

LEXINGTON SCHOOL DISTRICT ONE
Board Meeting Minutes
August 4, 2020

The Lexington County School District One Board of Trustees convened in executive session at 6:00 p.m. on Tuesday, August 4, 2020, in the Lexington County School District One's Central Services Building One located at 100 Tarrar Springs Road in Lexington, South Carolina. At 6:30 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 our YouTube channel and our LexOne video website. It is also on the Board Meeting Agendas and Minutes webpage.

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

1.0 Call to Order 6 p.m. Executive Session

Chair Smith called the meeting to order.

2.0 Executive Session

Chair Smith called for a motion to enter into executive session to consider employment recommendations for 2020-2021 and a property contractual matter related to a sewer lift station on the Centerville Elementary School site. A motion was made, seconded and approved.

Motion	Second	Action
Green	Powers	Approved Unanimously

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

3.0 Adjourn Executive Session

Chair Smith called for a motion to adjourn executive session and begin the general session of the August 4, 2020 board meeting. A motion was made, seconded and approved.

Motion	Second	Action
Powers	Green	Approved Unanimously

4.0 Call to Order General Session

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

Chair Smith called to order the general session of the August 4, 2020 board meeting at 6:30 pm - an exception to the standard start time of 7:00 p.m. and this was communicated in the Public Notice.

She said we were meeting in compliance with the Governor's orders, CDC recommendations and Town of Lexington ordinance. 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 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.

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

4.1 Notification of Compliance with S.C. Freedom of Information Act (continued):

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 Smith called on Mr. Mike Anderson for the invocation and Pledge of Allegiance

5.0 Approval of Agenda

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

Motion	Second	Action
Powers	Green	Approved Unanimously

6.0 Reports and Action Items from Executive Session

Employment Matters

Chair Smith 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	Anderson	Approved Unanimously

Discussion: Mr. Mike Stacey reported 23 certified vacancies. Human Resources is working with principals to evaluate the immediate needs. Since more students are moving to the Online Learning Academy, some of these support vacancies may not be as critical to fill at this time. Mr. Stacey reported that there is a teacher in place for every classroom in the district. He said that as Human Resources receives resignations due to COVID-19 related reasons; his team is contacting those individuals regarding a virtual position. Mr. Stacey reported that accommodations have been made for virtual teachers to work from their assigned school and every effort would be made for them to remain at their home school when they transition back to the regular classroom. Mrs. Green mentioned that State Superintendent Spearman asked the House Education Committee to lift the \$10,000 salary cap for retirees. She asked Mr. Stacey if this would help with staffing shortages. Mr. Stacey indicated it would be beneficial to help in both virtual positions and in substitute roles.

Property Contractual Matter Related to Centerville Elementary School Sewer Lift Station

Chair Smith called for a motion to deed 0.11 acres of property containing a sewer lift station located on the Centerville Elementary School site to the Town of Lexington. A motion was made, seconded and approved unanimously.

Motion	Second	Action
Oswald	Powers	Approved Unanimously

Discussion: Mr. Jeff Salters showed an aerial view photo of the Centerville Elementary School (CES) property. During construction, the district had to identify sewer connectivity and partnered with the Town of Lexington to connect to a sewer in the vicinity. The district built the sewer lift station at CES with a long range plan to tie the other Gilbert schools into the system. Mr. Salters showed the site diagram of the property with the sewer station and grounds. He explained that by deeding this over to the Town of

Property Contractual Matter - Centerville Elementary School Sewer Lift Station (continued):

Lexington it allows the district to remove itself from maintaining sewers. The Town of Lexington will take over the facility and will be responsible for all maintenance and upkeep.

7.0 Special Recognition

Chair Smith and Dr. Little recognized three Board members for their participation in the South Carolina School Board (SCSBA) 2019-2020 Boardmanship Institute. Board members can achieve up to six levels of recognition by participating in conferences and training. Mr. Anderson and Mrs. Green have reached Level Four in the Boardmanship program, and Mr. Oswald has reached Level 2. They were awarded pins and certificates from SCSBA.

8.0 Citizens’ Participation

Chair Smith read the guidelines for Citizens’ Participation.

Lauren Pellington, Lexington, SC, parent of Pleasant Hill Elementary students, teacher at Midway Elementary School and local chapter President for the South Carolina Education Association (SCEA) addressed the Board. As a mother, she thanked the district and the Board for thoughtful planning for the school year. As a parent, she said when schools were closed in March it was overwhelming but she was grateful for the steps taken to care for our children. As a Special Education teacher she was thankful to the district and the Special Education department for listening and being supportive. She expressed that students, parents and teachers are scared during the unknown. As the local chapter president for the SCEA, she wants to build a connection with the Board and the district so that teachers continue to have a voice. She requested to meet with Board members and the Superintendent to discuss professional development and ways to work together.

9.0 Action Item

9.1 Authorization of Superintendent as Official Title I Representative - Dr. Gloria Talley, Chief Academic Officer

Chair Smith called for a motion to authorize the Superintendent as official Title I Representative. A motion was made to authorize the Superintendent as its Title I Representative, giving the Superintendent the authorization to make day-to-day Title I decisions on behalf of the Board of Trustees. The motion was seconded and approved unanimously.

Motion	Second	Action
Guyton	Anderson	Approved Unanimously

Discussion: Dr. Talley responded to questions regarding Title I. She said the district has nine Title I schools with a \$3,600,000 allocation. These funds can be allocated for personnel, professional learning, programs and family engagement. The district has had a clean audit each year. She explained the criteria to be designated a Title I school is based on total pupils in poverty, free and reduced meal applications, Medicaid, foster children, migrant and runaway children.

10.0 Superintendent’s Report

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

Superintendent Little presented an update to the Board on back to school plans. The update was given by each department on preparations for school reentry. An update on the Online Learning Academy and safety plans were also presented.

10.2 Report - Stronger Together Back to School Planning Department Updates

Communications - Mary Beth Hill, Chief Communications Officer

Ms. Hill reported that her team created all content for the Stronger Together webpage on the Lexington One website. Since June 3, 2020, the Stronger Together page has had 101,908 views. The *Together Talk* video chats between Dr. Little and select guests give people a feeling of having a conversation with Dr. Little. She gave data on the four *Together Talks* that have been produced to date. The Employee Talk has had 22,605 YouTube views, the Parent Talk has had 16,117 YouTube views and 335 Facebook shares, the Mask Chat has had 6,616 YouTube and 54 shares, and the E-Learning vs. Online Learning Academy Chat has had 1,819 YouTube views and 49 Facebook shares. She said there has been increased media coverage regarding back to school plans including 100 media releases and several interviews with Dr. Little, some of which have been picked up in surrounding states. Chair Smith and Mrs. Green commended the team on their work and shared that this increase in communication has answered many of the questions and concerns from the community. The more information that can be shared the more reassured people become.

Human Resources - Mr. Michael Stacey, Chief Human Resources Officer

Mr. Stacey reported his team has been working on staffing the Lexington One Online Learning Academy (LOOLA) and working with principals on face-to-face model staffing. His team has been communicating with staff on their specific positions to address COVID-19 related accommodations and making the Online Learning Academy teacher spaces as safe as possible. His team is working with Instructional Services on the plan for when an instructional model shift would happen such as moving face-to-face instruction to virtual. Ms. Garris asked how employees receive accommodations through the Americans with Disabilities Act (ADA). Mr. Stacey responded that Human Resources would go through the process and options with the employees but the desired option is to make the space at school as safe as possible.

Instructional Services - Dr. Gloria Talley, Chief Academic Officer

Dr. Talley updated the Board on two areas - Fine Arts and Childcare. Dr. Talley reported that marching bands were beginning to practice and the Operations Department was providing personal protective equipment as needed. All other art programs including orchestra, dance, chorus, theater, visual arts, elementary chorus and elementary art teachers are preparing for social distancing and safety guidelines once their programs begin. The arts teachers are creating virtual learning programs. The dance programs will follow the same protocol as athletics. She said that the 5th grade band and 5th grade strings programs would be suspended for the first semester with the hope of resuming these programs second semester given COVID-19 is under control.

Dr. Talley explained that the Childcare Working Group was developed to identify childcare for employees. The group has surveyed employees to identify their needs. Plans are being formed to utilize support staff and possibly community volunteers to help meet these needs. This program would be provided at the child's school of attendance and would include lunch if needed. The working group surveyed community childcare centers and met with them to determine services they could provide. A resource list of childcare options will also be provided for families that may need assistance on their virtual learning days. The team is preparing training sessions for daycares so they can support e-learning.

Mr. Howard Bissell presented an update on the Lexington One Online Learning Academy (LOOLA). Mr. Bissell reported that student enrollment has increased to approximately 6,700 students - 2,900 elementary, 1,800 middle and 2,000 high school students. Scheduling teams including Data Specialists, Assistant Principals, Curriculum Specialists and Counselors are in the process of creating the schedules and placing students. He explained that elementary students would be placed with online teachers from their school of attendance. Middle school students would be placed in teacher pods based on their school of attendance. Each pod is comprised of two schools - Lexington Middle and Meadow Glen

Instructional Services Update (continued):

Middle, White Knoll Middle and Carolina Springs Middle, Gilbert Middle and Pelion Middle, and Beechwood Middle and Pleasant Hill Middle. Mr. Bissell reported that existing high school schedules are being reviewed and courses will be assigned based on demand for a course, a teacher qualified and available to teach that course and that the course can be translated into online content. Students with special education and or other support services would receive those services through their home school. He said it is LOOLA's commitment to provide the same high quality education to students as students in the traditional face-to-face classrooms. Teachers have been engaged throughout the summer in professional learning to support online teaching and student engagement. Mr. Bissell presented a typical daily schedule for Kindergarten through 8th grade students which would include more structure and screen time with teachers. High school schedules would be more self-directed with teacher focus on student engagement and relationships. Mr. Bissell explained the advantage of LOOLA versus other online academies. LOOLA is comprised of all Lexington One teachers and staff and keeps students engaged with their schools so they can transition back to a classroom more easily. Mr. Bissell took questions from the board. There is an explanation of what to expect from LOOLA on the Lexington One website and the *Together Talk* video chat. In response to outstanding numbers of students that have not responded to choosing a learning model - Mr. Bissell indicated schools are reaching out to their individual families to make a learning model selection. He said there has been high demand from teachers for online learning opportunities over the summer. Mr. Stacey addressed questions about virtual teacher duties and the need for instructional assistants to substitute. He said that virtual teachers will not have other duties such as before or after school responsibilities. Classroom instructional assistants will not be covering classes as substitutes. In the absence of a substitute, each school and Central Services has been asked to create an auxiliary list of staff that could be utilized if no substitute is available.

Food Service, Safety and Security - Mr. Jeff Salter, Chief Operations Officer

Mr. Salters reported on COVID-19 safety measures that the district is implementing. The district has been proactive in ordering masks for all students and staff and since the South Carolina Department of Education (SCDE) mask mandate, the SCDE has supplied cloth masks for staff as well. There have been considerations for areas with medically fragile students to be equipped with additional protective equipment. Plexiglas barriers are being installed in high traffic areas such as reception areas and in some classrooms. He mentioned several other safety considerations including hand sanitizer dispensers in every classroom, spray bottles with a food safe cleaner to wipe down desks, electrostatic sprayers, designated staff to wipe down high contact touch points all day, and HVAC system tunings to maintain maximum airflow. Mr. Salters said that while all rooms have operable windows, it is not optimal to keep windows open due to humidity. Mr. Salters reported on security measures such as modified fire and tornado drills, lockdowns, etc. Drills would be reviewed at the individual classroom level so as to reduce mass gatherings. Arrival and dismissal procedures are being revised to implement staggered movements within the building. Electronic communications will be used to call down students during dismissals.

Mr. Salters reported on the food service program. Food service is a self-sustaining for-profit business designed to operate itself. This division has suffered since the school closure in March. There is legislation in Congress for free food for all but that legislation has not been passed. Mr. Salters explained that elementary students will receive their meals via cart distribution and will eat at their desks. Middle and high school students will get their meals at grab and go stations and will disburse to eat. Virtual students will have scheduled times to pick up meals. No outside food deliveries will be allowed in an effort to minimize outside traffic. Mr. Salters showed a prototype of a Pre-Kindergarten through 2nd grade table with Plexiglas partitions. Mr. Salters reported that 701,256 meals had been prepared and distributed since March with one more distribution for the summer. Chair Smith commended the Food Service and Transportation Departments for the great deal of work and dedication in providing meals all summer. Mrs. Green talked about some districts Title I entitlement and that meals are provided for all in those districts. Mr. Salters said that while the district is not Title I, the federal legislation, if passed, would grant free meals for all students.

Student Services - Mr. Jeff Caldwell, Chief Student Services Officer

Mr. Caldwell gave an update on athletic reentry. District athletics moved to Phase 1.5 of a three phase plan of the South Carolina High School League (SCHSL) on August 3, 2020. Phase 1.5 includes minor changes such as increased participation from 10 - 16 participants, some drills that are closer than six feet apart but with participants being masked and spotters allowed in weight lifting. SCHSL has given no further updates on when future phases would begin. Mr. Caldwell updated the Board on the appeal to SCHSL. This proposal was to flip the athletic calendar with low risk sports playing in the fall and high risks sports moving to the spring. During the appellate hearing on July 22, 2020, the Appellate Panel postponed its' decision until August 10, 2020. Mr. Caldwell said the district has withdrawn the appeal. Mid-August would be too late to ask schools to flip their entire schedule. If the decision had been made earlier in the summer, it would have been more feasible for teams and schools to make the change.

Mr. Caldwell reported to the Board that the district has been developing a Student Safety Pledge. By signing the pledge, students would agree to adhere to certain standards such as washing hands, staying home if sick or symptomatic, and wearing a mask at all times. If students do not want to adhere to the pledge, there are other options for students such as the Online Learning Academy. Students with a medical or behavioral condition will be referred to the 504 Team to determine accommodations that may be made.

Mr. Caldwell updated the Board on bus transportation. He shared results of a bus transportation survey indicating that 15% of families requested morning transportation and 24% requested afternoon transportation. In a typical year, the district has over 60% bus ridership. He anticipates as Online Learning Academy enrollment rises, bus ridership will continue to decrease. He said due to the SCDE mask mandate on buses, bus capacity could increase to 66%. With the ability to increase the number of students on the bus, the district was able to review the proposed school schedules. The district had received much feedback concerning the lateness of dismissal, childcare issues and early drop-off coverage. The Transportation Department analyzed ridership and routes and it was determined that schedules could be adjusted to address many of these concerns. The proposed schedule change in the middle and high school schedules now has school beginning at 8:30 a.m. and ending at 3:20 p.m. Elementary school schedules will remain the same with school starting at 7:50 a.m. and ending at 2:00 p.m.

Superintendent Little clarified the number of students with no contact that Dr. Talley had reported. Dr. Talley said that since March the district had not had contact with 54 students in the district. Dr. Guyton's question was how many students had not responded to the schedule survey. Mr. Caldwell reported that approximately 88% students had responded to the school choice survey but that approximately 3,100 students had not made a selection. He also said that he accounted for those numbers in his calculations for transportation.

Ms. Garris asked how these changes were being communicated to the community. Ms. Hill indicated many of the updates and changes are being updated on the Stronger Together webpage and that Communications has scheduled a text message with a link to the schedule changes. Text messaging has been a big component of communicating with families.

Chair Smith asked the Board to recognize the team and applaud them for all their hard work, including the teachers, bus drivers, food service and all staff that are working so hard to get ready for school.

10.3 Report on Title IX Policy - Mr. Michael Stacey, Chief Human Resources Officer

Mr. Stacey reported the U.S. Department of Education released new regulations in May 2020 focused solely on a narrow definition of sexual harassment in a school setting and outlines very specific guidelines for school districts to investigate and address sexual harassment. These regulations are effective August 14, 2020. Due to the complexity of these policies and short timeframe for

Report on Title IX Policy (continued):

implementation in a time when schools are focusing on reopening schools, at least 18 states have sued to delay implementation. The district has reviewed several draft policies with its attorneys and the South Carolina School Board Association issued a draft policy on July 23, 2020. The district's attorneys are recommending this be a stand-alone policy that does not replace the district's current Title IX policies. A three hour training session with district and school administrators is scheduled for August 12, 2020. After this training, administration will bring back a policy recommendation at the August 18, 2020 Board meeting. Title IX has a narrow definition of sexual harassment. Under Title IX language a single act of misconduct would not be considered an act unless quid pro quo or a crime. It is the district's stance to address misconduct before it gets to that point. Chair Smith indicated this law has passed and even if our policy is not implemented by August 14, 2020, the law supersedes our policy.

11.0 Items for Board Information

There were no items for information.

12.0 Adjourn Open Session

Chair Smith called for a motion to adjourn general session. A motion was made, seconded and approved unanimously.

Motion	Second	Action
Anderson	Oswald	Approved Unanimously

Respectfully submitted,

Dr. Brent Powers