

**LEXINGTON SCHOOL DISTRICT ONE**  
**Board Meeting Minutes**  
**June 22, 2021**

The Lexington County School District One Board of Trustees convened in executive session at 6:00 p.m. on Tuesday, June 22, 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, Jada Garris, Kyle Guyton, Kathy Henson and Tim Oswald. Mike Anderson was not present.

**1.0 Call to Order 6:00 p.m. Executive Session**

Chair Green called the meeting to order.

**2.0 Executive Session**

Chair Green called for a motion to enter into executive session. Ms. Henson moved that the board enter executive session to consider employment recommendations for the 2021-2022 academic year, to receive legal advice concerning a pending legal matter in the case of Alvin Berry vs. Lexington County School District One and to discuss a construction management at-risk contractual matter related to the new transportation replacement facility. The motion was seconded and approved.

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Henson	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 June 22, 2021 board meeting. A motion was made, seconded and approved.

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Powers	Oswald	Approved Unanimously

**4.0 Call to Order General Session of the June 22, 2021 Board of Trustees Meeting**

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

Chair Green called to order the general session of the June 22, 2021 board meeting at 7:00 pm.

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 yielded the floor to Mr. Tim Oswald 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.

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Powers	Oswald	Approved Unanimously

**6.0 General Fund Operating Budget Public Hearing**

**6.1 Third Reading — 2021–2022 Proposed General Fund Operating Budget —Jeff Salters, Chief Operations Officer**

Mr. Salters gave the third reading of the 2021-2022 proposed general fund operating budget which includes the revenues and expenditures for the daily operations of the district. He reported no changes in the budget since the second reading. He reviewed the budget priorities largely encompassing recruitment and retention strategies, continued support of the Lexington One Online Learning Academy (LOOLA), expansion of The College Center, planning for the relocation of Lexington Middle School and plans for opening the Gilbert and Pelion early childhood centers and the recruitment retention strategies that have been proposed. Items agreed upon by the South Carolina legislature have been included in the proposed budget. These include a base student cost of \$2,516/per student, \$1,000 teacher salary schedule, teacher step increase, 5% bus driver salary increase, teacher salary - employer contribution fringe benefit and a one percent increase in employer retirement contribution.

Mr. Salters reviewed the many new employee recruitment and retention strategies, substitute salary increases and lowered targeted teacher/student staffing ratios that are incorporated in the budget. Net certified employee changes will increase by 73.27 full time employees to encompass student growth and the lower staffing ratios. Operating expenditures include 88.3% in salaries and related costs, 7.11% for programs and services, and 4.59% for utilities and maintenance. Projected revenues include funding from local and state sources, transfers from other funds and the operational fund balance. The operational fund balance portion of overall revenue is a decrease of \$4,929,300 from the 2020-2021 fiscal year. The district is not recommending a millage increase for the proposed budget. The overall proposed general fund budget for 2021-2022 is \$304,035,616. Mr. Salters took questions and comments from the board. Board members commented that this budget is the best budget in several years incorporating the lower staffing ratios and continued support of LOOLA.

**7.0 Citizens’ Public Comment regarding the 2021–2022 Proposed General Fund Operating Budget**

Chair Green read the guidelines for citizens' public comment on the budget.

Katherine Carter Jeffcoat, parent of an elementary student, addressed the board regarding her thoughts on budget transfers and the capital fund pertaining to the 2020-2021 fiscal year.

**8.0 Approval of the Minutes of the May 4 and May 18, 2021 Board Meeting**

Minutes of the May 4 and May 18, 2021 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. Hearing none, the minutes were accepted as presented.

**9.0 Reports and Action Items, if Needed, from Executive Session**

**Employment Recommendations for the 2021-2022 Academic Year**

Chair Green called for a motion to approve 30 certified recommendations for the 2021-2022 academic year. A motion was made, seconded and approved.

Motion	Second	Action
Oswald	Powers	Approved Unanimously

Chair Green called for a motion to approve nine administrative recommendations for the 2021-2022 academic year. A motion was made, seconded and approved.

Motion	Second	Action
Oswald	Powers	Approved Unanimously

**Reports and Action from Executive Session (continued):**

**Discussion:** Mr. Stacey updated the board on remaining certified vacancies for the fall.

**Receipt of Legal Advice Concerning a Pending Legal Matter (Alvin Berry vs. Lexington County School District One)**

Chair Green called for a motion in the case of Alvin Berry vs. Lexington County School District One. Dr. Guyton moved that the board move forward with option C. The motion was seconded and approved.

Motion	Second	Action
Guyton	Powers	Approved Unanimously

**Construction Management At-Risk Contractual Matter Related to New Transportation Replacement Facility**

Chair Green said that during executive session the board received information on the construction management at-risk contractual matter related to the new transportation replacement facility. The board will take action during section 11.0 Action Items and will receive a report at that time.

**10.0 Citizens’ Participation**

Chair Green read the guidelines for Citizens’ Participation.

Debbie Heim, parent of high school students, addressed the board about mask choice, vaccine clinics and choice, and referenced the district’s relationship with the Leadership Academy values.

Matt Heim, parent of high school students, addressed the board regarding Freedom of Information Act (FOIA) requests and costs.

Katherine Carter Jeffcoat, parent of an elementary student, addressed the board on the new transportation facility and the scope and budget change and advocated for no approval of the budget increase without itemized cost.

Katherine Reynolds, parent of middle and elementary students, wants to have a relationship with the board and discussed LOOLA and the ability to see curriculum.

Rebekah Godfrey, parent of middle and high school students, advocated for the 2021-2022 school year to go back to normal and doesn’t want contact tracing, quarantines or advocating for vaccines.

Pam Gibbons, parent of elementary students, agreed with Ms. Godfrey’s comments and referenced the district’s plan for staff wearing masks in reference to a proposed proviso in the legislature.

Mr. Tod Augsburg, community member and President and CEO of Lexington Medical Center, thanked the board and administration for their response to the pandemic and the board for their volunteerism in leading. He expressed gratitude for the district’s partnership and support from leadership on how to support the community.

R.J. May, Lexington delegate, addressed the board about concerns from constituents about wearing masks. He referenced provisos pending the Governor’s approval regarding no masks, vaccines and critical race theory.

**11.0 Action Items**

**11.1 Third Reading — 2021–2022 Proposed General Fund Operating Budget — Jeff Salters**

Chair Green called for a motion to approve the third reading of the 2021-2022 general fund operating budget. A motion was made, seconded and approved.

**Third Reading – 2021-2022 General Fund Budget (continued):**

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Powers	Henson	Approved Unanimously

**Discussion:** No discussion

**11.2 Construction Management At-Risk Contractual Matter Related to Transportation Replacement Facility — Jeff Salters**

Chair Green called for a motion for the board to increase the budget for the new transportation facility by \$6.5 million from \$3 million to \$9.5 million for construction of the new facility. A motion was made, seconded and approved.

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Powers	Oswald	5 in favor; 1 opposed (Garris)

**Discussion:** Mr. Salters reviewed the current locations and the proposed new facility which will combine Lexington High School, White Knoll High School and River Bluff High School facilities; and, he explained the need for a new facility due to limited space and poor conditions on the property and building space. Due to the current construction supply market, construction costs are ever changing. The \$3 million initial budget does not meet the scope of the proposed building and bus lot for current and future growth. He reviewed two options presented to the board at the June 1, 2021 board meeting: (1) build to the original scope as phase one and add on in the future, or (2), increase the budget by \$6.5 million to cover the additional scope with the recommendation to use the 2018 referendum bond premium and possible revenue from the sale of a portion of the land. Mr. Salters gave four options for funding and did not recommend selling land: (1) the 2018 referendum bond premium which is restricted to use of projects within the bond referendum, (2) use eight percent allocation from bond sale revenue - this source of funding is flexible and not restrictive, (3) anticipated budget surplus, or, (4) fund balance in capital account. Mr. Salters recommended using the 2018 referendum bond premium as the funding source. Mr. Salters took questions and comments from the board. Mr. Salters explained that he needs a budget as a point of reference for the scope of the project as directed by the board. The approved budget is presented to the architects and construction management at-risk company to complete the design process. Once that is done the project goes out to bid and all cost items are reviewed to make sure they fit within the budget.

**11.3 Minority Business Enterprise Plan — Jeff Salters**

Chair Green called for a motion to approve the Minority Business Enterprise Plan for the 2021-2022 fiscal year. A motion was made, seconded and approved.

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Guyton	Powers	Approved unanimously

**Discussion:** Mr. Salters explained that the Minority Business Plan is part of the procurement process and establishes a goal for procurement interaction with minority businesses. The district's goal is one-half of one percent of the total budget expended by the district on supplies, services and construction. He reported that the district achieved that goal in the 2020-2021 fiscal year. The procurement department solicits minority business with the opportunity to bid but does not give preferential treatment. The district accepts the lowest bid.

**11.4 Second Reading — Policy EBCB Safety Plans and Drills — Jeff Salters**

Chair Green called for a motion to approve the second reading of Policy EBCB Safety Plans and Drills. A motion was made, seconded and approved.

**Second Reading – Policy EBCB: (continued):**

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Henson	Oswald	Approved unanimously

**Discussion:** Mr. Salters explained there have been changes at the state level for requirements on safety plans and drills. The deadline has changed; however, the district is recommending approval this evening since this new model policy is already in effect in the district

**11.5 Second Reading — Policy GCF, GCF-R Professional Staff Hiring— Mike Stacey, Chief Human Resources Officer**

Chair Green called for a motion to approve the second reading of Policy GCF, GCF-R Professional Staff Hiring. A motion was made, seconded and approved.

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Guyton	Oswald	Approved unanimously

**Discussion:** Mr. Stacey indicated the policy update reflects changes based on the ad hoc committee recommendations.

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

Chair Green called for a motion to approve the second reading of Policy GCF, GCF-R Professional Staff Hiring. A motion was made, seconded and approved.

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Guyton	Oswald	Approved unanimously

**Discussion:** Mr. Stacey indicated the policy update reflects changes based on the ad hoc committee recommendations. The primary change is that the board will ratify support staff within 90 days of employment and it is not a precondition of employment. The board would take action out of executive session.

**12.0 Superintendent’s Report****12.1 Report — Superintendent’s Update — Superintendent Gregory D. Little, ED.D.**

Superintendent Little introduced Dr. Natalie Osborne-Smith and Dr. Phillips to give a report on the draft of the 2021-2022 Safe Return to In-Person Instruction and Continuity of Services Plan.

**12.2 Report — Draft Safe Return to In-Person Instruction and Continuity of Services Plan —Natalie Osborne Smith, ED.D., Professional Learning Coordinator and Shane Phillips, PH.D., Accountability and Assessment Director**

Dr. Osborne-Smith reviewed the American Rescue Act (ARP) and the funding allocated to the district in the Elementary and Secondary School Relief Fund Plan (ESSER III). The district will receive \$27.3 million dollars to be used between the fall of 2021 and 2024. The law requires two plans - the Safe Return to In-person Instruction and Continuity of Services Plan which is due on June 24, 2021 and the ESSER III plan due on August 24, 2021. The ESSER III funding is contingent upon approval of the Safe Return Plan. She reviewed the district’s proposed plan which encompasses five categories: (1) maintaining health and safety including criteria for instructional model shifts, (2) policies and practices regarding CDC recommendations including masking, social distancing, hand washing and sanitization, cleaning and ventilation, contact tracing, diagnostic testing and screening, vaccination efforts, accommodations for students with disabilities and coordination with state and local health officials, (3) continuity of services including social and emotional support, instructional support and food services, (4)

**Return to In-Person Instruction: (continued):**

periodic updates to the plan, and (5) public input from all stakeholders into the plan. Dr. Phillips provided a summary of the input and feedback from district stakeholders. The district conducted focus groups from its various advisory councils including teachers, support staff, parents and students and solicited feedback via surveys to parents, staff and the community. He reviewed the protocol used to receive feedback from the focus groups and he shared the results of the surveys and he reviewed how feedback was incorporated into the plan. Dr. Osborne-Smith and Dr. Phillips took questions and comments from the board including questions regarding health room practices for students, and dual modality or asynchronous instruction for quarantined students and adjustment to policies for DHEC and CDC guideline changes.

**12.3 Report — 2021–2022 Schools Start and End Times — Thomas Rivers, PH.D., Secondary Schools Director**

Dr. Rivers reviewed lessons learned on 2020-2021 school start and end times that changed due to COVID. In reviewing the year with the Transportation Department, they believe there can be more consistency and efficiency in 2021-2022 by having consistent start/end times and staggering them for middle and high school. The start/end times will be staggered with elementary starting at 7:40 am and dismissing at 2:20 p.m. Middle school would start at 8:10 a.m. and dismiss at 3:20 p.m. and high school will start at 8:35 a.m. and end at 3:45 p.m. The gap between middle and high school allows the district to utilize the entire fleet to focus on each school level and alleviates the burden on the bus fleet. The transportation department and school level administrators provided input on these new times and they will monitor and adjust as needed.

**12.4 Operations Update — Jeff Salters**

The board agreed to postpone the operations update until the next board meeting.

**13.0 New Business**

**13.1 First Reading — Policy BBAA-R Board Member Authority and Responsibilities —Mary Beth Hill, Chief Communications Officer**

The board agreed to postpone the first reading of policy BBAA-R until the next board meeting.

**14.0 Items for Board Information**

- 14.1 Monthly General Fund Financial Report — May 2021**
- 14.2 Monthly General Fund Budget Transfers — May 2021**
- 14.3 Monthly Capital Projects Report — May 2021**
- 14.4 Monthly Unauthorized Procurements Report — May 2021**
- 14.5 2020–2021 Fiscal Year Grants Report**

**15.0 Adjourn**

Chair Green called for a motion to adjourn. A motion was made, seconded and approved. The meeting was adjourned at 10:40 pm.

<b>Motion</b>	<b>Second</b>	<b>Action</b>
Henson	Guyton	Approved Unanimously

Respectfully submitted:

Prepared by:

Dr. Brent Powers/BMP  
Acting Secretary

Tracy Halliday/TAH  
Executive Administrative Assistant

**LEXINGTON SCHOOL DISTRICT ONE**  
**ADDENDUM TO MINUTES OF THE**  
**JUNE 22, 2021 BOARD OF TRUSTEES MEETING**

**ADDITIONAL INFORMATION AS REQUESTED BY MS. JADA GARRIS:**

**12.3 – Report – 2021-2022 School Start and End Times**

Addition: Ms. Garris encouraged Dr. Rivers to speak with bus drivers and explained that she did not think staggering start/end times would alleviate the burden on the bus fleet. She said she thought it would add more problems.

**11.2 - Construction Management At-Risk Contractual Matter Related to Transportation Replacement Facility**

Addition: Ms. Garris expressed concerns that previous drawings had four maintenance bays and four wash bays and the current drawings had two maintenance bays and two wash bays but the cost remained the same. She asked if there was an estimate in writing, but was told estimates were verbal. Ms. Garris said the board needs to ask about the cost of allowances and other details before they vote. Ms. Garris also reminded the board that the ballot for the bond said when there are remaining funds those would be board approved, but they are not. She said that she had not been given any details on how the district arrived at \$3 million, other than office space similar to Gilbert and Pelion, but those didn't cost \$3 million. Ms. Garris asked Mr. Kurtz if bus drivers had been shown the plan and asked for input. Mr. Kurtz said they had not. Ms. Garris told the board that bus drivers needed to be involved in the planning of the facility.