



January 9, 2019

Austin E. Duncan  
[REDACTED]

Dear Mr. Duncan:

Please accept this as written acknowledgement of your letter in which you have resigned from your position effective 1/8/2019. Your resignation was accepted and will be presented as information to the Lexington-Richland Five Board of Trustees at the next scheduled meeting.

District Benefits Specialist, Caren Carmichael, will be sending materials to you under separate cover regarding your option of purchasing extended group health coverage under the Consolidated Omnibus Budget Reconciliation Act. Upon receipt of this information, feel free to call Ms. Carmichael at (803) 476-8168 with any questions you may have.

Sincerely,

Christina S. Melton, Ed.D.  
Superintendent

CSM:aj;sw

cc: Dr. Allison Jacques, Chief Human Resources Officer  
Vernon Sava, Principal of Dutch Fork Middle School  
Personnel File

# South Carolina State Board of Education

## Educator License

Austin Ellis Duncan



License Number  
286422

Social Security Number



Validity Period  
07/01/2017 - 06/30/2020

Initial Certificate

Class  
Bachelors

Experience  
0

Areas of Certification  
21 - History



Molly M. Spearman  
State Superintendent of Education

Date Printed  
09/15/2017

This is an unofficial copy printed from the Office of Educator Certification.

COPY - COPY - COPY

**BACKGROUND INFORMATION**

Test Taker's Name: DUNCAN, AUSTIN

Candidate ID Number: 11236966

Social Security Number:  
(Last 4 Digits)

Sex: M

Date of Birth:

**EDUCATIONAL INFORMATION**

College Where Relevant Training Was Received: COLLEGE OF CHARLESTON

Undergraduate Major: HISTORY

Graduate Major: (I)

Educational Level: (I)

GPA: (I)

**SCORE RECIPIENT(S) REQUESTED**

Code #	Recipient Name	Code #	Recipient Name
R5113	COLLEGE OF CHARLESTON	R8108(A)	SC STATE DEPT OF EDUCATION

CURRENT TEST DATE: 07/11/2017		Your Score	Possible Score Range	Average Performance Range**	Score Recipient Code(s) from Current Administration				
Test Code	Test Name				R5113	R8108			
5086	SOCIAL STUDIES: CONT & INTERP		100-200	150-171	Y	Y			

HIGHEST SCORE AS OF: 08/11/2017		Your Highest Score	Possible Score Range	Score Recipient Code(s)				
Test Date	Test Code			R5113	R8108			
07/11/2017	5086		100-200	Y	Y			
07/14/2017	5624		100-200	Y	Y			

ETS will retain your score for ten years for reporting purposes.

\*\* For more details on Average Performance Range refer to footnote on last page of this score report.

Message Codes: I = INFORMATION NOT PROVIDED OR INCORRECTLY GRIDDED

A = SCORE AUTOMATICALLY REPORTED TO STATE LICENSING AGENCY

Y = SCORE REPORTED TO RECIPIENT LISTED

**TEST TAKER: DUNCAN, AUSTIN**

**PASSED/NOT PASSED INFORMATION BASED ON HIGHEST SCORES EARNED AS OF: 08/11/2017**

Passed/ Not passed status provided in this report is based on the passing score in effect on the test date or on the date reported (as indicated next to each score recipient's name). Agencies reserve the right to accept the reporting of scores but not necessarily the passed/not passed status.

<b>COLLEGE OF CHARLESTON</b>			<b>5113</b>	<b>Your Highest Score</b>	<b>Required Minimum Score</b>	<b>Minimum Score Met/ Not Met</b>	<b>Required Passing Score</b>	<b>Passed/ Not Passed Status</b>
Test Date	Test Code	Test Name						
07/11/2017	5086	SOCIAL STUDIES: CONT & INTERP					153	PASSED
07/14/2017	5624	PLT: GRADES 7-12					157	PASSED
<b>SC STATE DEPT OF EDUCATION</b>			<b>8108</b>	<b>Your Highest Score</b>	<b>Required Minimum Score</b>	<b>Minimum Score Met/ Not Met</b>	<b>Required Passing Score</b>	<b>Passed/ Not Passed Status</b>
Test Date	Test Code	Test Name						
07/11/2017	5086	SOCIAL STUDIES: CONT & INTERP					153	PASSED
07/14/2017	5624	PLT: GRADES 7-12					157	PASSED

For more information on interpreting your scores, please refer to "Understanding Your Praxis Scores" available at [www.ets.org/praxis](http://www.ets.org/praxis). Further information on state requirements is also available online. Passed/Not Passed information not provided if more than one qualifying score is used for a test, or qualifying score is not available.

\*THIS INFORMATION IS PROVIDED TO THE TEST TAKER ONLY.  
+ PASSED/NOT PASSED INFORMATION NOT PROVIDED BECAUSE TEST(S) TAKEN IS/ARE NOT USED BY THIS AGENCY.

**DETAILED INFORMATION FOR: 07/11/2017 TEST DATE**

TEST CATEGORY*	Raw Points Earned	Raw Points Available	Average Performance Range **
SOCIAL STUDIES: CONTENT AND INTERPRETATION			
I. UNITED STATES HISTORY		18	8- 13
II. WORLD HISTORY		18	8- 14
III. GOVERNMENT/CIVICS		18	10- 14
IV. ECONOMICS		13	7- 10
V. GEOGRAPHY		13	7- 10
VI. BEHAVIORAL SCIENCES		10	5- 7
VII. SHORT CONTENT ESSAYS		18	6- 12

\* Category-level information indicates the number of test questions answered correctly for relatively small subsets of the questions. Because they are based on small numbers of questions, category scores are less reliable than the official scaled scores, which are based on the full set of questions. Furthermore, the questions in a category may vary in difficulty from one test form to another. Therefore, the category scores of individuals who have taken different forms of the test are not necessarily comparable. For these reasons, category scores should not be considered a precise reflection of a candidate's level of knowledge in that category and ETS recommends that category information not be used to inform any decisions affecting candidates without careful consideration of such inherent lack of precision.

\*\* The range of scores earned by the middle 50% of a group of test takers who took this form of the test at the most recent national administration or other comparable time period. N/C means that this range was not computed because fewer than 30 test takers took this form of the test or because there were fewer than 8 questions in the category or, for a constructed-response module, fewer than 8 points to be awarded by the raters. N/A indicates that this test section was not taken and, therefore, the information is not applicable.



**BACKGROUND INFORMATION**

Test Taker's Name: DUNCAN, AUSTIN

Candidate ID Number: 11236966

Social Security Number: [REDACTED]  
(Last 4 Digits)

Sex: M

Date of Birth: [REDACTED]

**EDUCATIONAL INFORMATION**

College Where Relevant Training Was Received: COLLEGE OF CHARLESTON

Undergraduate Major: HISTORY

Graduate Major: (I)

Educational Level: (I)

GPA: (I)

**SCORE RECIPIENT(S) REQUESTED**

Code #	Recipient Name	Code #	Recipient Name
R5113	COLLEGE OF CHARLESTON	R8108(A)	SC STATE DEPT OF EDUCATION

CURRENT TEST DATE: 07/14/2017		Your Score	Possible Score Range	Average Performance Range**	Score Recipient Code(s) from Current Administration					
Test Code	Test Name				R5113	R8108				
5624	PLT: GRADES 7-12	[REDACTED]	100-200	168-183	Y	Y				

HIGHEST SCORE AS OF:		08/11/2017	Your Highest Score	Possible Score Range	Score Recipient Code(s)					
Test Date	Test Code	Test Name			R5113	R8108				
07/11/2017	5086	SOCIAL STUDIES: CONT & INTERP		100-200	Y	Y				
07/14/2017	5624	PLT: GRADES 7-12		100-200	Y	Y				

ETS will retain your score for ten years for reporting purposes.

\*\* For more details on Average Performance Range refer to footnote on last page of this score report.

Message Codes: I = INFORMATION NOT PROVIDED OR INCORRECTLY REPORTED

A = SCORE AUTOMATICALLY REPORTED TO STATE LICENSING AGENCY

Y = SCORE REPORTED TO RECIPIENT LISTED

**TEST TAKER: DUNCAN, AUSTIN**

**PASSED/NOT PASSED INFORMATION BASED ON HIGHEST SCORES EARNED AS OF: 08/11/2017**

Passed/ Not passed status provided in this report is based on the passing score in effect on the test date or on the date reported (as indicated next to each score recipient's name). Agencies reserve the right to accept the reporting of scores but not necessarily the passed/not passed status.

COLLEGE OF CHARLESTON			5113	Your Highest Score	Required Minimum Score	Minimum Score Met/ Not Met	Required Passing Score	Passed/ Not Passed Status
Test Date	Test Code	Test Name						
07/11/2017	5086	SOCIAL STUDIES: CONT & INTERP					153	PASSED
07/14/2017	5624	PLT: GRADES 7-12					157	PASSED
SC STATE DEPT OF EDUCATION			8108	Your Highest Score	Required Minimum Score	Minimum Score Met/ Not Met	Required Passing Score	Passed/ Not Passed Status
Test Date	Test Code	Test Name						
07/11/2017	5086	SOCIAL STUDIES: CONT & INTERP					153	PASSED
07/14/2017	5624	PLT: GRADES 7-12					157	PASSED

For more information on interpreting your scores, please refer to "Understanding Your Praxis Scores" available at [www.ets.org/praxis](http://www.ets.org/praxis). Further information on state requirements is also available online. Passed/Not Passed information not provided if more than one qualifying score is used for a test, or qualifying score is not available.

\*THIS INFORMATION IS PROVIDED TO THE TEST TAKER ONLY.

+ PASSED/NOT PASSED INFORMATION NOT PROVIDED BECAUSE TEST(S) TAKEN IS/ARE NOT USED BY THIS AGENCY.

**DETAILED INFORMATION FOR: 07/14/2017 TEST DATE**

TEST CATEGORY*	Raw Points Earned	Raw Points Available	Average Performance Range **
PRINCIPLES OF LEARNING AND TEACHING: GRADES 7-12 I. STUDENTS AS LEARNERS II. INSTRUCTIONAL PROCESS III. ASSESSMENT IV. PROFESSIONAL DEVELOPMENT, LEADERSHIP AND COMMUNITY V. ANALYSIS OF INSTRUCTIONAL SCENARIOS		21 21 14 14 16	13-17 14-17 9-12 9-11 8-12

\* Category-level information indicates the number of test questions answered correctly for relatively small subsets of the questions. Because they are based on small numbers of questions, category scores are less reliable than the official scaled scores, which are based on the full set of questions. Furthermore, the questions in a category may vary in difficulty from one test form to another. Therefore, the category scores of individuals who have taken different forms of the test are not necessarily comparable. For these reasons, category scores should not be considered a precise reflection of a candidate's level of knowledge in that category and ETS recommends that category information not be used to inform any decisions affecting candidates without careful consideration of such inherent lack of precision.

\*\* The range of scores earned by the middle 50% of a group of test takers who took this form of the test at the most recent national administration or other comparable time period. N/C means that this range was not computed because fewer than 30 test takers took this form of the test or because there were fewer than 8 questions in the category or, for a constructed-response module, fewer than 8 points to be awarded by the raters. N/A indicates that this test section was not taken and, therefore, the information is not applicable.





**TEST TAKER: DUNCAN, AUSTIN**

**PASSED/NOT PASSED INFORMATION BASED ON HIGHEST SCORES EARNED AS OF: 08/11/2017**

Passed/ Not passed status provided in this report is based on the passing score in effect on the test date or on the date reported (as indicated next to each score recipient's name). Agencies reserve the right to accept the reporting of scores but not necessarily the passed/not passed status.

<b>COLLEGE OF CHARLESTON</b>			<b>5113</b>		<b>Your Highest Score</b>	<b>Required Minimum Score</b>	<b>Minimum Score Met/ Not Met</b>	<b>Required Passing Score</b>	<b>Passed/ Not Passed Status</b>
Test Date	Test Code	Test Name							
07/11/2017	5086	SOCIAL STUDIES: CONT & INTERP						153	PASSED
07/14/2017	5624	PLT: GRADES 7-12						157	PASSED
<b>SC STATE DEPT OF EDUCATION</b>			<b>8108</b>		<b>Your Highest Score</b>	<b>Required Minimum Score</b>	<b>Minimum Score Met/ Not Met</b>	<b>Required Passing Score</b>	<b>Passed/ Not Passed Status</b>
Test Date	Test Code	Test Name							
07/11/2017	5086	SOCIAL STUDIES: CONT & INTERP						153	PASSED
07/14/2017	5624	PLT: GRADES 7-12						157	PASSED

For more information on interpreting your scores, please refer to "Understanding Your Praxis Scores" available at [www.ets.org/praxis](http://www.ets.org/praxis). Further information on state requirements is also available online. Passed/Not Passed information not provided if more than one qualifying score is used for a test, or qualifying score is not available.

\*THIS INFORMATION IS PROVIDED TO THE TEST TAKER ONLY.

+ PASSED/NOT PASSED INFORMATION NOT PROVIDED BECAUSE TEST(S) TAKEN IS/ARE NOT USED BY THIS AGENCY.

**DETAILED INFORMATION FOR: 07/14/2017 TEST DATE**

TEST CATEGORY*	Raw Points Earned	Raw Points Available	Average Performance Range**
PRINCIPLES OF LEARNING AND TEACHING: GRADES 7-12			
I. STUDENTS AS LEARNERS		21	13-17
II. INSTRUCTIONAL PROCESS		21	14-17
III. ASSESSMENT		14	9-12
IV. PROFESSIONAL DEVELOPMENT, LEADERSHIP AND COMMUNITY		14	9-11
V. ANALYSIS OF INSTRUCTIONAL SCENARIOS		16	8-12

\* Category-level information indicates the number of test questions answered correctly for relatively small subsets of the questions. Because they are based on small numbers of questions, category scores are less reliable than the official scaled scores, which are based on the full set of questions. Furthermore, the questions in a category may vary in difficulty from one test form to another. Therefore, the category scores of individuals who have taken different forms of the test are not necessarily comparable. For these reasons, category scores should not be considered a precise reflection of a candidate's level of knowledge in that category and ETS recommends that category information not be used to inform any decisions affecting candidates without careful consideration of such inherent lack of precision.

\*\* The range of scores earned by the middle 50% of a group of test takers who took this form of the test at the most recent national administration or other comparable time period. N/C means that this range was not computed because fewer than 30 test takers took this form of the test or because there were fewer than 8 questions in the category or, for a constructed-response module, fewer than 8 points to be awarded by the raters. N/A indicates that this test section was not taken and, therefore, the information is not applicable.

# SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND

## New Hire Assignment Personnel Action Request for Duncan, Austin

Fiscal Year: 2017 - 2018

PAR ID #361

Type	New Hire Assignment	Date Entered	08/03/2017	Completed HR	
Requester	sbruno	Status	In process	Completed PR	

### Job Selection

Position ID	DAC	Position Type	Description	Control Code
36373	Dutch Fork Middle School	Teacher - ML Social Studies	ML Social Studies	2570

DAC	Dutch Fork Middle School	Employee Template	
-----	--------------------------	-------------------	--

### Demographics

Effective Date	08/16/2017	Gender	
Name	Duncan, Austin	Marital Status	
Address		Race	
		Ethnicity	
		Email Address	
Home Phone		Unlisted	<input type="checkbox"/>
Birth Date	05/06/1993	SSN	
		Hours Per Day	7.00
		FTE	1.00
		Replaces Employee	Holley, Lisa T

Salary Schedule	Teacher Annualized - 190 Day Row: 0 Column: Bachelors Degree 3A	Amount	
-----------------	---	--------	--

Notes New Hire for 17/18 SY. Replacing [REDACTED] who resigned.

### Additional Information

Name	Value
Hours Per Day	
Contract Type	Induction
Column (Class/Certification Level)	3A-Bachelors
Row (Years Experience)	0
Time In (Required for Support)	
Time Out (Required for Support)	
Minutes for Lunch (Support Only)	
Home School	DFMS
Effective Dt.	8/16/2017
Board Packet Date	6/29/2017

### Approval Log

Approver	Approved By	Approved On	Notes
	sbruno	08/03/2017 09:06:53 AM	PAR Submitted for Approval
vlsava	sbruno	08/03/2017 09:10:17 AM	Approver Skipped
aywhite	sbruno	08/03/2017 09:10:27 AM	Approver Skipped
wpbrown	sbruno	08/03/2017 09:10:38 AM	Approver Skipped
aballington			
sgdicker			



Office of Human Resources  
JUN 14 2017  
Received

JUN 14 2017

Received

☒ DATE: 6-14-17

**EMPLOYEE INFORMATION:**

**Name Change:**

Name of Employee Replacing:

Home Location: Dutch Fork Middle - 28

**Employee ID #:**

Position Title: MS SOCIAL STUDIES TEACHER

Old Address:

New Address:

Start Date: 8-16-17

End Date:

Contract Days: 190

FTE: 1.0

Actual # of contract days employed:

(Count ACTUAL days if full contract days are not worked.)

Schedule: M ☒ T ☒ W ☒ Th ☒ F ☒

Hours a day: 7.5      Minutes for Lunch : 30

Time in: 8:00 Time out: 4:00

Old Account #:

**FTE**

New Account #:

ETE

**REFERENCE CHECK:**

Date:

Name of Reference:

**Position:**

Response: SEE ATTACHED

**Signature of approval by Principal/Administrator:**

★★ FOR HR OFFICE USE ONLY ★★

Accepted Offer: ☒ Declined Offer: ☐ Date: 6-20-17 Initials: NAB Salary quoted: \$

Salary Class: 3A Contract days: 190 Years Experience or Step: 0 Hrly Rate: \$ \_\_\_\_\_ Daily Rate: \$ \_\_\_\_\_

Social Security: [REDACTED] Certificate #: [REDACTED] Degree Level: Bachelors Experience: 0

Teacher Salary Calculation: \$ 190 = Contract issued: Induction NBCT

Comments:

**Required Documents (✓) :**

Transcripts: \_\_\_\_\_ Praxis/NTE: \_\_\_\_\_ TB Test: \_\_\_\_\_ 1-9: \_\_\_\_\_ Certificate: \_\_\_\_\_ Payroll Info: \_\_\_\_\_ SLED/SO/E-Verify \_\_\_\_\_

Entered in CSI (✓) :

General Info: Beds Codes: Emp. History: Notes: EEOC: PAF Completed: Board Pkt:

RECEIVED 1961 11



Austin Duncan

**SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND COUNTIES**

**Telephone Reference Check – Certified Staff \***

*Most Recent OR Current Principal Required for all except First Year Teachers. For First Year Teachers, the Cooperating Teacher for Student Teaching may be used.*

Applicant: Austin Duncan

Position Applied for: Social Studies

Location: DFMS

Reference Checked by: Vernon Sava

Date of Reference: 6/14/2017

Previous Employer: Student Teacher @ Academic Magnet High School, Charleston

Person Giving Reference: Nairobi Orr

Title of Person Giving Reference: Teacher

Dates of Employment: Spring 2017 - Jan - May

Position/Title while Employed: Student Teacher

How would you describe the applicant's performance of job duties? planned lesson, focused on building his philosophy and practice, graded, worked a rotation of forms taught Law Ed and Ancient World History

What value did the applicant add to your company/school? Builds a strong rapport especially with male students. Played on the faculty BB team. Students were comfortable coming to him. Did establish boundaries.

How well did the applicant get along with others? Participated and sought out opportunities to interact w/faculty and parents. Respectful in his interactions and treated all well.

Is the applicant eligible for rehire by your company/school?

Yes ☒

No ☐

If not eligible, why not?

Additional Notes:

## South Carolina Educator Employment Application System

PROFILE NUMBER: 189243

FULL NAME: Duncan, Austin E

APPLICANT E-MAIL: [REDACTED]

PHONE: [REDACTED]

DATE APPLICATION LAST MODIFIED: 06/01/2017

DATE APPLICATION FINALIZED: 6/1/2017 10:00:11 AM

Mozilla/5.0 (Windows NT 6.1; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/57.0.2987.133 Safari/537.36

This employment application is finalized and available for viewing.

### SECTION I -- PERSONAL INFORMATION

Lastname: Duncan		Firstname: Austin		Middlename: E		Maiden Name:	
Name at Birth:				Any former names used: 1. 2.			
Present Address: [REDACTED]							
City: [REDACTED]		State: SC		Zip Code: [REDACTED]		Country: UNITED STATES	
Permanent Address (If not same as above): [REDACTED]							
City: [REDACTED]		State: SC		Zip Code: [REDACTED]		Country: UNITED STATES	
Present Telephone: [REDACTED]				Permanent Telephone: [REDACTED]			

### SECTION II -- POSITION DESIRED

Preferred Assignment (specify grade levels and/or subjects, if applicable)				
First Choice: High - Social Studies - Secondary				
Second Choice: High - Social Studies - Middle Level				
Third Choice: High - Instructional Specialist/Coordinator/Coach				
If you also wish to be considered for a coaching assignment, list sports in order of preference. Attach an athletic resume that includes your experiences and records in preferred sports.				
<table border="1"> <tr> <td>1. Basketball - Men</td> </tr> <tr> <td>2. Soccer - Men</td> </tr> <tr> <td>3.</td> </tr> </table>		1. Basketball - Men	2. Soccer - Men	3.
1. Basketball - Men				
2. Soccer - Men				
3.				
What student activities are you willing to sponsor? If a coaching vacancy is not available, I would be open to discussing the different student activities I could sponsor.				
What proficiencies do you have in computer technology?				

**SECTION III -- LICENSURE INFORMATION**

Check Cert Status

View Adept History

Do you presently hold a valid S.C. credential? No, I am in the final year of my teacher education program

Type of S.C. credential:

S.C. Credential Number:

Expiration Date:

If applying for an alternate route certificate, do you have a current letter of eligibility?  
If so, submit electronic copy of letter of eligibility to CERRA.Indicate grade levels and subjects/areas you are licensed or anticipate receiving S.C. licensure in:  
(a).Social Studies (b).Government (c).History (d).

If not yet certified in S.C., have you applied for S.C. certification and, if so, when did you submit your certification application?

Do you presently hold a valid credential from any other states? No

If yes, indicate state(s): a., b., c.

Have you taken the National Teacher Examination (NTE)(required through 06/30/99)? No

Professional Knowledge score:

Area score:

Have you taken the Principles of Learning and Teaching(PLT) exam? No

July 14, 2017

Area:

Score:

Have you taken the Praxis II exams? No

July 10 &amp; 11, 2017

Test Name:

Score:

Test Name:

Score:

Test Name:

Score:

Test Name:

Score:

Are you currently certified by the National Board for Professional Teaching Standards? No  
If yes, what area?

**SECTION IV -- EDUCATIONAL AND PROFESSIONAL TRAINING (Submit electronic copies of all college transcripts to CERRA)**

Dates(mm/yyyy)		Name and Location of College or University (graduate or undergraduate)	Degree Received	Major	Minor
From	To				
08/2011	05/2012	Coker College Hartsville, SC		Sports Management	
08/2012	05/2013	Spartanburg Methodist College Spartanburg, SC		Business	
08/2013	05/2017	College of Charleston Charleston, SC	Yes	History & Secondary Education	
Did you participate in the S.C. Teacher Cadet Program?					
Are you a graduate of the S.C. Teaching Fellows Program?					

**SECTION V -- STUDENT TEACHING**

Dates (mm/yyyy)		Grades or Subjects	Supervising Teachers Info.	School Information
From	To			
01/2017	05/2017	9-12: World Geography & Law Education	Nairobi Orr Charleston,, SC - 29403	Academic Magnet High School 5109 W Enterprise St North Charleston, SC - 29405 843-746-1300

**SECTION VI -- EDUCATOR EMPLOYMENT RECORD (Education positions only)**

Dates(mm/yyyy)		Grades/Subject, if applicable	Position	School Details	Reason for Leaving
From	To				
05/2014	05/2017	k-6	Camp Counselor	Burns Elementary School North Charleston, SC - 29405	Part-time job
05/2010	05/2013	2nd-10th	Camp Counselor	White Knoll High School 5643 Platt Springs Rd Lexington, SC - 29703 803-996-4500	Part-time job

For the questions below, round up to a whole number for number of years experience.

Total Years in Education positions: 8

Total Years of Education positions in S.C.: 8

If you have vocational experience, indicate total years in the trade area:

**SECTION VII -- EMPLOYMENT RECORD(Other than educational positions and including part-time)**

Dates (mm/yyyy)		Position	Employer Details	Reason for Leaving
From	To			
05/2011	05/2013	Cashier/Bag boy/Stocker	Food Lion 3975 Platt Springs Rd West Columbia, SC - 29703	Moved for college
05/2011	05/2013	AAU Basketball Coach	White Knoll High School 5643 Platt Springs Rd Lexington, SC - 29703	Moved for college
Have you served in the Armed Forces of the United States (Active Duty or Guard/Reserve)?				

See bottom of page for references (Section VIII).

**SECTION IX -- PROFESSIONAL AND BACKGROUND INFORMATION**

Are you currently under contract? No	If yes, Expiration date:
Where?	When are you available:
Most recent contract held:	
Have you previously been evaluated under the SC ADEPT system while under contract as a teacher/educator in a school district? No	
Have you failed to meet standard on any evaluation instrument during your most recent evaluation while under contract as a teacher/educator in a school district? No	
If yes, explain:	
Have you ever been involuntarily terminated, not had your contract renewed, or have you ever resigned from any employment in lieu of being terminated from employment? No	
If yes, explain:	
Have you ever had a teaching certificate revoked, suspended, or denied by any state; or is there any action pending against your certificate or application in any state? (Academic ineligibility is not considered grounds for denial of a certificate). If Yes, you must state where your certificate was revoked, suspended, denied or where action is pending against your certificate or application. No	
If Yes, please provide details.	
Have you ever been convicted, pled guilty, entered a plea of no contest, or paid a fine for any criminal offense, other than a minor traffic violation such as speeding or driving too fast for conditions; or have you ever been arrested or ticketed for a criminal offense where the criminal charge is still pending? You must answer yes to this question for every conviction, plea or fine paid, no matter how long ago it occurred, unless the record of the criminal charge has been sealed or expunged by written court order. You also must answer yes to this question if you were ever arrested or ticketed and the charge was never formally dismissed, no matter how long ago the incident occurred. If you check yes, you must give the information requested for each criminal charge. Failure to answer this question accurately and/or failure to provide all of the requested information could result in denial or termination of employment. No	
If yes, please provide information for each charge.	

**SECTION X -- DEMOGRAPHIC INFORMATION**

Date of birth: [REDACTED]
Gender: Male
Are you a U.S. Citizen? Yes
If not, explain current work status or visa:
Ethnic Origin: White/Non-Hispanic



**SECTION VIII -- REFERENCES**

The following references are those submitted ONLINE.

IMPORTANT: REFERENCES SHOULD BE PROVIDED BY THOSE WHO HAVE DIRECT KNOWLEDGE OF THE APPLICANTS WORK. IMMEDIATE SUPERVISOR OR THE MOST CURRENT SUPERVISOR IS REQUESTED. FAILURE TO PROVIDE REFERENCES OF THIS SCOPE MAY DELAY THE APPLICATION.

Applicant has waived his/her right to review references.

	Name and Position	Complete Address	Telephone Number (including area code)
<a href="#">View Reference</a>	Gannon, Thomas Wade Supervisor College of Charleston submitted on 6/1/2017 12:48:56 PM	442 Eastern Isle Avenue Summerville SC 29486	[REDACTED]
<a href="#">View Reference</a>	Hayes, Ralph Director - North Charleston Community Education submitted on 5/3/2017 4:00:13 PM	721 Wappoo Rd North Charleston SC 29407	[REDACTED]
<a href="#">View Reference</a>	Jones, Bret Houston Mr. submitted on 5/19/2017 8:51:56 PM	303 Dungannon Drive Lexington SC 29072	[REDACTED]
<a href="#">View Reference</a>	Orr, Nairobi C Teacher submitted on 6/1/2017 10:00:49 AM	5109-A West Enterprise Street North Charleston SC 29405	[REDACTED]

**SECTION XI -- ADDITIONAL DOCUMENTS**

(References submitted ONLINE are included above in Section VIII.)

Document Type
<b>Reference</b>
<b>Copies of Official Transcripts</b>
<b>Letter of Eligibility</b>
<b>Athletic Coaching Resume</b> basketball resume 20170503150537.docx received on 5/3/2017 3:05:38 PM



# Austin Duncan

## Education

### Coker College

2011-2012

- Major: Sports Management
- Member of the basketball team

### Spartanburg Methodist College

2012-2013

- Major: Business
- Member of the basketball team

### College of Charleston

2013- 2016

- Double Major: History & Secondary Education

## Experience

### Basketball Player

- Captain and 3 year letterman at White Knoll High School from 2009-2011
- Member of the South Carolina Kings AAU basketball team 2010
- A member of Spartanburg Methodist College's undefeated season in 2013
- Lost in the JUCO Final Four, finishing the season 35-1
- Team building and leadership
- Mentored by coach Bret Jones of Lexington, SC

### Basketball Coach

Summers of 2011, 2012, 2013, 2014

- Lead 9<sup>th</sup> & 10<sup>th</sup> grade AAU team to tournament championship
- Organized practices to develop individual and team skills
- Meetings and communication with parents concerning payments, practices, and other areas of concern
- Coached and developed multiple college basketball players

### White Knoll Basketball Camp Head Counselor

2009-2015

- Teaching children from ages 5-17 the fundamentals of basketball
- Monitoring the behavior of all children and counselors
- Assisting the director with needs for the camp
- Account for all payments and money from each camper



# **SLED CATCH**

Citizens Access to Criminal Histories

## **Results**

Name **AUSTIN DUNCAN**

DOB [REDACTED]

Gender Male

Maiden Name

SSN

Transaction **619105854E**

Date of Check **June 19, 2017 at 10:58**

**NO ARREST DATA**  
IN ACCORDANCE WITH  
SEARCH CRITERIA SUBMITTED  
S.C. Law Enforcement Division  
WWW

---

### **To Whom it May Concern:**

The criminal history search was based upon the criteria furnished. It did not include a fingerprint comparison, which is the only means of positive identification. This **NO ARREST DATA** verification is only valid as of June 19, 2017 at 10:58 since a record may be established after that time. Therefore, if no action is taken within a reasonable period, it is recommended that another check be made.

Sincerely,


Chief Mark Keel  
South Carolina Law Enforcement Division

---

# National Sex Offender Search Results

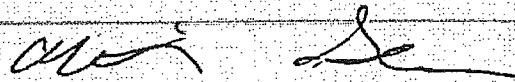
1 record from a national search including all states, territories and Indian Country for First Name like *Austin*, Last Name like *Duncan*

Search performed 6/19/2017 10:57 AM EDT

Offender	Age	Aliases	Address
 DUNCAN, AUSTIN DION	26	<ul style="list-style-type: none"><li>DUNCAN, AUSTIN</li></ul>	<ul style="list-style-type: none"><li>INCARCERATED N/A, CA N/A RESIDENCE</li></ul>

*NOT HIM*

My name is ASTA DUKER and I  
am resigning from my position at Dutch PA.  
I appreciate the opportunity and I hope  
the DF community thrives without me.



11/8/19

Office of Human Resources

JAN 08 2019

Received



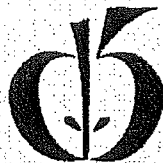
Mr. White & myself did drugs @ DFHS  
The drugs were cocaine. There was a basketball  
game that night. This was after school hours. The  
location was Mr. White's office. There may have  
been

- There may have been a maximum of 2 occasions  
where drug use was taking place @ DFHS with  
Mr. White

allan Dean 11/8/19

PAR ID#:

Employee ID#:



**district five**  
OF LEXINGTON & RICHLAND COUNTIES

Admin Position: ☒Certified Position: ☒Support Position: ☐Temp Position: ☐

### New Hire Checklist

Employee Name: Austin DuncanLocation: DMSPosition: ML Social Studies

Start Date: \_\_\_\_\_

REQUIRED ITEMS	COMPLETED	NOTES
<u>EPa</u> /Employment Form / Interview List Rec'd (Amees)	<input checked="" type="checkbox"/>	
If New Position Enter ePar w/memo (Amees)	<input checked="" type="checkbox"/>	
Add Name to Board Packet (Amees)	<input checked="" type="checkbox"/>	6/26/17
Interview List w/comments to John – Certified & Support (Remove individual from future Referral List)	<input checked="" type="checkbox"/>	
EPa/Employment form given to: Susan (Support) / Stacey (Certified) – Amees (Admin)	<input checked="" type="checkbox"/>	6/15/17
ePar/Employment Form to Winnie – Certified w/application, sled, sex offender) (Update Vacancy List/Verify To Be Filled)	<input checked="" type="checkbox"/>	6/19/17
ePar/Employment Form to John – Support w/application, sled, sex offender) (Update Vacancy List/Verify To Be Filled)	<input checked="" type="checkbox"/>	
Certified Applicant Documentation	Certificate: <input checked="" type="checkbox"/> Praxis/NTE: <input checked="" type="checkbox"/> Transcripts: <input checked="" type="checkbox"/>	
Support Applicant Documentation	Transcripts: <input checked="" type="checkbox"/> Parapro: <input checked="" type="checkbox"/>	If Applicable
Temporary Applicant Documentation if Applicable		
SLED	<input checked="" type="checkbox"/>	
Sex Offender	<input checked="" type="checkbox"/>	
Employment Form To Dr. Jacques for Approval	<input checked="" type="checkbox"/>	
To Dr. Jacques/John/Susan/Winnie to Make Offer (Accepted / Declined)	<input checked="" type="checkbox"/>	
Principal/Supervisor Notified Candidate Accepted/Declined	<input checked="" type="checkbox"/>	
If Offer Declined Advise Amees to remove from board packet	<input checked="" type="checkbox"/>	
On-Boarding Invitation Email Sent	<input checked="" type="checkbox"/>	
<u>Contract</u> /Letter of Assurance/LOA Issued	<input checked="" type="checkbox"/>	Date Issued: 7/3/17
I-9 and Supporting Documentation Rec'd	SCDL: <input checked="" type="checkbox"/> SScard: <input checked="" type="checkbox"/> Passport: <input checked="" type="checkbox"/>	MUST HAVE BEFORE PAYCHECK ISSUED!!
Affordable Health Care Document Signed (Temps Only) Benefits handles others; Non-Election Form for Temps	<input checked="" type="checkbox"/>	
TB Test Results	<input checked="" type="checkbox"/>	
e-Verify	<input checked="" type="checkbox"/>	
Enter PAF/Enter in VEE/Enter Contract Type in IVEE	<input checked="" type="checkbox"/>	
Name to KES (if applicable)	<input checked="" type="checkbox"/>	
Personnel File Created and to Vault	<input checked="" type="checkbox"/>	

Contract  
Scanned



School District Five of Lexington and Richland Counties  
Irmo, South Carolina

CONTRACT FOR PROFESSIONAL STAFF

State of South Carolina  
Counties of Lexington and Richland

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, and Austin Duncan, hereinafter referred to as the Employee.

This contract is issued as a one year Induction contract, which is subject to the renewal provisions of S.C. Code Ann. 59-26-40 (Revised 2012), and applicable Board policies.

The employee shall maintain throughout the life of this contract the required qualifications, including a valid South Carolina Teaching Credential, to perform his/her teaching assignment, in accordance with applicable federal and State laws, and all South Carolina State Board of Education implementing rules and regulations. Proof of these qualifications shall be filed by the Employee at the School District Office. Failure to maintain such professional qualifications during the contract period shall constitute grounds for termination of this contract.

The Employee agrees to render acceptable service for 190 days for the 2017-2018 school year, to perform all the duties imposed on a teacher by the District and the laws of South Carolina, to comply with all District policies and regulations, and to attend required school and District meetings or activities. The administration may assign reasonable extracurricular activities to the Employee.

The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary; a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough consistent with State law; or a reduction in contract days in accordance with State law; or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in term and/or salary. Any such actions will be based on the recommendation of the Superintendent and must be approved by the Board. Any position eliminations will be handled in accordance with Board Policy GCQA/GCQB (Professional Personnel Reduction in Force).

If during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

This agreement is not valid unless authorized by the Board and signed by the District Superintendent and signed by the Employee. The original must be returned to the Office of Human Resources in the School District Office on or before July 13, 2017. Any request after May 31, 2017, to be released from this contract, will be handled according to policy GCQC/GCQD.

This offer of employment is subject to receipt of a criminal record report from SLED, which reveals no good and just cause for its withdrawal. S.C. Code Ann. 59-26-40 (Revised 2012).

The Employee's assignment for the 2017-2018 contract term is Dutch Fork Middle School/Social Studies; however, it is understood that this assignment is tentative and may be changed by the administration upon notice to and consultation with the affected employee. This contract is contingent upon passing the PLT/Praxis.

FTE: 1.0

Signed: \_\_\_\_\_

Employee

Date: \_\_\_\_\_

7/13/17

Signed: \_\_\_\_\_

Dr. Stephen W. Hefner, Superintendent

Date: \_\_\_\_\_

July 3, 2017

# SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND

## New Hire Assignment Personnel Action Request for Duncan, Austin

Fiscal Year: 2017 - 2018

PAR ID #361

### Funding

Position ID	Account	Grant Project	Percent	Amount	Description
36373	100.113.1100000.0000.054		100.00		ML Social Studies

Employee's Signature (if applicable)	Date	Administrator's Signature (if applicable)	Date
--------------------------------------	------	---	------