself wanting to share it with you as you consider the heroes that will teach the next generation. I think we should take care of them like they take care of us.
Robin	Halewood	Raise teacher pay	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."
Dana	Krause	Teacher Compensation	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.
Bose	Blakeney	Teacher pay	: "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."
Karalynn	Blatchford Myers	Teacher Compensation	This is my third year of teaching and it will be my last year teaching in South Carolina. One of the primary reasons I am leaving is due to low pay. Charleston is not an inexpensive place to live in, and there is no possible way I could have survived the last year if I was unmarried. CCSD NEEDS to take care of it's teacher, or they will continue to lose the teachers they have.
Micheal	Breedlove	Teacher Compensation	"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."
Dawn	Ayers	teacher compensation, agenda number 8	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."
John	Bumgarner	I support raising taxes to pay teachers more	I support a millege increase to support a \$7000 increase in teacher pay

First Name:	Last Name:	Topic of Comment:	Public Comment:
Nicole	Lebiednik	I support teachers!	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.
Molly	Carey	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for the teachers of CCSD. We want to invest in our teachers and schools so we can retain and attract the best teachers for our children.
Elizabeth	Paige	teacher compensation	Who will teach these children? We need to invest in our teachers and end the common practice of teachers working 2 and 3 jobs just to survive. Words about our value mean little without increasing pay. I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. Most people make a face of pity when I tell them I am a teacher. They know how little I make.
Celeste	Webster	Increase the millage for teachers!	I fully 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. Teacher retention is crucial and vital for our profession.
Melanie	Kafader	teacher compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD across the pay scale. We want to invest in our teachers and schools so we can retain and attract the best teachers for our children. We are losing great teachers every year because the pay is not sustainable and teachers feel like they are not being fairly compensated for their workload. We are already in a hiring crisis, with positions being filled with "proximity" teachers zooming in from other states to teach classes remotely. This will continue until the district shows that teachers are valued and they are able to earn a salary that will allow them to maintain a minimum standard of living.
Parke	Smith	Teacher Compensation	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.
Kristin	Craft	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD with steps continuing each year to follow. We want to invest in our teachers and schools so we can retain and attract the best teachers for our children.
Sue	Cuthbert	Teacher Compensation	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
David	Craft	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD with steps continuing each year to follow. We want to invest in our teachers and schools so we can retain and attract the best teachers for our children.
Anthony	Galavotti	Teacher Compensation	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.
Jordan	Sandlin	Support Teacher Compensation, Agenda Item 8	It's past time to pay public school teachers a living wage. We are losing amazing CCSD teachers to private and charter schools because they can pay more. Public school teachers are an imperative part of raising engaged young minds. As the daughter, granddaughter, and great-granddaughter of public school teachers, I support raising the millage rate to provide a pay increase to help retain our wonderful and dedicated teachers! I am also asking that you vote down the motion to add prayer before board meetings. The motion to add prayer is a violation of the separation of church and state. Moreover, this motion seems to refer to Christian prayer only and is not inclusive of all religions. Prayer before meetings is not relevant to the job that board members were elected to do, which is to serve the students, teachers, staff, and families of CCSD.
Sophia	Todd	Teacher Compensation	I am in full support of a millage increase to fund a \$7,000 increase for every teacher in CCSD. When we invest in teachers everyone in the community benefits.
David	Bonezzi	Teacher Compensation	Teachers are grateful for the proposed \$5,000 increase across all steps. However, this increase is not enough to bring teacher salaries to a living wage, or to attract and retain top talent. The teacher shortage crisis will continue to exacerbate if the district does not get teacher salaries to a living wage; the \$58,000 starting salary that was proposed by the compensation task force.
Miranda	Stonecypher	Teacher Compensation	As a school counselor, I see everyday the importance of having experienced, engaged, and knowledgeable teachers instructing our students. The number of teachers at my school that are planning on not returning next year, and that have left in the last few years, is frightening and will no doubt have a negative impact on our students. This is a high-stress, high-demand, high-importance job, and to keep qualified teachers, we HAVE to compensate them enough so that they don't have to stress about finding affordable housing, paying bills, or getting second jobs to make ends meet. This is the reason that I strongly support a millage increase to cover a \$7,000 increase for every teacher. Thank you.
Amanda	Myers	Salary increase for teachers	Our teachers desperately need and deserve a salary increase. This is long overdue. Many of our teachers work one or two more jobs to make ends meet and pay their bills. A salary increase would show them how much we appreciate and respect the work they do with our children every day. Please take this into consideration. Sincerely, Mandy Myers (mother of 3 ccsd students)
Zach	Evans	Teacher Pay Raises	I support a millage increase teacher salaries. Too many teachers are having to choose between their passion for educating our future and a lifestyle that doesn't border on poverty. We push for students to become professionals for the benefits; teachers are professionals that deserve those benefits.
Mary	Wilmer	Teacher Compensation	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. Our teachers serve as the first line of defense, in most cases, making them a asset to schools/communities. This is no easy task! Increase funds to increase morale.
Jennifer	Hamrock	Teacher Compensation	I support investing in our CCSD teachers and schools to retain and attract qualified and teachers in our district through a millage increase to fund a \$7,000 increase for every teacher.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Holly	Wierenga	Teacher Compensation	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. Teachers are leaving at an alarming rate and we cannot afford to live in the communities which we teach. If something is not done soon about our wages and real estate prices continue to climb, there will be no teachers left living in CCSD to teach in CCSD.
John	Gieseke	Teacher Salary Increase	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
Gregory	Webster	Teacher Pay	I support increasing teacher pay.
Cheri	Simmons-Lucas	Teacher Compensation	Good evening, my name is Cheri Simmons Lucas and I'm an advocate for Charleston Rise and the students of Charleston County. I'm writing in favor of the increase of millage of 7.1 to 1.45 mills. Our teachers are in need of this pay increase. As an adult how can one live pay check to pay check and expected to come to work and teach our children under stress, not knowing if their lights will be turn off or a notice will be posted on their door for eviction. Please take the stress off our teachers by increasing the millage of 7.1 to 14.5 in return our teachers will be better performers in the classroom and our students too.
Natalie	Ireland	Teacher Salary	Teacher salaries have not kept up with the cost of living and inflation since the early 90's. It is nearly impossible as a public educator to afford living in the city of Charleston and even the surrounding areas are becoming to costly. A teacher should be able to comfortably support themselves and have some extra income for entertainment, leisure, travel, and hobbies, but that is nigh impossible with the current salaries in CCSD. Teachers cannot afford to live alone and must seek out roommates in order to afford the cost of living in Charleston, they are forced into gig work and second jobs during the evenings and weekends just to make ends meet. A qualified professional with a college education and license to teach should not be forced to take an hourly minimum-wage second job just to live. Teachers deserve to be adequately compensated for their time, effort, and commitment to educating the future generations of our society. Not to mention that it is becoming increasingly difficult to fulfill vacancies in teaching because the time, commitment, and stress are not adequately compensated by the salary which drives new teachers away and forces veteran teachers to seek employment elsewhere. If we want to keep good teachers and attract new teachers to CCSD we must approve a mill increase to increase teacher salaries. We do this job for the kids, but we still have bills to pay and we should be able to pay those while being ONLY a teacher. Not a teacher/bartender, teacher/uber driver, teacher/tutor, teacher/dog walker, etc. etc.
Ryan	Silvestri	Teacher Compensation	I support the 9 mil budget option to raise all teacher pay across the board. To recruit and retain the best teachers for our students, teachers at ALL stages of their careers deserve to earn a living wage to support themselves and their families in the Charleston area.
Lisa	Ross	Teacher Pay Raise -please vote yes	I urge you to vote yes on the proposal to increase teacher salaries. We are hemorrhaging teachers, and this is one way to show that we as value them. We will be able to attract and retain more high-quality people with this pay raise. Thank you, Lisa Ross.
Lisa	Ross	Public prayers are inappropriate	PS it is difficult to find out which agenda item this relates to. I urge you to vote no on the proposal to open Charleston County School District board meetings with a public prayer. This is not a Christian nation, nor is this a Christian school district. The two minutes of silence prior to board meetings is a very appropriate and respectful way for each person to pray in their own way. Thank you, Lisa Ross
Jaye	Amarice	Prayer Before School Board Meetings	PS it was very difficult to find out what agenda item this pertains to. To the Board of Trustees, It's me again, your friendly neighborhood Satanist, reminding you that prayer before school board meetings puts a religious spotlight on an institution that should have nothing to do with religion, regardless of whether it's a board member or a third party delivering the prayer. As you cast your final votes on prayer before school board meetings tonight, I would ask you to keep in mind that voting yes to prayer before meetings means opening the floor to ALL prayer - including satanic prayer, pagan prayer, Hindu prayer, etc. A moment of silence should suffice to keep everyone happy and equal. However, as I've stated previously, I am happy to give a Satanic invocation before board meetings to keep a sense of religious equality, should you vote "yes" to prayer tonight. Hail Yourselves and Hail Satan, Jaye Amarice Congregation Co-Head of The Satanic Temple South Carolina Minister of Satan

First Name:	Last Name:	Topic of Comment:	Public Comment:
Anna	Cantu	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD, and hope that the board will as well. Charleston has become a desirable place to live, but I have many friends who move when their kids become school-age or put them into private schools because they don't believe that CCSD can provide a quality education. As a teacher who has worked here for 7 years, I know that isn't true. However, the high turnover rate of teachers is one of the reasons often given for why they don't believe schools can give their kids an education that prepares them for success after graduation. In order to not only recruit new teachers, but retain experienced teachers, teachers need to make a competitive wage that keeps up with the increases in the cost of living in our area. The millage increase would be a significant step towards supporting teachers.
Karen	Thompson	Teacher Compensation	It is never an easy task to find money to allocate to other areas, but it is essential if we are going to hire and keep current teachers! Wages are not competitive and it is impossible to live on that income alone as a single parent home.
Joan	Chard	Fwd: Ltr. to Editor, "Current CCSD Superintendent Applies for CCSD Supt. position."	<p>Received via email on 05/16/23 and submitted by staff. ----- Original Message ----- From: Joan Chard <joanchard@comcast.net> To: Editor At Post And Courier <letters@postandcourier.com>, "editor@moultrienews.com" <editor@moultrienews.com> Date: 05/16/2023 9:37 AM EDT Subject: Ltr. to Editor, "Current CCSD Superintendent Applies for CCSD Supt. position."</p> <p>Letters@postandcourier editor@moultrienews</p> <p>"Current CCSD Superintendent applies for Permanent CCSD Supt. Position"</p> <p>Surprise! Surprise! CCSD website states that current CCSD Superintendent Don Kennedy has applied for the job permanently, after declaring last year that he would return to his previous CCSD Accounting position once the Board secures a qualified Superintendent. If true, why did Kennedy complete an "Alternative Program" last year to fulfill the classroom experience requirement for Superintendents?</p> <p>At Kennedy's insistence, a motion was passed last year removing "Interim" from his Superintendent title, with Kennedy explaining, "So with the "Interim" removed, that gets a better that, well, we have the person in place...." Interestingly, the old Board Members offered no discussion, and taxpayers had no opportunity to speak. If Kennedy honestly believed he was only a "transition" Superintendent, why the emergency vote to remove "Interim"?</p> <p>Curiously, while most districts have permanent Superintendents in place after six months, old CCSD Board Members had not even chosen a Search Firm seven months after Postlewait's eerie resignation, and Financial Officer Kennedy's mysterious, quick approval as "Interim Superintendent." Was this a "planned postponement," waiting for Kennedy to complete his Alternate "three-year" teaching requirement in mere "months?"</p> <p>States have specific college courses that must be completed to become "Certified Teachers." Additional courses are required for "School Principals," while even more extra courses are required for District School Superintendents. With a mere Budget background, current Superintendent Kennedy is unqualified, having taken none of these many specialized courses that states require for School District Superintendents.</p> <p>Joan Chard</p>
Emily	Amerson	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in our district. The worsening teacher shortage is terrifying - attracting and keeping high-quality teachers should be a top priority for CCSD.

First Name:	Last Name:	Topic of Comment:	Public Comment:
			<p>Received via email on 05/22/23 and submitted by staff.</p> <p>Monday, May 22, 2023 Charleston County School District (CCSD) CCSD - #16 Request Book - "Not My Idea - A Book About Whiteness" - By Anastasia Higginbotham Book is Racist; Discriminates; Shows Harassment; Intimidation; Bullying & Hatred Against the Race & Color of: White People * CCSD: REMOVE the Book from ALL of the CCSD School Libraries - Immediately *</p> <p>Dear Charleston County School District - CCSD: CCSD - Interim Chief Academic Officer - Michelle Simmons: CCSD - Interim Deputy Superintendent of Schools - Anita Huggins: CCSD - Superintendent of Schools - Donald Kennedy:</p> <p>52 Calendar Days & Waiting: - For CCSD Decision Makers to Email Yes -or- No: Concerning REMOVING (from ALL CCSD Schools) the Racist & Hate Filled Children's Picture Book that takes LESS than 8 Minutes to "Read" - 3/31/23: "CCSD Form - Policy IJKAA-R - Community Reconsideration of Instructional Materials - Filled Out" - Hand Delivered & Emailed to CCSD</p> <p>CCSD - Interim Deputy Superintendent of Schools - Anita Huggins, thank you for your Email dated 4/17/23 - Monday @ 7:43 AM (Screen Shot of Email below) in reference to the following Book that is currently at Multiple CCSD Schools (one school is CCSD - Elementary School - Belle Hall Elementary - where my Child attends): - Book: "Not My Idea - A Book About Whiteness" - Written By: Anastasia Higginbotham - Book: Discriminates; Shows Harassment; Intimidation; Bullying & Hatred Against the Race & Color of: White People</p> <p>As per CCSD - Interim Deputy Superintendent of Schools - Anita Huggins' Email dated 4/17/23 - Monday @ 7:43 AM (Screen Shot of Email below): - "...Let us know if we can support you in that in any way..."</p> <p>CCSD - Interim Deputy Superintendent of Schools - Anita Huggins, you can provide Support in the following way: - Take ACTION - HAVE the CCSD Decision Maker/s DO the following concerning the Book - "Not My Idea - A Book About Whiteness" (Written By: Anastasia Higginbotham):</p> <p>1) GET the Book: - Located at 8 CCSD Schools</p> <p>2) READ the Book: - Takes LESS than 8 Total Minutes to "Read" the Children's PICTURE Book - Children's PICTURE Book - 62 Total Pages: After "Copyright Page" / "Publishing Details" Page - 48 Pages: Have 27 Words or LESS - 7 Pages: Have between 32 - 88 Words - 1 Page: Has 105 Words as it is the "Dedication Page" - 6 Pages: NO Words / JUST PICTURES</p> <p>3) EMAIL DECISION concerning REMOVING the Racist & Hate Filled Book from ALL CCSD Schools: - YES: CCSD will REMOVE the Book from ALL CCSD Schools by or before this DATE - OR - - NO: CCSD will INTENTIONALLY KEEP the Racist & Hate Filled Book in Multiple CCSD Schools (which creates an UNSAFE & HOSTILE School Environment)</p> <p>The Book "Not My Idea - A Book About Whiteness" (Written By: Anastasia Higginbotham) VIOLATES the following LAWS: 1) VIOLATES - Federal Law - Title VI of the Civil Rights Act of 1964: Law Against Discrimination on the bases of Race & Color 2) VIOLATES - State Law - Title 59 > Education > Chapter 63 > Pupils Generally > Article 2 > Safe School Climate Act > Section 59-63-110 > "Safe School Climate Act" > Section 59-63-120: Law Against the Harassment; Intimidation & Bullying that Insults or Demeans a Student or Group of Students</p> <p>The Book "Not My Idea - A Book About Whiteness" (Written By: Anastasia Higginbotham): - Book is: ILLEGAL & WRONG - Book is: Full of RACISM & HATE - Book: Creates an UNSAFE & HOSTILE School Environment - Book: Ignites, Foments & Promotes HATRED Toward White People</p> <p>* CCSD: REMOVE the Book from ALL of the CCSD School Libraries - Immediately *</p> <p>Below are the Multiple REQUESTS to CCSD (including "CCSD Form - Policy IJKAA-R - Community Reconsideration of Instructional Materials - Filled Out") to REMOVE the Racist & Hate Filled Book - "Not My Idea - A Book About Whiteness" - By Anastasia Higginbotham from ALL of the CCSD School Libraries - Immediately: 5/22/23 - Monday: Email #16 5/15/23 - Monday: Email #15 5/8/23 - Monday: Email #14 5/2/23 - Tuesday: Email #13 4/26/23 - Wednesday: Email #12 4/21/23 - Friday: Email #11 4/19/23 - Wednesday: Email #10 4/17/23 - Monday: Email #9 4/08/23 - 4/16/23: Spring Break 4/07/23 - Friday: Email #8 4/05/23 - Wednesday: Email #7</p>

First Name:	Last Name:	Topic of Comment:	Public Comment:
Mary	Traywick	\$7K pay increase for teachers in CCSD.	<p>Good afternoon. I write regarding the Teacher Compensation Task Force's request for a \$7,000 pay increase for all CCSD teachers, across the board, in every cell of the salary schedule. I am a mother to two CCSD SOA students; and I write to you today in support of a \$7,000 pay increase for all CCSD teachers. Many of our teachers in Charleston County are working additional jobs to make up for the cost of living and classroom supplies that they have to purchase, with their own money, without reimbursement. The current starting salary for a teacher in CCSD simply does not adequately provide for our hard working teachers, and is not sustainable for teacher retention. I want to stress the importance of CCSD's motto: "Excellence is our Standard." My children have been provided with an excellent education in CCSD. It is beyond time to show our teachers that they are valued for their excellence in the classroom and beyond. I ask you today to follow the CCSD motto where "Excellence is our Standard" and approve the \$7,000 pay increase for ALL CCSD teachers.</p> <p>- Mary Catherine H. Traywick</p>
Marc	Hinen	Teacher Compensation	I support a millage increase to raise teacher salaries. Education is the most important part of our community. We need to have strong teachers and leaders to educate our children and the future generations. Without a strong salary for teachers, many teachers will be leaving the community or their job. Simply they can not raise their families here with the current salaries.
Julia	Kuehn	Teacher Compensation Agenda Item #8	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 to retain and attract the best teachers for our children.
Ryan	Byrne	Focus on Teacher Pay	I am a parent of two elementary aged daughters in CCSD and am writing to express my frustration at the lack of progress regarding teacher compensation. The current school board has squandered time and resources that should have gone to improving our children's education. Instead, constant infighting and bickering has clogged agendas and created bloated meetings. Today's meeting continues to waste time reviewing individual textbooks and debating an already discussed prayer policy. The board should currently have two focuses. Hiring the next superintendent and recruiting or retaining the best teachers for our children. Specifically, 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. One prayer or a line in a biology textbook will have no impact on a child's future. Their teacher will!
kimberly	killebrew	Teacher Compensation	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. It is evident that good, strong, committed teachers are needed in every area. I work with fabulous, smart, driven and passionate (including myself :)) teachers who can't afford to live in the Charleston area. The cost of living with the low teacher pay has made it incredibly difficult for teachers to do what they love and survive. I am an experienced teacher with over 30 years of doing what I love yet I don't feel I am compensated for My commitment and experience. I have not had a step increase since I began teaching in Charleston County 5 years ago. Please support the implementation of the increase compensation for all of us. You will not only retain and attract good teachers but you will Raise moral as we will Finally feel validated and valued. Kimberly Killebrew M.Ed
Kendall	Deas	Supporting Increase in Millage for Higher Teacher Salaries	The Quality Education Project, a nonprofit research-based community organization committed to supporting teachers and improving our public education system in South Carolina supports a millage increase for a \$7,000 salary increase for every teacher in CCSD. District leadership needs to embrace policies that will make teacher salaries more competitive. This investment is needed to attract the best and brightest minds to the teaching profession and most importantly, retain them. Given the challenges facing our schools, we must invest in teachers on the front lines so that they remain committed and motivated to educate our children. This should start by showing them appreciation with a well-deserved salary increase. Dr. Kendall Deas (Director of the Quality Education Project) and Dr. Jon Hale (Co-Director of the Quality Education Project).
Sven	LAUTERWASSER		Pray has no place in a government funded institution such as a school. Separation of church and state. However, if prayer is to be conducted before meetings, then all religions need to be represented equally, including Islam, Hinduism, Paganism and Satanism. I highly recommended voting against prayer before meetings.
Leona	Smith	Teacher Compensation	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. Teachers need to be empowered with regionally competitive salaries so that they can afford to live in the area where they teach. This will allow our amazing teachers to continue to support and uplift the lives of the children and families in our communities.
Honor	Marks	Teacher compensation	<p>Thank you for all that you do as school board members! And thank you so much for your commitment to raising teacher compensation. As the parent of a public school student I know for sure that there is no more important investment toward educational outcomes than investment in the highly qualified professionals interacting with my child for seven hours a day 180 days a year. Please vote to raise teacher compensation by the maximum amount. ONLY with well paid certified teachers (in all areas) can our students reach their full potential.</p> <p>Sincerely, Honor Marks</p>
Whitney	Windsor	Policy BC-do not approve	Please honor the separation of church and state and do not approve the amendment to policy BC. If board members would like to pray, they may do so on their own. Too much time has been spent on this policy already. It's time to focus on the children!
Sandy	Moore	I support teacher raises	Please support teacher raises. Teachers work around the clock to make sure our future leaders are educated.
Bonnie	Cleaveland	public prayer	Please vote no on the prayer policy. The community is clearly against it, and it may lead to a costly lawsuit.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Nancy	Vitali	Teacher pay	I am a former student in CCSD and now a teacher for over 10 years in this district and I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. We MUST invest in our teachers and schools so we can retain and attract the best teachers for our children.
Mackenzie	Hill	I support a millage to fund a \$7k increase for every teacher in CCSD. We want to invest in our teachers and schools so we can retain and attract the best teachers.	I support a millage to fund a \$7k increase for every teacher in CCSD. We want to invest in our teachers and schools so we can retain and attract the best teachers.
Nina	Zorch	teacher pay	I would have loved to have been able to attend the meeting this evening, however I need to babysit right after school after working a full 8 hour day. I babysit and tutor most weekday and weekend evenings just so that I am able to pay my bills. One of my ENTIRE paychecks goes towards my rent. I am 32 years old and have been teaching for 8 years, yet I can't even afford to buy groceries. I could go on and on about why teachers not only deserve but NEED a pay raise.
Rodrick	Bellamy	Teacher Compensation	I am Rodrick Bellamy, a 6th grade teacher in CCSD. I have seen, year to year, teachers move to Charleston because it's such a beautiful city with "so much to offer". However, they only last a year or two in the profession because they get here and realize they simply can't afford to teach AND live AND enjoy all the attractions Charleston has to offer. You have teachers who work multiple jobs which prevents them from getting the rest they need to be their best selves. When teachers are at their best, our students receive the best experience. However, when we lose those HIGHLY EFFECTIVE teachers to either higher paying districts or higher paying careers, we are doing our students a true dis-service. Look at our current teacher vacancies, which reflects the number of students who are learning through a Promethean Board. I believe, the pandemic taught us, that our students need and deserve learning face to face. Increasing teacher pay will 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. I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. We need to invest in teachers to recruit and retain the best for our students.
Nathalie	Bennett	Teacher Compensation & Millage Increase	My school began the 2022-2023 school year with 8 teacher vacancies. Which means that in 8 classrooms, which affected approximately 200 students, they began this school year without a certified teacher in their classroom to set-up beginning of the year structures and norms, in addition to the crucial culture and climate building activities that every teacher will tell you will make or break your school year. At this moment, the district is projecting even higher numbers of teacher recruitment and retention issues for the upcoming year. This board has been presented with data from the Teacher Compensation Taskforce and Teacher Roundtable, in addition to hundreds of teacher's public comments, all of which have shown the number one factor affecting CCSD's ability to hire and retain highly qualified teachers is our pay scale. While a \$5000 increase is not nearly enough to offset the high housing costs of the Charleston area, it is at least a step in the right direction. I am asking the board to approve the millage increase that would allow for this increase to be affordable. Additionally, I would like to encourage the board to begin working now on a plan to increase salaries again next year, as this increase alone will not be the change so whole-heartedly supported by teachers that is needed to truly keep the best teachers for our students. At this moment, my school already has multiple vacancies for next year, and I am already worried about how many of my students' will be impacted by starting the year without a teacher. We know the greatest indicator of success for helping our students achieve is having a highly qualified teacher in their classrooms. Please work to make this a reality for all of our students!
Anthony	Ludwig	Pay Raises for Teachers	The plan to raise ALL teacher pay to an adequate wage is fair and financially sound. Raise the pay in accordance with the wishes of the Committee, or we will vote in men and women to the Board who will.
Blair	Hranowsky	Teacher Salary (Agenda Item 7&8)	Please consider an increase of more than \$5000 across the pay scales. Simply doing the math on the increase, that equals a pre-tax increase of \$416 per month, which is likely about half of that after taxes. I work two jobs as a teacher. My husband works two jobs and we still struggle to keep up with the cost of living and raising our children in Charleston. I love being a teacher, but the long-lasting effects of the global pandemic, the increase in demands for raising test scores, and the trauma children are bringing into the classroom takes a toll. An increase of at least \$7000 across the pay scales would feel like a nod in the right direction.
Jennifer	Waldron	Teacher compensation	Please do all you can to fairly compensate teachers. We are dedicated professionals who routinely go above and beyond to meet the varying and growing needs of our students. Ever since the pandemic hit teaching has become so challenging that at times it feels impossible. We are an underpaid profession that is merely seeking fair remuneration. Many of us, like myself, have advanced degrees having invested many years and cost in bettering ourselves. Thank you for considering and making this a reality.
William	Smyth	Teacher and Staff Salaries	Employees need a livable wage. They should not have to work two or three jobs to make ends meet. Teachers working multiple jobs bring limited energy to their school job. They are constantly exhausted. They cannot prepare adequately and they cannot fully participate in the life of the school. They are constantly burning the candle at both ends. This is no way to live. I started teaching at \$11,000 and ended after 40 years at \$65,000. My median salary was \$48,000. Home ownership, college educations for children, vacations -- all very difficult. No one should have to live like this. No one.
Bonnie	Walton	Budget	I support an increase in teacher pay.
Marena	Love	Teacher Compensation	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.

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Marena	Love	Teacher Compensation	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. We are losing too many good teachers because of pay. The amount of time, heart, and soul teachers put into their jobs deserves an increased pay rate.
Samantha	Yingling	Teacher Compensation	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.
Mike	Nixon	Teacher Comp	I support a millage to fund a \$7K increase for every teacher in CCSD.
Joseph	Jutzi	Teacher Salary Increase	Research has shown time and again that the single most important contributor to student success is a quality teacher. The salary that teachers receive is a main driver in recruiting and retaining people who are qualified to teach. Teachers already make less than anyone else with comparable education levels and experience, yet they have to put up with behaviors from students that make their jobs far harder and mentally draining than those in most other professional careers. If you want quality teachers that are able to put up with the daily rigors of teaching itself, then the most effective way of achieving that is to pay them what they are worth. I propose a minimum of \$50,000 starting salary with step and certification level pay increases that scale at the same % increase as the initial minimum salary increase from the current level.
Julie	Campbell	Teacher Salary	I am in my 10th year of teaching. I am over the poverty line to receive assistance for childcare for my child and childcare costs \$214 a week. We also recently found out we are expecting another child in December. That will be another \$225 a week. So \$439 a week for two children to have someone else watch them. After insurance and taxes out of my paycheck. I would be left with less than half of my paycheck to pay for my car payment, gas, food and other necessities. Luckily I am married, but if I do not get an increase in pay, there is a high possibility, I might have to leave the profession that I have worked so hard to be successful in, all because we couldn't afford for me to work anymore.
Lizi	Jenkins	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. Without this increase I will be forced to leave teaching for a career that can cover my bills. We want to invest in our teachers and schools so we can retain and attract the best teachers for our children."
Morgan	Pink	Teacher Compensation	I am currently a teacher in Charleston County and I am
Amy	Hudock	Prayer at the meeting	Jesus taught, "When you pray, do not be like the hypocrites, for they love to pray standing in the synagogues and on the street corners to be seen by men ... but when you pray, go into your room, close the door, and pray to your God who is unseen.
Spencer	Quinlan	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. We truly want to invest in our teachers and schools so we can retain and attract the best teachers for our children. Teachers need to be empowered with regionally competitive salaries so that they can afford to live in the area where they teach. This will allow our amazing teachers to continue to support and uplift the lives of the children and families in our communities.
Morgan	Pink	Teacher Compensation	I am currently a CCSD employee who is experiencing increasingly difficult financial struggles. This past year I have been unable to even make rent with my contract salary alone, and have had to work afterschool jobs just to make ends meet. While this job is one I have always dreamed about, I have been finding it more and more physically and mentally exhausting due to the constant stress of working overtime, and being unsure if I will be able to afford rent, groceries, gas, etc. each month. I truly have never wanted to be anything other than a teacher however, I am not sure if I am going to be able to continue this job if a serious increase in pay is not made so that I am able to support myself financially. This pay increase would mean enough security that I would be able to show up as the best teacher that all my students deserve, and I would be a much healthier person both physically and mentally! Thank you for considering these changes that are needed to help support all the amazing teachers in this district who support all our young learners!
Suzanne	Baranoski	Teacher Pay	My name is Suzanne Cook Baranoski. I am an art teacher and Teacher of the Year at James Island Elementary School. I have dedicated my life to the children in my community. I teach over five hundred students at our neighborhood school on James Island. I am from this community and, at the age of 51, have been fortunate to have purchased a house years ago when it was affordable. This is not the case any more. The rent for a two bedroom condo on James Island is around \$3000 and the average sales price is over \$500,000. Clearly, teachers cannot afford to rent, let alone buy, a place in the area close to where they work. Furthermore, I get the allotted reimbursement of \$300 at the beginning of the year like every other teacher. Again, I teach over five hundred students. This equals less than \$0.60 a child to do my job. I have to spend hours coming up with other ways to make money to run my class. I end up spending much of my own money to make this happen. I also, on average, stay after school for one to two hours to get things done I do not have time to do within the workday. Honestly, I have looked and still look at other jobs in the PEBA retirement system where basic resources are provided to me to do my job. My husband works in a professional environment and is frequently flabbergasted at the work versus the pay compared to "normal" professions. We are here because we are passionate about education, children, and bettering our communities and society. It is time to increase our pay to make us stay in the profession we love. Thank you for all you do for us. I know your job is challenging as well, but it is time.

First Name:	Last Name:	Topic of Comment:	Public Comment:
Kyle	Leatherman	Prayer before board meetings	<p>Hi my name is Kyle Leatherman and I'm emailing the charleston school board in regards to my concerns on prayer before board meetings. Make no mistake, I want to respect religious freedom. However religious extremism and christo-fascism should not be tolerated. When you push your religion on other people and try to make laws and policies based on religion, as if that religion is above others, instead of being an equal, history has shown that that leads to tragedy. I want to make it clear, America was not founded on christian ideas and is not a christian nation, but a secular one.</p> <p>Andrew Seidel, an American historian and lawyer, mentions that many of the founding fathers thought that christianity was a good substitute for morality. The establishment clauses in the constitution gives you the right to practice any religion you want, but it also protects all US citizens from religion being imposed upon them. The first 4 Presidents spoke against fusing religion into politics.</p> <p>George Washington told the Presbyterian Ministers of Massachusetts and New Hampshire in 1789, "the path of true piety is so plain as to require but little political direction". He never participated in communion after the Revolutionary war. He also declined to have a preacher at his deathbed. In 1797, John Adams, our 2nd president, mentioned in the treaty of tripoli and I quote "the government of the United States, is not, in any sense, founded on the Christian religion".</p> <p>Thomas Jefferson, the writer of the declaration of independence, wrote the Jefferson bible, where he cut out any supernatural events in the bible because he didn't believe in miracles. James Madison, the writer of the constitution, did not mention God once in the constitution and when asked why they didn't put God in there, he stated that "they forgot".</p> <p>The rough draft of the Declaration of Independence that Thomas Jefferson wrote mentions King George the Third as a tyrant and a Christian king as the reason being that they wanted to separate from Britain. The founding fathers saw time and time again the religious extremism from Britain and from the puritans was a reason to keep government separate from religion. Keep it that way. I challenge the board members that wish to have prayer in the board meetings, although I doubt they will take my challenge, to read a book by Andrew Seidel called The Founding myth: why christian nationalism is unamerican. One part of the book mentions that if you put the ten commandments next to the bill of rights, the ten commandments would be considered unconstitutional and explains why. Outside of prayer, please keep the EI program to support all children of Charleston. Whether they are Black, white or brown, Native or newcomer, LGBTQ or not, they should be supported.</p>
Nat	Gunter	Teacher Compensation	I am a parent of 2 CCSD school children. I write in support of the proposed pay raise for CCSD teachers. I urge the school board and lawmakers to take a more proactive approach in reviewing our public educators' compensation structure to ensure pay at least keeps pace with inflation.
Mary	Jennings	Items 7 and 8, Teacher Salaries	I am a 33 year teacher, and I highly recommend extending the step increase to 40 years. It will improve my retirement checks when I do retire, and it is an incentive for me to stay on.
Dan	Ryan	Teacher Compensation	I support a millage increase to fund a \$7,000 increase for every teacher in CCSD. If we want to recruit and retain teachers we must invest in our educators by committing to paying a living wage.