

SPARTANBURG COUNTY SCHOOL DISTRICT 2

BOARD OF TRUSTEES MEETING

District Two Administrative Offices

October 12, 2021

7:00 P.M.

MINUTES

Board members present were:

Connie Banks
Seth Breitenbach
David Garner
Johnny Jackson
Brandon McKillop

Jason Seay
Sarah Simmons (via phone)
Craig Sims (via phone)
Connie Smith
Rachel Smith-Yelton

Lead administrators present were:

Lance Radford
Angela Hinton

Call to Order

Board Chair Brandon McKillop called the meeting to order at 7:00 p.m. After the Pledge of Allegiance, Johnny Jackson offered the invocation.

* Sarah Simmons and Craig Sims called in to the meeting at 7:05 pm. *Note: Per Policy BEDM, a Board member may vote by phone if unable to attend the meeting due to special medical and/or traveling situations. Both were audibly discernable to all present at the meeting.*

Media Notice Confirmation

Mr. McKillop asked if the media had been notified of the meeting, and Mrs. Horton responded in the affirmative.

Who's Who in Two

Kristina Konyrev – BSH – National Merit Scholar Semi-finalist

Public Comments

No Public Comments were offered.

1a-g Consent Agenda

*Ms. Smith made the motion to approve the Consent Agenda (agenda for this meeting, September minutes, and personnel reports). The motion was duly seconded and carried unanimously, 10-0.

2 Projects Update

Trevin Thompson (Thompson Turner Construction), Joel Carter (Jumper Carter Sease Architects), and David McCutchen (McCutchen Engineering) gave an update on the current projects of the

**Action*

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District, particularly the work on Chesnee High's athletic facilities. The tennis courts are nearing completion with fencing and lines being installed, the track should be completed by next week and the baseball bleacher area should be complete by Thanksgiving. The entire baseball area should be complete by the end of the year.

3-5 Instruction Report

Dr. Hinton, Mr. Radford, and Deana Watson shared data from the 2021 District Report Card. Spartanburg School District Two ranked above the state in all areas and first in Spartanburg County in six of twelve areas. Dr. Hinton also shared information from state rankings on SC Ready scores and EOCs, and a 2018-2021 comparison of Graduation rate and College or Career state rankings was provided.

Mr. Radford and District Administration presented the District Goals Progress for 2020-21 in detail.

Fran Metta provided a quarterly update on the support to special education students in our Additional Targeted Support and Intervention (ATSI) schools.

6-7 Personnel Report

Mr. Brooks presented the following certified appointment for approval:

Hauke, Sarah – Speech Therapist Sugar Ridge Elementary (RP)

*Dr. Banks made the motion to approve the certified appointment, which was duly seconded and carried 10-0.

Mr. Brooks presented for first reading an update to Policy EBCB, Safety Drills, to Safety Plans and Drills to align with the 2018 General Assembly requirements for fire and school safety. The updated policy specifies new classifications for drills that align with guidance from the SC Dept. of Education and the Office of the State Fire Marshal.

*Mr. Jackson made the motion to approve Policy EBCB Update, first reading, which was duly seconded and carried 10-0.

8-10 Finance Report

Mrs. Gist provided the financial report for the month of September 2021 and a revenue sheet as information. Also included was a referendum expenditure update, and RLM, SRE, and CHS expenditure updates.+

Mrs. Gist gave an overview of the County-wide Teacher Salary Schedule and the efforts to establish an equalization fund to keep teacher salaries consistent throughout the county and competitive with surrounding counties.

Mrs. Gist shared information on an Energy Performance Contract the district is considering to provide upgrades and energy savings for the District. These are upgrades already planned to be done with ESSER funding.

11 Public Relations Report

Mr. Acosta shared good news happening in the District.

12-17 Superintendent's Report

Dr. Simmons, Legislative liaison, had no news to report regarding education from Columbia.

Mr. McKillop asked the Board to assign delegates from the Board to represent the District during the 2021 Legislative Conference and Delegate Assembly in December. The board appointed Johnny Jackson and David Garner as delegates and Connie Banks as the alternate. Our District has a total of four votes.

Mr. Radford thanked the Board and Administrators for their continued support and trust. He asked the Board to complete the Superintendent's Evaluation Survey by the end of the month for use in the Superintendent's Evaluation at the November meeting. The survey has been included in the Boardgram each week during the month of October.

Mr. Radford reported that our District's number of positive Covid cases continue to decline at a rapid rate. Over the course of last week, we averaged less than three cases a day district-wide. Of the 59 close contacts over the past week, none turned into positive Covid cases. We will continue to monitor.

Mr. Radford brought to the Board the possibility of a Land Lease Agreement between the District and the UFRC for a location to build a new facility. We will investigate options and bring a recommendation to the Board.

Mr. Seay spoke on agenda item 15 – Survey. He was advised by the board chair through conversation with SCSBA legal team that the motion could be made and voted on with no discussion (since this had previously been discussed in executive session and could not be discussed in open session) *or* the Board could move to executive session, discuss, and then come to open session and vote. Mr. Seay asked that more legal advice be sought, and no action was taken.

Executive Session for Personnel matters

9:33 p.m. Executive Session

*Ms. Smith made the motion, which was duly seconded, to move to Executive Session for personnel matters. The motion carried 10-0.

9:50 p.m. Return to Open Session

*Ms. Smith made the motion to return to Open Session, which was duly seconded and approved 10-0.

Further action taken:

*Ms. Smith made the motion that the administration proceed with filing a formal complaint with the State Department of Education as to Employee A and Employee B for breach of contract in accordance with the S.C. Code of Laws Section 59-25-530. This motion was duly seconded, and carried 9-1.

*Mr. Seay asked to re-visit item 15 Survey and brought a motion for the Board:

To form a survey committee giving the committee the authority to contract with an outside human resource company to act as a consultant to the survey committee and then conduct district wide confidential employment engagement surveys and report the findings to the board. The stated purpose of the survey would be following:

1. Empowering employees by giving them the opportunity to have their voices heard and letting them know their opinion matters
2. How did we handle Covid – what worked well, what could have been done better, how did students handle virtual options, are students on level this year compared to previous

3. Measure employee engagement: What career advancement opportunities do you seek, what recognition is important, what training or professional development opportunities do you seek, what additional pay or benefits would motivate, what job responsibilities would you like added or removed
4. Gaining insight on organizational growth – Employee satisfaction, leadership effectiveness, work culture – highlight best practices, which can also be improved
5. To gather information of employee’s overall view of the district – What are we doing well & where do we need to improve
6. Consider any additional recommendations made by contracted company

The motion was seconded and did not carry by a 4-6 vote.

Mr. McKillop invited the Board to complete the Board Feedback form.

*Dr. Banks made a motion to adjourn, which was duly seconded and carried 10-0.

Adjournment – 10:02 p.m.

Respectfully submitted,

David Garner, Board Secretary

Carla Horton, Recording Secretary

Approvals:

- Consent agenda (Agenda for this meeting, September minutes, and personnel reports)
- Certified Appointment
- Policy EBCB update, first reading
- Further action after executive session: Proceed with formal complaint to SCDE for Employee A and Employee B for breach of contract in accordance with the SC Code of Laws.