

LEXINGTON SCHOOL DISTRICT ONE
Board Meeting Minutes
January 19, 2021

The Lexington County School District One Board of Trustees convened in executive session at 6:00 p.m. on Tuesday, January 19, 2021, in the Lexington County School District One's Central Services Building One located at 100 Tarrar Springs Road in Lexington, South Carolina. At 7:00 p.m. the Board of Trustees met for General Session in the Auditorium. The meeting was livestreamed on the Lexington One YouTube channel and a video of the meeting has been uploaded to the YouTube channel and LexOne video website. It is also on the Board Meeting Agendas and Minutes webpage.

Board Members: Chair Anne Marie Green, Vice Chair Brent Powers, Secretary Mike Anderson, Jada Garris, Kyle Guyton, Kathy Henson and Tim Oswald.

1.0 Call to Order 6 p.m. Executive Session

Chair Green called the meeting to order.

2.0 Executive Session

Vice Chair Green called for a motion to enter into executive session to consider employment recommendations for 2020-2021 and 2021-2022. A motion was made, seconded and approved.

Motion	Second	Action
Anderson	Powers	Approved Unanimously

The board of trustees adjourned for executive session in the auditorium.

3.0 Adjourn Executive Session

Chair Green called for a motion to adjourn executive session and begin the general session of the January 19, 2021 board meeting. A motion was made, seconded and approved.

Motion	Second	Action
Anderson	Oswald	Approved Unanimously

4.0 Call to Order General Session of the January 19, 2021 Board of Trustees Meeting

4.1 Notification of Compliance with S.C. Freedom of Information Act

Vice Chair Green called to order the general session of the January 19, 2021 board meeting at 7:00 pm. The meeting was held in compliance with the CDC COVID-19 guidelines and district precautionary measures. The district is in compliance with S.C. Freedom of Information Act by notifying the media of the date, time and place of the meeting. The district tapes the meeting for accuracy in preparing the minutes. Chair Green called on Dr. Kyle Guyton to lead the Pledge of Allegiance.

5.0 Approval of Agenda

Chair Green called for a motion to approve the agenda as presented. A motion was made, seconded and approved.

Motion	Second	Action
Henson	Powers	Approved Unanimously

6.0 Approval of the Minutes of the December 1 and December 15, 2020 Board Meeting

Minutes of the December 1 and December 15, 2020 board meetings were included for approval. Chair Green asked for any additions or corrections to the minutes, other than those that had already been received. Ms. Garris asked for it to be noted in the December 1, 2020 minutes that she asked for discussion during nominations and was told no.

7.0 Reports and Action Items, if Needed, from Executive Session

Chair Green called for a motion to approve eight certified recommendations for the 2020-2021 academic year. A motion was made to approve the recommendations as presented. The motion was seconded and approved unanimously.

Motion	Second	Action
Powers	Oswald	Approved Unanimously

Discussion: Mr. Stacey gave an update on current vacancies. The district carried 27 vacancies into second semester which were absorbed in a number of ways and there are two additional certified vacancies for the remainder of the year.

Chair Green called for a motion to approve five certified recommendations for the 2021-2022 academic year. A motion was made to approve the recommendations as presented. The motion was seconded and approved unanimously.

Motion	Second	Action
Powers	Anderson	Approved Unanimously

Discussion: Mr. Stacey indicated that based on 2021-2022 certified letters of intent, there are currently 22 resignations or retirements. Human Resources is recruiting heavily through virtual recruitment fairs.

Chair Green called for a motion to approve one administrative recommendation for the 2021-2022 academic year. A motion was made to approve the recommendation as presented. The motion was seconded and approved.

Motion	Second	Action
Powers	Anderson	Approved Unanimously

Chair Green called for a motion on an employee matter related to Policy GBEA Staff Ethics/Conflict of Interest. Dr. Powers said that in light of the pandemic, the shortage of available teachers, and the needs of our students, he so moved that the Board grant a temporary exception to the nepotism policy and affirm that the sister-in-law of an assistant principal at Lexington High School be employed to fill a long term substitute teaching position in Spanish for the second semester of the 2020-2021 school year. The Superintendent believes it is in the best interests of the students to hire this individual for this position for the remainder of this semester, and advises the Board that she will not report to or be supervised by her brother-in-law. The motion was seconded and approved.

Motion	Second	Action
Powers	Oswald	Approved Unanimously

Discussion: Mr. Stacey explained that world language credits are required for graduation. Human Resources has exhausted other viable options to keep these classes.

8.0 Citizens' Participation

Chair Green called for community members to address the Board of Trustees. There were none present.

9.0 Action Items

9.1 Second Reading — Policy JFABF Students in Foster Care Policy — Jeff Caldwell, Chief Student Services Officer

Chair Green called for motion to approve the second reading of Policy JFABF Students in Foster Care as presented by administration. A motion was made, seconded and approved.

Second Reading – Policy JFABF (continued):

Motion	Second	Action
Guyton	Anderson	Approved Unanimously

Discussion: Mr. Caldwell reviewed the policy. This policy formalizes practices already in place. Changes discussed during first reading have been incorporated into the policy.

9.2 Second Reading — Policy GBEBDA Criminal Record Checks — Mike Stacey, Chief Human Resources Officer

Chair Green called for motion to approve the second reading of Policy GBEBDA Criminal Record Checks, as presented by administration. A motion was made, seconded, and approved.

Motion	Second	Action
Guyton	Powers	Approved Unanimously

Discussion: Mr. Stacey reviewed the policy. This is a new policy pertaining to employee background screenings.

9.3 Second Reading — Policy GCF, GCF-R Professional Staff Hiring — Mike Stacey

Chair Green called for motion to approve the second reading of Policy GCF, GCF-R Professional Staff Hiring and Administrative Rule, as presented by administration. A motion was made, seconded, and tabled.

Motion	Second	Action
Garris	Powers	Tabled

Discussion: Mr. Stacey reviewed the policy. He addressed questions that arose from the first reading regarding the posting of vacancies. He presented an opinion from the district’s attorney, Mr. Allen Smith, Halligan Mahoney & Williams, P.A., on this matter. Counsel’s opinion is that requiring an absolute rule of posting every position limits the district’s flexibility in this difficult job market. It would be prudent to allow administration’s discretion in applying this rule. Mr. Stacey indicated that the district makes every possible effort to post every position and Human Resources has a very stringent hiring guide in place.

Ms. Garris made a motion to amend policy GCF to strike the statement “the chief human resources officer will generally advertise all job vacancies within the district, when appropriate, unless otherwise determined by the superintendent or his/her designee”. In its place language would say, “the chief human resources officer or his/her designee will write and publish all job vacancy announcements/advertisements and post them on the district’s job posting website for at least five calendar days”. The motion was seconded and tabled.

Motion	Second	Action
Garris	Guyton	Tabled

Discussion: The Board discussed the policy as presented and the amendment.

Ms. Henson asked if this vote could be tabled in order to review the policy, proposed amendment and discussion. Ms. Garris made a motion to table the second reading of Policy GCF and GCF. The motion was seconded and approved.

Motion	Second	Action
Garris	Henson	Approved Unanimously

9.4 Second Reading — Policy GDF, GDF-R Support Staff Hiring — Mike Stacey

Chair Green called for motion to approve the second reading of Policy GDF, GDF-R Support Staff Hiring and Administrative Rule as presented by administration. A motion was made and seconded. The motion was tabled by unanimous vote.

Motion	Second	Action
Guyton	Anderson	Tabled

Discussion: Mr. Stacey addressed the question brought to the board during first reading in regards to the authority given to the superintendent related to support staff hiring. He presented an opinion from the district’s attorney, Mr. Allen Smith, Halligan Mahoney & Williams, P.A., on this matter. Counsel’s opinion is that it is common for the school board to give the superintendent the authority to hire, discipline and dismiss support staff to meet staffing needs. The State statute addresses contractual employees; however support staff are at-will employees. Current practice is to bring certified and administrative staff to the board for approval and they receive a list of support staff hirings, resignations and dismissals for information. Mr. Stacey said the recommendation from the district’s legal counsel and the South Carolina School Board Association is to leave authority of support staff hiring to the superintendent. The board had discussion regarding the interpretation of the SC Code of Law, Chapter 15, 59-19-80 and how other districts handle support staff hiring.

Mr. Anderson made a motion to table the second reading of Policy GDF, GDF-R so the board can perform additional due diligence. The motion was seconded and approved.

Motion	Second	Action
Anderson	Garris	Approved unanimously

9.5 Second Reading — Policy GCE, GCE-R Professional Staff Recruitment — Mike Stacey

Chair Green called for motion to approve the second reading of Policy GCF, GCF-R Professional Staff Recruitment and Administrative Rule as presented by administration. A motion was made, seconded and approved.

Motion	Second	Action
Guyton	Oswald	Approved Unanimously

Discussion: Mr. Stacey reviewed the policy. The main change to this policy was due to electronic recruitment practices.

10.0 Superintendent’s Report

Superintendent Little took a point of privilege to honor the Board of Trustees during School Board Appreciation Month. On behalf of students, employees and parents, he thanked the board for their service and efforts to help each child design the future. He recognized Chair Anne Marie Green, Vice Chair Dr. Brent Powers, Secretary Mike Anderson, and members Jada Garris, Dr. Kyle Guyton, Kathy Henson and Tim Oswald.

10.1 Report — Superintendent’s Update — Superintendent Gregory D. Little, ED.D.

Superintendent Little gave a report on the district’s vaccination rollout. Public school employees are in category 1b along with a lengthy list of other essential workers. He has been advocating with legislators to prioritize public school employees within this category when the State releases the vaccine for this group. He thanked South Carolina Representatives Paula Calhoun and Chris Wooten, Senators Nikki Setzler and Katrina Shealy and Mr. Tod Augsburg, CEO of Lexington Medical Center for advocating on the behalf of the district. The district has been working on a logistics plan to administer the vaccine utilizing district nursing staff as soon as it is available. The district will release

Superintendent Update (continued):

an informational video on the vaccine with Nursing and Health Services Director Amy Wood, R.N., and Dr. Jane Kelly, S.C. DHEC Assistant State Epidemiologist, so employees can be well informed on the vaccines.

Dr. Little thanked the entire Lexington One family for their work and efforts during the virtual week after winter break. It was organized, focused learning and very successful. The week was critical to minimize the spread of the virus and reduce the impact of quarantines during that week. The district will continue to review COVID data over the next few weeks to possibly increase face-to-face instruction for high school students. The district is finalizing a survey to families to determine long-term viability for LOOLA, the online learning academy. Survey results and a report will be presented to the board at a future meeting.

10.2 Report — Procurement Audit Update — Jeff Salters, Chief Operations Officer

Mr. Jeff Salters introduced Matthew Hodges, CPA, Audit Manager for Burkett, Burkett, Burkett, Certified Public Accounts, to give a final report on the CAFR and a Procurement Audit. Mr. Hodges reported that the final CAFR audit was complete and there were no changes. The district received three clean opinions. One note was corrected to reflect the relationship of the district and Lexington One Educational Foundation on Foundation board nominations.

Mr. Hodges reported the Procurement audit was a three year examination covering July 1, 2017 - June 30, 2020. The purpose of the audit is to determine compliance with the district's procurement based on South Carolina State Fiscal Accountability Authority's guidance for evaluating internal procurement controls. He explained the process and sampling included in the audit and reviewed sole source, emergency procurements and unauthorized procurements. He reported one finding of numerous procurements that were not ratified by the previous Chief Financial Officer. The district has put a procedure in place to correct this. Mr. Hodges and Mr. Salters addressed questions from the board. Mr. Salters recognized the Procurement team for their hard work and dedication to the district's fiscal accountability.

10.3 Report — Operations Update — Jeff Salters

Mr. Salters provided an update on construction at the new Lexington Middle School site. He showed aerial photos of progress. Based on projected building completion and road improvements projects on Old Cherokee Road, the move-in date would most likely be fall 2022. He showed photos of ongoing improvements to Lexington Elementary School grounds, entrances and parking areas, and the classroom additions at Oak Grove Elementary and White Knoll Elementary. Mr. Salters shared progress on White Knoll High School's classroom addition and the 1,000 seat performing arts center. The classroom addition will house classes currently in portable classrooms and will give more appropriate space for other classes and programs. Mr. Salters shared a video of the new Pelion Middle School which highlighted student and staff pride in their new school.

10.4 Report — Early Childhood Center Update — Erica Bissell, ED.D., Reading and Language Arts Coordinator and Jessica Buzhardt, Academic Assistance, Early Childhood and Title I Coordinator

Dr. Bissell and Ms. Buzhardt gave a planning and progress update on the Gilbert and Pelion Early Childhood Centers. These two centers are possible due to the repurposing of the property and the demolition of the old Gilbert Elementary School and recently vacated former Pelion Middle school. The centers will serve preschool programs currently at Gilbert Elementary, Centerville and Pelion Elementary school. The Early Childhood Centers will support those communities, support mandated Read to Succeed initiatives and increase offerings for pre-kindergarten special education inclusion. The Gilbert center is projected to open in fall 2022 and renovations to the Pelion campus will begin during the 2021-2022 school year. The Gilbert center will open with six classrooms and the capacity to serve 132 students and will increase to nine classrooms with the ability to serve 170 in the 2024-

Early Childhood Center Update (continued):

2025 school year. As work begins on the Gilbert site, the district will organize a Gilbert community-wide event to celebrate the history of the old campus. The board shared their enthusiasm for these early childhood centers and discussed partnering with Lexington One Parenting center to increase family involvement in education and reading initiatives.

11.0 New Business

11.1 First Reading — 2021–2022 Board of Trustees Meetings Calendar — Mary Beth Hill, Chief Communications Officer

Ms. Mary Beth Hill presented the first reading of the proposed 2021-2022 Board of Trustees calendar. The regular monthly board meetings are scheduled for the third Tuesday of each month with a few adjustments due to school holidays and breaks. The proposed calendar also includes additional meetings for large agenda items such as budget presentations and for employment recommendations. Ms. Hill addressed questions and comments from the board. She encouraged the board to review the proposed calendar and discuss suggestions for change prior to the second reading.

11.2 First Reading — 2021–2022 Academic Calendar — Clark Cooper, Student Administration Director

Mr. Clark Cooper presented the proposed 2021-2022 academic calendar approved by the district's calendar committee. It is a balanced calendar with 92 school days in the first semester and 88 school days in the second semester. The district has been approved to provide e-learning instruction on inclement weather/school closure days. However, South Carolina law requires that school districts incorporate three weather make-up days into the calendar. If those designated days are not needed, those designated days will be school holidays. The first day of school would be August 17, 2021 and the last day of school for the academic year is June 2, 2022. Mr. Cooper addressed questions and comments from the board. Collaborative planning half days are determined by administration after the academic calendar is approved. The board received feedback from elementary teachers supporting hybrid days at the beginning of the year. Teachers utilized these days in this past fall to get to know and assess their students, and would like that to be considered in the upcoming year.

12.0 Items for Board Information

12.1 Monthly General Fund Financial Report — December 2020

12.2 Monthly General Fund Budget Transfers — December 2020

12.3 Monthly Capital Projects Report — December 2020

12.4 Monthly Unauthorized Procurements Report — December 2020

13.0 Adjourn

Chair Green announced a Board Workshop on February 2, 2021 for board training. Dr. Guyton encouraged teachers and staff to do their research in consideration of being vaccinated. Chair Green called for a motion to adjourn at 9:25 p.m. A motion was made, seconded and approved.

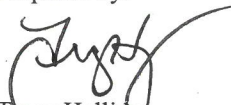
Motion	Second	Action
Anderson	Oswald	Approved Unanimously

Respectfully submitted:



Mr. Mike Anderson
Secretary

Prepared by:



Tracy Halliday
Executive Administrative Assistant