Minutes/August 8, 2022

The Board of Trustees of School District Five of Lexington and Richland Counties met at the School District Five District Office with the following members present:

Mrs. Rebecca Blackburn Hines
Mrs. Nikki Gardner, Secretary
Mrs. Jan Hammond, Chair
Mr. Matt Hogan
Mr. Ken Loveless, Vice Chair
Mrs. Tifani Moore
Dr. Akil Ross, Superintendent

The following staff were in attendance:

Mr. Michael Harris, Chief Student Services and Planning Officer
Mrs. Anna Miller, Chief of Academics and Administration
Ms. Maddison Paul, Chief Financial Officer
Mrs. Amanda Taylor, Director of Communications
Dr. Tamara Turner, Chief Human Resources Officer
Mr. Dave Weissman, Executive Director of Operations

A livestream video link was provided to the public as a viewing option for the August 8, 2022, board meeting.

Chair Hammond called the regular meeting to order and gave welcoming remarks.

Cathy Huddle, Board of Trustees, gave the Invocation and Pledge of Allegiance.

During the Superintendent's Report, Mrs. Connie Frick, Director of Finance, presented the Monthly Financials Reports (Exhibit E) and an ESSER Update (Exhibit F); Dr. Ross presented updates on Back to School, Good News Ambassadors (Exhibit G), and Potential Bond Referendum to Finance Facilities Improvement and Replacement.

During the public participation, Candice Lively, Chuck Bland, J.P. Hornick, and Jonathan Hornick spoke about Chapin Baseball; and Mary Higginbotham spoke about security at schools.

The Board presented for discussion:

- CMTA update regarding Dutch Fork Elementary and Irmo High School
- Report from the Procurement Committee's August 1, 2022 meeting
- Report from the Facilities Committee's August 3, 2022 meeting.

Agreement with Addiction Treatment Technologies, LLC DBA Care Solace was presented as information (Exhibit I).

Record of Voting

SCHOOL DISTRICT FIVE
OF
LEXINGTON AND RICHLAND COUNTIES

Meeting of August 8, 2022

		BLACKBURN HINES	GARDNER	HAMMOND	HOGAN	HUDDLE	LOVELESS	MOORE
1.	M. Loveless S. Hogan Approve the agenda.	X	X	X	X	X	X	X
2.	M. Loveless S. Hogan I make the motion to enter executive session to consider the following: a.) Selected employment items (Exhibit A) (Action): b.) Selected employment items (Exhibit B) (Information Only); c.) Contractual Matter regarding Legal Services (Exhibit C); d.) Legal advice regarding C.A. No. 2021-CP-40-03694; e.) Legal advice regarding C.A. No. 2021-CP-32-03699; f.) Legal advice on actions to be taken pursuant to the findings of the detailed procurement audit; g.) Legal advice regarding the Town of Chapin Memorandum of Understanding (Exhibit D); h.) Evaluation of Superintendent for 2021-2022	X	X	X	X	X	X	X
3.	M. Huddle S. Blackburn Hines I move that we approve the minutes of the July 11, 2022 board meeting.	X	X	X	X	X	X	X
4.	M. Loveless S. Moore I move that we approve the selected employment items as shown in Exhibit A for action.	X	X	X	X	X	X	X

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

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	BLACKBURN HINES	GARDNER	HAMMOND	HOGAN	HUDDLE	LOVELESS	MOORE
5. M. Loveless S. Huddle I make the motion that under item 8(d) of the Superintendent's Report from tonight's meeting that CC#924 1.0 FTE allocated to the FIVE Program be repurposed to fund the Good New Ambassador Supplements at each of our schools. The Administration has already announced reduction in the overall FIVE Program. Student Nutrition and Transportation will also be represented by a Good News Ambassador, and one District Office employee will receive this supplement for training and monitoring the school ambassadors. The FTE was budgeted for $69,307; therefore, it will be sufficient to cover each $1,500.00 supplement.	X	X	X	X	X	X	N
6. M. Hogan S. Blackburn Hines I would like to make a motion that the Board directs their attorney to dismiss C.A. No. 2021-CP-32-03699.	X	N	N	X	N	N	X
7. M. Huddle S. Loveless I move that we schedule a special-called meeting on September 19, 2022 at 7:00 p.m. to discuss legal actions to be taken pursuant to the findings of the detailed procurement audit.	X	X	X	X	X	X	X
8. M. Loveless S. Huddle Madame Chair, after considering the Board members' comments regarding Dr. Ross' performance, I move that we conclude as a Board that Dr. Ross receive an overall exceptional evaluation for the 2021-22 school year.	X	X	X	X	X	X	X

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	BLACKBURN HINES	GARDNER	HAMMOND	HOGAN	HUDDLE	LOVELESS	MOORE
I further move that as a result of Dr. Ross' overall exceptional evaluation, we extend his contract by one year through June 30, 2026, and that we issue a statement regarding his evaluation.							
9. M. Huddle S. Loveless Action Item #13. I move that we defer this vote until we have some more information (Exhibit H).	X	N	X	N	X	X	X
10. M. Hogan S. Moore I make a motion to enter executive session to consider the following: Legal advice regarding the Town of Chapin Memorandum of Understanding (Exhibit D).	X	X	X	X	X	X	X
11. M. Hogan S. Blackburn Hines Adjourn at 10:01 p.m.	X	X	X	X	X	X	X

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STATEMENT

At our Board meetings on July 11, and this evening, the Board met to evaluate Dr. Ross' performance during the past school year, and we met with Dr. Ross to discuss his evaluation. The Board evaluated Dr. Ross' performance in five primary areas, including Governance and Board Relations; Community Relations; Staff Relations; Business and Finance; and Instructional Leadership.

We wish to commend Dr. Ross on his overall exceptional evaluation for the 2021-22 school year. We appreciate the leadership he has provided to the District during this past year. One of the first things that impressed us about Dr. Ross is that he is accessible. He has handled all matters with grace. He came in at an exceedingly difficult time, humbly accepted the tasks ahead of him and went to work. Dr. Ross' leadership is inspiring. He has brought many innovative ideas to the District, which have proven valuable.

As a result of Dr. Ross' exceptional evaluation, we voted to extend his contract one year, through June 30, 2026.

We greatly appreciate Dr. Ross' exceptional leadership and commitment to our District and the leadership he will continue to provide to our District.

Attachment #1 is included with the minutes of the 8-8-2022 meeting, at the request of Board member Jan Hammond pursuant to South Carolina Code Ann. Section 30-4-90(a)(4) and Board Policy BEDG. The Board majority did not approve, disapprove, or otherwise act upon the contents of this attachment.

August 8, 2022

Each year the Board is tasked with evaluating the superintendent's job performance. We have chosen to evaluate based on factors intended to measure efficiency and effectiveness. Our Board believes that to do our job properly that feedback must be given in an open and honest forum in an environment of learning and growth. In executive session, the Board was able to objectively rate Dr. Ross' performance on 20 goals. Rating was made each on four categories for each goal allowing a total of 80 possible points. Each board member was allowed to cite reasons in private for each goal rating. There was also opportunity for board members to discuss ratings with the superintendent present and opportunity to make statements in public session.

Dr. Ross received an exceptional composite score of 89 which is 71.2 out a possible 80 points.

One of the first things one is immediately impressed with Dr. Ross is that he is accessible. You can talk with him. He has handled all matters whether it is the pandemic, school safety, student, and parental unease with grace.

The highlights of the board evaluation conversations were that Dr. Ross came in at an exceedingly difficult time, humbly accepted the tasks ahead of him and went to work. The training he received was on the job training with no warmup session. His innovative methods were impressive. In citing those think as examples of the much-improved COVID Dashboard, the First Jobs Initiative, the Nest, and the $50 Friday's Incentive plan. He has had to build his management team as the situation arose. While doing these tasks he has answered the bell with teacher staffing in this crisis and has done a superlative job in retaining and hiring for the upcoming school year.

The Board has grown with Dr. Ross. It continued its newly minted public committee meetings which has helped him understand the depth of leadership, understanding and discussion the board expects. He embraced the committee meetings taking the opportunity to let us learn his philosophy and style of leadership.

We also look forward to growth in areas of delegation, holding those in positions of trust to be accountable and enforcing superintendent's decisions with more firmness.

All in all, we look forward to another year of growth through experience.



Attachment #2 is included with the minutes of the 8-8-2022 meeting, at the request of Board member Ken Loveless pursuant to South Carolina Code Ann. Section 30-4-90(a)(4) and Board Policy BEDG. The Board majority did not approve, disapprove, or otherwise act upon the contents of this attachment.