

LEXINGTON SCHOOL DISTRICT ONE
Board Meeting Minutes
December 15, 2020

The Lexington County School District One Board of Trustees convened in executive session at 6:00 p.m. on Tuesday, December 15, 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: 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 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. 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

Chair Green called for a motion to adjourn executive session and begin the general session of the December 15, 2020 board meeting. A motion was made, seconded and approved unanimously.

Motion	Second	Action
Henson	Powers	Approved Unanimously

4.0 Call to Order General Session of the December 15, 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 15, 2020, board meeting.

She said the meeting was in compliance with the CDC COVID-19 guidelines and district precautionary measures. All attendees are encouraged to social distance and must wear a face covering at all times. The district will post 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. Chair Green called on Dr. Brent Powers for 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 November 17, 2020 Board Meeting

Minutes of the November 17, 2020 board meeting 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.

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

Chair Green called for a motion to approve two 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
Anderson	Oswald	Approved Unanimously

Discussion: Mr. Stacey, Chief Human Resources Officer, gave the board a certified staff update. There were 27 certified full-time employee vacancies throughout the first semester. These were resolved through certified job assignment shifts, classroom combinations, or courses cancelled due to low enrollment or shifted to virtual instruction. To date, there are eight certified vacancies for second semester. He reported that some high school and middle school teachers had been asked to teach an extra course during second semester due to the shift of students from LOOLA (the online learning academy) to the face-to-face model. K12/Elevate teachers will support 31 extra middle courses.

8.0 Citizens' Participation

Chair Green reviewed the protocol for speaking during Citizens' Participation.

Lauren Pellington, Lexington, SC, Lexington One teacher and SCEA Representative, addressed the board on COVID-19 concerns and teacher input. She provided handouts including feedback from teachers, Teacher Leadership Council minutes and her own data analysis from the Lexington One COVID-19 dashboard. She expressed that teachers are concerned with the rise in COVID cases among staff and students.

9.0 Action Items

9.1 Extending Elements of Families First Coronavirus Response Act (FFCRA) — Mike Stacey, Chief Human Resource Officer

Chair Green called for a motion regarding extending elements of FFCRA. Dr. Guyton moved that in light of the expiration on December 31, 2020, of the Employee Paid Sick Leave Act (EPSLA) of the Families First Coronavirus Act (FFCRA), the District will, at its expense, continue to grant eligible employees the emergency paid sick leave for up to two weeks, as outlined by the EPSLA, and implemented by District protocol, at no cost to its employees, beginning January 1, 2021, and until such time as the leave entitlement is extended by the federal government, or June 30, 2021, whichever occurs first. This provision only applies to eligible employees who have not exhausted their two weeks of emergency paid sick leave provided by the FFCRA prior to December 31, 2020. He also moved that the District, at its expense, will grant eligible employees paid leave, for up to two weeks, if they are unable to work in-person or remotely due to isolation, quarantine, or illness based on an established exposure to COVID-19 while at work for the District, as determined by District protocol, with this leave to be granted as needed separately for each confirmed work-related exposure. The motion was seconded and approved unanimously.

Motion	Second	Action
Guyton	Powers	Approved Unanimously

9.1 Extending Elements of FFCRA (continued):

Discussion: Mr. Stacey explained that FFCRA expires on December 31, 2020. The district feels strongly about extending the two weeks paid leave for COVID related absences and not against their annual leave bank. This should continue to encourage employees to self-report and be forthcoming with symptoms and exposure. In regards to district determined exposure, the district believes this should be covered as well and hold harmless the employee if it is determined that the exposure is work related. Mr. Stacey took questions and comments from the board. He explained the district protocol that determines exposure and employee testing. Dr. Guyton asked about financial exposure to the district as it relates to these paid leave days. Dr. Little added that if an employee is asymptomatic they can telework so as not to exhaust leave.

10.0 Superintendent's Report

10.1 Report — Comprehensive Annual Financial Report (CAFR) — Jeff Salters, Chief Operations Officer

Mr. Salters introduced Matthew Hodges, CPA, Audit Manager for Burkett, Burkett, Burkett, Certified Public Accountants, to give a summary of the audit. The CAFR is currently in draft status, awaiting an OMB Compliance Supplement Addendum for COVID-19. He reported no changes in accounting policies, no disagreements with management, and no difficulties in performing audit and received full cooperation with district personnel. The auditors tested transactions and there were no instances of non-compliance. He said they expect to issue three clean opinions on financial statements, internal controls over financial reporting, and compliance for major federal awards. He reported an excellent financial position due to high bond ratings and sound financial management. Mr. Hodges and Mr. Salters took questions from the Board. Mr. Salters took a point of privilege to recognize the Finance team for receiving national Excellence in Financial Reporting awards for 26 years running. This is due to the Finance team's care and guidance of the district's finances and the diligence of school staff for managing district funds appropriately.

10.2 Report — Superintendent's Update — Superintendent Gregory D. Little, ED.D.

Superintendent Little reported that administration continues to study increasing COVID-19 cases. He said the district would continue with school plans as set forth; however, if it is safer to shift instructional models for the safety of students and staff the district would do so. Administration is currently examining the capacity to operate schools effectively. Since the beginning of the year, the district has taken deliberate steps and safety checks along the way and will continue to do so. Dr. Little asked parents and staff to take precautions during winter break regarding gathering with family and friends; and, to make plans for students in the event of an emergency schedule shift.

10.3 Report — Second Semester Update — Natalie Osborne Smith, ED.D., Professional Learning Coordinator

Superintendent Little introduced Dr. Osborne-Smith to discuss preparations for second semester scheduling beginning January 19, 2021. Dr. Osborne-Smith reiterated the district's commitment to maximize instructional time while keeping children and staff safe. By the end of the 2020-2021 school years, the master schedule will have been rebuilt three times. This could not have been done without the dedication of the scheduling team, district staff and school staff. A district-wide survey was sent to parents in October to determine their schedule preference for second semester. She shared the data for schedule preferences for second semester showing that LOOLA (Online Learning Academy) dropped dramatically for second semester. As a result, many LOOLA teachers will be reassigned to the face-to-face model. The national, state, and local teacher shortage has caused stress on staffing and scheduling and the district is being flexible and adaptable to alternatives for courses and teachers. Schools have been intentional in determining courses, staffing ratios and teaching assignments to continue to put student and staff safety first. This will result in teacher changes for many students. At the elementary level, schools are notifying families

10.3 Second Semester Update (continued):

individually of teacher changes. Middle and high school second semester schedules for both LOOLA and face-to-face will be released by December 18, 2020. Dr. Osborne-Smith took questions and comments from the board including classroom ratios and the need to focus on core work. Dr. Osborne-Smith said the district and schools have worked very intentionally to make sure options for core work, arts and electives are available.

10.4 Report — 2021 Graduation Dates — Thomas Rivers, PH.D., Secondary Schools Director

Dr. Rivers reflected on how thankful the district was to be able to provide graduation ceremonies last spring at the high school facilities based on the South Carolina Department of Education guidance. He announced that 2020-2021 graduation ceremonies will be held on June 12 and June 13, 2021 at the Colonial Life Arena. The district has a contingency plan if the arena should cancel due to COVID-19. Ceremonies would be moved to the high school facilities and would be held from June 7 - June 11, 2021. He explained that district staff did explore the feasibility of continuing to hold ceremonies at the high schools and determined it was more efficient to continue to use the Colonial Life Arena from cost, human capital resources and environment control standpoints.

10.5 Report — Operations Update — Jeff Salters, Chief Operations Officer

Mr. Salters gave an update on the new Pelion Middle School. Furnishings and equipment are being installed and staff is beginning to move their belongings. School will begin in the new building on January 4, 2021. He shared interior and exterior photos of the building and grounds. Mr. Salters showed aerial photos of the new Lexington Middle School site and shared progress. He gave an update on Oak Grove Elementary and White Knoll Elementary classroom additions and improvements at Lexington Technology Center. He shared photos and progress on the White Knoll High School classroom expansion and new Performing Arts Center.

10.6 Report — Health Services Update — Jeff Caldwell, Chief Student Services Officer

Mr. Caldwell took a point of privilege to recognize the school nurses, health room staff and Ms. Amy Wood, Director of Health Services, for their dedication to keeping the students and staff safe during this very difficult year. The amount of work they are doing this year in the COVID realm of screening and contact tracing, along with their normal school duties has increased exponentially. Recognizing that, the district has looked at staffing for each school, and, using CARES Act funding, will be able to increase health room assistant staff for the remainder of the year. An additional five float nurses will be hired for the remainder of the year. Mr. Caldwell reported that nurses will be on-call to help with contact tracing during winter break. Parents will be notified of how to report positive cases or close contacts throughout winter break so that contact tracing can take place before schools resumes in January. Mr. Salters reported that custodial staff will be able to add one housekeeper at each location for the remainder of the year utilizing CARES Act funding. He recognized the custodial teams for their hard work and dedication to keeping their facilities safe.

11.0 New Business

11.1 First Reading — Policy JFABF Students in Foster Care Policy — Jeff Caldwell

Mr. Caldwell reviewed Policy JFABF which is a model policy for students in foster care. The district has protocol and procedures in place for working with students in foster care. This new policy formalizes these practices. Mr. Caldwell took questions, comments and language suggestions from the board.

11.2 First Reading — Policy GBEBDA Criminal Record Checks — Mike Stacey

Mr. Stacey reviewed Policy GBEBDA which is a new policy on background checks for out-of-state employees and background screenings. Background check language has been removed from Policy GCF and inserted into this new policy. Mr. Stacey took questions, comments and language suggestions from the board.

11.3 First Reading — Policy GCF, GCF-R Professional Staff Hiring — Mike Stacey

Mr. Stacey reviewed Policy GCF and GCF-R. These policies are being revised to align with South Carolina School Board Association (SCSBA) policies. Mr. Stacey took questions, comments and language suggestions from the board.

11.4 First Reading — Policy GDF, GDF-R Support Staff Hiring — Mike Stacey

Mr. Stacey reviewed Policy GDF and GDF-R. These policies are being revised to align with South Carolina School Board Association (SCSBA) policies. Mr. Stacey took questions, comments and language suggestions from the board.

11.5 First Reading — Policy GCE, GCE-R Professional Staff Recruitment — Mike Stacey

Mr. Stacey reviewed Policy GCE and GCE-R. These policies are being revised to align with South Carolina School Board Association (SCSBA) policies. Mr. Stacey took questions, comments and language suggestions from the board.

11.6 Report — South Carolina School Boards Association’s 2020 Virtual Legislative Advocacy Conference — Anne Marie Green, Board Chair

Chair Green reported that several board members virtually attended the SCSBA Legislative Advocacy Conference on December 3, 2020. Ms. Green asked board members to comment on the conference. There were several presentations on finance and updates on state and federal funding.

12.0 Items for Board Information

Chair Green reported these items were information only.

12.1 Monthly General Fund Financial Report — November 2020

12.2 Monthly General Fund Budget Transfers — November 2020

12.3 Monthly Capital Projects Report — November 2020

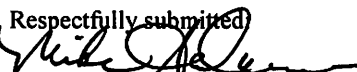
12.4 Monthly Unauthorized Procurements Report — November 2020

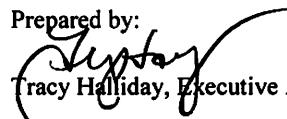
12.5 Quarterly Grants Award Report

13.0 Adjourn

Chair Green mentioned the many notes of appreciation the board has received from staff regarding the one-time payment. She wished everyone a happy holiday and encouraged all to stay safe and practice COVID precautions during break. Chair Green called for a motion to adjourn general session. A motion was made, seconded and approved unanimously. The meeting was adjourned at 8:55 p.m.

Motion	Second	Action
Anderson	Oswald	Approved Unanimously

Respectfully submitted

Mr. Mike Anderson, Secretary

Prepared by:

Tracy Halliday, Executive Assistant