

LEXINGTON SCHOOL DISTRICT ONE
Board Meeting Minutes
December 1, 2020

The Lexington County School District One Board of Trustees convened in executive session at 6:00 p.m. on Tuesday, December 1, 2020, 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: Vice Chair Anne Marie Green, Secretary Brent Powers, Tim Oswald, Jada Garris, Kyle Guyton, Mike Anderson and Kathy Henson.

1.0 Call to Order 6 p.m. Executive Session

Vice 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. A motion was made, seconded and approved unanimously.

Motion	Second	Action
Powers	Anderson	Approved Unanimously

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

3.0 Adjourn Executive Session

Vice Chair Green called for a motion to adjourn executive session and begin the general session of the December 1, 2020 board meeting. A motion was made, seconded and approved unanimously.

Motion	Second	Action
Powers	Anderson	Approved Unanimously

4.0 Call to Order General Session of the December 1, 2020 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 December 1, 2020 board meeting at 7:00 pm.

She said we were meeting in compliance with CDC recommendations. The auditorium has been thoroughly cleaned and sanitized before the meeting and will be after the meeting also. District staff will also sanitize the microphone before and after staff presentations or individuals speaking during Citizens’ Participation. All board members, employees or other individuals in attendance are encouraged to social distance and must wear a face covering at all times.

There will be limited seating to maintain social distancing. Once that seating is filled, attendees will be asked to go to the Staff Development Room/Overflow Room, where they can watch the meeting while also observing social distancing guidelines.

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The public is encouraged to watch the meeting on the district’s YouTube channel. After the meeting, the district will follow it’s previously established process by posting a video of the meeting to the YouTube channel, LexOne Video site and our own website.

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.

Vice Chair Green called on Tim Oswald for the invocation and Pledge of Allegiance.

5.0 Approval of Agenda

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

Motion	Second	Action
Powers	Oswald	Approved Unanimously

6.0 Swearing-in of Newly Elected Board Members - Honorable James O. Spence

Dr. Little introduced the Honorable James O. Spence. Judge Spence addressed the Board members to be sworn in with words of encouragement and strength. He conducted the swearing-in ceremony for the newly elected board members. Mr. Mike Anderson, Ms. Anne Marie Green, Ms. Kathy Henson and Dr. Brent Powers took the oath of office with their families present. Judge Spence congratulated the newly sworn-in Board members.

7.0 Election of Board Officers

Superintendent Little called for nominations for the Board Chair of the Lexington County School District One Board of Trustees. Ms. Kathy Henson nominated Ms. Anne Marie Green. Dr. Little called for other nominations. Ms. Garris nominated Dr. Kyle Guyton. Dr. Guyton thanked Ms. Garris for the nomination; however, he chose to decline the nomination. Dr. Little called for other nominations, hearing none, nominations were closed.

Dr. Little called for a vote and asked the Board members to record their vote on the ballot before them. These were counted by Dr. Little and verified by Dr. Brent Powers. Anne Marie Green was elected as the new Board Chair by a vote of six in favor and one opposed. Superintendent Little congratulated Ms. Green, and turned the meeting over to her as the newly elected Board Chair.

Chair Green called for nominations for the Vice Chair of the Lexington One Board of Trustees. Mr. Oswald nominated Dr. Brent Powers. Chair Green called for other nominations. Ms. Garris nominated Dr. Kyle Guyton. Chair Green called for other nominations, hearing none, nominations were closed.

Chair Green called for a vote and asked the Board members to record their vote on the ballot before them. These were counted by Chair Green and verified by Superintendent Little. Dr. Brent Powers was elected as the new Vice Chair by a vote of five in favor and two opposed. Chair Green congratulated Dr. Powers.

Election of Officers (continued):

Chair Green called for nominations for the Secretary of the Lexington One Board of Trustees. Dr. Powers nominated Mr. Mike Anderson. Chair Green called for other nominations. Ms. Garris nominated Dr. Kyle Guyton. Chair Green called for other nominations, hearing none, nominations were closed. Ms. Garris asked if discussion was allowed during voting and was informed by Mary Beth Hill that it was not.

Chair Green called for a vote and asked the Board members to record their vote on the ballot before them. These were counted by Chair Green and verified by Superintendent Little. Mike Anderson was elected as the new Secretary by a vote of four in favor and three opposed. Chair Green congratulated Mr. Anderson.

8.0 Report and Action Items from Executive Session

Employment Matters

Chair Green called for a motion to approve three 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: Chair Green asked Mr. Stacey, Chief Human Resources Officer to share a staffing update. He said that with the three recommendations the district is has been able to maintain its current staffing level. He indicated that moving forward the district is working to maintain lower teacher ratios in face-to-face ratios. There are 27 certified vacancies; some of those had been filled by other certified positions to insure there was a teacher in every classroom. Ms. Garris asked Mr. Stacey to provide information from a discussion on utilizing a K-12 staffing agency to fill vacancies. Mr. Stacey indicated that he was in initial discussions with an agency that could fill certified vacancies remotely with synchronous learning. This is in initial discussions.

9.0 Citizens' Participation

Vice Chair Green invited community members to address the Board of Trustees. There was no one present to speak.

10.0 Action Items

10.1 Employee One-Time Payment - Superintendent Little

Superintendent Little introduced this action item and thanked the Board for advocating for this recommendation. Dr. Little said that since March, all district employees have faced unprecedented adversity and worked through incredible challenges. He said their response to these challenges, including added responsibilities and duties, has been extraordinary; therefore, the administration was bringing a recommendation for a one-time payment for their extraordinary services.

Chair Green called for a motion regarding an employee one-time payment. Mr. Oswald moved that in light of the impact of the COVID-19 pandemic since March of this year on all district

Employee One-Time Payment (continued):

operations and the delivery of educational services, and in light of the new and/or additional job duties and responsibilities our teachers and staff have had to assume due to the pandemic, often under different and difficult circumstances, he so moved that the Board amend the 2020-2021 General Fund Budget to provide a one-time payment for extraordinary service during the COVID-19 pandemic in the following categories:

1. Approximately \$1,000 for all full time employees.
2. Approximately \$500 for all part time employees working less than 30 hours per week.
3. Approximately \$500 for Substitute employees that work 45 days in either semester.

Categories one and two will be paid for all active employees as of December 1, 2020. Category three will be paid at the end of each semester. The motion was seconded and approved unanimously.

Motion	Second	Action
Oswald	Powers	Approved Unanimously

Discussion: Mr. Salters, Chief Operations Officer, addressed the Board in regards to this payment. He said that the district would pay the employer/employee FICA, State and Federal minimum portions of this payment so that the employee would see the net value as recommended in the motion. He explained that after analysis of the general fund budget at the end of 2019-2020, certain revenues came in over budget and expenditures came in under budget. This revenue stream is approximately \$8,400,000 from which these payments will be made. He pointed out that the additional revenue was not related to any COVID-19 related Federal or State funding. If approved, employees would receive this payment in a special payroll run on December 18, 2020. Ms. Garris asked the Board if they would consider awarding this payment to retirees since March 2020. In discussion, Mr. Salter indicated there is no payroll relationship with these retirees and Dr. Talley, Chief Academic Officer indicated this could create a morale issue with current employees. Mr. Salters indicated the total expense for current employees is approximately \$6,600,000. The remainder of the money would stay in the general fund balance keeping in mind that the South Carolina General Assembly has not yet ruled out an adjustment of the State budget and granting the annual step increase retroactively which could result in an additional expense to the district. He felt it was prudent to maintain the balance of \$1,800,000 for unforeseen expenditures for the remainder of this year. Mr. Salters reiterated that this expenditure would not impact any budget in any program area. Dr. Guyton said if the district does have excessive revenue later in the fiscal year, he asked about considering funds going back to the classroom for teacher supplies. Dr. Powers said that if the district continues to maintain excess operational revenue, at that time the Board could ask administration to make a recommendation on how to invest in teachers and the classroom. Before the Board voted on this motion, Chair Green noted that two Board members have relatives employed by the district. She read a legal opinion that says that under State law there is no conflict of interest as it applies to this motion.

11.0 Superintendent’s Report

11.1 Superintendent’s Update - Superintendent Gregory D. Little, ED.D

Superintendent Little encouraged the community to remain cautious and continue to practice social

Superintendent's Update (continued):

distancing and wearing masks as we approach the winter holidays. Dr. Little thanked the Board for their passion in caring for the district's employees.

12.0 Adjourn Open Session

Chair Green reported that several Board members would be participating in 2020 South Carolina School Board Association's Virtual Legislative Advocacy Conference on December 3, 2020 and that she would be representing the Lexington One Board of Trustees at the Delegate Assembly on December 4, 2020.

Chair Green called for a motion to adjourn general session. A motion was made, seconded and approved unanimously at 8:00 p.m.

Motion	Second	Action
Anderson	Guyton	Approved Unanimously

Respectfully submitted:



Mr. Mike Anderson
Secretary

Prepared by:



Tracy Halliday
Executive Administrative Assistant