district five
OF LEXINGTON & RICHLAND COUNTIES

AGENDA
BOARD OF TRUSTEES
REGULAR MEETING
THE CENTER FOR ADVANCED TECHNICAL STUDIES
JULY 16, 2018

1. Call to order at 5:30 p.m.

2. Approval of the agenda

3. Enter executive session to consider the following:

   a. Selected employment items (Exhibit A)
   b. Discussion of a contractual matter involving the potential purchase of real estate
   c. Receipt of legal advice regarding contractual matters relating to the potential acquisition and disposition of real property
   d. Receipt of legal advice and discussion of a contractual matter involving negotiations with the highest ranked offeror in the design procurement for potential new elementary school
   e. Receipt of legal advice regarding requirements for the disposition of surplus or potentially surplus property

4. Call to order at 7:00 p.m.

5. Welcoming remarks

6. Invocation – Beth Hutchison, Board of Trustees

7. Pledge of Allegiance – Robert Gantt, Chairman, Board of Trustees

8. School Board Spotlight

9. Approval of the minutes of the June 11, 2018 board meeting

10. Welcome and brief overview of The Center for Advanced Technical Studies by Dr. Al Gates, Director

11. Superintendent's Report

    a. Technology Update
    b. iFive Initiative

12. Public participation

ACTION AGENDA

13. Action as Necessary or Appropriate on Matters Discussed in Executive Session

14. Proposed amendment to the 2018-2019 General Fund Budget (Exhibit B)

DISCUSSION AGENDA

15. Proposed new Board Policy IKADD "Content and Credit Recovery" and Administrative Rule IKADD-R "Content and Credit Recovery" (Exhibit C)

16. Proposed new Board Policy IKFC "Employability Credential" and Administrative Rule IKFC-R "Employability Credential" (Exhibit D)

17. Approval of appointment to Richland County Board of Assessment (Exhibit E)

18. Adjourn

INFORMATION AGENDA

19. The next board meeting will be August 13, 2018 at The Center for Advanced Technical Studies.

*The Board welcomes and encourages public participation. We respectfully ask that you adhere to the procedures and the decorum provided in board policy BEDH "Public Participation at Meetings". Your comments should be limited to three minutes. Questions asked during public participation will be handled in accordance with board policy BEDH.

district five
OF LEXINGTON & RICHLAND COUNTIES

Minutes/June 11, 2018

The Board of Trustees of School District Five of Lexington and Richland Counties met at The Center for Advanced Technical Studies with the following members present:

Mr. Robert Gantt, Chairman
Mr. Larry Haltiwanger, Vice Chairman
Mrs. Ellen Baumgardner, Secretary
Mr. Michael Cates
Mrs. Jan Hammond
Ms. Beth Hutchison
Mr. Ed White
Dr. Stephen Hefner, District Superintendent
Dr. Christina Melton, District Superintendent-Elect

The following staff were in attendance:

Ms. Katrina Goggins, Director, Office of Communications
Dr. Michael Harris, Chief Student Services Officer
Dr. Allison Jacques, Chief Human Resources Officer
Mr. Len Richardson, Chief Finance Office

Chairman Robert Gantt gave welcoming remarks.

The Invocation was given by Jan Hammond, Board of Trustees. The Pledge of Allegiance was led by Deuce Moore.

The Board conducted the School Board Spotlight.

A welcome and brief overview of The Center for Advanced Technical Studies was given by Dr. Al Gates, Director.

During the Superintendent's Report, Todd Bedenbaugh gave a presentation on the Crop Stop Initiative; Michael Guliano gave presentations on Project Search, BOOM (Building Occupational Opportunities in the Midlands) and Escolares Program: 10-Year Anniversary.

During the public participation, Kim Murphy spoke regarding financial issues.

ASCHOOL DISTRICT FIVE
OF
LEXINGTON AND RICHLAND COUNTIES

Meeting of June 11, 2018

	BAUMGARDNER	CATES	GANTT	HALTIWANGER	HAMMOND	HUTCHISON	WHITE
1. M. Cates S. Baumgardner Approve the agenda	X	X	X	X	X	A	A
2. M. Haltiwanger S. Baumgardner Enter executive session to consider the following : a) receipt of legal advice regarding borrowing capacity ; b) evaluation of Superintendent for 2017-2018 (Exhibit A) ; and c) selected employment items (Exhibit B)	X	X	X	X	X	A	A
3. M. Baumgardner S. Cates Approve the minutes of the May 21, 2018 board meeting	X	X	X	X	X	X	X
4. M. Cates S. Hammond Approve the selected employment items (Exhibit B)	X	X	X	X	X	X	X
5. M. Hutchison S. Hammond Mr. Chairman, based upon your letter to Dr. Hefner of May 31, 2018, and Dr. Hefner's response to you on June 4, 2018, which each board member has a copy of, I move the Board endorse Dr. Hefner's assessment of Dr. Melton's performance as Superintendent-Elect for the period of January 1, 2018 through the present and authorize you to issue the attached Public Statement on behalf of the Board, confirming Dr. Melton's appointment as Superintendent of School District Five of Lexington and Richland Counties, effective July 1, 2018	X	X	X	X	X	X	X
6. M. Haltiwanger S. Hutchison Mr. Chairman, after reviewing Dr. Hefner's report on the District's progress, and hearing the Board members' comments this evening regarding Dr. Hefner's performance, I move that we conclude as a Board that Dr. Hefner receive an Exceptional evaluation for the 2017-2018 school year							

A = Absent
AB = Abstain
N = No
X = Yes
R = Recuse

ASCHOOL DISTRICT FIVE
OF
LEXINGTON AND RICHLAND COUNTIES

Meeting of June 11, 2018

		BAUMGARDNER	CATES	GANTT	HALTIWANGER	HAMMOND	HUTCHISON	WHITE
	M. Gantt S. Hutchison	X	X	X	X	X	X	X
	Amend to include the overall evaluation is Extraordinarily Exceptional							
	Vote on original motion	X	X	X	X	X	X	X
7.	M. Baumgardner S. White	X	X	X	X	X	X	X
	Adjourn at 8:30 p.m.							

A = Absent
AB = Abstain
N = No
X = Yes
R = Recuse

School District Five of Lexington & Richland Counties

Board of Trustees

PUBLIC STATEMENT – June 11, 2018

I would like to make the following statement on behalf of the Board regarding our Superintendent, Dr. Stephen Hefner. As has just been established through Board action, at our meeting this evening, the Board conducted its final evaluation of Dr. Hefner and found his overall evaluation to be extraordinarily exceptional. His evaluation speaks for itself.

Dr. Hefner's accomplishments on behalf of the District during the 2017-18 school year are reflected in his overall extraordinarily exceptional evaluation. Under Dr. Hefner's leadership, the District has continued to achieve excellence in student achievement; fill its teaching positions with highly qualified, properly certified teachers; strengthen its access to and utilization of technology to improve teaching and learning; ensure effective and efficient utilization of the District's fiscal and physical resources; reinforce its efforts to provide for the safety, emotional, psychological, and physical well-being of students and staff; and provide an effective communication system with employees, parents, students, and the community.

One of Dr. Hefner's many strengths is his ability to recognize and support outstanding leaders. This is evidenced by the fact that during his time as Superintendent, numerous District administrators received state and national awards for their leadership. Most recently, Dr. Akil Ross, principal of Chapin High School, was named the 2018 NASSP National Principal of the Year. Kelly Reese, assistant principal at Lake Murray Elementary School, was named SCASA's 2018 Elementary Assistant Principal of the Year. Mr. Reggie Kennedy, Irmo High School athletic director, was named SCAAA Regional Athletic Director of the Year. Todd Bedenbaugh, director of student nutrition, was named School Nutrition Association's Director of the Year for

South Carolina and the Southeast Regional Director of the Year. Dr. Michael Lofton, principal at Spring Hill High School, was named 2018 Magnet Schools of America National Principal of the Year. Additionally, Dr. Hefner was named 2018 Magnet Schools of America national Superintendent of the Year. Dr. Hefner was also given the Lifetime Achievement award by the Irmo Chamber.

We are grateful for all that Dr. Hefner has done during his eight school years of leading School District Five to build a strong foundation for the future of our District. We further appreciate Dr. Hefner's efforts to provide the Board and District with a smooth transition to the leadership of our next Superintendent, Dr. Christina Melton.

On behalf of the School District Five Board of Trustees and the entire District Five community, we simply say "thank you" for a job that is clearly your passion and extremely, extraordinarily well done. Thank you for your clear vision and laser focus leading School District of Lexington & Richland Counties to new heights. Thank you, Dr. Hefner.

Chairman Robert Gantt for the Board

June 11, 2018

School District Five of Lexington & Richland Counties

Board of Trustees

PUBLIC STATEMENT – June 11, 2018

The Lexington-Richland Five community is well aware that in December 2017, the Board of Trustees of our District named Dr. Christina Melton as the District's next Superintendent effective July 1, 2018, following Dr. Hefner's retirement June 30.

As is customary with South Carolina School superintendents, in December the District executed a three-year contract with Dr. Melton to begin July 1, 2018, assuming she met performance expectations as "Superintendent Elect."

Dr. Melton was an administrative employee of the District at the time of her appointment as Superintendent. Thus, she was given the title "Superintendent Elect," effective January 1, 2018. Specifically, Dr. Melton's contract provided as follows:

> "Effective January 1, 2018, Dr. Christina Melton shall be designated Superintendent Elect by the Board and shall perform any such duties in her capacity requested by the Superintendent; .... In all other respects, Dr. Melton's current Employment Agreement shall be in force until July 1, 2018, at which time the terms and conditions of this Agreement shall become effective conditioned upon satisfactory performance by Dr. Christina Melton while Superintendent Elect, as determined in good faith by the Board, on or before June 22, 2018."

Accordingly, the Board asked Dr. Hefner, Dr. Melton's immediate Supervisor, to formally advise the Board of his assessment of Dr. Melton's performance as Superintendent Elect.

Tonight, we are pleased to share Dr. Hefner's review of Dr. Melton's work during the past six months as Superintendent Elect, as set forth in his letter to me dated June 4, 2018. Dr. Hefner's letter reads as follows:

> "Per the Board's request, I am submitting herewith my assessment of Dr. Christina Melton's performance as Superintendent-Elect from January 1, 2018 to the present.
>
> In a word, Dr. Melton's performance has been 'Outstanding." She has met or exceeded every expectation. Just has been the case during the eight school years I have supervised her, Dr. Melton -- no matter what task is assigned to her -- always rises to the top. She was an outstanding principal, an outstanding Director of Elementary Education, and an outstanding Chief Instructional Officer. Thus, it is no surprise that she has been an outstanding Superintendent Elect.

> Dr. Melton is a person of great vision, a very gifted leader, an excellent manager, and an individual who establishes and sustains an organizational culture that is focused on ensuring that students and teachers can do their best work. She already has earned the esteem of our fellow superintendents here in the Midlands and around the state. And, as I have seen her interact with our 11 different superintendent's advisory groups here in the District, I have been impressed with her ability to establish rapport and to garner respect.
>
> I am confident the District will continue to move forward positively and reach heights of success greater than ever before under Dr. Melton's leadership as Superintendent."

Tonight, I am pleased to announce the Board unanimously concurs with Dr. Hefner's assessment, and pursuant to her contract executed in December, Dr. Melton will become District Superintendent effective July 1, 2018.

Chairman Robert Gantt for the Board

June 11, 2018

Exhibit B

EXHIBIT B

district five
OF LEXINGTON & RICHLAND COUNTIES

MEMORANDUM

To: Members of the Board of Trustees

Through: Dr. Christina Melton
Superintendent

From: A. Len Richardson
Chief Finance Officer

Date: July 11, 2018

Re: Board Meeting – July 16, 2018
Amended FY 2018-2019 General Fund Budget

Following the approval of the District's FY 2018-2019 General Fund Budget, the 2018-2019 General Appropriations Bill (H. 4950) was Ratified by the General Assembly on June 29, 2018. Although there are no changes to the projected expenditures, the final version of the Act did include changes that affect the projected revenues. The changes will be presented for approval.

RECOMMENDATION:

The administration recommends for approval the amended FY 2018-2019 General Fund Budget in the amount of $188,721,570.

ALR:tl

Attachment

district five
OF LEXINGTON & RICHLAND COUNTIES

FY 2018 - 2019
General Fund Budget

Amended

July 16, 2018

Disclaimer

- The information provided in this presentation is based upon the FY 2018-2019 General Appropriations Bill (H.4950) as ratified by the General Assembly.

State Budget Summary

Base Student Cost –

Provides additional funds to cover the growth of students and WPUs but also raises the BSC by $60 to $2,485.

Teacher Raises

Provides funding through EIA (100% state support) to provide a 1% teacher pay increase.

Pupils in Poverty

Changes the qualifying definition to those students eligible for Medicaid, SNAP, TANF, or who are homeless, transient, or in foster care.

Beginning Teacher Salary Increase

Specifies the statewide minimum teacher salary schedule used in Fiscal Year 2017-18 will continue to be used in Fiscal Year 2018-19 and the starting salary shall be increased to $32,000 with the remaining salary schedule increased by one percent.

Earnings Limitation –

Deletes the proviso suspending the earnings limitation for SCRS retirees, however PORs retirees may return to work without limitation as SROs. (Please note that there is and always has been a suspension of the earnings limitation for educators in critical geographic and critical subject area positions.)

State Budget Summary
Continued

Application of Earnings Limitation –

Deletes proviso specifying that a retired member of the SCRS cannot be employed by a third party to avoid the $10,000 earnings cap limitation.

Student Meals –

Directs districts to increase access to free meals for all students in poverty and requires boards to adopt a resolution specifying why or why not the district is participating in the federal Community Eligibility Program.

Safe Schools Initiative –

Requires the creation of a Crisis Intervention Team (Proviso 1.98) to coordinate, collect and compile Crisis Intervention & School Safety Plans.

Specifies that lottery funds ($15 million -$10 million lottery & $5 million surplus) appropriated to SCDF for Facility and Infrastructure Safety Upgrades may include but not be limited to door locks, security cameras, metal detectors, lifesaving medical equipment and equipment related to school resource officers (excluding vehicles).

School Safety Program (SROs) –

Provides $2 million to facilitate the hiring of SROs in school districts lacking adequate resources to hire SROs (based on most recent ITA). Districts can only qualify for funding for 4 SROs.

FY 2018-2019 Approved Budget Changes
$5,450,696 (3.00%)

Additional certified staff*	
1.0 Guidance Counselor	
3.0 Behavioral Interventionists	
3.0 Academic Interventionists	
1.0 Math Interventionist (MS)	
1.0 Career Development Facilitators (CDF - partially funded with TA	
13.0 Teachers	$ 821,513
Additional support staff*:	
3.0 Teaching Assistants	
0.5 School Nurse	
1.0 Custodian	$ 210,536
Additional school resource officer (CATS)	$ 90,000
Increased costs for School Resource Officers	$ 165,000
Additional contracted mental health case managers	$ 100,000
Increased contract days for district safety officers (190 - 210)	$ 17,483
Eliminate 12% salary reduction for returning retirees*	$ 401,193
$500 Loyalty Bonus for all district employees (non-recurring)	$ 1,479,730
Salary increases (COLA, step and credential), terminal leave, fringe benefits increases and school allocation changes**	$ 2,165,241

* Includes salaries and fringe benefits costs
**subject to change based upon terminations, new hires, etc.

FY 2018-2019
Projected General Fund Revenue - Local

Category	Original Amount	Amended Amount	Change
Local Revenue			
Ad Valorem Taxes (including Delinquent)	66,646,550	66,646,550	-
Penalties & Interest on Taxes	277,000	277,000	-
Fee in Lieu of Taxes	1,320,000	1,320,000	-
Other Local Revenue	730,000	730,000	-
Total Local Revenue	$68,973,550	$68,973,550	-

FY 2018-2019
Projected General Fund Revenue - State

Category	Original Amount	Amended Amount	Change
State Revenue			
Bus Drivers Salaries & W/C	1,261,740	1,261,740	-
State Fringe Benefits	23,577,801	24,276,997	699,196
Educational Finance Act (EFA)	42,323,678	42,080,149	(243,529)
Property Tax Relief Tier I *	10,580,071	10,580,071	-
Property Tax Relief Tier II *	1,758,200	1,758,200	-
Property Tax Relief Tier III	31,062,365	31,062,365	-
Other State Revenue	1,918,738	1,918,738	-
Total State Revenue	$112,482,593	$112,938,260	$455,667

FY 2018-2019
Projected General Fund Revenue - Other

Category	Original Amount	Amended Amount	Change
Transfers from Other Funds			
Indirect Cost	290,000	290,000	-
Transfer From EIA (Teacher Salary and Benefits)	5,595,911	5,621,487	$25,576
Total Transfer from Other Funds	$5,885,911	$5,911,487	$25,576
Shortfall (Operational Balance)	$1,379,516	$898,273	($481,243)
Total Funds Available	**$188,721,570**	**$188,721,570**	**$0**

General Fund Budget Recap

Projected Revenue =	$ 187,823,297
Projected Expenditures =	$ 188,721,570
Shortfall (Operational Balance)	$ (898,273)

Calculation for FY 2018-2019 Allowable Millage Increase

Section 6-1-230 of the SC Code of Laws

Consumer Price Increase (CPI) *	2.13%
Lex/Rich 5 Population Growth *	0.82%
Allowable Percentage Increase *	2.95%
FY 2017-2018 Millage Rate	256.9
FY 2018-2019 Millage Increase Cap	7.6 mills

*Source: SC Revenue And Fiscal Affairs Office

"Education is the most powerful weapon which you can use to change the world."

- Nelson Mandela



Exhibit C

EXHIBIT C

district five
OF LEXINGTON & RICHLAND COUNTIES

MEMORANDUM

To: Members of the Board of Trustees

Through: Dr. Christina S. Melton, Superintendent

From: Michael Guliano MG
Chief Instructional Officer

Date: July 11, 2018

Re: July 16, 2018 Board Meeting
Discussion: Approval of New Policies

- Board Policy IKADD "Content and Credit Recovery"
- Administrative Rule IKADD-R "Content and Credit Recovery"
- Exhibit IKADD-E "Credit Recovery Application"

Item: Proposed new Board Policy IKADD "Content and Credit Recovery", new Administrative Rule IKADD-R "Content and Credit Recovery", and new Exhibit IKADD-E "Credit Recovery Application" are attached for your review.

Recommendation: The administration recommends the proposed new Board Policy (IKADD "Content and Credit Recovery"), new Administrative Rule (IKADD-R "Content and Credit Recovery"), and new Exhibit (IKADD-E "Credit Recovery Application") move to First Reading.

I will be present to answer any questions you may have regarding the addition of these new items.

Attachments: New Board Policy IKADD "Content and Credit Recovery"
New Administrative Rule IKADD-R "Content and Credit Recovery"
New Exhibit IKADD-E "Credit Recovery Application"

Recommended New Policy
Discussion 7/16/18

CONTENT AND CREDIT RECOVERY

IKADD
DRAFT

Students who have been unsuccessful in mastering content or skills required to receive course credit may be offered the opportunity to participate in the district's content or credit recovery programs.

Content Recovery

The district's content recovery program consists of a course-specific, skill-based learning opportunity for students who are still enrolled in a course with the original teacher of record assigned by the school who have not achieved mastery of course content that has already been addressed. Content recovery allows a student to retake a subset of a course, including a single unit, more than one unit, or other supplemental assignments/activities assigned and approved by a certified teacher as needed for the student to achieve mastery of the course content.

Credit Recovery

The district's credit recovery program consists of a course-specific, skill-based learning opportunity for students who have previously failed to master content or skills required to receive credit in a given course. The program is designed for students who are no longer enrolled in a course but who have achieved sufficient mastery to benefit from a block of instruction, less than the entirety of the course, which targets specific components or a subset of standards to address the student's deficiencies.

There will be no increase in the GPA of a student who achieves credit for a credit recovery course. Should a student wish to modify his/her GPA, he/she should repeat the full course for credit and not seek participation in the credit recovery program.

Student Athletes

Student athletes and their parents/legal guardians should be aware that current National Collegiate Athletic Association (NCAA) rules place strict limitations on credits earned through credit recovery programs. Participation in these programs **are likely to affect a student's eligibility for NCAA play** (i.e., VirtualSC credit recovery courses are not approved by the NCAA). Consult the district athletic director for more information.

Issued ^

Recommended New Administrative Rule
Discussion 7/16/18

CONTENT AND CREDIT RECOVERY

IKADD-R
DRAFT

School administrators will coordinate with staff members to identify students appropriate for participation in content and credit recovery programs.

Content Recovery

Students must be currently enrolled in a course to participate in content recovery.

Eligibility

Students are eligible for participation in content recovery through the recommendation of their classroom teacher based upon a variety of factors including, but not limited to, documented student performance on formative and summative classroom assessments, student attendance patterns, and course content and curriculum pacing.

Students are generally not limited in the amount of courses for which they may participate in content recovery; however, school administrators may elect to limit participation based upon parent/legal guardian and/or teacher recommendation. Students are limited to one attempt for each credit recovery assignment.

Grading

Content recovery assignments must be completed no later than ten school days after the date they are assigned. Seniors must complete any content recovery assignments no later than the last day of senior exams. Upon satisfactory completion of all assigned work within the time allowed, the teacher will factor the content recovery grade in with the currently recorded grade for that subset of the course by averaging the student's initial grade for the nine weeks with the content recovery grade for that nine weeks.

Credit Recovery

Students must have previously failed a course to be eligible for credit recovery. Participation in credit recovery will not affect a student's GPA. Should a student wish to modify his/her GPA, he/she should repeat the full course for credit and not seek participation in the credit recovery program.

Eligibility

Students are eligible for a credit recovery course if they have previously taken and failed an initial credit (first attempt) course. Students must have obtained a grade of 50 or higher in the initial credit course, or the student is not eligible for credit recovery and must retake the full course to

receive credit. Students must have met District Five of Lexington and Richland Counties' High School Attendance Guidelines in the initial credit course to be eligible for Credit Recovery in that same course. Students who have already received credit for a course are ineligible to participate in credit recovery to improve their final grade. Students are eligible for a credit recovery course immediately following the academic year/semester they failed an initial credit course. Credit recovery courses may be completed in a summer session or in the next academic school year for the same failed course.

Students will be required to complete an application to request placement in a credit recovery course. Consent of the student's parent/legal guardian must be obtained prior to enrollment.

Only students in grades 9-12 may participate in Credit Recovery.

Instruction and curriculum

The method of instruction for credit recovery courses may vary based upon the district resources available, and includes, but is not limited to, use of an online or computer-based program, VirtualSC, direct instruction by a certified teacher either in person or via distance learning, or blended learning. Individuals charged with facilitating credit recovery courses will receive training in online instruction management and related technology, when applicable.

Each credit recovery course will be based upon state curriculum standards and objectives for the corresponding subject and will be aligned across courses within the district.

Credit recovery course offerings may be limited by the availability of space, facilitators, and appropriate computer-based content and/or due to district budgetary constraints.

Grading

Students are not permitted to remain in a credit recovery course for more than one academic year.

Credit recovery courses taken during the final semester of the school year must be completed by the last day of the academic year. Graduating seniors must complete credit recovery courses no later than the last day of senior exams. Students taking Credit Recovery courses in a summer session must complete the coursework and receive a final grade by August 15. Those seniors who take a Credit Recovery course after the school's graduation date for the spring term will be considered summer graduates and must also complete coursework by August 15.

When a student has shown mastery of the credit recovery material, the student will receive credit for the course. Because end-of-course examinations focus on assessing a student's mastery of an entire course, and credit recovery only focuses on a portion of the course's content, students will not be permitted to retake the exam.

Student grades in credit recovery courses are designed to be GPA-neutral, meaning that the student's GPA will not be affected by the student's grade in the course. The failing grade in the initial credit course will remain on the student's transcript. If the student passes the credit recovery course with a 60 or higher, the passing grade will be entered as "P." If the student does not pass, the failing grade will be entered as "NP." Neither the "P" or "NP" grade designation will impact the student's GPA.

Cost

The district may elect to charge a fee for Credit Recovery courses.
Issued ^

Recommended New Exhibit
Discussion 7/16/18

FILE: IKADD-E
DRAFT

CREDIT RECOVERY APPLICATION

Student name: _____ Grade level: _____

Name of course(s) to be recovered: _____

To be completed by the student

I understand that School District Five of Lexington Richland Counties' credit recovery program is designed to allow me the opportunity to earn credits towards graduation for courses I have previously taken and failed.

I understand that "Credit Recovery" refers to a block of instruction that is less than the entirety of the course and targets specific components or standards necessary for proficiency in the overall course. I understand that upon passing the credit recovery course with a grade of 60 or higher, I will receive a grade of "P" (pass) and credit for the course. This grade will be recorded on my transcript and denoted that it was completed in the form of credit recovery. My grade in the initial course will remain on my transcript as well. There will be no increase in my GPA for achieving credit for a credit recovery course.

I understand participation in the credit recovery program is likely to affect my eligibility for National Collegiate Athletic Association (NCAA) play.

I have read and understand district policy IKADD, and I, the undersigned, agree to the terms and conditions of the program contained therein.

_____ _____
Student's signature Date of application

To be completed by the parent/legal guardian

I, the parent/legal guardian of the above named student, do hereby give my consent for my child to participate in School District Five of Lexington Richland Counties' credit recovery program.

I have read and understand district policy IKADD, and I, the undersigned, agree to the terms and conditions of the program contained therein.

_____ _____
Parent/Legal guardian's name (please print) Parent/Legal guardian's signature

To be completed by the school upon receipt of completed form

_____ _____ _____
Received on (date) School School designee's signature

Exhibit D

EXHIBIT D

district five
OF LEXINGTON & RICHLAND COUNTIES

MEMORANDUM

To: Members of the Board of Trustees

Through: Dr. Christina S. Melton, Superintendent

From: Michael Guliano MG
Chief Instructional Officer

Date: July 11, 2018

Re: July 16, 2018 Board Meeting
Discussion: Approval of New Policies

- Board Policy IKFC "Employability Credential"
- Administrative Rule IKFC-R "Employability Credential"

Item: Proposed new Board Policy IKFC "Employability Credential" and new Administrative Rule IKFC-R "Employability Credential" are attached for your review.

Recommendation: The administration recommends the proposed new Board Policy (IKFC "Employability Credential") and the new Administrative Rule (IKFC-R "Employability Credential") move to First Reading.

I will be present to answer any questions you may have regarding the addition of these new items.

Attachments: New Board Policy IKFC "Employability Credential"
New Administrative Rule IKFC-R "Employability Credential"

Recommended New Policy
Discussion 7/16/18

EMPLOYABILITY CREDENTIAL

IKFC
DRAFT

Purpose: To establish the program components and criteria for a state-recognized employability credential.

The South Carolina High School Credential course of study is a career-based educational program providing opportunities for students with disabilities to acquire employability skills thereby increasing a student's ability to obtain paid work after high school. Upon completion of the course of study, students will receive a uniform, state-recognized employability credential.

The South Carolina High School Credential program of study is appropriate for students with disabilities whose individualized education program (IEP) team determines, and agrees in writing, that a traditional high school diploma would not provide a free appropriate public education (FAPE). Instead, the IEP team believes mastery of a career-based educational program that includes academics, independent work experience, daily living skills, and self-determination skill competencies is the most appropriate way for the student to demonstrate his or her skills and for the district to provide FAPE.

An IEP team's decision to identify the employability credential as the student's expected high school outcome will be based on data which may include, but is not limited to, longitudinal information of grades, standardized achievement assessments, informal and formal transition assessments, adaptive behavior assessments, and work readiness assessments resulting in evidence of skills necessary for independent, competitive employment. The IEP team's decision will be made only after the team considers a variety of program options that may allow the student to pursue a state high school diploma.

Students may earn the state-recognized employability credential by meeting the requirements outlined in administrative rule IKFC-R.

Annual Notification

The district will provide an annual notification to the parent/legal guardian of each student in the program, or directly to each adult student, that the employability credential is not a state high school diploma. While a student working towards the employability credential will receive units on his/her high school transcript for general education academic and/or elective courses and occupational English, math, science, social studies, and career preparation courses, the employability credential can not be utilized to enter a four-year college/university or most two-year colleges/technical schools.

Adopted ^ _____

Legal References:

A. Federal Law:
   1. Individuals with Disabilities Education Act of 1975 (IDEA), 20 U.S.C.A. Section 1400.

B. S.C. Code, 1976, as amended:
   1. Section 59-39-100 - Issuance of uniform diplomas by accredited high school; units required.

C. State Board of Education Regulations:
   1. R43-235 - South Carolina Employability Credential for Students with Disabilities (pending approval by the SC General Assembly, projected effective date 5/25/2018)

EMPLOYABILITY CREDENTIAL

IKFC-R
DRAFT

The South Carolina High School Credential is not intended for students obtaining a state high school diploma, but participation in the program does not preclude a student from obtaining both if appropriate during the lifetime of the student's school career. Additionally, participation in the program does not result in a wavier of a student's entitlement to a free appropriate education as defined in federal law.

Students may earn the state-recognized employability credential by meeting the requirements outlined in administrative rule IKFC-R beginning with 2018-19 grade 9 students.

Students enrolled in grades 10, 11, or 12 in the 2018-19 school year may earn a District-recognized employability credential based upon criteria aligned to the state-recognized employability credential.

Program Participation Determination

Beginning no earlier than the end of a student's eighth grade academic school year, or later if determined by the student's individualized education program (IEP) team, and updated annually thereafter, the IEP team will determine if the student's expected high school outcome will be to attain a state high school diploma, a state-recognized South Carolina High School Credential, or district attendance certificate. The course of study identified in the IEP will match this determination and support the student's postsecondary goals.

Employability Credential Requirements

The South Carolina High School Credential program consists of 24 units of coursework aligned with the Profile of the South Carolina Graduate and the SC College and Career-Ready Standards. These courses may be personalized by content area and may include both credit-bearing (Carnegie) and non-credit bearing (Credential) courses.

Units	Courses
4	ELA
4	Math
2	Science
2	Social Studies
4	Employability Education
1	PE/Health
1	Technology
6	Electives

Additionally, students must:

- develop a career portfolio that includes a multimedia presentation project;
- attain work readiness assessment results that demonstrate the student is ready for competitive employment; and
- complete work-based learning/training that totals at least 360 hours.

Work-based learning/training requirements

Work-based learning and training completed during the program:

- may be school-based, community-based, and/or paid or unpaid employment;
- must be aligned with the student's interests, preferences, and postsecondary goals and individual graduation plan; and
- for paid employment, must pay a minimum wage or above and in compliance with the requirements of the Federal Fair Labor Standards Act.

Issued ^

Exhibit E

EXHIBIT E

district five
OF LEXINGTON & RICHLAND COUNTIES

Memorandum

To: Members of the Board of Trustees

Through: Dr. Christina Melton
Superintendent

From: Katrina Goggins
Director of Communications

Date: July 12, 2018

Re: Appointment to Richland County Board of Assessment Appeals

I recommend that Mr. Robert (Robby) A. Milam III be reappointed to serve as District Five of Lexington & Richland Counties appointee to the Richland County Board of Assessment Appeals, a role he's held since 2015. Mr. Milam has a wealth of experience and knowledge concerning District Five, our community and the real estate market.

I spoke with Mr. Milam concerning his possible reappointment. He has graciously agreed to serve. This position does not receive compensation except for travel reimbursement. Mr. Milam's professional vita is attached for your consideration.

The administration supports this recommendation and requests the Board of Trustees approval.

Thank you and please let me know if you have any questions.

KG/sl

Attachment - Professional Vita for Mr. Robert (Robby) A. Milam, III

Robert "Robby" A. Milam, III

Home: 1 Whetstone Creek Court, Irmo, Richland County, South Carolina 29063
Mobile: (803) 237-4885
E-Mail: RobbyMilam@REMAX.net

Personal Information:
D.O.B. - May 24, 1947
Married: 45+Years
Wife: Martha "Marty" Moore Milam, Chapin Elementary School Teacher, Retired
Children: Son - Dr. Robert Alden Milam, IV, M. D.; Wife: Stacey Milam
Daughter - Christiana Milam New; Husband: Jason New
Grand Children: Four
Two Grand Daughters: Breiana Hook-New, Corrine Milam
Two Grand Sons: Tate Milam, Jase New
Faith: Presbyterian (PCUSA); Lake Murray Presbyterian Church, White Rock, SC
Active Member: 38 years; Elder: 18 Years; Deacon: 2 Years;
Former School Board Member: Lexington/Richland School District Five: 7 Years;
Vice Chair Person: 2 Years; Secretary: 1 Year
Columbia High School, Columbia, SC
University of South Carolina, Columbia, South Carolina, Bachelor of Science

Professional Experience:
Presently:
Realtor (February 2002 to Present): RE/MAX Real Estate Consultants, Chapin, SC
Formerly:
Special Assistant to the Director; Criminalist IV: (February 1994 – Retired, June 30, 2001): South Carolina Department of Public Safety: Columbia, South Carolina
National Lecturer and Consultant with Criminalistics Consortium: Served twenty-seven states; (1987-2001)
Criminalist III and Instructor: (May 1993 – February 1994): South Carolina Criminal Justice Training Division: Columbia, South Carolina
Criminalist: (May 1966 - May 1993): Forensic Services, South Carolina Law Enforcement Division (SLED): Columbia, South Carolina

Honors:
Realtor/Agent of the Year, RE/MAX Real Estate Consultants: (2013).
Who's Who in American Education: (1993).
Who's Who in American Law Enforcement: (1997), (1986), (1983).
Law Enforcement Officer of Year: (1987).
S.C. Governor's Task Force on Highway Safety: (1983), (1977), (1973).
President's Task Force on Highway/Traffic Safety: (1982), (1981).
Who's Who in Law Enforcement in the United States: (1980).
S. C. Jaycees' Distinguished Service Award: (1977).
S.C. Jaycee of the Year: (1976).