



BOARD OF TRUSTEES MEETING
January 15, 2015, 2pm
The Brown Building, State House Grounds, Columbia, Room 252

A g e n d a

1. Call to Order/Quorum Call
2. Welcome/Introductions
3. Approval of Minutes of December 4, 2014 Board meeting
4. Chairman's Report – *Ken Wingate*
 - A. Board Committee Assignments
 - B. First Steps Study Committee
 - C. Annual Meeting 2015 per Act 287 (ACTION) *Proposed: December 3, 2015*
5. Director's Report – *Susan DeVenny*
 - A. Featured Public Highlight: The 2013 Reauthorization of the Child Care Development Block Grants and What it Means for SC's Children – *Amber Gillum*
 - B. Featured Private Highlight: SC Montessori Alliance – *Roger Pryor*
 - C. School Readiness Assessment: mClass Circle FALL 2014
 - D. Ten State Kindergarten Entry Assessment Consortia
 - E. South Carolina House Legislative Oversight Committee
6. Board Orientation – Roy Laney and Leslie Anderson
"Developing a High Performance Governance Culture"
7. Committee Reports:
 - A. Finance and Administration – *Judith Aughtry, Chair*
 - a. Finance Report (Information Only)
 - b. County Partnership Waivers (ACTION)
 - c. Adoption of By-Laws (state and local board) to support Act 287 (ACTION)
 - B. Program and Grants – *Julia-Ellen Davis, Chair*
 - a. County Partnership FY15 Conditional Approvals (Information Only)
 - C. Strategic Planning and Evaluation – *Lisa Van Riper, Chair*
 - a. External Evaluation (Information Only)
8. Executive Session
9. Closing Remarks- *Ken Wingate*
10. Other Business

Next Meeting: 2 pm, March 19, 2015 (Board of Trustees, following by SC Early Childhood Advisory Council meeting)



**South Carolina First Steps to School Readiness
Board of Trustees Meeting**

December 4, 2014, 3 pm, Room 252, The Brown Building, Columbia, SC

Minutes

Trustees present: Ken Wingate, Chairman (Designee for Governor Nikki R. Haley)
Mellanie Jinnette (Designee for Supt. Mick Zais)
Senator Mike Fair
Senator Joel Lourie (via phone)
Representative Jerry Govan
Lisa Van Riper, Secretary
Judith Aughtry
Julia-Ellen Davis
Mary Lynn Diggs
Walter Fleming
Beverly Buscemi
Timothy Holt
Julie Hussey
Tracy Lamb (via phone)
Evelyn Patterson (via phone)
Jennifer McConnell
Rick Noble
Roger Pryor
Sue Williams
Reece Yandle

Trustees absent: Representative Rita Allison (excused)
Alexia Newman (excused)
Catherine Templeton
Amber Gillum (excused)

Others Present: Karama Bailey, DSS
Bryan Kost, DHEC
Rosemary Wilson, DHEC
Roy Laney, Riley Pope and Laney
Sarah Heinemeier, Compass Group
Anne D'Agostino, Compass Group
Leslie Anderson, Leslie Anderson Consulting
Jim Riddle, Lexington County First Steps
LaMyra Sanders, Orangeburg County First Steps
James Ella Collins, Charleston County First Steps
Darnell McPherson, Darlington County First Steps
Centuria Watson, Chester County First Steps
Dave Wilson, McAlister Communications
Susan DeVenny, SC First Steps
Dan Wuori, SC First Steps

Debbie Robertson, SC First Steps
Betty Gardiner, SC First Steps
Linda Leonard, SC First Steps
Mary Anne Mathews, SC First Steps
Russell Brown, SC First Steps
Samantha Ingram, SC First Steps
Ginger Ryall, SC First Steps
Martha Strickland, SC First Steps

Mr. Ken Wingate welcomed the board and called the meeting to order. Mr. Wingate declared a quorum present.

Mr. Wingate asked for a motion to approve the minutes of the October 16 meeting. Mr. Walt Fleming made a motion to approve the minutes from the October 16 meeting and with a second from Ms. Julie Hussey, the minutes from the October 16 were approved.

Mr. Wingate asked for a motion to approve the minutes of the June 26, 2014 meeting, carried over from October 16. Mr. Reece Yandle made a motion to approve the minutes from the June 26 meeting and with a second from Ms. Tracy Lamb, the minutes of the June 26 meeting were approved.

Mr. Wingate called on Susan DeVenny to review the agenda for the day. Ms. DeVenny introduced Mr. Roy Laney and Ms. Leslie Anderson, to review board obligations pursuant to the new law. Mr. Laney reviewed the statute, Ms. Anderson asked the group to think about any challenges present due to the changes in board composition. Ms. DeVenny noted that board development would continue at the next several meetings.

Mr. Wingate asked each board member to consider which standing committee of the board they could best contribute, and asked trustees to notify him and Ms. DeVenny of this interest. Mr. Wingate then called for committee reports.

Ms. Judith Aughtry, Chair, Finance and Administration, provided the FY15 YTD Financial Report with the trustees. Mr. Russ Brown gave a brief overview of the report, explaining each line item and funding source. The board discussed expenditures, cost allocation, and administrative costs across the state and received a copy of the FY16 Budget Request.

Ms. Aughtry called on attorney Laney to brief the board on draft bylaw revisions. Mr. Laney reviewed the draft, noting revisions were due to changes in the state law. The group was asked to provide feedback to the state office regarding these revisions by Dec. 15. County Partnership Executive Directors were asked to provide feedback to Ms. Debbie Robertson by Dec. 19.

Ms. Julia-Ellen Davis, Chair, Program and Grants Committee, discussed the Ready Five Year Old Benchmarks and Evidence-Based Programs List, both requirements of the board in the new law. Ms. Davis noted that both the board and local partnerships, as well as the business community, would be involved in the development of these documents. Ms. Davis noted that First Steps should hear about both federal early childhood grants on December 10, 2014.

Ms. Lisa Van Riper, Chair, Strategic Planning and Evaluation Committee, introduced Sarah Heinemeier, Compass, who presented highlights of the 2014 First Steps External Evaluation to the group. The evaluation team thanked the staff at state and local levels for their assistance in data collection. Ms. VanRiper asked trustees were asked to send suggested points of clarification or elaboration on any topics presented on external evaluation slides to Dr. Wuori, who serves as the staff point of contact for the team.

Mr. Wingate reminded trustees to send input and to indicate committee preferences, and thanked all for their participation. With no further business, the meeting was adjourned.



2015 Board of Trustees and Early Childhood Advisory Council Meeting Dates

*All meetings will be held at 2 p.m.
Locations will be announced*

JANUARY 15, 2015

BOARD OF TRUSTEES

MARCH 19, 2015

**BOARD OF TRUSTEES
EARLY CHILDHOOD ADVISORY COUNCIL**
(ECAC will immediately follow the board meeting)

JUNE 18, 2015

BOARD OF TRUSTEES

AUGUST 20, 2015

BOARD OF TRUSTEES

OCTOBER 15, 2015

**BOARD OF TRUSTEES
EARLY CHILDHOOD ADVISORY COUNCIL**
(ECAC will immediately follow the board meeting)

DECEMBER 3, 2015

BOARD OF TRUSTEES
(Proposed Annual Meeting)

Duty of Care

A Board member is expected to act as would an ordinary, prudent person in similar circumstances. This requires diligent, attentive, informed participation, i.e., reasonable care when making decisions in stewardship of the organization.

The duty of care is evident in the following activities:

- The Board holds regularly scheduled meetings
- Board members have received and read applicable laws, bylaws and policies
- Information is provided to the Board in a timely manner and in advance of meetings
- Board members arrive at meetings prepared, having read advance material
- Financial reports are provided in advance and reviewed with the Board at their regularly scheduled meetings
- The Board makes informed decisions based on information provided
- Minutes accurately reflect Board attendance, votes and decisions, including dissent and abstention

Duty of Loyalty

A Board member is expected to act in good faith, giving undivided allegiance to the organization, when making decisions that affect it, and should not operate for personal gain against the best interests of the organization.

When a conflict arises between the interests of a Board member and the well-being of the organization, the Board member should immediately disclose the matter, and recuse from both the discussion and the decision-making. If the matter proceeds, the terms of any transaction with a Board member must be at least as favorable to the organization as that which could be obtained from a party with no ties to the organization.

Board members should observe confidentiality regarding the Board's deliberations and decision-making. Each member must respect and adhere to all Board decisions, regardless of whether they voted in favor of the motion. Only designated spokespersons (usually the President) may speak publicly on behalf of the organization.

Duty of Obedience

A Board member is expected to act in a manner to ensure that the organization operates in keeping with its mission and bylaws, and in accordance with the laws and regulations governing the organization's formation and status.

In order to maintain the public's trust as a nonprofit organization, Board members must be conversant and compliant with the organization's statutes, mission, bylaws, policies and programs. Board members ensure that the organization's policies, programs, resources and activities are executed in accordance with the mission.

December 4, 2014

Adapted from Association of Junior Leagues International, Inc., 2007.

Setting Organizational Direction

Determine the organization's mission, vision, and values. The Board must create a statement of mission and purpose to clearly articulate the organization's goals, means, and primary constituents. Each individual Board member should fully understand and support the organization's mission, vision, and values.

Ensure effective organizational planning. As stewards of the organization, the Board must actively participate with the staff in an overall planning process, setting strategic priorities and assisting in implementation of the plan.

Ensuring Necessary Resources

Ensure adequate funding. One of the Board's foremost responsibilities is to provide adequate funding for the organization to fulfill its mission. The Board should work in partnership with the chief executive to raise funds from appropriate sources.

Support the chief executive and ensure appropriate staffing. The Board must support the chief executive by setting policy direction and key deliverables and by working with the executive to achieve them. Staff resources should be adequate and roles should be clearly delineated and tied to the organization's goals.

Build or enhance the organization's public image and standing. Effectively articulating the organization's goals, mission, and accomplishments to the public, as well as garnering support from members of the community, are all elements of the organization's marketing and communication strategy. Both the Board and staff are key organizational links to the public and must present messages, data, results, and needs consistently and uniformly.

Orient and train Board members. The Board and staff must orient new members to their responsibilities and the organization's history, needs, and challenges. Board member skills, experience, interests, and other considerations should determine ongoing training and development opportunities for the Board.

Providing Oversight

Ensure legal and ethical integrity and that statutory requirements are met. The Board is responsible for ensuring adherence to legal standards and ethical norms. The Board must ensure statutory requirements of the organization are implemented. The Board must adhere to provisions of the organization's bylaws and articles of incorporation and establish pertinent policies, including personnel policies. Execution of policies are the responsibility of the CEO and staff.

Provide financial oversight and maintain accountability. To remain accountable to donors, the public, and to safeguard the organization's tax-exempt status, the Board must be involved in developing the annual budget, reviewing audits and evaluations, and ensuring that proper financial controls are in place.

Determine, monitor, and strengthen the organization's programs and services. The Board's role is to determine which programs are consistent with the organization's mission, goals, and statutory requirements, to encourage cooperation and collaboration, and to monitor program results.

Support the chief executive and assess his or her performance. The Board should ensure that the chief executive has the moral and professional support he or she needs to further the goals of the organization. The chief executive, in partnership with the entire Board, should decide upon a periodic evaluation of his or her performance.

Assess Board performance. The Board should establish duties, principles of behavior, outcomes, and governance standards for itself, and assess the Board's performance against these elements on an ongoing basis.

December 4, 2014

Adapted from *Ten Basic Responsibilities of Nonprofit Boards* by Richard T. Ingram (BoardSource, Revised edition 2003) and *Culture of Inquiry* by Nancy Axelrod (BoardSource, 2007).



To: South Carolina First Steps Board of Trustees
From: Judith Aughtry, Chair, Finance and Administration Committee
Date: January 12, 2015
RE: Finance and Administration Committee Recommendations

The Finance and Administration Committee of the First Steps Board of Trustees will meet on Wednesday, January 14, 2015 at 3pm to review the following:

- YTD Finance Report
- FY14 Administrative and Match Waiver Requests from Local Partnerships
- Final Drafts -Board Bylaws Revised for Act 287
- SC First Steps to School Readiness Board of Trustees
- First Steps County Partnership Bylaws

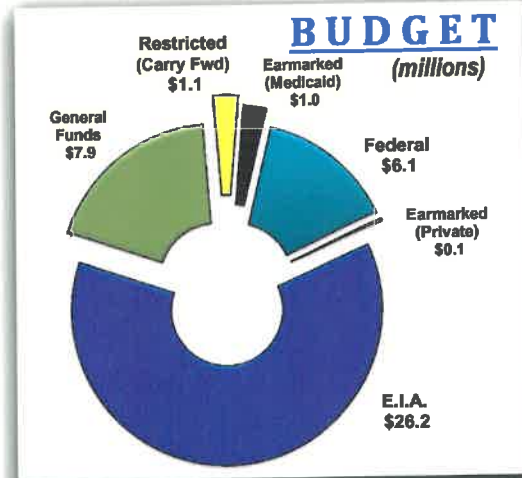
We will bring our committee recommendations to you on Thursday, but wanted to provide you with background information as you prepare to attend the board meeting in Columbia. We welcome your participation on the Finance and Administration Committee Conference Call, should your time permit.

To participate, dial 888-537-7715 and enter participant code 52045398#.



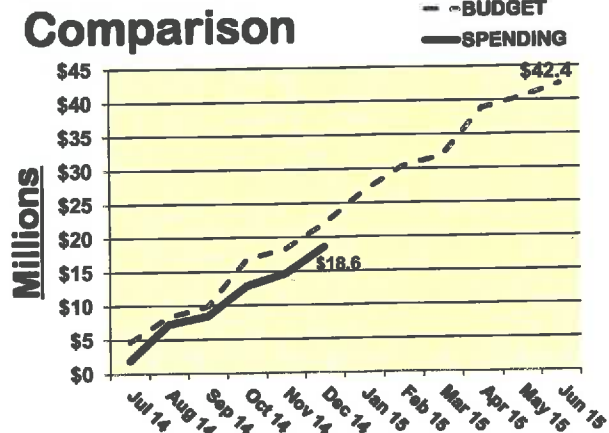
FY 2015 Financial Status Report

As of:
December 31, 2014



PROGRAMS / OPERATIONS	BUDGET	EXPENDITURES		BALANCE			
		Description	Source	Total	Actual	%	Amount
LOCAL PARTNERSHIPS (LP)	\$ 12,693,265		E.I.A.	\$ 8,265,473	65%	\$ 4,427,792	35%
LP CENTRAL OPERATING	\$ 808,879		Gen. Fund	\$ 416,094	51%	\$ 392,785	49%
PRIVATE 4-K	\$ 16,767,864		E.I.A. / Gen. Fund	\$ 5,052,643	30%	\$ 11,715,221	70%
BABYNET	\$ 10,802,400		Federal / E.I.A. / GF / Medicaid	\$ 4,250,815	39%	\$ 6,551,585	61%
Community Advisory Board Dev. NURSE FAMILY PARTNERSHIP	\$ 20,000		Private	\$ 15,000	75%	\$ 5,000	25%
COUNTDOWN TO KINDERGARTEN	\$ 65,000		E.I.A.	\$ -	0%	\$ 65,000	100%
POLICY & ACCOUNTABILITY	\$ 1,203,681		E.I.A. / GF / Private	\$ 626,864	52%	\$ 576,817	48%
GRAND TOTAL:	\$ 42,361,089			\$ 18,626,889	44%	\$ 23,734,200	56%

Spending Rates:	
Projected	52%
Actual	44%
Spending is UNDER Budget	



NOTES:

- Local Partnerships:
 - Funding sources: Education Improvement Act (EIA) funds
 - Formula allocation cash advances are disbursed on a quarterly basis
 - Expenditures reflect disbursements from SC First Steps (state-level)
 - Does not include local-level actual expenses to staff and vendors
- Federal grant programs are multi-year and cross State Fiscal Years



ADMINISTRATIVE MATRIX

Reasons County Partnerships Exceeded the 8.0% Administrative Limit

FY 14

Data extracted from County Partnerships Request for Waiver Letters/Memos

County	INFORMATION ONLY										
	Repeat From FY 13	Minimum Budget Allocation	Not Enough Budget	Necessary Admin. Cost	Increase In Admin. Expenses	Less Overall Program Spending	Additional Employee Benefits	Loss of CDEPP 4-K	Decreased Private Donations	Running In-House Programs	In-kind Received or Submitted
1 Abbeville	●	★	◇								
2 Aiken						◇					
3 Allendale		★	◇				◇				
4 Bamberg	●	★	◇				◇				
5 Calhoun	●	★	◇								
6 Chester	●				◇						
7 Chesterfield	●					◇					
8 Clarendon	●			◇							
9 Colleton						◇					
10 Dillon	●			◇							
11 Fairfield	●	★	◇								
12 Florence	●					◇					
13 Georgetown	●					◇					
14 Greenwood						◇				◇	◇
15 Jasper	●	★	◇								◇
16 Kershaw	●			◇							◇
17 Lee	●	★	◇								
18 Marlboro	●	★	◇								◇
19 Union	●	★	◇								
20 Williamsburg	●										◇

NOTES:

- 1) 22 Local Partnerships exceeded the 8% Administrative Limit in FY 13
- 2) 15 Local Partnerships repeated from FY 13
- 3) 1 Did not repeat from FY 13 (Barnwell, Beaufort, Charleston, Cherokee, Hampton, Horry and Orangeburg)

MATCH MATRIX

Reasons County Partnerships Did Not Obtain at least 15.0% Match
Includes: State-level private, Local-level private, Federal and In-kind

All invoices and in-kind documentation are due to the Regional Finance Managers (RFM) no later than July 31st.

County	Repeat From FY 12	Repeat From FY 13	Loss Parenting Program	Implement Childcare Program
1 Marion	●	●	◇	◇

NOTE:

- 1) 6 Local Partnerships did not achieve the 15% Match Limit in FY 13

SC First Steps Legislation:
"Section 59.152.130.(A) Local partnerships shall provide an annual match of at least fifteen percent, to include private donations, grant funds, and in kind donated resources, or any combination of them. The South Carolina First Steps to School Readiness Board of Trustees may decrease this percentage requirement for a partnership based on their capacity to provide that match."

FIRST STEPS LEGISLATION (Excerpt)

Re.: 8% overhead

SECTION 59-152-70. First Steps Partnership Board; powers and duties.

(B) Each County First Steps Partnership may, in the performance of its duties, employ or acquire administrative, clerical, stenographic, and other personnel as may be necessary to effectuate the provisions of this section. **However, overhead costs of the partnership's operations may not exceed eight percent of its implementation/management grant allocation unless prior approval is received from the First Steps to School Readiness Board of Trustees.**

County Partnership tasks as defined by the BOT on January 13, 2004 meeting

Administrative tasks:

- Public awareness of the First Steps Initiative
- Fundraising
- Professional training of First Steps staff and board
- Preparing applications, grants and plans
- Developing agreements/contracts with vendors/other agencies
- Preparing reports and other documents
- Financial management (budgets, invoices, checks, reports, audit, etc.)
- Supervising/managing partnership staff
- Board preparation/meetings
- Office operations (rent, utilities, office equipment, office supplies, etc.)

Programmatic tasks:

- Planning, developing and designing programs
- Monitoring program activities (contract and in-house)
- Evaluating programs
- Data collection
- Travel costs related to overseeing programs
- Public education

NOTE: Budget and expenses are distributed across programs (including in-house/county run programs) based on percentage allocation determined by county partnerships. There is a 25% minimum (per cost element) allocation to administration.

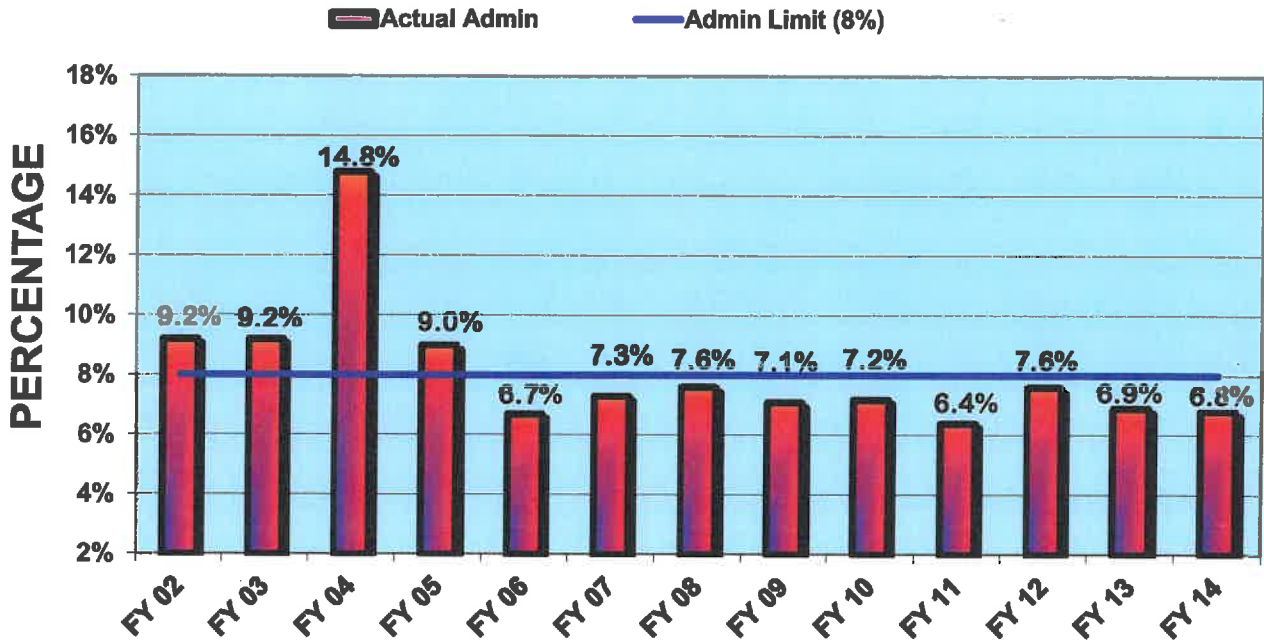


County Partnerships

ADMINISTRATIVE PERCENTAGES

Statewide

AVERAGE 8.1% All Years



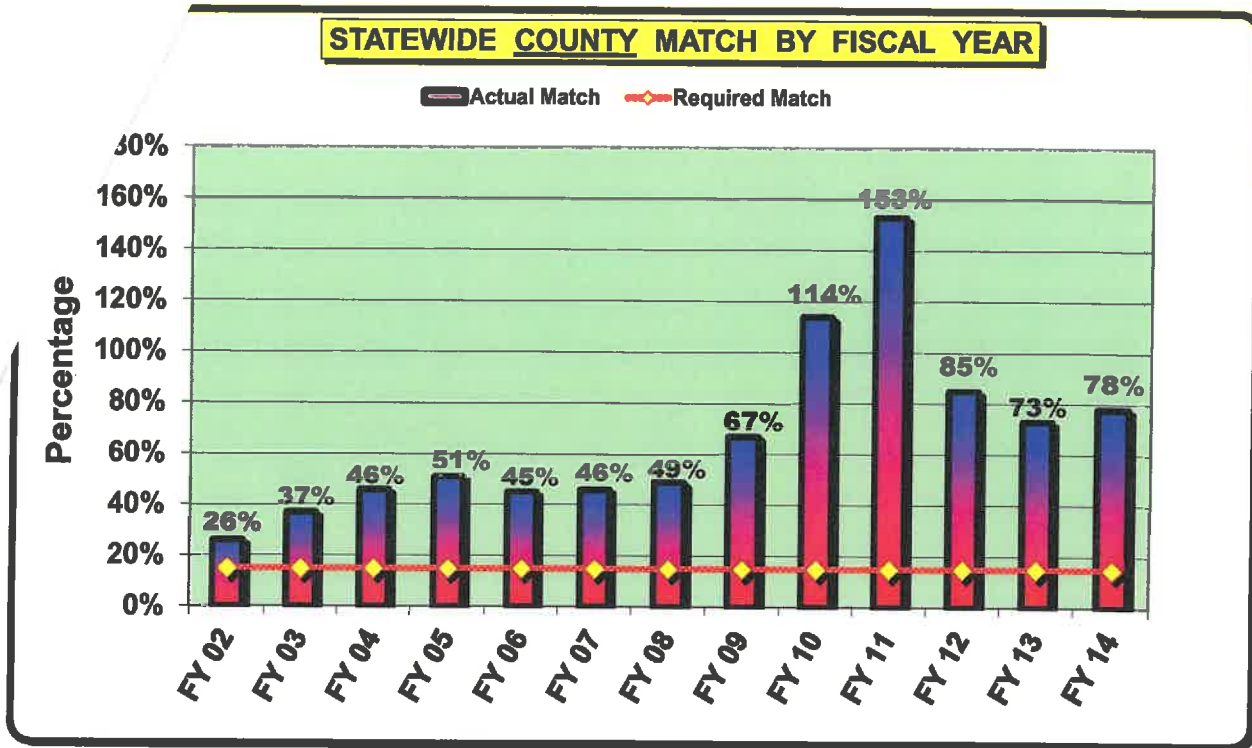
NOTE(s)

- 1) Percentages are based on actual expenditures
- 2) First Steps State Board of Trustees has the legislative authority to waive the 8.0% limit each year
- 3) FY 04: Rate higher due to fewer available state appropriated dollars
- 4) FY 05: Some counties were able to use non-state dollars which were not used in the admin calculation
- 5) From inception through FY 2005: Admin percent was based on state appropriated expenditures only. Starting FY 2006, the calculation is based on all funding expenditures.
- 6) FYs 11 & 13: Total expenditures increased while admin. expenditures decreased causing the admin rate to decrease

County Partnerships

REQUIRED MATCH

AVERAGE
67%



NOTE(s)

- 1) Percentages are based on actual expenditures
- 2) Required match is 15% of state appropriated expenditures (i.e., 100% + 15% = 115%)
- 3) Dramatic increase during FY 10 & FY 11 due to reduction of state appropriated dollars and replaced with federal TANF dollars
- 4) Implementation of NFP increased match (identified as local private cash)
- 5) FYs 09-12: Federal TANF dollars do not count as match as they were provided to counties within the formula allocation
- 6) FYs 09-11: Introduction of federal TANF dollars into formula allocation lowered the overall state appropriated/general fund base in which the calculation is made; along with the introduction of NFP local private dollars that increase match

BYLAWS
OF
SOUTH CAROLINA FIRST STEPS TO SCHOOL READINESS
BOARD OF TRUSTEES, A SOUTH CAROLINA
ELEEMOSYNARY~~NONPROFIT~~ CORPORATION

Revised January, 2015~~April 15, 2010~~

**BYLAWS
OF
SOUTH CAROLINA FIRST STEPS TO SCHOOL READINESS
BOARD OF TRUSTEES, A SOUTH CAROLINA
NONPROFIT CORPORATION**

TABLE OF CONTENTS TO BE UPDATED

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ARTICLE	PAGE
I. NAME	1
II. OFFICE	1
III. GENERAL	1
Section III(a) Organization	1
Section III(b) Fiscal Year	1
Section III(c) Terminology	1
IV. PURPOSES, POWERS AND POLICIES	2
Section IV(a) General Purpose	2
Section IV(b) Specific Purpose	2
Section IV(c) Powers	2
Section IV(d) Operating Policies, Procedures and Guidelines	2
V. MEMBERS AND MEMBERSHIP	2
VI. BOARD OF DIRECTORS	3
Section VI(a) General	3
Section VI(b) Composition	3
Section VI(c) Terms, Resignation, Removal and Vacancies	5
Section VI(d) Chairman and Vice Chairman of the Board	6
Section VI(e) Regular Meetings	6
Section VI(f) Special Meetings	6
Section VI(g) Notice, Waiver of Notice of Meetings	6
Section VI(h) Quorum, Manner of Acting, Voting	7
Section VI(i) Presence at/Participation in Meetings	7
Section VI(j) Committees and Offices	7
Section VI(k) Accounting, Books and Records	8
Section VI(l) Service Without Compensation	9
Section VI(m) Compliance with Freedom of Information Act and IRS Disclosure Requirements	9
Section VI(n) Conflicts of Interest	10
VII. Officers	10
Section VII(a) General	11
Section VII(b) Duties and Responsibilities	12
VIII. IDEMNIFICATION	12
IX. REGULATION	12
Section IX(a) General	12
Section IX(b) Governing Law	12
Section IX(c) Parliamentary Procedure	12
X. AMENDMENTS AND CONFLICTS	13
Section X(a) Amendments	13
Section X(b) Conflicts	13
XI. SEAL	13
XII. DISSOLUTION	13
Section XII(a) General	13
Section XII(b) Distribution	13

**BYLAWS
OF
SOUTH CAROLINA FIRST STEPS TO SCHOOL READINESS
BOARD OF TRUSTEES, A SOUTH CAROLINA
~~ELEEMOSYNARYNONPROFIT~~ CORPORATION**

**ARTICLE I
NAME**

The name of this corporation is South Carolina First Steps to School Readiness Board of Trustees, a South Carolina ~~EleemosynaryNonprofit~~ cCorporation (hereinafter referred to as the "Corporation").

**ARTICLE II
OFFICE**

The principal office of the Corporation shall be in the County of Richland, State of South Carolina. The Corporation may have such other offices, within or without the State of South Carolina, as the Board may designate and as the activities of the Corporation may require from time to time.

**ARTICLE III
GENERAL**

Section III(a). Organization. The Corporation is a non-profit-organization (i) established and operating in accordance with the provisions of 26 U.S.C. ("Internal Revenue Code") §§ 501(c)(3) and 509(a)(1), (2) or (3) and the regulations thereunder, and §§ ~~12-20-110 7-415, 12-7-430(h), and 63-11-1710 20-7-9700,~~ Code of Laws of South Carolina, 1976 ("South Carolina Code" or "S.C. Code"), as amended; and (ii) incorporated under the South Carolina Nonprofit Corporation Act of 1994 (Chapter 31, Title 33, S.C.

Code (the "Nonprofit Act")). The Corporation is an independent and autonomous organization.

Section III(b). Fiscal Year. The Corporation shall operate on a fiscal ("accounting" or "program") year basis, beginning July 1 and ending June 30. The Corporation's period of duration shall be perpetual unless terminated in accordance with Article XII of these Bylaws.

Section III(c). Terminology. When used in these Bylaws, any male noun or pronoun refers to persons of either sex, and the term "person" means any individual, trust, estate, partnership, association, foundation, company or corporation.

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ARTICLE IV
PURPOSES, POWERS AND POLICIES

Section IV(a). General Purpose. The Corporation is organized and shall operate for the purposes set forth in S.C. Code §§ 59-152-10, et seq. and §§ 63-11-1720 et seq. (the “Enabling Act”),— exclusively for charitable, educational and/or scientific purposes within the meaning of § 501(c)(3) of the Internal Revenue Code of 1986, as amended (or the corresponding provisions of any future United States Internal Revenue Law); no part of the net earnings of the Corporation shall inure to the benefit of any private shareholder or individual; no substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation; and the Corporation shall not participate in or intervene in (including the publishing or distributing of statements) any political campaign on behalf of a candidate for public office. Notwithstanding any other provisions of these Bylaws, the Corporation shall not carry on any activities not permitted to be carried on (i) by an organization described in 26 US.C. §§ 501(c)(3) and 509(a)(1), (2) or (3), or (ii) by an organization contributions to which are deductible under the provisions of 26 US.C. § 170(c)(2) or any other corresponding provision of any future United States Internal Revenue Law.

Section IV(b). Specific Purposes. The Corporation is organized for the purpose of overseeing and being accountable for the South Carolina First Steps to School Readiness initiative and such other purposes as set forth in the Enabling Act. ~~carrying out the objectives of The South Carolina First Steps to School Readiness Act, 1999 Act No. 99 (the “Enabling Act”) and lessening the burdens of government by overseeing the South Carolina First Steps to School Readiness initiative for improving early childhood development.~~

In connection with the aforesaid purposes, the Corporation may engage in any and all lawful activities within its powers necessary or incident to the foregoing purposes.

Section IV(c). Powers. The Corporation shall have such powers as are now or may hereafter be granted corporations under the Nonprofit Act, except as may be limited by the Enabling Act or the Corporation's Articles of Incorporation or Bylaws.

Section IV(d). Operating Policies, Procedures and Guidelines. The Board may adopt, amend, or restate Operating Policies, Procedures and Guidelines from time to time in order to implement the purposes of the Corporation within the guidelines of the Enabling Act.

ARTICLE V

MEMBERS AND MEMBERSHIP

As provided in the Corporation's Articles of Incorporation pursuant to S. C. Code § 33 - 3 1 -603, the Corporation does not have members within the meaning of S.C. Code § 33-31-140(23). Any use of "member" or "membership" in these Bylaws should be understood in its immediate context, and not to refer to "members" within such statutory definition.

ARTICLE VI BOARD OF DIRECTORS

Section VI(a). General. The South Carolina First Steps to School Readiness Board of Trustees created by the Enabling Act is the Board of Directors (the "Board") of the Corporation within the meaning of the Nonprofit Act, ~~§ 33-31-801~~, and accordingly has all powers and duties of a board of directors under the Nonprofit Act. The members of the South Carolina First Steps to School Readiness Board of Trustees are referred to in these Bylaws as Directors. The standard of care applicable to the Directors is that provided in ~~the Nonprofit Act, S.C. Code §§ 33-31-830 through 834~~. All corporate powers shall be exercised and all affairs of the Corporation shall be managed under the authority and direction of the Board.

Section VI(b). Composition. The Board ~~shall consist of two classes, voting and non-voting, of~~ the as followings:

(1) **Voting;**

~~(A) —~~ Two (2) persons who serve *ex officio* Directors by virtue of their holding the ~~respective office of:~~

(i) Governor of South Carolina or his or her designee, who shall serve as Chairperson; and

(ii) State Superintendent of Education, or his or her designee.

~~(2B)~~ The Governor shall appoint one (1) Director from each of the following sectors: Ten (10) persons appointed by the Governor as follows:

(i) ~~Two (2) persons each of whom is the parents~~ of ~~one or more~~ young children;

(ii) ~~Two (2) persons each of whom is a member of~~ the business community;

(iii) ~~Two (2) persons each of whom is an~~ early childhood educators;

(iv) medical providers; Two (2) persons each of whom is a medical or child care and development provider; and

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(v) child care and development providers; and

(vi) Two (2) persons each of whom is a member of the General Assembly, to-wit:

- a member of the Senate; and
- a member of the House of Representatives.

~~(3C)~~ ~~Four (4) persons appointed by~~ The President Pro Tempore of the Senate shall appoint one (1) Director from each of the following sectors:

- (i) ~~One (1) who is the parents of one or more~~ young children;
- (ii) ~~One (1) who is a member of the~~ business community;
- (iii) ~~One (1) who is an~~ early childhood educators; and
- (iv) ~~One (1) who is a~~ medical or child care ~~and~~ development ~~provider.~~

~~(4D)~~ ~~Four (4) persons appointed by~~ The Speaker of the House of Representatives shall appoint one (1) Director from each of the following sectors; as follows:

- (i) ~~One (1) who is the parents of one or more~~ young children;
- (ii) ~~One (1) who is a member of the~~ business community;
- (iii) ~~One (1) who is an~~ early childhood educators; and
- (iv) ~~One (1) who is a~~ medical or child care ~~and~~ development ~~provider.~~

~~(5E)~~ The Chairman of the Senate Education Committee, or his designee.

~~(6F)~~ The Chairman of the House Education and Public Works Committee, or his designee.

~~(2)~~

(7) The chief executive officer of each of the following shall serve as an *Ex officio* voting Director:

- (i) Department of Social Services;
- (ii) Department of Health and Environmental Control;
- (iii) Department of Health and Human Services;
- (iv) Department of Disabilities and Special Needs;
- (v) State Head Start Collaboration Officer; and
- (vi) Children's Trust of South Carolina.

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(8) In making the appointments specified in subsections (2), (3) and (4) above, the Governor, President Pro-Tempore of the Senate and the Speaker of the House of Representatives shall seek to ensure diverse geographical representation on the Board by appointing individuals from each congressional district as possible.

Non-Voting:

- ~~(A) Eight (8) persons (or their respective designees) who serve *ex officio* by virtue of their holding the office of Chief Executive Officer of the following entities:
 - ~~(i) Department of Social Services;~~
 - ~~(ii) Department of Health and Environmental Control;~~
 - ~~(iii) Department of Health and Human Services;~~
 - ~~(iv) Department of Mental Health;~~
 - ~~(v) Department of Disabilities and Special Needs;~~
 - ~~(vi) Department of Alcohol and Other Drug Abuse Services;~~
 - ~~(vii) Department of Transportation; and~~
 - ~~(viii) Budget and Control Board, Division of Research and Statistics.~~~~
- ~~(B) Three (3) persons (or their respective designees) who serve *ex officio* by virtue of their respective membership in and designation by the following organizations:
 - ~~(i) South Carolina State Library;~~
 - ~~(ii) Transportation Association of South Carolina; and~~
 - ~~(iii) State Advisory Committee on the Regulation of Child Day Care Facilities.~~~~
- ~~(C) Five (5) persons from the following organizations who serve *ex officio* by virtue of the organization's similar mission to that of the First Steps initiative:
 - ~~(i) S.C. United Way/Success by 6;~~
 - ~~(ii) S.C. School Boards Association;~~
 - ~~(iii) S.C. Education Oversight Committee;~~
 - ~~(iv) SC Interagency Council; and~~
 - ~~(v) S.C. Head Start Collaboration Office~~~~

~~(D) When the Board is operating as the SC Early Childhood Advisory Council, per Executive Order #2010-06, all voting and non-voting members shall have voting status.~~

Section VI(c). Terms, Resignation, Removal and Vacancies.

(1) **Terms.** The terms of the Directors are for four (4) years and until their successors are appointed and qualify. The appointments of the Directors from the General Assembly shall be coterminous with their terms of office. Vacancies for any reason must be filled in the manner of the original appointment for the unexpired term. A Director may not serve more than two (2) terms or eight (8) years, whichever is longer.

~~The terms of service of *ex officio* Directors (including designees) shall be coterminous with such Directors' respective tenures in the office from which their directorship derives.~~

~~Except in case of earlier resignation, removal, death or other inability to serve, the term of service of each appointed Director shall expire at the later of four years from such Director's date of appointment or the appointment and qualification of such Director's successor; provided, however, each of the Governor, the President Pro Tempore of the Senate and the Speaker of the House of Representatives shall designate one half of their initial appointees to serve two year terms, after the expiration of which all appointed Directors shall be appointed to terms as already described.~~

~~Appointed Directors may serve consecutive terms, but may serve no more than the longer of two terms or eight years.~~

(2) **Resignation.** Any appointed Director or any designee may resign at any time by delivering written notice to the Board, the Chairman of the Board, the Executive Director or the Secretary. A resignation is effective at the earlier of when notice is received, five days after deposit in the US. Mail correctly addressed and with first class postage attached, or otherwise as provided in the Nonprofit Act, ~~§ 33-3-1-141(d).~~

(3) **Removal and Replacement.** A Director, who is not an *Ex officio* Director or a Director who serves by virtue of his or her office. ~~Appointed Directors~~ who misses more than three (3) consecutive meetings without excuse or a Director who resigns shall be removed and must be replaced in the same manner as his predecessor.

~~shall be removed.~~

Ex officio Directors may be removed by an amendment to the Enabling Act deleting or changing their designation. Where such Directors serve as designees, they may be removed with or without cause by the designating officer holder, ~~or, in the case of designees of the South Carolina State~~

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~~Library, the Transportation Association of South Carolina and the State Advisory Committee on the Regulation of Child Day Care Facilities, by the designating organization.~~

Appointed members may be removed with or without cause by the appointing person for so long as such person holds the office with the appointment power. The person removing an appointed Director will do so by giving written notice of the removal to the removed Director and to the Chairman of the Board and either the Executive Director or Secretary.

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Notice of removal is effective at the earlier of when notice is received, five days after deposit in the US. Mail correctly addressed and with first class postage attached, or otherwise as provided in the Nonprofit Act, ~~§ 33-31-141(d).~~

(4) **Vacancies.** Vacancies shall be filled in the manner of original appointment and will be for the unexpired portion of the term of the vacancy.

Section VI(d). Chairman and Vice Chairman of the Board. The Governor of South Carolina in office ~~or his or her designee~~ shall serve as Chairman of the Board. The Chairman shall preside at all meetings of the Board, and shall have those powers and duties assigned in these Bylaws as well as those incident to the office.

From among the ~~voting~~ Directors, the Chairman shall appoint a Vice Chairman of the Board who shall perform the duties of the Chairman in the Chairman's absence.

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Section VI(e). Regular Meetings. Regular Meetings of the Board shall be held at least two (2) times during the fiscal year on such date and at a time and place as the Executive Director determines.

Section VI(f). Special Meetings. Special meetings of the Board shall be held on the call of the Chairman or the Executive Director or on the call in writing of any ten ~~voting~~ Directors. The Executive Director shall determine the date, time and place of special meetings.

Section VI(g). Notice, Waiver of Notice of Meetings. The Corporation shall give written notice of each meeting of the Board stating the date, time and place of the meeting, and, in the case of a special meeting, the purpose(s) for which the meeting is called.

Notice of meetings shall be given in writing to all Directors not less than two nor more than ten business days prior to each meeting. Notice of meetings is effective at the earlier of when received or five days after being sent by email to address provided by the respective board member or placed in the US. Mail and addressed to an address provided by the respective board member with first class postage attached, or otherwise as provided in the Nonprofit Act, ~~§ 33-31-141(d).~~

Directors may waive notice before or after a meeting by a signed writing filed with the minutes of the Corporation.

Attendance at a meeting constitutes waiver of notice unless the Director attends the meeting to object to lack of notice either of the meeting or of business to be addressed, presents his objection immediately upon arriving at the meeting, and does not thereafter vote for or assent to the complained-of action.

Section VI(h). Quorum, Manner of Acting, Voting. The Board may conduct any business at regular meetings. At special meetings it may conduct only that business described in the notice of meeting. The following apply in matters of voting on the organization's business during all meetings:

- ~~(1) Non-voting Directors shall have voice but no vote at meetings, except when the Board is operating as the SC Early Childhood Advisory Council, when all voting and non-voting Directors shall have equal vote;~~
- (12)** At any meeting of the Board, a majority of the number of ~~voting~~ Directors in office immediately before the meeting constitutes a quorum;
- (23)** Each ~~voting~~ Director has one vote;
- (34)** Voting by proxy is not permitted;
- (45)** If a quorum is present when a vote is taken, the affirmative vote of a majority of the ~~voting~~ Directors present is the act of the Board; and
- (56)** A ~~voting~~ Director who is present at a meeting of the Board or a Committee of the Board when corporate action is taken is deemed to have assented to the action taken unless: (a) he objects, at the beginning of the meeting or promptly upon his arrival, to holding the meeting or transacting specified affairs at the meeting; or (b) he votes against or abstains from the action taken.

Section VI(i). Presence at/Participation in Meetings. Directors may attend any Board or Committee meeting through the use of conference telephone or other means of communication by which all Directors participating in the meeting may hear each other simultaneously during the meeting, and participation by such means shall constitute presence in person at that meeting.

Section VI(j). Committees and Offices.

(1) General. The Board may from time to time create one or more Committees of the Board (the "Committees") and hereby delegates to the Chairman the authority to select and remove Committee members, to appoint Committee chairs, and to determine their terms of service in accordance with the provisions of S.C. Code § 33 - 3 1 -825. Committees may be of any size and composition, *provided, however*, each Committee shall include at least two ~~voting~~ Directors. Each Director shall be appointed to serve on at least one Committee.

~~Non-voting Directors who are members of Committees shall have voice but no vote on Committees.~~

The Board may specify each Committee's authority. The Board may delegate to a Committee its authority to act without any further requirement of ratification by the full Board, *provided, however,* Committees may not be authorized to approve or recommend extraordinary corporate acts, appoint or remove Directors or members of Committees, adopt, amend or repeal the Corporation's articles or Bylaws, or otherwise act in contravention of either the Nonprofit Act § 33-31-825 or the Freedom of Information Act, S.C. Code §§ 30-40-10, et seq..

Each Committee may establish its own governing procedures.

(2) **Executive Committee.** The Board shall create an Executive Committee. The Chairman shall chair such Committee. Its Members shall be: the Chairman, ~~or, in the Chairman's absence,~~ the Vice Chairman; ~~the Secretary and all Committee chairpersons and three Directors each of whom has been appointed to the Board respectively by the Governor, the President Pro Tempore of the Senate, and the Speaker of the House of Representatives, and has been designated by the respective appointing officer to serve as a member of the Executive Committee at the pleasure of the appointing officer.~~

The purpose of the Executive Committee shall be to organize and coordinate activities of the Board and act in the place of the Board at times when assembling the entire Board pursuant to Section VI(f) would be ~~impracticable, inconvenient, and the composition of the Executive Committee should be determined with this purpose in mind.~~

The Executive Committee shall be empowered to exercise all of the authority of the Board without ratification, so that its actions are the actions of the full Board, with those exceptions usual to Committees and any further exceptions as shall be determined by the Board

The minutes of each meeting of the Executive Committee shall be distributed to each Director as soon as possible after such meeting.

(3) **Office of South Carolina First Steps to School Readiness.** The Office of First Steps to School Readiness (the "Office of First Steps"), established by the Enabling Act within the Board of Directors of the Corporation, shall operate in accordance with the Enabling Act and under the direction and supervision of the Board. In accordance with the Enabling Act, the Board shall appoint a Director of the Office of First Steps who shall serve at the pleasure of the Board.

Section VI(k). Accounting, Books and Records. The Corporation shall maintain appropriate corporate and accounting records and shall have its accounts audited at the end of each fiscal year. The

Corporation's books and records shall be maintained as provided in this Section and in Section VI(m) of these Bylaws. A complete report of the activities of the Corporation shall be made annually to the General Assembly and the State Auditor.

(1) **Financial Reports.** The Corporation shall maintain at its principal office its financial reports as of the end of the most recent fiscal year, including at a minimum a balance sheet and a statement of operations of such year, accompanied by the report of the certifying accountant.

(2) **Corporate Records.** The Corporation shall maintain at its principal office the following written corporate records: articles of incorporation and all amendments in effect; Bylaws and all amendments in effect; minutes of all Board meetings, Committee meetings and action taken for the past three years; and a current list of Directors and officers and their addresses of record; IRS Forms 990, 1023, and such additional tax information as may be required under § 6104 of the Internal Revenue Code.

The Corporation shall maintain in writing or in a format convertible into writing the minutes of all other Board and Committee meetings and action.

(3) **Inspection Rights of Directors.** Each Director shall have the right to inspect and copy (at the Director's expense) during regular business hours the corporate records and financial reports described in subparagraphs (1) and (2) of this Section.

Section VI(l). Service Without Compensation. The Directors shall serve without compensation. Each Director may be paid per diem, mileage, and subsistence incidental to meetings of the Corporation, in accordance with the Operating Policies, Procedures and Guidelines of the Corporation, not to exceed standards provided by law for boards, committees, and commissions. Nothing in this Section shall prohibit the payment of reasonable compensation to an officer or other employee of the Corporation, in his capacity as officer or employee, even though such individual may also be serving as a Director, provided such compensation is determined in the manner provided in Section VII(a)(4) of these Bylaws.

Section VI(m). Compliance with Freedom of Information Act and IRS Disclosure Requirements. Business meetings of the Board and Committees of the Board shall be conducted in accordance with the South Carolina Freedom of Information Act, S.C. Code §§ 30-4-10, et seq. (the "FOIA"). Records of the Corporation shall be maintained and provided in accordance with the FOIA and ~~§ 6104 of~~ the Internal Revenue Code. The Operating Policies, Procedures and Guidelines of the Corporation shall contain such provisions, including language addressing conduct of meetings and

disclosure of records, as to ensure the Corporation's compliance with the FOIA and IRS disclosure regulations.⁺

Section VI(n). Conflicts of Interest. Conflict of interest transactions, as defined in the Nonprofit Act § 33 - 3-1-83-1, are voidable as therein described. In addition to all other remedies, effects or liability provided by law, any Director not disclosing any conflict of interest transaction (as above described) in advance to the Board shall be removed from the Board forthwith.

ARTICLE VII OFFICERS

Section VII(a). General.

(1) **Authority.** The officers of the Corporation shall be vested with authority to administer and implement duties, responsibilities and directives in conformity with their respective offices.

(2) **Composition.** The officers shall be an Executive Director, a Secretary, and such other officers as the Board may designate from time to time.

(3) **Election, Terms, Removal, Resignation and Vacancy.**

(A) **Election, Terms, Removal.** The Executive Director and all other officers shall be elected by majority vote of and serve at the pleasure of the Board. An officer may be removed with or without cause by majority vote of the Board.

(B) **Resignation.** An officer may resign at any time by giving written notice to the Board or to the Executive Director.

(C) **Vacancy.** Any vacancy in an office shall be filled temporarily by the Executive Committee and permanently at the next regular or special meeting of the Board.

(4) **Compensation.** Officers may be paid reasonable compensation for their duties as officers, which compensation shall be determined by the Board or duly authorized Committee as follows: (i) The Board or Committee determining compensation shall be composed of persons who are unrelated to and not subject to the control of the person whose compensation is being determined; (ii) The Board or Committee determining compensation shall contemporaneously obtain and rely upon appropriate data as to the comparability of the compensation package; and (iii) There shall be adequate contemporary documentation for the basis of the Board's or Committee's determination.

⁺ See generally IRS Announcement 99-62, 1999-25 IRB 1.

The Corporation may reimburse officers for such expenses incurred incidental to the conduct of the business and affairs of the Corporation as may be reasonable and authorized by the Board.

Section VII(b). Duties and Responsibilities. The duties of the Executive Director and Secretary are as follows:

(1) **Executive Director.** The Director of the Office of First Steps employed pursuant to the Enabling Act shall be the Executive Director. The Executive Director will be the "president" of the Corporation within the meaning of the Nonprofit Act § 33 - 3 1 -840.

The Executive Director is the chief executive officer of the Corporation. The Executive Director shall, subject to the overall direction of the Board, administer, supervise and direct the Corporation's operations and administrative business affairs, and perform the duties normally associated with the office of the chief executive officer, as well as such other duties as may be assigned from time to time by the Board.

The Executive Director, with the approval of the Board, shall hire such staff as is necessary to carry out the provisions of the South Carolina First Steps to Readiness initiative. Support staff may be paid such reasonable compensation and benefits as may be determined by the Executive Director within budgets approved by the Board and in accordance with the compensation guidelines described in Section VII(a)(4) of these Bylaws. The Executive Director shall have overall responsibility for the development, planning and implementation of the Corporation's programs in accordance with the South Carolina First Steps to School Readiness Act and the Operating Policies, Procedures and Guidelines of the Corporation. The Executive Director shall establish staff policies, participate in the preparation of the operational plans and annual budgets, engage the services of outside professionals and otherwise attend to the day-to-day operations of the Corporation and carry out the instructions of the Board. The Executive Director shall call special meetings of the Board as provided in Section VI(f) of these Bylaws.

The Executive Director's signature shall bind the Corporation to contracts and instruments of all kinds in the ordinary course of business of the Corporation, subject to such limitations as the Board may impose from time to time.

(2) **Secretary.** The Secretary shall be responsible for (i) maintaining the records of the Corporation, recording and maintaining in a book provided for that purpose the minutes of all meetings of the Board and any Committees, (ii) coordinating and assuming primary responsibility for the proper procedure in connection with the nomination and appointment of Directors and the election of

officers of the Corporation; (iii) authenticating documents of the corporation and (iv) seeing that all notices of the Corporation are duly given in accordance with the provisions of these Bylaws and as required by law. The Secretary shall be responsible for keeping an accurate list of the Directors and officers of the Corporation, their addresses of record, and the dates of their respective terms and the expiration thereof. The Secretary shall be responsible for keeping the seal of the Corporation and shall perform such other duties as he may be assigned from time to time by the Board.

**ARTICLE VIII
INDEMNIFICATION**

The Corporation shall indemnify its serving and former Directors and officers to the maximum extent permitted by law in effect.

**ARTICLE IX
REGULATION**

Section IX(a). General. The regulation of the business and conduct of the affairs of the Corporation shall conform to federal and state income tax laws and any other applicable federal and state law, including, but not limited to, the Enabling Act and the Nonprofit Act. In the interpretation of these Bylaws, wherever reference is made to the United States Code (U.S.C.), the United States Internal Revenue Code or Internal Revenue Laws, the Enabling Act, the Nonprofit Act, the South Carolina Code or any other statute, or to any section thereof, such reference shall be construed to mean such Code, Act, Laws, Statutes, or section thereof, and the regulations thereunder, as the case may be, as heretofore or hereafter amended or supplemented or as superseded by laws or regulations covering equivalent subject matter.

Section IX(b). Governing Law. These Bylaws are executed and delivered in the State of South Carolina and they shall be governed by, construed and administered in accordance with the laws of the State of South Carolina.

Section IX (c). Parliamentary Procedure. The provisions of the latest edition of *Robert's Rules of Order* shall serve as the basic guide to fair and orderly procedure in meetings of the Corporation. In the event that any of the provisions of *Robert's Rules of Order* conflict with the Bylaws, the provisions of the Bylaws prevail.

ARTICLE X

AMENDMENTS AND CONFLICTS

Section X(a). Amendments. These Bylaws may be amended or restated from time to time in accordance with the provisions of S. C. Code § 33 - 3 1 - 1 020.

Section X(b). Conflicts. In the event that any of the provisions of these Bylaws, as amended, conflict with any of the provisions of prior Bylaws, the provisions of the amended Bylaws control.

ARTICLE XI

SEAL

The Board may adopt a seal for the Corporation.

ARTICLE XII

DISSOLUTION

Section XII(a). General. The Corporation may be dissolved and its business and affairs terminated, and such dissolution shall be in accordance with the provisions of Chapter 31, Title 33, S.C. Code and § 1.501Cc)C3)-ICb)C4) of the United States Treasury Regulations.

Section XII(b). Distribution. Upon dissolution of the Corporation and after all its debts and expenses have been paid, all of its assets shall be conveyed or distributed in conformity with the Bylaws and the Articles of Incorporation of the Corporation. All monies held by the Corporation which have been appropriated by the General Assembly for the South Carolina First Steps to School Readiness initiative, including any interest thereon, as provided in by applicable law S.C. Code § 20-7-9740(B) and (C), shall be conveyed or distributed to the State of South Carolina. All remaining assets of the Corporation shall be conveyed or distributed to the State of South Carolina, ~~or~~ to such of one or more organizations as may be designated by the Board as long as the designated organization at the time of conveyance or distribution qualifies as an organization described in §§ 501(c)(3) and 170(c)(2) of the Internal Revenue Code or any corresponding provision of any future Federal tax code or as otherwise required by applicable law to be distributed to the applicable grantor.

BYLAWS

OF

******* COUNTY FIRST STEPS TO SCHOOL
READINESS PARTNERSHIP, A SOUTH CAROLINA
NONPROFIT CORPORATION**

Adopted effective as of September 24, 1999;
Amended effective as of _____, 2001; **and**
2015

**BYLAWS
OF
***** COUNTY FIRST STEPS TO SCHOOL
READINESS PARTNERSHIP, A SOUTH CAROLINA
NONPROFIT CORPORATION
[TO BE UPDATED WHEN REDLINES ARE ACCEPTED]**

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TABLE OF CONTENTS

ARTICLE	PAGE
I. NAME	1
II. OFFICE	1
III. GENERAL	1
Section III(a) Organization	1
Section III(b) Fiscal Year	1
Section III(c) Terminology	2
IV. PURPOSES, POWERS AND POLICIES	2
Section IV(a) General Purposes	2
Section IV(b) Specific Purposes	2
Section IV(c) Powers	3
Section IV(d) Operating Policies, Procedures and Guidelines	3
V. MEMBERS AND MEMBERSHIP	3
VI. BOARD OF DIRECTORS	3
Section VI(a) Governing Authority, General Powers, Oversight and Accountability	3
Section VI(b) Composition	4
Section VI(c) Terms, Resignation, Removal and Vacancies	5
Section VI(d) Chairman and Vice Chairman of the Board of Directors	6
Section VI(e) Regular Meetings	7
Section VI(f) Special Meetings	7
Section VI(g) Notice, Waiver of Notice of Meetings	7
Section VI(h) Quorum, Manner of Acting, Voting	8
Section VI(i) Presence at/Participation in Meetings	8
Section VI(j) Conflicts of Interest	8
Section VI(k) Fiscal Accountability, Books and Records	9
Section VI(l) Compliance with Freedom of Information Act and IRS Disclosure Requirements	10
Section VI(m) Committees	10
Section VI(n) Service Without Compensation	10

TABLE OF CONTENTS (cont'd)

ARTICLE	PAGE
VII. OFFICERS	11
Section VII(a) General	11
Section VII(b) Duties and Responsibilities	12
VIII. INDEMNIFICATION	12
IX. REGULATION	12
Section IX(a) General	12
Section IX(b) Oversight and Accountability	13
Section IX(c) Governing Law	13
Section IX(d) Parliamentary Procedure	13
X. AMENDMENTS AND CONFLICTS	13
Section X(a) Amendments	13
Section X(b) Conflicts	13
XI. SEAL	13
XII. DISSOLUTION	13
Section XII(a) General	13
Section XII(b) Distribution	14

**BYLAWS
OF
***** COUNTY FIRST STEPS TO SCHOOL
READINESS PARTNERSHIP, A SOUTH CAROLINA
NONPROFIT CORPORATION**

ARTICLE I

NAME

The name of this corporation is ***** County First Steps to School Readiness Partnership, a South Carolina Nonprofit Corporation (hereinafter referred to as the "Corporation").

ARTICLE II

OFFICE

The principal office of the Corporation shall be initially in the City of Columbia, the County of Richland, and the State of South Carolina (the "State"). The Corporation may have its principal office and other offices at such other locations within the State as the Board of Directors, as defined in Article VI, may designate and as the activities of the Corporation may require from time to time.

ARTICLE III

GENERAL

Section III(a). Organization. The Corporation is a non-profit organization (i) established and operating in accordance with the provisions of 26 U.S.C. ("Internal Revenue Code") §§ 501(c)(3) and 509(a)(1), (2) or (3) and the regulations thereunder, and §§ ~~12-20-110.7-415, 12-7-430(h), and 59-152-670~~, Code of Laws of South Carolina, 1976 ("South Carolina Code" or "S.C. Code"), as amended; and (ii) incorporated under the South Carolina Nonprofit Corporation Act of 1994 [Chapter 31, Title 33, S.C. Code (the "Nonprofit Act")]. The Corporation is an independent and autonomous organization.

Section III(b). Fiscal Year. The Corporation shall operate on a fiscal ("accounting" or "program") year basis, beginning July 1 and ending June 30. The Corporation's period of duration shall be perpetual unless terminated in accordance with Article XII of these Bylaws.

Section III(c). Terminology. When used in these Bylaws, any male noun or pronoun refers to persons of either sex, and the term “person” means any individual, trust, estate, partnership, association, foundation, company or corporation.

ARTICLE IV
PURPOSES, POWERS AND POLICIES

Section IV(a). General Purposes. The Corporation is organized and shall operate for the purposes set forth in S.C. Code §§ 59-152-10, et seq. and §§ 63-11-1720 et seq. (the “Enabling Act”), exclusively for charitable, educational and/or scientific purposes within the meaning of § 501(c)(3) of the Internal Revenue Code of 1986, as amended (or the corresponding provisions of any future United States Internal Revenue Law); no part of the net earnings of the Corporation shall inure to the benefit of any private shareholder or individual; no substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation; and the Corporation shall not participate in or intervene in (including the publishing or distributing of statements) any political campaign on behalf of a candidate for public office. Notwithstanding any other provisions of these Bylaws, the Corporation shall not carry on any activities not permitted to be carried on (i) by an organization described in 26 U.S.C. §§ 501(c)(3) and 509(a)(1), (2) or (3), or (ii) by an organization contributions to which are deductible under the provisions of 26 U.S.C. § 170(c)(2) or any other corresponding provision of any future United States Internal Revenue Law.

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Section IV(b). Specific Purposes. The Corporation is organized as follows: (i) in accordance with ~~The South Carolina First Steps to School Readiness Act, 1999 Act No. 99~~ (the “Enabling Act”); and (ii) as a supporting organization for the benefit of, to perform the functions of, or to carry out the purposes of South Carolina First Steps to School Readiness Board of Trustees, a South Carolina Nonprofit Corporation (the “State Board”). ~~To this end, the Corporation will lessen the burdens of government by assisting the State and the State Board, by becoming an integral part of larger programs of government responsible for carrying out the purposes of and attaining the goals of the First Steps initiative, as described in the Enabling Act (S.C. Code §§ 59-152-20 and 30); and by maintaining a close interrelationship with and working cooperatively with~~

~~governmental units and their affiliated organizations in order to carry out the aforesaid programs, purposes and initiative.~~

The Corporation may engage in any and all lawful activities within its powers necessary or incident to the foregoing purposes.

Section IV(c). Powers. The Corporation shall have such powers as are now or may hereafter be granted corporations under the Nonprofit Act, except as may be limited by the Enabling Act or the Corporation's Articles of Incorporation or Bylaws.

Section IV(d). Operating Policies, Procedures and Guidelines. In order to implement the purposes of the Corporation within the guidelines of the Enabling Act, the Board of Directors may adopt, amend, or restate Operating Policies, Procedures and Guidelines as are in compliance with the Freedom of Information Act and are approved by the Office of South Carolina First Steps to School Readiness (the "Office of First Steps").

ARTICLE V

MEMBERS AND MEMBERSHIP

As provided in the Corporation's Articles of Incorporation pursuant to S.C. Code § 33-31-603, the Corporation does not have members within the meaning of S.C. Code § 33-31-140(23). Any use of "member" or "membership" in these Bylaws should be understood in its immediate context, and not to refer to "members" within such statutory definition.

ARTICLE VI

BOARD OF DIRECTORS

Section VI(a). Governing Authority, General Powers, Oversight and Accountability. The Board of Directors of the Corporation is the governing body of the Corporation and is vested with the entire management of the business and affairs of the Corporation. The Board of Directors exercises all such powers of the Corporation and performs all such lawful acts which are now or may hereafter be granted a board of directors under the Nonprofit Act, except as may be limited by the Enabling Act or the Corporation's Articles of Incorporation or Bylaws. The members of the Board of Directors are referred to in these Bylaws as Directors. The standard of care applicable to the Directors is that provided in ~~the Nonprofit Act, S.C. Code §§ 33-31-830 through 834.~~ All

corporate powers shall be exercised and all affairs of the Corporation shall be managed under the authority and direction of the Board of Directors in accordance with ~~the Enabling Act S.C. Code §§ 59-152-50 and 70, et seq.~~, which provides for oversight by and accountability to the State Board and the Office of First Steps.

Section VI(b). Composition. The Board of Directors of the Corporation (the “Board”) shall be composed of members as described in the Enabling Act (~~S.C. Code §§ 59-152-60, et seq.~~). The membership of the Board of Directors shall be ~~divided into three categories and shall be~~ determined as follows:

(1) The Corporation shall maintain a total minimum membership of twelve and a maximum membership of thirty elected, appointed and designated individuals. Elected and appointed Directors shall comprise of a voting majority of the board.

(2) No more than four from any of the following categories may be elected to sit on the Board.

- (a) prekindergarten through primary educator;
- (b) family education, training, and support provider;
- (c) childcare or early childhood development/education provider;
- (d) healthcare provider;
- (e) local government;
- (f) nonprofit organization that provides services to families and children;
- (g) faith community;
- (h) business community;
- (i) philanthropic community; and
- (j) parents of preschool children.

(3) To assure that all areas of the county or multicounty region are adequately represented and reflect the diversity of the coverage area, the county legislative delegation may appoint up to four Directors to the Board. Of these Directors, two are appointed by the Senate members and two by the House of Representatives of the delegation from persons with resources, skills, or knowledge that have specific interests in improving the readiness of young children for school.

~~(4) Each of the following entities located within the Corporation's coverage area shall designate one member to serve as a member of the Board:~~

- ~~(a) county department of social services;~~
- ~~(b) county department of health and environmental control;~~
- ~~(c) Head Start or early Head Start;~~
- ~~(d) county library; and~~
- ~~(e) each of the school districts in the county.~~

~~(1) **Category I.** Participants in county-wide meetings and forums shall identify or select, to the extent possible from individuals residing or employed within the County, the following persons:~~

~~(A) Not more than two (2) persons from each of the following categories:~~

- ~~(i) Pre-kindergarten through primary educator;~~
- ~~(ii) Family education, training, and support provider;~~
- ~~(iii) Childcare and early childhood development/education provider;~~
- ~~(iv) Healthcare provider;~~
- ~~(v) Transportation provider;~~
- ~~(vi) Non-profit organization that provides services to families and children;~~
- ~~(vii) Faith community; and~~
- ~~(viii) Business community.~~

~~(B) Three (3) persons each of whom is a parent of a pre-school child being served by First Steps programs. After the first year of implementation of the First Steps to School Readiness initiative, each such parent serving on the Board of Directors must have a pre-school child being served by a First Steps program.~~

~~(C) Four (4) persons from early childhood education.~~

~~After individuals have been identified or selected as described in this Subsection VI(b)(1), the State Board shall appoint all such individuals to the initial Board of Directors of the Corporation. Successor Category I Directors shall be elected by majority vote of the members of the Board of Directors of the Corporation, in accordance with the composition described in Subsections VI(b)(1)(A), (B), and (C) herein, and in accordance with Subsection VI(e)(4) herein and the Operating Policies, Procedures and Guidelines of the Corporation.~~

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~~(2) Category II. Five (5) or more persons appointed as follows:~~

~~(A) One (1) person appointed by the County Department of Social Services;~~

~~(B) One (1) person appointed by the County Department of Health and Environmental Control;~~

~~(C) One (1) person appointed by the County Head Start Program;~~

~~(D) One (1) person appointed by the County Library; and~~

~~(E) One (1) person appointed by each School District in the County.~~

~~(3) Category III. Not more than four (4) persons appointed by the County Legislative Delegation, if the County Legislative Delegation determines that the appointments are necessary to assure that all areas of the County are adequately represented and that the diversity of the County is reflected, which persons will be appointed as follows:~~

~~(A) Two (2) persons appointed by the Senate members of the County Legislative Delegation;~~
~~and~~

~~(B) Two (2) persons appointed by the House of Representatives members of the County Legislative Delegation.~~

~~The four (4) persons appointed by the County Legislative Delegation shall be individuals whose resources, skills or knowledge indicate specific interests in improving the readiness of young children for school.~~

Section VI(c). Terms, Resignation, Removal and Vacancies.

(1) **Terms.** Except in case of earlier resignation, removal, death or other inability to serve, the term of service of each Director shall expire ~~four~~ two years from such Director's date of election or appointment. A Director may not serve more than eight consecutive years. A Director elected or appointed to fill a vacancy in a Directorship caused by resignation, removal, death or other inability to serve, shall serve out the unexpired term to which he is elected or appointed. ~~Directors may serve consecutive terms, but may serve no more than six consecutive years.~~

(2) **Resignation.** Any Director may resign at any time by delivering written notice to the Chairman or the Secretary of the Board of Directors. A resignation is effective at the earlier of when notice is received, five days after deposit in the U.S. Mail correctly addressed and with first class postage attached, or otherwise as provided in the Nonprofit Act. ~~§ 33-31-141(d).~~

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(3) **Removal.** ~~Category I~~ Directors who miss more than three consecutive meetings without excuse, ~~or six (6) or more meetings in any twelve (12) month period,~~ shall be removed. ~~If a Category II or III Director misses more than three (3) consecutive meetings without excuse or six (6) or more meetings in any twelve (12) month period, the Board of Directors, acting by and through its duly appointed designee, shall notify the appointing body or person and the Office of First Steps. In accordance with Nonprofit Act § 33-31-809, Category II and III (appointed) Directors may be removed with or without cause by the appointing body or person (for so long as such person holds the office with the appointment power). A Category II or III Director may be removed only by the appointing body or person.~~

~~If (The Board person or body removes ing an appointed Director, it will do so by giving written notice of the removal to the removed Director, and to either the Chairman or the Secretary of the Board of Directors. The minutes of the meeting addressing such removal shall reflect the reason or reasons for such removal.~~ Notice of removal is effective at the earlier of when notice is received, five (5) days after deposit in the U.S. Mail correctly addressed and with first class postage attached, or otherwise as provided in the Nonprofit Act, ~~§ 33-31-141(d).~~

(4) **Vacancies.** Vacancies shall be filled in the manner of original appointment and will be for the unexpired portion of the term of the vacancy.

~~Vacancies as a result of expiration of terms of Category I Directors appointed pursuant to Section VI(b)(1) shall be filled at the meeting of Directors immediately preceding such terms' expiration, in accordance with the method described in Section VI(b)(1). Vacancies in Category I [Section VI(b)(1)] Directorships caused by resignation, removal, death or other inability to serve shall be filled as soon as possible by a majority vote of the members of the Board at the time in office.~~

~~Any vacancy in a Directorship described in Category II [Section VI(b)(2)] and Category III [Section VI(b)(3)], however occurring, shall be filled in accordance with the composition and method described in those respective Sections.~~

No person may be appointed to fill any vacancy in a Directorship, however occurring, unless such person is qualified to hold such Directorship as described in this Sections above. ~~VI(b)(1), (2) or (3), as the case may be.~~

Section VI(d). Chairman and Vice Chairman of the Board of Directors. The Chairman of the Board of Directors shall be elected from among the members of the Board of

Directors by a majority of the members of the Board of Directors. The Chairman shall preside at all meetings of the Board of Directors, shall call special meetings of the Board of Directors as provided in Section VI(f) of these Bylaws, and shall have those powers and duties assigned in these Bylaws as well as those incident to the office. The Vice Chairman of the Board of Directors shall be elected from among the members of the Board of Directors by a majority of the members of the Board of Directors. The Vice Chairman shall perform the duties of the Chairman in the Chairman's absence.

The Chairman shall serve a one-year term; *provided, however*, the Chairman may be elected to subsequent terms not to exceed a total of four (4) consecutive years. The Vice Chairman shall serve a one-year term; *provided, however*, the Vice Chairman may be elected to subsequent terms not to exceed a total of four (4) consecutive years.

Section VI(e). Regular Meetings. Regular Meetings of the Board of Directors shall be held periodically, at least once every fiscal quarter, at such date and at a time and place as the Chairman of the Board of Directors determines. A periodic meeting schedule shall be determined by the Chairman and distributed to the members of the Board of Directors.

One Regular Meeting each year; ~~coinciding more or less with the anniversary of the county-wide meeting described in Section VI(b)(1)~~, shall be designated by the Board as the Annual Meeting. Notice of the Annual Meeting shall be given as provided in Section VI(g) and shall also be given to the public which shall be invited to attend. At the Annual Meeting the Board shall report to the public of the County on the Corporation's progress during the past year and its plans for the coming year, in addition to attending to such other business as is prescribed in these Bylaws and as shall otherwise come before the Board.

Section VI(f). Special Meetings. Special meetings of the Board of Directors shall be held on the call of the Chairman or on the call in writing of any ten Directors. The Chairman shall determine the date, time and place of special meetings.

Section VI(g). Notice, Waiver of Notice of Meetings. The Secretary shall give written notice of each meeting of the Board of Directors stating the date, time and place of the meeting, and, in the case of a special meeting, the purpose(s) for which the meeting is called.

Notice of meetings shall be given in writing to all Directors not less than two nor more than ten business days prior to each meeting. Notice of meetings is effective at the earlier of

when received, five days after being placed in the U.S. mail correctly addressed with first class postage attached, or otherwise as provided in the Nonprofit Act, ~~§ 33-31-141(d)~~.

Directors may waive notice before or after a meeting by a signed writing filed with the minutes of the Corporation.

Attendance at a meeting constitutes waiver of notice unless the Director attends the meeting to object to lack of notice either of the meeting or of business to be addressed, presents his objection immediately upon arriving at the meeting, and does not thereafter vote for or assent to the complained-of action.

Section VI(h). Quorum, Manner of Acting, Voting. The Board of Directors may conduct any business at regular meetings. At special meetings it may conduct only that business described in the notice of meeting.

At any meeting of the Board of Directors, a majority of the number of Directors in office immediately before the meeting constitutes a quorum. If a quorum is present when a vote is taken, the affirmative vote of a majority of the Directors present is the act of the Board.

Each Director has one vote. Voting by proxy is not permitted.

A Director who is present at a meeting of the Board or a Committee of the Board when corporate action is taken is deemed to have assented to the action taken unless: (a) he objects, at the beginning of the meeting or promptly upon his arrival, to holding the meeting or transacting specified affairs at the meeting; or (b) he votes against or abstains from the action taken.

Section VI(i). Presence at/Participation in Meetings. Directors may attend any Board or Committee meeting through the use of conference telephone or other means of communication by which all Directors participating in the meeting may hear each other simultaneously during the meeting, and participation by such means shall constitute presence in person at that meeting.

Section VI(j). Conflicts of Interest. Directors must strive to achieve the greatest objectivity and impartiality possible in the execution of their duties. A director has a conflict of interest when such Director, directly or indirectly, is financially interested in planning, applying for or executing direct service provision, engaging personnel, grant applications, or any other activity involving planning for expenditure of funds or expending funds. Even the appearance of a conflict

of interest is to be avoided. As a general rule, any time a Director is not, or does not appear to be, for any reason, impartial, the Director has a conflict of interest.

Directors with conflicts of interest as to a matter shall recuse themselves from any discussions or decisions by the Board or any committee thereof regarding the provision of funds or awards to any program or entity funded under the same funding category, any discussions or decisions by the Board regarding the provision of funds or awards to that specific program, the continuation of funds or award to any such program or entity funded under the same funding category, participating in the oversight, evaluation, continuation, suspension, or termination of any grant under the same funding category, or voting on any of the foregoing.

Any abstention from voting must be noted in the minutes of the meeting.

Any vote by the Board of Directors in violation of this Section shall be voidable at the discretion of the disinterested Board of Directors, regardless of fairness to the Corporation.

Any Director failing to disclose a conflict of interest to the Board of Directors shall be removed from the Board forthwith.

The provisions of Nonprofit Corporation Act § 33-31-831 shall apply except as to matters directly addressed in this Section. This Section is purposefully more stringent than § 33-31-831, as permitted by such statute.

Section VI(k). Fiscal Accountability, Books and Records. The Corporation shall implement such fiscal policies and procedures and maintain such books and records as required by the Office of First Steps and as needed to ensure fiscal accountability of all funds appropriated to the Corporation. The Corporation shall adopt and implement a standard fiscal accountability system as developed and required by the Office of First Steps in accordance with S.C. Code § 59-152-150. The Corporation's books and records shall be maintained in accordance with this Section, Section VI(l) and Section IX(b) of the Bylaws.

(1) **Financial Reports.** The Corporation shall maintain at its principal office its financial reports as of the end of the most recent fiscal year, including at a minimum a balance sheet and a statement of operations of such year, accompanied by the report of the appropriate reviewing body.

(2) **Corporate Records.** The Corporation shall maintain at its principal office the following written corporate records: Articles of Incorporation and all amendments from time to

time in effect; Bylaws and all amendments from time to time in effect; minutes of all Board of Directors' meetings, Committee meetings and action taken without meeting for the past three years; a current list of Directors and Officers and their addresses of record; the approved federal income tax exemption application (IRS Form 1023); the three most recent annual information returns (IRS Form 990), and such additional tax information as may be required under § 6104 of the Internal Revenue Code.

The Corporation shall maintain in writing or in a format convertible into writing the minutes of all Board and Committee meetings and action taken without meeting.

(3) **Inspection Rights of Directors.** Each Director shall have the right to inspect and copy (at the Director's expense) during regular business hours the financial reports and corporate records described in subparagraphs (1) and (2) of this Section.

Section VI(l). Compliance with Freedom of Information Act and IRS Disclosure Requirements. Business meetings of the Board of Directors and Committees of the Board shall be conducted in accordance with the South Carolina Freedom of Information Act, S.C. Code §§ 30-4-10, *et seq.* (the "FOIA"), as in effect from time to time, a copy of the current version of which is attached to these Bylaws. Records of the Corporation shall be maintained and provided in accordance with the FOIA and ~~§ 6104 of~~ the Internal Revenue Code. The Operating Policies, Procedures and Guidelines of the Corporation shall contain such provisions, including language addressing conduct of meetings and disclosure of records, as to ensure the Corporation's compliance with the FOIA and IRS disclosure regulations.[†]

Section VI(m). Committees.

The Board of Directors may from time to time create one or more Committees of the Board (the "Committees") and hereby delegates to the Chairman the authority to select and remove Committee members and to determine their terms of service in accordance with the provisions of S.C. Code § 33-31-825. Committees may be of any size and composition, *provided, however,* each Committee shall include at least two Directors.

The Board of Directors may specify each Committee's authority; *provided, however,* Committees may not be authorized to approve or recommend extraordinary corporate acts, appoint or remove Directors or members of Committees, adopt, amend or repeal the

[†] See generally ~~IRS Announcement 99-62, 1999-25 IRB 1.~~

Corporation's Articles of Incorporation or Bylaws, or otherwise act in contravention of either the Nonprofit Act § 33-31-825 or the FOIA, ~~freedom of Information Act, S.C. Code §§ 30-40-10, et seq.~~

Section VI(n). Service Without Compensation. The Directors shall serve without compensation. Nothing in this Section shall prohibit the payment of reasonable compensation to an officer or employee of the Corporation, in his capacity as officer and/or employee, even though such individual may also be serving as a Director, provided such compensation is determined in the manner provided in Section VII(a)(4) of these Bylaws.

ARTICLE VII OFFICERS

Section VII(a). General.

(1) **Authority.** The officers of the Corporation shall be vested with authority to administer and implement duties, responsibilities and directives in conformity with their respective offices.

(2) **Composition.** The officers shall be a Secretary and such other officers as the Board of Directors may designate from time to time.

(3) **Election, Terms, Removal, Resignation and Vacancy.**

(A) **Election, Terms, Removal.** The Secretary and all other officers shall be elected by majority vote of and serve at the pleasure of the Board of Directors. An officer may be removed with or without cause by majority vote of the Board of Directors.

(B) **Resignation.** An officer may resign at any time by giving written notice to the Board of Directors.

(C) **Vacancy.** Any vacancy in an office shall be filled temporarily by the Chairman of the Board of Directors and permanently at the next regular or special meeting of the Board of Directors.

(4) **Compensation.** Officers and/or employees may be paid reasonable compensation commensurate with their duties, responsibilities and work, which compensation shall be determined by the Board of Directors or duly authorized Committee thereof as follows: (i) The Board of Directors or Committee determining compensation shall be composed of persons who are unrelated to and not subject to the control of the person whose compensation is being determined;

(ii) The Board of Directors or Committee determining compensation shall contemporaneously obtain and rely upon appropriate data as to the comparability of the compensation package; and (iii) There shall be adequate contemporary documentation for the basis of the Board's or Committee's determination.

The Corporation may reimburse officers and/or employees for such expenses incurred incidental to the conduct of the business and affairs of the Corporation as may be reasonable and authorized by the Board of Directors.

Section VII(b). Duties and Responsibilities.

The Secretary shall be responsible for (i) maintaining the records of the Corporation, recording and maintaining in a book provided for that purpose the minutes of all meetings of the Board of Directors and any Committees, (ii) coordinating and assuming primary responsibility for the proper procedure in connection with the selection, designation and appointment of Directors and the election of officers of the Corporation; (iii) authenticating documents of the corporation and (iv) seeing that all notices of the Corporation are duly given in accordance with the provisions of these Bylaws and as required by law. The Secretary shall be responsible for keeping an accurate list of the Directors and officers of the Corporation, their addresses of record, and the dates of their respective terms and the expiration thereof. The Secretary shall be responsible for keeping the seal of the Corporation and shall perform such other duties as he may be assigned from time to time by the Board of Directors.

**ARTICLE VIII
INDEMNIFICATION**

The Corporation shall indemnify its serving and former Directors and Officers to the maximum extent permitted by law in effect from time to time.

**ARTICLE IX
REGULATION**

Section IX(a). General. The regulation of the business and conduct of the affairs of the Corporation shall conform to federal and state income tax laws and any other applicable federal and state law, including, but not limited to, the Enabling Act and the Nonprofit Act. In the

interpretation of these Bylaws, wherever reference is made to the United States Code (U.S.C.), the United States Internal Revenue Code or Internal Revenue Laws, the Enabling Act, the Nonprofit Act, the South Carolina Code or any other statute, or to any section thereof, such reference shall be construed to mean such Code, Act, Laws, Statutes, or section thereof, and the regulations thereunder, as the case may be, as heretofore or hereafter amended or supplemented or as superseded by laws or regulations covering equivalent subject matter.

Section IX(b). Oversight and Accountability. Oversight by and accountability to the State Board and the Office of First Steps will be maintained in accordance with the Enabling Act as in effect from time to time, a copy of the current version of which is attached.

Section IX(c). Governing Law. These Bylaws are executed and delivered in the State of South Carolina and they shall be governed by, construed and administered in accordance with the laws of the State of South Carolina.

Section IX(d). Parliamentary Procedure. The provisions of the latest edition of *Robert's Rules of Order* shall serve as the basic guide to fair and orderly procedure in meetings of the Corporation. In the event that any of the provisions of *Robert's Rules of Order* conflict with the Bylaws, the provisions of the Bylaws prevail.

ARTICLE X

AMENDMENTS AND CONFLICTS

Section X(a). Amendments. These Bylaws may be amended or restated from time to time in accordance with the provisions of S.C. Code § 33-31-1020; *provided, however,* any such amendments or restatements must be approved by the State Board prior to adoption by the Board of Directors of the Corporation.

Section X(b). Conflicts. In the event that any of the provisions of these Bylaws, as amended, conflict with any of the provisions of prior Bylaws, the provisions of the amended Bylaws control.

ARTICLE XI

SEAL

The Board of Directors may adopt a seal for the Corporation.

ARTICLE XII
DISSOLUTION

Section XII(a). General. The Corporation may be dissolved and its business and affairs terminated, and such dissolution shall be in accordance with the provisions of Chapter 31, Title 33, S.C. Code and § 1.501(c)(3)-1(b)(4) of the United States Treasury Regulations.

Section XII(b). Distribution. Upon dissolution of the Corporation and after all its debts and expenses have been paid, all of its assets shall be conveyed or distributed in conformity with the Bylaws and the Articles of Incorporation of the Corporation. All monies held by the Corporation which have been appropriated by the General Assembly for the South Carolina First Steps to School Readiness initiative, including any interest thereon, as provided by applicable law in S.C. Code § 20-7-9740(B) and (C), shall be conveyed or distributed to the State of South Carolina. All remaining assets of the Corporation shall be conveyed or distributed to the State of South Carolina, ~~or~~ to the State Board as long as the State Board at the time of conveyance or distribution qualifies as an organization described in §§ 501(c)(3) and 170(c)(2) of the Internal Revenue Code or any corresponding provision of any future Federal tax code or as otherwise required by applicable law to be distributed to the applicable grantor.

CERTIFICATION

I CERTIFY that the Bylaws of ***** County First Steps to School Readiness Partnership, a South Carolina Nonprofit Corporation were duly amended, effective as of the _____ (____) day of _____, 2001, by the Directors of the Corporation at the _____, 2001 Meeting of the Board of Directors of the Corporation.

Dated: _____, 2001

_____, Secretary
***** County First Steps to
School Readiness Partnership, a South
Carolina Nonprofit Corporation

(CORPORATE SEAL)

APPROVED:

_____, Chairman
***** County First Steps
to School Readiness Partnership, a
South Carolina Nonprofit Corporation



Status Report on Local Partnership Conditional Approvals for FY 15 Grant Agreements

Prepared by: **Debbie Robertson, Chief Partnership Officer**

Beginning in 2008, the First Steps On-Line Data Collection System began collecting client level and detailed program implementation data for those programs of greatest investment. This ability to uniformly track program performance enabled the review of the annual County Partnership Renewal Plans (i.e. grant requests) based on program performance the prior year. Program Standards are adopted by the State Board each year that outline the requirements for quality program implementation. It is the activities outlined in these standards that the data system is designed to track. By 2010, a Renewal Plan review process was established that utilized “Conditional Approval Codes” – allowing the review and approval by program strategy rather than for the County Renewal Plan as a whole. This facilitated approval of Renewal Plans so that successful programs could continue as in prior years and those programs needing further attention and technical assistance could be targeted.

The South Carolina First Steps Partnership and Program Accountability Standards delineate specific performance expectations and requirements for partnerships. As a result of performance deficits during FY14, 14 County Partnerships received “Conditional Approvals” for FY 15. The concerns and a specific set of corrective actions were provided to each partnership as part of the FY 15 Grant Agreement. All of the County Partnerships have submitted corrective action plans. As of the end of the second quarter the following counties are in **full compliance** with their corrective action plan:

Barnwell	Marlboro
Cherokee	Orangeburg
Clarendon	Richland
Florence	Union
Greenwood	Williamsburg
Marion	

State Technical Assistance staff members are continuing to work with following counties to complete the goals set forth for the corrective action plans they have submitted:

Chester
Sumter
York

At this time there are no recommendations for further action on the part of the State Board regarding conditional approvals.