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SC Court of Appeals

THE STATE OF SOUTH CAROLINA
In the Court of Appeals

APPEAL FROM THE ADMINISTRATIVE LAW COURT

S. Phillip Lenski, Administrative Law Judge

Case No. 2020-000950

Dr. Agnes Slayman Appellant

v.

South Carolina Department of Education Respondent.

RECORD ON APPEAL - VOLUME VII

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1 district has. So and I never had any issues
2 with Jeannie Ligon. I worked very well with
3 her. But that is just not true.

4 Q: I want to segue now that we've spoken about
5 each of the grievants who signed the grievance
6 with a C-E at the end. Ms. Bagley issued a
7 written report that kind of we've all
8 infamously come to know as the Bagley report.
9 And it's dated as being prepared -- on the
10 first page it says September 3rd, 2015, and
11 then it's signed by Ms. Bagley or dated by
12 Ms. Bagley at the end as of September 14th,
13 2015. Have you read the document?

14 A: I did.

15 Q: And what is your response to it?

16 A: She put down the information that the five --
17 that five of the individuals that she
18 interviewed put in there. Because I can see
19 those statements were verbatim in their
20 statements. What I do not see in there is what
21 Ms. McConnell told you yesterday. And
22 Ms. McConnell said that her statements were not
23 put in there.

24 Q: And with regard to the Bagley report, is it
25 accurate to say that Ms. Bagley within it is



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1 reporting what five other individuals are
2 stating, not what she would have personally
3 observed?

4 A: That is correct. Even under her testimony, the
5 five individuals indicated that she spoke with
6 them -- 'cause I never knew how all this went
7 out until I heard the testimony -- that she
8 spoke -- interviewed them and then told them to
9 go back and reflect and put -- and according to
10 one of the testimony which I was -- believe was
11 Dr. King -- to go back reflect and to provide
12 her with statements that supported what they
13 had told her. And then they indicated that
14 they met together at points. That's all I can
15 say about that. I don't know from -- I don't
16 know anything else about other than what I
17 heard.

18 Q: And on page 9 of the Bagley report, the first
19 sentence of Ms. Bagley's conclusion state, I
20 believe that the staff has accurately explained
21 and described to their work environment. Did
22 Ms. Bagley ever observe a single day of your
23 working environment with these individuals?

24 A: No, ma'am. Not to my knowledge. Oh, I know
25 she didn't. No. I was there.



1 Q: She goes on to conclude that the hostile work
2 environment has escalated over the past two
3 years. Was Ms. Bagley present during those
4 last two years?

5 A: No, ma'am.

6 Q: Next, conclusion states, I conclude your
7 staff's health has been adversely affected as
8 a result of the harassing, intimidating, and
9 hostile work environment. Did you subject
10 anyone to a harassing, intimidating, and
11 hostile work environment while you were a
12 superintendent of Chester County School
13 District?

14 A: No, ma'am.

15 Q: And did anyone ever tell you that their health
16 was being adversely impacted by you?

17 A: No, ma'am.

18 Q: Number four of Ms. Bagley's conclusions state,
19 I conclude that the superintendent has the
20 ability to show different faces to different
21 groups of people in order to manipulate
22 outcomes and serve her own purpose. Did
23 Ms. Bagley ever speak with you except for one
24 occasion?

25 A: That was it. The single time that I met with



1 her for two or three hours was the only time.

2 Q: Next, she states in her fifth conclusion, I
3 believe that the superintendent's ongoing
4 conduct and pattern of comments have possible
5 serious legal ramifications for the school
6 system. Legal action is under consideration by
7 the senior leadership team. Did any of the
8 senior leadership team take any legal action
9 with regard to this grievance?

10 A: No, ma'am.

11 Q: And have any of them sued you?

12 A: No, ma'am.

13 Q: Have any of them supplied a complaint about you
14 that you are aware of other than this
15 grievance?

16 A: Other than the grievance, I don't know of any.

17 Q: What do you believe the goal of this grievance
18 to be?

19 MR. WINBURN: Calls for speculation.

20 MS. POLVI: She's the one who suffered as a result.
21 She can ---

22 HEARING OFFICER: Rephrase that question.

23 Q: What is your opinion of the goal of this
24 grievance?

25 HEARING OFFICER: Rephrase the question. There are



1 other ways to asking that.

2 A: You know, I ---

3 Q: Let me rephrase it before you answer.

4 A: Okay.

5 Q: With regard to the grievance that was filed
6 against you and signed on September 8th, 2015,
7 do you have an opinion about what the goal was?

8 A: I do now.

9 Q: What is it?

10 A: I did not know at the time until I heard all
11 this testimony. I -- for three years and 38 or
12 39 days, I questioned why. But when I heard
13 the testimony and as I heard some things and
14 read articles in the paper and all that stuff
15 after I left, it -- I got the paper for like a
16 month or so and then I quit. I think that
17 Dr. Hughes -- I know that Dr. Hughes was not
18 happy that we went to a security team. It is
19 my belief that that may be why he ran for the
20 board in the first place in January. Because
21 he told me he worried about losing his income.
22 I think that -- and I really -- I believe that
23 Anna was afraid for her job. I mean, she knew.
24 I was very honest with her about what was going
25 on with the board. I don't think she believed



1 that I was protecting her from them. I think
2 she may now.

3 I think that maybe Charles and Jeff joined in
4 because they were jockeying for the job. I
5 knew they had aspirations, but I didn't know
6 they would be that -- that they would have that
7 much of an aspiration. And that it's my
8 opinion.

9 Still can't figure Brooke out. Brooke
10 didn't -- said she didn't join in until it was
11 all over, until the report was even written.
12 You know, maybe -- I don't know. You know, I
13 don't know why Shawn would have been afraid for
14 her job. I mean, she -- I know that they were
15 a very close group. I do know that. I don't
16 know. I don't know. And I think politics with
17 the sheriff played a huge role in this. I
18 really will believe that forever. I believed
19 that when I was up there; I believed that when
20 I as going through that; and I believe that
21 now. Because it's still going on up there.

22 Q: Just have a few exhibits also I want to follow
23 up on and just ask some brief that we haven't
24 brought into the record yet, so just the last
25 couple that I had. Respondent's Exhibit 19 is



1 a two-page document that's addressed to you and
2 how it relates to Ms. Ligon and the matter that
3 she testified about and that you've testified
4 about. Is this the correspondence that you
5 received?

6 A: It is. But I received a phone call before this
7 too.

8 Q: And it relays in the document, it states that
9 you relayed to this parent who's sending the
10 document, that you supported Ms. Ligon in her
11 decisions. Is that accurate that you relayed
12 that to the parent involved here?

13 MR. WINBURN: I'm sorry. Have I objected to this
14 already as hearsay?

15 HEARING OFFICER: Let's see. Let me get to it.

16 MR. WINBURN: Like last month.

17 HEARING OFFICER: Let me see it.

18 MR. WINBURN: Sorry.

19 THE WITNESS: It's getting late.

20 MR. WINBURN: I just don't remember.

21 HEARING OFFICER: Okay. So, Dr. Slayman, you
22 received this from ---

23 THE WITNESS: Yes, ma'am. Mr. P [REDACTED], Mr. and
24 Mrs. P [REDACTED]. That's the parent that ---

25 HEARING OFFICER: Okay. So to the extent you



1 received it, I think that you can testify that
2 this was a letter that -- or a memo or whatever
3 it was, that you received from these people ---

4 **THE WITNESS:** Uh-huh.

5 **HEARING OFFICER:** --- that related to the situation
6 with Ms. Ligon. I mean, do you have an
7 objection to her testifying that that's what
8 this is?

9 **MR. WINBURN:** I don't believe -- I don't -- it's not
10 dated.

11 **HEARING OFFICER:** Okay.

12 **MR. WINBURN:** Hold on. I'm sorry. Again, it just
13 contains -- it's kind of a trial within a
14 trial. It's a bunch of hearsay. And I mean,
15 I get -- I'm not opposed to the general idea
16 there's some correspondence about this question
17 from these parents.

18 **HEARING OFFICER:** Well, this was testified to by
19 Ms. Ligon.

20 **MR. WINBURN:** No, ma'am. I don't believe this was.
21 I mean, the facts and circumstances that she
22 understood them and what she was asked to do,
23 this is a recitation -- I don't know who
24 created it -- of other facts.

25 **THE WITNESS:** This is the situation though. This is



1 exactly what the situation was.

2 **MR. WINBURN:** But it's -- right. It's getting into
3 the weeds of ---

4 **MS. POLVI:** Maybe it'll help us to establish maybe
5 some foundation as to how did you receive that
6 document and when?

7 **Q:** I mean, how did you ---

8 **A:** It would have been shortly right at the time
9 that -- Mr. P [REDACTED] 's the one that called me
10 at my house at 6:30 or 7:00 o'clock in the
11 morning, wanting me to intervene and do
12 something for his child. I don't even know
13 this kid's name. But -- for his child and
14 that's how all this got started.

15 And I told Mr. P [REDACTED] at that point that he
16 needed to speak with Mrs. Ligon, that she
17 certainly knew what to do and that I knew that
18 she would take care of the situation and to go
19 to her and that she was very good at what she
20 did. I mean, that would have been the words I
21 would have used and that I would go to the
22 district office, and once I got there, I would
23 contact Ms. Ligon to, you know, let her know to
24 give him a call, him or his wife a call.

25 And that's how we had that conversation in my



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1 office where she says I tried to get her coerce
2 a document but I didn't. And, you know,
3 this ---

4 Q: And around when did you receive this memo?

5 A: I -- it looks like it came after I had that
6 conversation with -- this is after, because it
7 says after we got no help from Ligon. So this
8 is after that that he sent that to me.

9 MR. WINBURN: May I?

10 HEARING OFFICER: Yes.

11 MR. WINBURN: This is -- this has already been ruled
12 upon. I will --- can we go off the record for
13 a second?

14 (Off the record.)

15 HEARING OFFICER: I'm going to allow the
16 introduction of Respondent's Exhibit Number 19.
17 All right.

18 (Respondent's Exhibit Number 19 was admitted into
19 evidence.)

20 MS. POLVI: Just so -- so is it -- Respondent's
21 Exhibit 19 entered?

22 HEARING OFFICER: Entered. Yes.

23 Q: And just to ---

24 HEARING OFFICER: With objection.

25 Q: And with regard to the document that we see



1 here from Mr. and Mrs. P [REDACTED], this is
2 something that you received in response to this
3 circumstance about which Ms. Ligon has
4 testified?

5 A: Yes, ma'am.

6 Q: And you have read this letter from Mr. and
7 Mrs. P [REDACTED]?

8 A: Yes, ma'am.

9 Q: And the part where they refer to your
10 statements supporting Ms. Ligon's
11 determination, is that accurate to your
12 recollection?

13 A: It is accurate. I did support Ms. Ligon.

14 Q: And this -- I'm going to spend a brief amount
15 of time on it -- is -- I'm looking at
16 Respondent's Exhibit 25?

17 **(Respondent's Exhibit Number 25 was introduced into**
18 **the record at this time.)**

19 A: Uh-huh.

20 Q: After the end of your employment with Chester
21 County School District is it accurate to say
22 that you have sought subsequent employment in
23 other jobs?

24 A: I have.

25 Q: And have you ---



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1 HEARING OFFICER: What's 25? I'm sorry.

2 MS. POLVI: Three reference letters.

3 HEARING OFFICER: Okay. Hold on. Give me just a
4 moment. Let me get there. Maybe it's here.
5 It's here. Sorry. Okay. I've got it.

6 Q: And are those three recommendations that you
7 received in your efforts to find employment
8 after Chester County School District?

9 A: There are. And there's another one that's not
10 here.

11 Q: But at least of those three -- there are three?

12 A: Yes.

13 MS. POLVI: I'd like to enter those into evidence.

14 HEARING OFFICER: Any ---

15 MR. WINBURN: No objection.

16 HEARING OFFICER: Okay. Admitted.

17 (Respondent's Exhibit Number 25 was admitted into
18 evidence.)

19 Q: Just a brief question about that. Is -- are
20 those recommendations accurate to the
21 accomplishments -- a summary of accomplishments
22 that you had as superintendent?

23 A: Yes. They would be things that would have been
24 on my evaluations. And it's their perception
25 of what took place as a board member



1 supervising me.

2 Q: What impact has this grievance had on your
3 efforts to find subsequent employment?

4 A: I have not been able to find anything, not in
5 the field of education or out.

6 Q: We won't go through the -- every single page of
7 it, but I want to ask you next about
8 Respondent's Exhibit 2.

9 **(Respondent's Exhibit Number 2 was introduced into**
10 **the record at this time.)**

11 A: Okay.

12 Q: Is this Respondent's Exhibit 2 rebuttal
13 information that you provided to the Department
14 of Education investigator upon notification of
15 a complaint against you?

16 A: Yes, ma'am.

17 **MS. POLVI:** I'd like to enter that into evidence.

18 **MR. WINBURN:** The whole thing?

19 **MS. POLVI:** As her complete rebuttal to the what --
20 that's been provided and just to take notice of
21 for Ms. Pike's deliberation in the matter.

22 **MR. WINBURN:** I mean, so the first three things
23 you've already -- you've just admitted in
24 another exhibit?

25 **MS. POLVI:** I just think it's appropriate to bring



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1 it -- 'cause that's the complete submission
2 that was submitted to -- I believe Mr. Griggs
3 is his name.

4 **MR. WINBURN:** Well, can you tell me what we've
5 excluded out of this already?

6 **MS. POLVI:** Well, I -- I'm -- haven't -- I don't
7 have it in front of me. I handed her my copy,
8 so I ironically can't.

9 **MR. WINBURN:** You don't know?

10 **HEARING OFFICER:** Here.

11 **MS. POLVI:** Thank you.

12 **THE WITNESS:** That's in your exhibits?

13 **COURT REPORTER:** Those are the -- you can.

14 **THE WITNESS:** No. I'm good. I know what's on
15 there. Thank you.

16 **HEARING OFFICER:** I think the reference letters are
17 what you just ---

18 **MR. WINBURN:** I don't mind if it's in bulk. I'm
19 just going through it real quick.

20 **MS. POLVI:** I don't think there's anything included
21 in Exhibit 2. At least -- that we've excluded
22 out. Some of it is duplicative to other
23 exhibits, but just wanted one to be a complete
24 submission of this ---

25 **MR. WINBURN:** Understood.



1 MS. POLVI: --- Dr. Slayman's rebuttal.

2 MR. WINBURN: Do you know how many pages this is, by
3 chance?

4 MS. POLVI: No, I don't.

5 MR. WINBURN: I'm sorry -- hey, look, they're
6 numbered. Okay. I think we're ready. Sure.
7 That's fine.

8 HEARING OFFICER: Okay. All right. Respondent's
9 Exhibit 2 admitted.

10 (Respondent's Exhibit Number 2 was admitted into
11 evidence.)

12 MR. WINBURN: Thank you. I'm sorry about that.

13 HEARING OFFICER: That's okay.

14 Q: With regard to the rebuttal, I'm not gonna go
15 through the entire packet. But fair to say
16 that the pages 100 through 122 were submitted
17 by you, Dr. Slayman, to Mr. Griggs the
18 investigator?

19 A: Yes.

20 Q: And that the first seven pages of that exhibit
21 is a rebuttal that you drafted to provide him
22 some summary information in response?

23 A: Yes, ma'am. And can I respond back to a
24 question that I didn't respond to that you
25 asked me before this one?



1 Q: Sure.

2 A: I think that the -- you asked me about what did
3 I believe the motive was. I think the whole
4 goal of this was for me to leave, to have me
5 resign. Because when that happened, other than
6 this -- having to deal with this, everybody
7 stayed and life went on.

8 Q: And was the first person who asked you to
9 resign, was that Ms. Bagley?

10 A: Yes, it was. During the investigation, she
11 asked me two or three times would I resign.

12 Q: And was she the only person in terms of at the
13 district -- even though she was only employed
14 in an investigative capacity, was she the only
15 person who asked you to resign?

16 A: That's correct. The other would be hearsay.

17 Q: Okay. With regard to Ms. Bagley and when she
18 asked you -- I think you -- and I believe you
19 testified she asked you about three times
20 during ---

21 A: To the best of my recollection, two or three.

22 Q: How long had she spoken with you before she
23 made that request? Like, how long was that
24 conversation -- how long did it lapse before
25 she brings that up?



1 A: I wasn't in there -- but I want say two to
2 three hours at the most. And it was -- I don't
3 remember the first time, but it was like there
4 was a beginning, the middle, and the end. And
5 somewhere in the first part of it, towards the
6 middle of it, and then again at the end. And
7 then I asked her at that point, why are you
8 asking me to resign? Are you -- is this what
9 we're here for -- to do? And she said, no, she
10 was just curious.

11 Q: With regard to the process of this complaint
12 being brought to you, when is the first time
13 you were notified by the Department of
14 Education that a complaint was pending against
15 your licensure?

16 A: I got a phone call in February of 2018. And a
17 message was left on my answering machine from
18 a Mr. Griggs, Joel Griggs. And I returned the
19 call that day. And that's when he told me that
20 there had been a complaint filed. And I asked
21 him are you -- I said, what are you talking
22 about? Who? And that's when he told me that
23 Dr. Callicutt had filed the complaint. And I
24 got a letter in March of 2018.

25 Q: And what is your -- what, if any, concerns do



1 you have about the gap in time between
2 October 14th, 2015, when Dr. Callicutt sends
3 his complaint and to the Department of
4 Education and when you're contacted in
5 February 2018?

6 A: When I resigned in September, the matter was
7 closed. Dr. Callicutt's complaint is dated
8 somewhere in the teens of October. I don't
9 know the exact date. Mr. Winburn will have to
10 tell you that. And I didn't hear anything. I
11 mean, I had moved twice. I was a finalist for
12 a job in June of '17 that got sabotaged. The
13 board chair told me that for that district
14 where I applied.
15 My certificate was running out. I had hopes
16 that maybe I could find a job. 'Cause I had
17 found nothing. Nobody would interview me. I
18 mean, I was shocked that I even was named for
19 that county to be a superintendent. And I
20 applied -- my certification was lapping in June
21 30th of this year, 2018. So I got my stuff
22 together and all my documentation needed and
23 applied for recertification last summer, June,
24 July, August, somewhere in there. And I never
25 heard anything other than I got a letter that



1 said that it was granted. So I had no reason
2 not to know. And that letter was given to me
3 last year in the October -- September, October,
4 November, December, somewhere in there.
5 So when I got the call from Mr. Griggs in
6 February, I was pretty taken aback and upset.
7 I'll tell you, I was really upset, 'cause I
8 thought, here we go again. And then I got you
9 all involved, and you and Mr. Winburn started
10 corresponding.

11 Q: And do you have any concerns about your due
12 process rights with regard to the gap in time?

13 A: It had been a long time, you know, from the --
14 from me leaving the Chester County and not
15 saying a word to anybody and living in my own
16 little hole and this coming up. And I would
17 have thought that if there were an issue with
18 my certification, that someone from here would
19 have told me when I tried to renew my license
20 and was granted that renewal. But I don't know
21 the procedures for the Department. So, you
22 know, I'm just -- I mean, really my
23 certification would have lapsed June the 30th
24 of this year.

25 Q: And with regard to your health, age, things of



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1 that sort, if you could, would you be working?

2 A: Oh, my God, yes. I have applied -- I've got a
3 stack of applications part time, full time,
4 work from home, in education, out of education,
5 entry-level positions, mid-level positions. I
6 don't even -- I have -- if it weren't for the
7 fact that I would falsify an application, I
8 wouldn't put my degree on there; I wouldn't put
9 that I was a superintendent on anything. I
10 know I will never get a job in education. I
11 know that. You google me. That's why I can't
12 get an interview doing anything.

13 Q: So with regard to ---

14 A: And my husband lost his job as a result of
15 this. We were both unemployed at the same
16 time. Because he was worried about me with
17 this, and he lost his job. And we have not
18 recovered from that. So when you want to talk
19 about ramifications from something, take a
20 look. I'm -- I was 56. I didn't get the
21 complete TERI. My retirement is impacted for
22 the rest of my life because of that. Because
23 I had to start drawing retirement. I mean, I
24 needed an income.

25 My past has all of these allegations in it that



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1 you can't cover up. My present life has
2 been -- it's just been a nightmare. My social
3 security because I can't get a job, when I get
4 ready to draw it, I have no income other
5 from -- other than I did work for the State
6 department for -- from April of '17 to May of
7 '17 reviewing grants. I was a grant reviewer
8 for the 21st Century. For whatever reason,
9 they let me do that. They didn't let me do it
10 the last time, but they did let me do it that
11 time. And I earned \$1,000 doing that. So
12 that's gonna impact my social security. So for
13 the rest of my life, that's gonna be impacted,
14 the amount of money that I will draw.

15 And because I left the way I did, my leave was
16 not calculated into the final computations of
17 my TERI. And I know it wouldn't matter if I
18 was selected for a job anyway. Because when
19 this happened in June of 2017 and the school
20 district put on the South Carolina School Board
21 Association site that I was a finalist for the
22 job, the board chair -- I was scheduled within
23 a couple of days to go and meet with the
24 community -- call me and told me that someone
25 related to this situation called him and that

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1 now stuff was being placed on social media and
2 that I would be walking into a hostile
3 community environment.
4 And I told him that -- and he said, are you
5 gonna withdraw? And there was a part of me --
6 he said, I'm not asking you to do that. He
7 said, but I just want to know -- I just want
8 you to know this before you come down here.
9 And I hung up the phone and I told him I'd call
10 him back. And I called him back and I said I'm
11 going to withdraw. It's not fair to you and
12 that school district, and it's not fair to me
13 to have a media circus again. And I withdrew.
14 And he helped me because he told them that I
15 withdrew to pursue other interests so that I
16 didn't lose that much face by doing that.
17 My marriage has been under an immense amount of
18 strain. It has been unbelievable. But I do
19 have a great spouse that I've been married to
20 for 36 years, and he has stood by me.
21 My health, emotionally and physically, when I
22 heard these others talk about it, I don't think
23 it can compare to where I've been emotionally.
24 And my doctor said that she would be more than
25 willing to go under oath and talk about this.



1 So because you see, I don't have a future.
2 It's gone. You google me and you see what you
3 see. I don't tell -- I don't even tell people
4 that I was a superintendent. When they ask me
5 what I did, I tell them that I was in education
6 and I was a teacher. Because I don't need
7 anybody going in and reading all this stuff.
8 So I'm not a threat to you. I can't get a job.
9 And I know you're wondering: So why are you
10 here? And I'm here because I didn't stand up
11 and fight when I was in Chester. And I regret
12 that. You see, I thought I could walk out of
13 there like every other superintendent has done
14 and go find something else somewhere else. I
15 didn't know that the media circus would take
16 place like it did. But I am standing up now
17 because my license is the last thing I have
18 left. I am embarrassed more that you will
19 ever, ever know. And I am distressed that my
20 family went through this. Because my -- not
21 just my husband, but my parents. My dad
22 collect -- when he was ill, he would get on his
23 iPad and he would collect articles from all
24 across the Southeast and collect them. And I
25 didn't know this 'til he passed away and my mom

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1 gave me that folder. Because he hoped that one
2 day I would have the guts to stand up.
3 I am really distressed about this situation.
4 You have no idea. My credibility is gone. My
5 reputation is lost forever. And the one thing
6 that I don't know that anybody ever realizes --
7 and I have told my husband this is -- social
8 media is an amazing thing. When I die, all the
9 good that I did will not be seen. Everything
10 that's gonna be on there if you googled my
11 name, you did an ancestral search, it's gonna
12 be the accusations that are out there and the
13 Bagley report and those articles. Because I've
14 already been tried in public opinion, and I've
15 already been found guilty. I have a close
16 people next to me who don't believe that. But
17 for the most part, anybody who reads that will
18 see that. So I've been through one trial.

19 Q: To follow up on that thought is that Ms. Stroud
20 is the individual who uses the word "bully"
21 when she describes you?

22 A: Yep.

23 Q: Is the opposite true in this scenario where --
24 where you bullied through this grievance
25 process?



1 A: Please explain that to me?

2 Q: Is it true that each of the five grievants
3 continued employment, has not suffered harm as
4 a result of this process, but that you have
5 been the one who have suffered and that you
6 haven't been able to find a job since?

7 A: That is true. And I got to tell you, I really
8 don't want anybody to know that it is to
9 embarrassing to be my age -- and now I'm 59.
10 And when you get to be 59, guess what else
11 kicks in? Nobody wants to hire you because
12 your old. So, you know, I went through the
13 part of where I should have been at earning
14 capacity. And they're not gonna do it now. So
15 I have to fight that battle too. But I still
16 fill out applications and I don't get calls
17 back. And you saw my resume, and it's not in
18 education. It's in other areas. And it's not
19 there. So, you know, and it -- and there's not
20 a school district that's gonna do that. I
21 mean, let's be for real here. And you read
22 this stuff.

23 Q: One last question, and then I'll pass the
24 torch. What are you asking of this process?

25 A: I worked really hard to get that teaching



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1 license. I put myself through school working
2 full time to get that license. I didn't get
3 that license when I was married. I did that on
4 my own. It's the only thing left of my
5 professional career, and I'd like to keep it.
6 It's -- I mean, please look at my work history.
7 I had 30 years in this thing, 27 of them before
8 I went up to Chester. It's the only thing
9 that's left. So that's why when I got that
10 call in February, I couldn't believe it. I
11 figured if you all were gonna take my license,
12 you would have done it in October or November
13 or December or January. And I just, you
14 know -- and I am so sorry about that. Good
15 Lord, I didn't expect do that.

16 **THE WITNESS:** I apologize.

17 **MR. WINBURN:** No need to apologize.

18 **THE WITNESS:** No. I am. I'm very sorry. I said I
19 was not gonna do that.

20 **DR. SLAYMAN - CROSS-EXAMINATION BY MR. WINBURN:**

21 Q: Of course, my name's Scott Winburn. You know
22 I've spent -- we've been in the same room for
23 a few days off and on.

24 A: Yep.

25 Q: And I appreciate what you said.



1 A: Okay.

2 Q: I know the hearing officer to be of -- thorough
3 and conscientious and a fair person, hearing
4 all these facts. And I will state for the
5 record that I find your testimony in the last
6 few minutes believable. I have no doubt that
7 this has been stressful on you, no doubt at
8 all. And we take it very seriously, which is
9 probably in part why we have taken so much time
10 in this case to lay out these facts, to give
11 you an opportunity. And the thing that's
12 troubling -- and I'll get to the things that
13 are a bit troubling just in -- by way of a
14 question. But I hope you still see this as an
15 opportunity to explain -- fully explain your
16 side of the story. We started your testimony
17 about 2:30.

18 A: Okay.

19 Q: And at 5:29 you testified: I make mistakes
20 too.

21 A: I do. I'm not perfect.

22 Q: Three and a half hours in, okay? Now, your
23 lawyer -- and you've got a fine and good
24 lawyer. She's worked diligently for you. She
25 submitted your rebuttal. As Respondent's



1 Exhibit 2. It is in evidence. And I -- your
2 first -- the six pages are your letter to
3 Mr. Griggs, I believe -- seven pages, single
4 spaced. Can you show the hearing officer
5 anywhere in that statement where you say
6 anything close to I make mistakes or that I'm
7 sorry for what I've said, anything like that?

8 A: Mr. Winburn, when I wrote this, it was the
9 first time that I had ever said anything about
10 any of this. I had never -- even when I went
11 in to meet with the board supposedly for my
12 say, I didn't have any questions asked. I
13 really didn't have anything said in that. If
14 you're asking me, I -- you know, I do make
15 mistakes. I know that. I showed you that with
16 Shawn Williams. But if you're asking me to say
17 that everything else that's been said in those
18 statements is true, I can't do that. I'm
19 sorry. Not -- I'm not saying that -- from my
20 side of this, I can't do that.

21 Q: Okay. We'll let the document speak for itself.
22 But do you recall when you wrote that to
23 Mr. Griggs saying -- including in that
24 seven-page, single-spaced statement any
25 acknowledgment that you had done any wrong?



1 That's the question.

2 A: If it's not in here, then I didn't do it.

3 Q: Okay. Now, you mentioned Shawn Williams?

4 A: Right.

5 Q: Let's talk about that?

6 A: Right.

7 Q: There's been a lot of questions about -- and I
8 think to each of the witnesses, hostile work
9 environment. And I'll submit to you, I don't
10 know what that is. I don't know what a hostile
11 work environment is. I don't know what a
12 volatile work environment is. The question is
13 about words. This is a case about words. And
14 you have yet to address, except for once, these
15 words. You heard Shawn Williams' testimony?

16 A: I did.

17 Q: It was very specific.

18 A: Yes, it was.

19 Q: And you testified you did not say that?

20 A: No, sir.

21 Q: So she is mistaken?

22 A: Yes, ma'am -- yes, sir.

23 Q: All right. And you never used the word
24 "throat"?

25 A: No, sir.



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- 1 Q: That's your testimony?
- 2 A: Yes, sir.
- 3 Q: You never used the word "slit"?
- 4 A: No, sir.
- 5 Q: Did you ever tell anybody you would chop their
- 6 knees off?
- 7 A: No, sir.
- 8 Q: Chop their legs off?
- 9 A: No, sir.
- 10 Q: Go rip his head off?
- 11 A: No, sir.
- 12 Q: You never said any of that?
- 13 A: No.
- 14 Q: All right. You did concede that you probably
- 15 said in jest, you know, I'll have to kill you?
- 16 A: Yes.
- 17 Q: All right. All right. But you do not concede
- 18 that you said what Shawn William says you said,
- 19 that I will slit your throat?
- 20 A: To the best of my knowledge, no.
- 21 Q: No, ma'am.
- 22 A: That no ---
- 23 Q: The first time you said, I did not say that.
- 24 A: No.
- 25 Q: Okay. All right. So let's talk about Idaho.



1 Ms. Stroman testified that you spoke about --
2 you mentioned the word "diversity" to her. Do
3 you recall that?

4 A: Uh-huh.

5 Q: I'm sorry. Is that a "yes"?

6 A: Oh, sorry. Yes, sir.

7 Q: Do you -- and you heard Jeff Gardner's
8 testimony about Idaho?

9 A: I did.

10 Q: All right. And he was very specific in his
11 testimony, would you agree?

12 A: I would.

13 Q: He described the scene completely?

14 A: I would.

15 Q: And that was based on his testimony?

16 A: Correct.

17 Q: All right. Now, he describes the scene -- and
18 I'm paraphrasing. It's been a long hearing, so
19 we can rely on the record -- but essentially
20 you said: Idaho is 95 percent white; there are
21 no black people, heaven. Did you anything like
22 that?

23 A: I said -- I know what I said.

24 Q: Okay.

25 A: I said that Idaho -- when we got off that



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1 plane, I said, where are all the people? I
2 know I said that. I said that to Mrs. Lawson.
3 And I said, Do you see -- and you know what --
4 I said, Do you see what I see? And she said
5 yes. And that was that there was no people.
6 It was vacant. And then I said -- 'cause he
7 didn't give you that part. And then I said
8 Idaho is beautiful. It is like heaven. That's
9 what I said. And then I said, But the one
10 thing that concerns me about there was there
11 was no diversity. Yes, I said that. And it
12 shocked me.

13 Q: You were concerned about it?

14 A: Yeah. It shocked me. I'm Hispanic. My father
15 is Mexican. Yes.

16 Q: Okay.

17 A: I'm aware of those things or was.

18 Q: And you shared that you were worried about
19 diversity to Ms. Stroman.

20 A: Yeah. 'Cause I was worried about diversity
21 even in the school district to make sure that
22 we had a balance. You heard Mrs. James and
23 them tell you that I had promoted more African
24 Americans in that district than had been done
25 before. I really wanted to make sure that the



1 school district was represented. I'm very
2 aware of that stuff.

3 Q: All right. On the -- it was some testimony by
4 Jeff Gardner about a, I believe, an SRO or one
5 of the Defender folks at a particular school I
6 believe in Louisville. And then according to
7 his testimony -- again, I'm just trying to get
8 the general gist of it -- was that you told
9 Jeff this particular individual who was posted
10 at Louisville was black. Fix it.

11 A: No, sir.

12 Q: Okay.

13 A: And I'd like to ask you something too about
14 that. Did Mr. Gardner tell you who Chief
15 Williams was, the individual that was put in
16 that position, what his ethnicity was?

17 Q: Ms. Slayman. I'm sorry. I get to answer
18 the -- ask the questions.

19 A: Okay. I'm sorry.

20 Q: And I appreciate your willingness to engage.

21 A: No, no, no. I'm sorry. I'm very sorry. I
22 apologize. I'm sorry.

23 Q: But let me ask you this: You had every
24 opportunity to ask questions of Mr. Jeff
25 Gardner, correct, through your witnesses and



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1 through your lawyer in this?

2 A: I would assume so; yes.

3 Q: Okay.

4 A: I'm not great at this process.

5 Q: Right. Well, now, you put up 16 witnesses or
6 so?

7 A: I did.

8 Q: And you put up witnesses -- let's take
9 Dr. Bain. You put up witnesses that basically
10 tried to impugn the credibility of the five
11 folks that filed the grievance; is that right?

12 A: Dr. Bain was asked to come because she had
13 worked with these individuals. I didn't know
14 what she was gonna say.

15 Q: But you would agree with her -- her testimony
16 essentially she said none of these people are
17 credible. I asked her.

18 A: I know you did. I -- it was interesting to me
19 that some of the things she said were the exact
20 same things that I saw when I worked these
21 individuals.

22 Q: Okay. Now, just to -- so we'll try to stay on
23 a pattern, I suppose. You testified for about
24 30 minutes -- timed it too -- about all your
25 accomplishments; is that fair to say? I'm glad



1 you did. I would have stipulated to everything
2 you testified to.

3 A: I was asked to do that. Yes, sir, I did.

4 Q: I understand. And you've got a long list of
5 accomplishments, many of which occurred while
6 you had this cabinet that filed the grievance
7 against you, correct?

8 A: Yes, sir. That's true.

9 Q: So did you do all those things on your own, or
10 did they help you?

11 A: They helped me. I would not deny that.

12 Q: Okay. And I appreciate your testimony 'cause,
13 I think by and large, you seem to describe them
14 as pretty good employees?

15 A: Uh-huh.

16 Q: Is that right?

17 A: Sorry. Yes, sir.

18 Q: Right. And yet I think you're expecting
19 Ms. Pike to reconcile some competing things.
20 For instance, you said there was some
21 sniping -- those are my words -- or complaints
22 of one another within the office, correct?

23 A: Uh-huh, that's true; yes.

24 Q: All right. So does that seem conspiratorial
25 like they were all tight as ticks and they were



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1 all, you know, going to lunch and, you know,
2 formulating this grand conspiracy against you?
3 How do you reconcile those two things, honor
4 among thieves? I mean, I ---

5 A: I don't know ---

6 MS. POLVI: Object to the form. It's a compound
7 question.

8 Q: How to you reconcile those things? Don't you
9 think those are competing? On the one hand,
10 you say that they complain against -- about
11 each other. But on the other hand, they're
12 formulating this grand conspiracy to oust you?

13 A: It took place that way. I'm gonna -- I will
14 stand by what I said. They did bite each other
15 or snipe, whatever words you want to use. They
16 did. And they also -- under oath, you heard
17 it. Those aren't my words -- that they got
18 together and they wrote this. And even in
19 their statements, there are things that one
20 person would say that another person would have
21 the knowledge about. So when you want to talk
22 about hearsay and not firsthand knowledge, read
23 their statements. I mean, you see it. So I
24 don't know of any other conclusion that I could
25 draw.



1 Q: Okay. Couple questions. Did you submit your
2 work? Did you share your statement with all
3 your witnesses?

4 A: No, no.

5 Q: You ---

6 A: This was written in -- I -- no. I shared this
7 with Ms. Polvi.

8 Q: Okay.

9 A: Yeah.

10 Q: So would you agree that your witnesses seem to
11 portray -- and I'll give you credit. You
12 didn't seem to. But your witnesses seemed to
13 try to diminish and demean in some ways, and
14 especially Dr. Bain, the credibility of the
15 folks that filed the grievance. Would you
16 agree with that, that they weren't good
17 workers, that Ms. Anna Stroud was, you know, on
18 the verge of losing her job. Would you all --
19 would you agree that that's been the basic
20 testimony of your witnesses about these folks?

21 A: The only one that I knew was about to lose her
22 job was Anna Stroud, and that was from me. I
23 don't know if Dr. Bain -- I don't recall
24 whether or not she said that or not. But I
25 know I did.



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1 Q: All right.

2 A: And I know that the board -- I believe that
3 maybe the board members that you heard from may
4 have said that under testimony. But certainly
5 Dr. Littlefield did not and certainly Allan
6 Teal did not and Gerald Moore did not and John
7 Agee did not ---

8 Q: Mr. Stiver just did. He said some negative
9 things. He had some strong opinions. He said
10 they didn't get their work done, right?

11 A: That was his observation, I -- you know ---

12 Q: Your witness.

13 A: --- and I don't control their opinion. But
14 what I can tell you is I had witnesses who did
15 not. They didn't say negative things about
16 them.

17 Q: Okay. Let me ask you this. I'll get to that
18 in a minute. I'm trying to cover some ground.
19 I'm trying to be brief. The -- you testified
20 that as to Ms. Shawn Williams ---

21 A: Right.

22 Q: --- that it never happened again. I want to be
23 clear. As I understood her testimony, she
24 testified that it -- "it" being a threat ---

25 A: Uh-huh.



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1 Q: --- on a very pointed statement that was
2 concerning, never happened again to her. Is
3 that what you remember? I don't believe she
4 testified that it never happened again.

5 A: If I didn't make my -- make it clear, that's
6 what I was indicating. She indicated in her
7 statement that it was about her that it didn't
8 happen again.

9 Q: Right. I just wanted to make sure that was
10 clear for the record.

11 A: Right.

12 Q: Again, you nominated for her HR Person of the
13 Year?

14 A: I did.

15 Q: Correct?

16 A: I did.

17 Q: Good employee?

18 A: Pretty good employee.

19 Q: Okay. Ms. Ligon, Ms. Jeannie Ligon: strongest
20 employee of the district?

21 A: I have to utmost respect for her.

22 Q: All right. And she testified in this case?

23 A: She did.

24 Q: And she did provide some details -- would you
25 agree? -- about her interactions with some of



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1 the five? I'll call them conspirators.

2 A: I would say that was her perception. Yes, she
3 did.

4 Q: Now, she is a licensed -- is she a licensed
5 school counselor?

6 A: I don't know that.

7 Q: Okay.

8 A: Yeah. I don't know ---

9 Q: She serves as a school counselor, or is she a
10 school psychologist?

11 A: She is a -- the director of special services.
12 I don't know if she does ---

13 Q: She might be a psychologist.

14 A: --- the psychologist stuff or not. I don't --
15 I can't remember that.

16 Q: Okay. You also mentioned that Shawn Williams,
17 there was some issue about her not being at
18 work?

19 A: It was.

20 Q: Was this a time when she was in a coma with
21 collapsed lungs?

22 A: No. And she testified to that with -- under
23 oath, but that was not the time. This was
24 right before school started.

25 Q: Okay. All right. I wanted to be clear.



1 A: Yeah.

2 Q: I thought that I remembered that she had

3 testified there was a time ---

4 A: There was a time ---

5 Q: --- that you were calling her?

6 A: Well, I didn't know she was in a coma.

7 Q: That's what I was getting at.

8 A: Yeah. That was a different time; yes, sir.

9 Q: Right. There was a time when you called her to

10 find out, oh, my gosh. You're in a coma?

11 A: Correct. And I was like -- I mean, I was

12 freaking out 'cause I didn't know what was

13 gonna happen to her.

14 Q: Okay.

15 A: Her mom actually talked to me. And that's a

16 whole different ball game.

17 Q: Now, you mentioned the Lunsford-Thomas case.

18 Did you follow that pretty closely?

19 A: Would you please say that again?

20 Q: The Lunsford-Thomas case that we had here?

21 A: No, no. Not really.

22 Q: Do you know whether she testified ---

23 A: I wasn't here.

24 Q: --- about any stress ---;

25 A: No.



1 Q: --- at the district?

2 A: No. But I do know -- I don't know what their
3 relationship is like now, but I sure know that
4 they -- Dr. King and she were pretty tight.
5 And Anna was pretty emphatic about them, you
6 know, having an affair. I don't know. I mean,
7 I believe what Charles told me at face value.

8 Q: Okay. Well, me too. Thank you. All right.
9 So let's talk about the Wi-Fi. I know I'm
10 skipping around a little bit. But as I
11 understood Mr. Charles King's testimony about
12 the Wi-Fi, he didn't have a cell phone supplied
13 by the district; is that fair?

14 A: That is true. He chose ---

15 Q: Right.

16 A: --- to kept his own -- keep his own.

17 Q: Right. As I understood his testimony, he said
18 that -- well, he figured having the hot spot,
19 the Wi-Fi would be equivalent to having a cell
20 phone from the district; is that what you
21 recall his testimony to be?

22 A: If that was -- that was his testimony.

23 Q: Yes.

24 A: And that was his testimony.

25 Q: And he rented a house. Is it your



1 understanding he rented a house while he was
2 working in the district?

3 A: I do understand that; yes.

4 Q: Okay. And you also testify that you didn't
5 understand how the Mi-Fi worked?

6 A: Well, I know it gives you Wi-Fi. I mean, I've
7 never used it, but I know that you can use it
8 to get Wi-Fi.

9 Q: Okay. Okay. I think you also testified at
10 some point about technology in the district.
11 Chester's a rural place, so you may not have
12 Internet all over the place?

13 A: We do. The kids and the teachers do now -- or
14 they did. I don't know if they still do.

15 Q: Now, you also said Chester's a small town?

16 A: Uh-huh.

17 Q: And I've told you some of my background, me and
18 Mr. Teal connected?

19 A: I didn't -- know, that part, I didn't know. I
20 thought you were connected with Mr. Agee.

21 Q: No. It was Mr. Teal.

22 A: Okay.

23 A: And ended up -- I didn't know him, but he knew
24 my people. So the question is this: You --
25 Ms. Callie McConnell testified fairly clearly



1 that she, over the course of her 31 years as
2 board secretary, board scribe?

3 **MS. POLVI:** Clerk.

4 **MR. WINBURN:** Clerk. Thank you.

5 Q: That it was typical for her to not have a lot
6 of direct communications about matters pending
7 before the board with other staff. Does that
8 seem accurate testimony?

9 A: I would think so.

10 Q: Okay. And she also testified that she didn't
11 mention until possibly -- until after the fact
12 that the -- that she noticed that these folks
13 were meeting. You testified that she told you?

14 A: She did.

15 Q: Okay. So which one's right?

16 A: I don't -- I'm not gonna question Ms. Callie's
17 credibility but I know ---

18 Q: Okay. And I'm not asking you to do that, but
19 I want to -- I noticed that, that there's a
20 discrepancy. You said she did tell you that
21 they were meeting?

22 A: She did.

23 Q: She testified that she did not tell you before
24 all this came out that they were meeting?

25 A: No. She did. And I don't know whether she



1 forgot or not. But when I went back -- you
2 know, I was allowed to go back for a few days.

3 Q: Right.

4 A: And she told me that they had been meeting in
5 that room. I wouldn't do that. And I'm not
6 saying Ms. Callie's saying -- Ms. Callie's very
7 upstanding and ethical.

8 Q: But is it accurate also to say that the -- at
9 least two people who were working with you and
10 Ms. McConnell had no idea about this, this --
11 what has been sort of portrayed as a conspiracy
12 among the five folks that signed the grievance?
13 You didn't know? You've testified that you
14 were shocked?

15 A: I was.

16 Q: Okay.

17 A: I'm gonna tell you, never in my wildest dreams,
18 especially with Charles King, would I have
19 thought that he would have been a part of this.

20 Q: And at the outset of your testimony, you were
21 asked is there any, any basis for these
22 allegations and you say no?

23 A: Huh-uh, no.

24 Q: And you stick to that answer?

25 A: Yes, sir.



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1 Q: Absolutely no basis?

2 A: No. Absolutely.

3 Q: Okay. All right. Now, you were asked if you
4 were a hostile person. I'll just submit to you
5 that that was one of the questions. And then
6 you testified that you had never taken
7 retaliatory action against these folks; is that
8 true?

9 A: Please give me the context of that.

10 Q: Well, and I don't mean to -- I'm not trying to
11 trick you. You were asked multiple times
12 whether, you know, you created a hostile work
13 environment or these -- essentially these
14 allegations -- is this warranted, and you said
15 no.

16 A: Is this Ms. Polvi's?

17 Q: Yeah, this is Ms. Polvi's question.

18 A: Okay.

19 Q: But you testified that you had never taken
20 retaliatory action against Charles King, Jeff
21 Gardner, Anna Stroud and the like; is that fair
22 to say?

23 A: Was that the question that I was asked? Can I
24 ask her if that was the question I was asked?

25 Q: Well, just let me ask you this way: Have you



1 ever taken retaliatory action against Anna
2 Stroud, Charles King? After this allegation
3 came out and the three years hence, have you
4 taken retaliatory action?

5 A: Well, if you are wanting me to say that I have
6 filed a lawsuit, yes.

7 Q: Well, I'm getting to that.

8 A: And that's ---

9 Q: I just want ---

10 A: Charles King is named in that lawsuit.

11 Q: And I think the hearing officer can go back to
12 the testimony she needs to. But you said I
13 have never taken retaliatory action against
14 these folks. But you have sued Betty Bagley?

15 A: Yes.

16 Q: Correct? And you have sued Dr. Hughes?

17 A: Yes.

18 Q: Who else have you sued?

19 A: Denise Lawson.

20 Q: Okay. Who wrote you a recommendation? Isn't
21 that ---

22 A: Oh, yeah. That's why this is so bizarre.

23 Q: Okay.

24 A: Denise Lawson.

25 Q: All right.



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1 A: Betty Bagley, Keith Callicutt, Charles King.
2 Q: But you did sue Mr. King?
3 A: Yes. He's named in the lawsuit.
4 Q: Okay.
5 A: But you also need the context of the lawsuit.
6 Q: Okay. Tell me.
7 A: The lawsuit is for defamation after I signed
8 that settlement agreement.
9 Q: Oh, okay.
10 A: That's a whole different ball game than this.
11 Q: Well, let's talk about the settlement
12 agreement. When did you sign it?
13 A: September of 2015.
14 Q: And you testified that Ms. Betty Bagley's
15 the ---
16 A: No. Yes.
17 Q: --- only person to ask you to resign? Betty
18 Bagley asked you to resign, and that's the only
19 person that asked you to resign?
20 A: She is the only one that asked me to resign.
21 And it was during the investigation that she
22 did that.
23 Q: So why in the world did you resign? Betty
24 Bagley's -- doesn't even live there.
25 A: No. But be in my position. I had the votes to



1 stay.

2 Q: How do you know that?

3 A: I know that. I was told that.

4 Q: Okay.

5 A: So if you have a group of people that bring
6 a -- file a grievance against you, you can't
7 weather that. You can't supervise. You can't
8 provide direction. Anything that you say and
9 do will be questioned.

10 Q: Right. So you have sued Charles King for
11 defamation related to I'm -- you tell me -- the
12 release of information related to the Betty
13 Bagley report?

14 A: It's in that -- my lawsuit.

15 Q: I'm asking you.

16 A: Yes, sir.

17 Q: I'm not as familiar with it as you would be?

18 A: Yeah. Yes, sir. But ---

19 Q: Okay. But you have not -- you -- he's now
20 testified under oath that he made these
21 allegations. He was among those. You didn't
22 sue them for defamation.

23 A: I believe that there were some other
24 circumstances involving Dr. King that did not
25 involve the other individuals.



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1 Q: Okay. Well, let's talk about the other
2 individuals. They still say you said these
3 things.

4 A: I need to ask a question, because the lawsuit
5 is pending though. Can I legally discuss this?

6 Q: Sure.

7 **MS. POLVI:** I'll stop you if we go too far.

8 **THE WITNESS:** Okay. I don't want to compromise
9 anything.

10 **MS. POLVI:** Those basic questions is fine.

11 A: Okay. I'm sorry. I just need to make sure.

12 Q: Why did you sue Charles King for defamation?
13 You haven't sued these other individuals who
14 filed the grievance against you?

15 A: Because I have ---

16 **MS. POLVI:** I want to put a stipulation on the
17 record is that the contract that's in the
18 record clearly delineates that there is a
19 confidentiality requirement to all of the
20 individuals ---

21 **THE WITNESS:** Right.

22 **MS. POLVI:** --- who have been individually named and
23 then it is breached after that date. So I do
24 want to put that -- stipulate that there is a
25 contract date, which is -- it's already in the



1 record ---

2 **THE WITNESS:** Uh-huh.

3 **MS. POLVI:** And that just needs -- I would say that
4 that -- I just need to interject to put that on
5 the record.

6 **HEARING OFFICER:** Okay.

7 **MR. WINBURN:** Okay.

8 Q: In short, if these are lies in the Betty Bagley
9 report, why haven't you sued these other
10 people?

11 A: Mr. Winburn, I didn't have any kind of reason
12 to believe that they continued the defamation.
13 I have some reason to believe that Dr. King has
14 continued in that manner.

15 Q: Okay. So they say it once. We just let
16 bygones be bygones. But if they keep saying
17 it, we'll sue them?

18 A: I have ---

19 **MS. POLVI:** Again, I need to object to that as it
20 again -- I mean, the settlement agreement
21 that's already in the record is quite clear
22 that the -- all of these individuals have been
23 released as of the date of signature back. So
24 I mean, again, the contract in record speaks
25 for itself.



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1 **HEARING OFFICER:** I'm sorry. Say that -- all these
2 individuals have been released? What ---

3 **MS. POLVI:** Is that she would -- the part of the
4 settlement that ---

5 **HEARING OFFICER:** That she would release them?
6 Okay. All right. I understand now. Okay.
7 That makes sense.

8 **MS. POLVI:** From that date backwards ---

9 **HEARING OFFICER:** Yes.

10 **MS. POLVI:** Not future things.

11 **HEARING OFFICER:** Yes.

12 **MS. POLVI:** That happened. Just to make sure ---

13 **HEARING OFFICER:** Yes. I understand that.

14 **MR. WINBURN:** Let's -- while we're on there -- and
15 I'll try to keep to the subjects.

16 A: The action taken by the board, how would you
17 describe that 7 to nothing vote? There's been
18 testimony already that the board determined
19 that the Betty Bagley report was moot?

20 **MS. POLVI:** Go ahead.

21 A: Correct.

22 Q: All right. Does that mean they reached the
23 merits of the allegations?

24 A: I believe from what I heard from the testimony
25 that the witnesses that you had come before you



1 believed that the word "moot" meant, yes, that
2 they dismissed the allegation.

3 Q: Seven to nothing?

4 A: But that is my opinion in this matter. I'm not
5 in their head to know that they think. But I
6 heard the board members say that, that they
7 believed that there wasn't any substantiation
8 or whatever to the allegations. I think that's
9 what they thought in their mind. But you can't
10 speak for the other five.

11 Q: Well, I'm asking ---

12 A: Or four.

13 Q: --- you. What do you think?

14 A: I think yes. 'Cause I think the end goal in
15 this was for me to be gone.

16 Q: Okay. Now, you wrote to Joel Griggs, the
17 matter was settled. The board voted no merit
18 to the allegations?

19 A: Right.

20 Q: Would you agree that's what your -- what's in
21 your statement?

22 A: Yes. What page are you on?

23 Q: I'm sorry. I'm on page 6, the third paragraph.

24 A: Yes, sir. I am.

25 Q: Okay. So you wrote to him, the board voted no



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1 merit?

2 A: Correct.

3 Q: Not moot, but no merit? That's what you --
4 your understanding was?

5 A: Well, that's what -- you know, I don't know if
6 "no merit" and "moot" mean the same thing. I'm
7 not an attorney. But that's what my impression
8 was.

9 Q: All right.

10 A: Please show me where that's at?

11 Q: I'm sorry. Right there (indicating).

12 A: Okay. Thank you. And those are my words.
13 Those are lay words.

14 Q: Sure. No. I'm not asking you for a legal
15 conclusion. I just -- did you understand that
16 the -- there was a vote and it was voted 7 to
17 nothing when you wrote this?

18 A: I know -- I knew that after the fact, because
19 this vote took place after I had left.

20 Q: Okay.

21 A: And I guess that's why it says no merit,
22 because that would be my impression. And if it
23 doesn't mean the same ...

24 Q: And do you think Mr. Callicutt was wrong to
25 report this?



1 A: You know, I question that. I had known
2 Mr. Callicutt and thought well of him. I don't
3 understand why a superintendent coming in on
4 the job for two weeks or however many days --
5 I don't remember -- would, when a matter was
6 settled, do this. I just don't understand it.

7 Q: Now, you also said that the entire
8 investigation was corrupt, in your statement?

9 A: I believe that. Yes, I do.

10 Q: Okay. Now, you also said that until -- you
11 know, this is the date, February earlier this
12 year?

13 A: Yes.

14 Q: And you've already testified that you don't
15 recall or unaware. Do you know -- did you hire
16 a lawyer to represent you when this was all
17 going on in 2015?

18 A: Yes, I did in 2015. I had legal
19 representation.

20 Q: Can you tell me who you hired?

21 A: The Lewis Cromer's firm.

22 Q: And do you know if Louis Cromer ever called our
23 offices at that time?

24 A: I don't think so, not in 2015.

25 Q: How about 2016 or 2017?



1 A: I don't think so in 2017. He might have in
2 2016.

3 Q: Before -- let see, two and a half -- cannot
4 believe almost two and a half years of this
5 political charade. So two and a half years.
6 In that two-and-a-half-year span of time, do
7 you know whether your attorney called our
8 office?

9 A: He might have in 2016.

10 Q: Okay.

11 A: But that was only because there was a rumor.
12 Because there was a rumor going around. I had
13 gotten a call from somebody in the community
14 that said that somebody was going after my
15 license. And they didn't specify who. And I
16 called Mr. Cromer and said ---

17 **MS. POLVI:** Don't -- just ---

18 Q: I don't want to know -- yeah.

19 A: Okay. I'm sorry.

20 Q: Yeah. I'm not asking that. I'm just ---

21 A: Okay.

22 Q: I just didn't -- I wanted to ask for the record
23 whether -- yes or no, whether your attorney
24 contacted our office. I don't know if you knew
25 that or not.



1 A: Huh-uh.

2 Q: Okay. You also indicated -- this is on page 6
3 as well, the top of that last paragraph. I may
4 just read it for the record. Keith Callicutt
5 who filed this complaint resigned after three
6 months. He's not able to survive the
7 situation, which included the hacking of his
8 secretary's computer to share information to
9 social media. What are you referring to about
10 the hacking?

11 A: Well, I know that -- and you're gonna call it
12 hearsay.

13 Q: I'm asking.

14 A: But I was told by individuals in the community
15 that his secretary's computer was broken into.
16 I guess I call it hacking 'cause I -- you know,
17 broken into. And that there was information
18 that was put on social media from her computer.

19 Q: That's McConnell's computer?

20 A: Yeah.

21 Q: So that was all that -- that was what that
22 testimony was about, her getting the computer?

23 A: I don't know that. I just know ---

24 Q: Okay.

25 A: --- I just know this part. I don't know



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1 anything about that.

2 Q: Now, you were flipping through your folder a
3 minute ago and referring to it related to Anna
4 Stroud. And you were looking at leave slips,
5 I believe, or communications. How do you have
6 all that?

7 A: You just -- I had -- when I left. I mean, I
8 had stuff.

9 Q: When took it when you left in September?

10 A: No, no, no, no, no, no, no, no.

11 Q: How you do have all that though?

12 A: I -- when I ended up leaving and I packed up my
13 office, I really didn't even discover it until
14 probably a few weeks ago to even know I had
15 anything. I didn't think I had anything. And
16 I ended up was -- I had some leave slips. I
17 also have my calenders that has their leave on
18 it because those were my calenders.

19 Q: You had Anna Stroud's leave slips, right?

20 A: No, not leave slips. I had just sheets that
21 had everybody's leave on it. It wasn't
22 specific to Ms. Stroud.

23 Q: Now, there's some testimony about FMLA with
24 Ms. Stroud. Did you ever ask FMLA information
25 from -- about Ms. Stroud?



1 A: I asked Shawn was there an FMLA and was never
2 given an answer, and I never saw an FMLA form.
3 And if we had had an FMLA form on her, that
4 would have come from Ms. Callie.

5 Q: Nobody ever gave it to you?

6 A: No.

7 Q: You never got it from anybody?

8 A: I never got that in my position. No, sir, I
9 didn't. And if you'll look on your statements
10 that you got from Ms. Stroud, even the
11 individual that she purports gave me that
12 document says in there that she was not sure.
13 You do need to look at that.

14 Q: You want me to present it?

15 A: That said she didn't know? I mean, no. You
16 already have it.

17 Q: I don't know if it's in evidence though.

18 A: Yeah, it is. It's in your -- it's in their
19 statements.

20 Q: Okay.

21 A: Yeah.

22 Q: It's in Shawn Williams' statement?

23 A: No, no. Not Shawn.

24 Q: Or Anna Stroud's?

25 A: Anna Stroud's statement.



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1 Q: Okay.

2 A: But it's just a one-line thing.

3 Q: All right. You gave real specific testimony
4 about your CWP ---

5 A: Uh-huh.

6 Q: --- exchange.

7 A: Uh-huh.

8 Q: Very specific. You give a really good
9 testimony on a lot -- in detail on a lot of
10 information, but that is what you recall about
11 the discussion about CWP?

12 A: Oh, I know that. Yeah. I do because of what
13 I told you.

14 Q: All right.

15 A: The \$20 bill thing just -- it stuck with me.
16 I actually thought it was a pretty good way to
17 test, you know, when you walked in our house if
18 somebody been there.

19 Q: And it's your testimony that Shawn Williams is
20 simply mistaken about what she recalls you said
21 to her?

22 A: That's what I believe; yes.

23 Q: No, no. Is it what you believe, or are you
24 sure she's wrong and you're right?

25 A: That's my -- I believe that. I think that



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1 that -- yes.

2 Q: Okay. Now, as a superintendent, are you -- did
3 you interact with principals on a regular
4 basis?

5 A: I did.

6 Q: How many schools are in Chester County School
7 District?

8 A: Oh, my God.

9 Q: Approximately. Not a test.

10 A: Well, maybe 10, 12.

11 Q: Each one of them have a principal and an
12 assistant principal?

13 A: Some have more than -- well, I don't know now,
14 but some -- back then, some had more than one.

15 Q: So we'll call it 15, about 15 principals. Did
16 you call any of those principals as witnesses
17 in this case?

18 A: Huh-uh.

19 Q: Sorry. Is that a "no"?

20 A: No, sir.

21 Q: That's okay. Now, you heard some testimony
22 from Charles King that you belittled him,
23 berated him. I don't know if those -- he used
24 those exact words, but you recall the
25 testimony, right?



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- 1 A: I do.
- 2 Q: Did you do that?
- 3 A: I do not recall doing that. No, I do not.
- 4 Q: Okay. Jeff Gardner described a situation where
- 5 you were -- had a meeting with, I believe, the
- 6 head bus driver? Older lady?
- 7 A: Yeah. What's her name?
- 8 Q: Been with the district forever.
- 9 A: What was that lady's name?
- 10 Q: I don't have good notes on it. I can go back
- 11 and find it.
- 12 A: Oh, I know who you're talking about though.
- 13 Q: At the time, was there an issue related to bus
- 14 driver pay?
- 15 A: Uh-huh.
- 16 Q: They were trying to get a raise?
- 17 A: Yes, sir.
- 18 Q: Okay.
- 19 A: Yes, sir.
- 20 Q: So you do recall the meeting in your office?
- 21 A: Oh, it was -- I didn't have a meeting in my
- 22 office with her; no, sir.
- 23 Q: Do you recall an exchange between at least you
- 24 and this lady?
- 25 A: Yes, I do.



1 Q: And Mr. Gardner?

2 A: Yes.

3 Q: Now, you heard his testimony, and he described
4 you being very, I'll say, aggressive; is that
5 correct? Is that -- do you recall the
6 testimony?

7 A: That's -- was his description; yes.

8 Q: Do you deny that happened?

9 A: I don't believe that I was the way he was
10 saying. No, I do not.

11 Q: Okay. But you don't remember?

12 A: I wouldn't do that. I mean, his terms were --
13 you would have thought I was -- I don't know,
14 terrible.

15 Q: So did you -- do you -- I don't -- I'm sorry.
16 I'm not trying to aggravate you with these
17 questions, but do you not remember, or do you
18 disagree that you emphatically deny that it
19 happened, that you were aggressive toward this
20 lady?

21 A: I don't believe I was aggressive towards that
22 lady. But you're asking me about specific
23 things the ---

24 Q: Yeah.

25 A: I mean, you know, there's -- you're asking me



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1 about things a long time ago too.

2 Q: It's a case about words. I agree with you.

3 Okay. As to this cheerleading coach ---

4 A: Right.

5 Q: --- you testify that you sent Jeff Gardner,
6 Charles King to investigate the matter?

7 A: Yes, I did.

8 Q: And they testified you said to them, you got to
9 get rid of this coach?

10 A: No, sir.

11 Q: You disagree with their characterization?

12 A: I do disagree with that. And let me tell you
13 why.

14 Q: Tell me.

15 A: Because the parent and the daughter were in
16 there in front of me.

17 Q: Okay.

18 A: I would be very careful not to make remarks
19 that would either affirm or not affirm the
20 accusations that they were making.

21 Q: Are you saying you gave them the task in front
22 of the mother?

23 A: Yes, I did.

24 Q: Okay. And at no point did you say, well, you
25 need to go get rid of her?



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1 A: No, sir. I asked them to go and find out what
2 was going on 'cause nobody knew. We had one
3 side of the story but not the another.

4 Q: All right. Now, you also testified that Brooke
5 Clinton -- you originally you testified she's
6 a great writer. Angela Bain said she's
7 sensational. How would you describe her?

8 A: Well ---

9 Q: Is she a good writer, or does she
10 oversensationalize stuff?

11 A: I don't -- I can't speak for Dr. Bain but I ---

12 Q: Do you agree with Dr. Bain's description of
13 her?

14 A: I would -- I thought sometimes that Brooke had
15 really great qualities. But sometimes you had
16 to reign her back in. It was -- her heart was
17 good, but you had to reign her back in 'cause
18 she would try to get a little overzealous.

19 Q: Now, your lawyer referenced a letter from
20 Ms. Clinton to Mr. Griggs. It is not -- are
21 you familiar with this letter?

22 A: Is it in the packet? Yeah. I've seen this
23 somewhere. Is it -- was it in your packet?

24 Q: It was. I'm sure we sent it 'cause you -- this
25 is the one you were referencing, I think. Can



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1 you tell me -- read this part of that letter
2 (indicating).

3 A: The horrible?

4 Q: I have no.

5 A: I have no desire to retaliate against
6 Dr. Slayman but do know that my top loyalties
7 lie with the district.

8 Q: Okay. So ---

9 A: Is that all you want me to read?

10 Q: I suppose for now. I just want to -- I mean,
11 I don't want to skirt the issue. You know, we
12 didn't ask her this on direct, but you were
13 asked about the letter by your lawyer, and I
14 just wanted to share that for the record,
15 because she obviously did submit something
16 based on this (indicating).

17 A: Yeah. I hadn't seen anything.

18 Q: Right, right.

19 A: Have you? Well, I can't ask that. I'm sorry.

20 Q: No. That's all right. No. I'm sharing with
21 you what you guys already have and since your
22 lawyer brought it up.

23 **MR. WINBURN:** What's that? I'd like to enter into
24 evidence. Sure. Since you referenced it. It
25 is from Brooke Clinton to Joel Griggs.



1 **THE WITNESS:** In 2016. Can I give her this?

2 **MR. WINBURN:** Sure.

3 **HEARING OFFICER:** Ms. Polvi, do you object?

4 **MS. POLVI:** I was using it for a limited purpose.

5 But, you know, Ms. Clinton did not affirm that
6 these are her statements, so I think because I
7 kind of opened the door, I don't think I can
8 object to it fully. But I would say that I
9 would ask this be a stipulation that it has
10 been not been affirmed as actually from her,
11 offered by her, you know, any of that sort. It
12 just simply is a document unsubstantiated. But
13 I don't think I would -- because I referred to
14 it, I don't think I have -- would have the
15 grounds to fully object to it. But I just
16 think it should be entered with that
17 stipulation attached.

18 **HEARING OFFICER:** All right. So we will admit this
19 document with the stipulation that Ms. Clinton
20 has not testified that -- to this document.
21 She has not said that this is what she wrote.

22 **(Petitioner's Exhibit Number 15 was marked for**
23 **identification purposes and admitted into evidence.)**

24 **Q:** Well, let me ask you this, Dr. Slayman ---

25 **HEARING OFFICER:** Is that a fair recitation of what



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1 you've -- okay.

2 **MS. POLVI:** It is.

3 **Q:** Okay. I'll try to wrap up here in just a
4 minute. So you were asked some questions about
5 Mr. Gardner's hiring of the -- and Mr. King's,
6 I suppose, hiring of the person to lead the
7 security detail. What you did say, Mr. Gardner
8 was the primary person to handle the security
9 matter, right?

10 **A:** He was.

11 **Q:** The guy?

12 **A:** He was.

13 **Q:** All right.

14 **A:** I mean, he -- I was with him, but he was the
15 one that was front.

16 **Q:** Right. And I believe your testimony is he did
17 a lot of things?

18 **A:** He did.

19 **Q:** Okay. Now, you testified that, you know, all
20 the -- that ultimately this salary was approved
21 and about HR and about State retirement and all
22 this and that?

23 **A:** Right.

24 **Q:** What I didn't hear you -- you weren't asked was
25 did you tell Charles King and Jeff Gardner



1 gross it up?

2 A: No. They would have had no decision with that
3 salary. Any discussion about that salary would
4 have been made with either Shawn Williams or
5 Anna Stroud.

6 Q: Right. But I'm not saying whether they were
7 the final decision maker. You're saying
8 they -- you never said the three words "gross
9 it up" so that ---

10 A: Not to them. They had to do it when we
11 selected the individual. The salary was posted
12 at one set of numbers. And then depending on
13 who was hired, it went to another set of
14 numbers.

15 Q: Do you think they knew that, this it --
16 depending on who we hired, we're gon' gross it
17 up?

18 A: They may or may not have. I don't really
19 remember at that point.

20 Q: Again, this is a case about words, Dr. Slayman.
21 Your testimony is, I never said gross it up?

22 A: No. I did not say that.

23 Q: Okay. All right. So next, based on the line
24 of questioning from your lawyer, you appeared,
25 I seemed to me, that you were perplexed as to



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1 why Jeff Gardner would be worried that somebody
2 would be making \$60,000, right?

3 A: Yes.

4 Q: Okay. Well, his testimony -- do you think his
5 testimony related to that, that he was worried
6 that this individual's making \$60,000?

7 A: I don't know.

8 Q: You heard his testimony.

9 A: I don't know. I can't ---

10 Q: Okay.

11 A: I can't put words in his mouth.

12 Q: All right. So could it have been concern --
13 could Charles King and Jeff Gardner, did they
14 ever express concern to you that, look, we
15 advertised this job at 39,000, and now you're
16 telling me to gross it up?

17 **MS. POLVI:** Object to the form.

18 Q: You're saying that conversation never happened?

19 A: I don't think I would have had a salary
20 conversation with them.

21 Q: Okay. So they're totally wrong about that?

22 A: No. And I really don't believe that.

23 Q: All right. Now, Jean Ligon in this request,
24 it's your understanding that parents were
25 asking her to -- and you heard the testimony --



1 this request from parents, as I remember it,
2 wasn't a one off. This was a two- or three- or
3 four-month kind of saga where they were asking
4 your district leadership to change documents
5 related to a student's evaluation?

6 A: According to what we read, yeah.

7 Q: According to what your understanding.

8 A: Yeah.

9 Q: I don't care what you read.

10 A: No.

11 Q: I want to know what you understood.

12 A: All I know is the day I not the call, I didn't
13 know the details. All I knew was the call was
14 about a problem with their kid.

15 Q: Where did this meeting take place?

16 A: Which one?

17 Q: The one where Jeannie Ligon said do I need to
18 get a lawyer?

19 A: That was in my office.

20 Q: In your office?

21 A: Yes, sir.

22 Q: That's what I thought. And so you call her
23 into your office about this issue?

24 A: To ask her -- to tell her I'd gotten the
25 call -- 'cause I told the gentleman that I



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1 would -- and to tell her to please contact the
2 parent.

3 Q: All right. At 6:14 this evening, 7:46 -- I'll
4 try to keep fast -- you were asked to respond
5 to the Bagley report. And what did you do?
6 You attacked Ms. Bagley. You didn't address
7 any of the allegations, not one. You said --
8 your response is all about Ms. Bagley; is that
9 fair to say?

10 **MS. POLVI:** Object to the form.

11 Q: You were given an opportunity to respond ---

12 **MS. POLVI:** That is not a accurate depiction of her
13 testimony.

14 Q: You were asked by your lawyer what is your
15 response to the Betty Bagley report, and you
16 took the opportunity not to address the
17 allegations, to attack Betty Bagley; is that
18 fair?

19 **MS. POLVI:** And I object to the form is that, again,
20 my client had already responded to my five
21 individual follow-up series of questions about
22 each of the grievants, so we'd already covered
23 that testimony previously. So I would
24 stipulate that that's an inaccurate depiction
25 of the testimony my client's given.



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1 **MR. WINBURN:** No, no. You asked for -- you asked
2 what's your response to the Bagley report, and
3 her testimony turned not to the allegations
4 contained therein but to the reporter.

5 **MS. POLVI:** Because we had already covered all of
6 the allegations therein in the earlier
7 testimony about each of the grievants.

8 **HEARING OFFICER:** Sustained. Move on.

9 Q: When you were asked, did you address any
10 allegations contained in the Bagley report?

11 A: Mr. Winburn?

12 Q: Yes, ma'am?

13 A: I have been here so long.

14 Q: Me too.

15 A: I understand. But I don't know my exact
16 wording. And I am sorry for that.

17 Q: I'm not -- it's not a test for wording. I just
18 want to know have you yet addressed the
19 allegations contained in the Bagley report?

20 A: I thought I addressed those allegations with
21 the questioning that I had been under.

22 Q: Yes, ma'am. You were asked conclusory
23 questions about whether there was a hostile
24 work environment?

25 A: Right.



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- 1 Q: Okay. Well, let's look at the Bagley report.
2 Did you ever say, take this to the grave, or I
3 will kill you?
- 4 A: No, sir.
- 5 Q: Did you ever say, I will crucify you?
- 6 A: No, sir.
- 7 Q: Did you ever say, I will cut your knees out
8 from under you; I will kill you; and I will cut
9 your legs off?
- 10 A: No, sir. And I know you asked me that
11 question.
- 12 Q: Close. All right. How about in reference to
13 an employee, The superintendent instructed the
14 cabinet member -- and I believe Jeff -- Charles
15 King testified to this -- go rip his head off?
- 16 A: No, sir.
- 17 Q: No? How about -- this one came up. How about:
18 If you're going -- if I'm going down, you're
19 going down with me?
- 20 A: We would have joked about that.
- 21 Q: Oh, okay. All right. So you did say that?
- 22 A: But not in the manner that you are implying.
- 23 Q: Okay.
- 24 A: And they said that back to me.
- 25 Q: All right. Did you ever forbid the board --



1 forbade -- forbid the board -- your cabinet
2 from communicating with the board?

3 A: No, sir. And let me give you some context with
4 that.

5 Q: Bring it.

6 A: When I was hired, Mr. Stringfellow was on the
7 board, and he asked me that question. And I
8 had told him that I was not naive enough to
9 know that individuals in a school district
10 communicated with the board, but that I did
11 have one expectation for the employees and the
12 board, and that was if a board member talked to
13 an employee about school business to please let
14 me know. And then if an employee in the
15 district, especially an administrator, not just
16 senior cabinet, talked to a board member about
17 school business, to let me know. That is how
18 I had been operating as a principal, as an
19 assistant superintendent. Every superintendent
20 I had worked for had had that expectation, and
21 that is so you didn't have problems.
22 Personally, you couldn't stop it. You would be
23 a fool to try to stop that.

24 Q: Did you ever line your cabinet members up and
25 one by one down the line ask them essentially,



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1 did you leak this information?

2 A: No.

3 Q: Was there ever an occasion like that?

4 A: I would not do that. No.

5 Q: Okay. You deny that?

6 A: I would have asked them if they had done that,
7 but I would not have used -- lined them up.

8 Q: So when Shawn Williams testified that in a
9 cabinet meeting you turned to her and said, if
10 you ever talk to the board again, I would slit
11 your throat, that is not true?

12 A: I did not say that. I did not say that.

13 Q: Okay. Now, Jeff Gardner also testified about
14 a meeting where y'all showcased the new
15 Defender employees, right?

16 A: Correct.

17 Q: Now, he testified that y'all presented these
18 individuals as if they were going to be the new
19 SROs, right?

20 A: Right.

21 Q: All right. And at the time y'all presented
22 those individuals, those were not the actual
23 people that were going to be in the schools,
24 were they?

25 A: They were not.



1 Q: Okay. Jeff -- did you tell everybody that?

2 A: You heard the board members' comments. Because
3 the board answered that question. I believe
4 you asked them that question.

5 Q: I don't believe I did.

6 A: I think so, sir.

7 **HEARING OFFICER:** Uh-huh.

8 A: They were. And they responded to you that they
9 knew that those officers were not ---

10 Q: Oh, you mean all the board members, that ones
11 that you brought?

12 A: The -- you could ask any of those board
13 members.

14 Q: Okay. So Jeff Gardner's lying?

15 A: I'm not gonna say that. I'm gonna say that the
16 board members told you what was said. And I
17 will tell you this also as well: Mr. Gardner,
18 the reason that they were not all hired -- and
19 the board members knew this -- is because
20 Mr. Gardner didn't follow up and finish the
21 hire.

22 Q: So it's his fault?

23 A: That was one of his issues.

24 Q: So it's his fault that he presented individuals
25 that were never going to be SROs?



1 A: None of them are SROs. There were ---

2 Q: Security officers?

3 A: Correct. And that's two different things.

4 Q: All right.

5 A: But some of them were -- did remain. I mean,
6 they were -- some of them really were the
7 permanent folks there, and some of the ones
8 that were brought in did say. I don't know a
9 number. I wasn't there right after that, all
10 of this happened.

11 Q: Well, you told Jeff Gardner -- you explained to
12 him that these weren't gonna be the actual
13 folks that were gonna be serving in those roles
14 in those schools?

15 A: Mr. Gardner told me that.

16 Q: Oh, okay. So it's the reverse of what his
17 testimony was?

18 A: He was the one that was in charge. I had no
19 idea who was coming in or not. He and the
20 Defender group were the one that did the hire.

21 Q: Did you tell the board or did you ask the
22 board -- or the -- your folks to keep secret
23 the fact that they didn't have arrest powers?

24 A: No. They knew that. You heard that in their
25 testimony. I was quite open with that, with



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25 A: There was tension, yes.

1 Q: Now, were you upset at -- with the sheriff at
2 all?

3 A: I was frustrated with the sheriff.

4 Q: What about?

5 A: We had tried to work with him tried to get --
6 I'd let him do some active shooter training in
7 the schools at one point, and he used that as
8 an opportunity -- he really breached some
9 security stuff, especially with one of the high
10 schools who was -- which was layed out poorly.
11 And I really worried about the safety of the
12 kids in the -- and the employees in the school
13 because of him kind of publicly denoting what
14 the weaknesses were, about somebody coming in
15 and, you know, knowing that we all had doors to
16 all the outside. It's an old high school.
17 And ---

18 Q: So you published -- I'm sorry. He published
19 that in the paper? Is that ---

20 A: It was public. And I don't know if it was in
21 the paper or how, but I know it was very
22 public.

23 Q: I think there was testimony that it was
24 published in the paper; is that wrong?

25 A: It could be correct. I mean, I don't know. It



1 could be correct; yeah.

2 Q: But did that make you angry at the sheriff?

3 A: It made me really frustrated at him.

4 Q: Okay.

5 A: I was very frustrated.

6 Q: And you shared your frustrations with your

7 staff?

8 A: Oh, yeah, I would have.

9 Q: Did you ever tell your staff, don't communicate

10 with the sheriff?

11 A: No, I did not. 'Cause I tried to communicate

12 with the sheriff after -- even after that. I

13 invited him to a security -- we had a ---

14 Q: You got those e-mails?

15 A: Oh, I can get them. I'm sure I can.

16 Q: Sure. I'd love them.

17 A: But we had a training that involved all the

18 first responders.

19 Q: Oh, yeah. When was that?

20 A: Oh, my God. 2014 maybe.

21 Q: So Jeff Gardner's testimony is not truthful

22 about ---

23 A: If he said there was no training, it is not.

24 Because we had training, and all first

25 responders were invited -- I think somebody



1 under oath said that. I don't know. Maybe I'm
2 dreaming that.
3 Q: Maybe you did.
4 A: But we had training, and everybody was invited.
5 Even the sheriff's office was invited to that.
6 Q: Wait a minute. Are you saying the sheriff's
7 office attended?
8 A: I don't know -- think they attended, but I know
9 they were invited.
10 Q: Okay. So your testimony is that we had all
11 this training ---
12 A: We did.
13 Q: --- oh, and by the way, I'm not sure if they
14 even attended?
15 A: I don't think they attended; no.
16 Q: Okay.
17 A: No. But they were invited. I can't force
18 somebody to come.
19 Q: Yeah. Who invited them?
20 A: We did. The district did.
21 Q: Did you invite them?
22 A: It would have been ---
23 Q: Jeff Gardner's in charge?
24 A: No. Might have been Brooke that -- I don't
25 know. Jeff or Brooke. Somebody -- we -- the



1 school district invited all these people.

2 Q: You ain't got a clue who in the district
3 invited the sheriff?

4 A: It would either have been Brooke or Jeff or
5 myself. Probably not me but -- probably have
6 been Brooke or Jeff.

7 Q: Okay.

8 A: Yeah.

9 Q: All right. Well, we've got their testimony.

10 A: But I know we held training and we invited
11 them.

12 Q: Okay. Skipping a little bit, did you put a
13 letter in Anna Stroud's file in connection with
14 her allegations of sexual harassment from that
15 vendor?

16 A: I did.

17 Q: You did. Okay. So that's accurate?

18 A: Yeah. It was under attorney draft -- attorneys
19 drafted the letter.

20 Q: Okay.

21 A: So ---

22 Q: Did y'all give that to her?

23 A: Yes. Oh, yes.

24 Q: Okay.

25 A: In front of -- I mean, I discussed it with her

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1 and went through the whole letter.

2 Q: Okay.

3 A: And the attorneys should have a copy on file in

4 their firm.

5 Q: Did you ever draft an improvement plan?

6 A: For me?

7 Q: Yes.

8 A: I did.

9 Q: Okay. Does that look like that's it?

10 A: No, that is not the improvement plan.

11 Q: What did yours look like?

12 A: Mine looked different. I rewrote those goals.

13 Because the way those goals were written and

14 given to me ---

15 Q: Uh-huh.

16 A: --- made it look like I was guilty of those

17 things. And I did not do that. I drafted my

18 letter with the attorney.

19 Q: Okay. Is that what you consider fighting back,

20 drafting your own improvement plan?

21 A: I consider it putting what was -- what I felt

22 was accurate.

23 Q: Okay. Do you remember what was in it?

24 A: It had some of the same things, but the

25 verbiage was different. And I don't think



1 there's some things at the bottom that were
2 right.

3 Q: Okay. So give us a taste of what your draft
4 improvement plan would have said.

5 A: You are really asking me to -- because we
6 didn't even use it.

7 Q: Just the gist of it?

8 A: It would have said the first thing up there
9 about a leadership training, 'cause I did want
10 to do some of that, to go to some leadership
11 training.

12 Q: Okay.

13 A: It would have said that I would keep an open
14 door.

15 Q: Did you remember if the open door had quotes on
16 it like this one does (indicating)?

17 A: It could have; yeah.

18 Q: So is it your testimony ---

19 A: I need to look at that.

20 Q: Well, why don't we just look at it real quick.
21 I don't want to belabor the point. You drafted
22 an improvement plan as part of -- were you in
23 negotiations with the district at this point?
24 Was this before or after the Bagley report?

25 A: I think it was after.



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1 Q: Is -- I ---

2 A: It's whenever I was going to go back.

3 Q: Right. So this was before the infamous
4 grievance letter but probably after -- which
5 was September 8th. The Bagley report was
6 September 3rd. So in that gray area of time,
7 we're talking about it then that you were
8 coming back?

9 A: I was coming -- oh, man. I was coming back.
10 I might have been coming back after the Bagley
11 report. But I can tell you that the district
12 gave me something, Mrs. Lawson did, the
13 document I think you had. Is that the document
14 that you had the, Charles King.

15 Q: I'll just -- yes, ma'am, this came from Charles
16 King. So I ---

17 A: Then that's not -- that's not the one
18 because ---

19 Q: Right.

20 A: --- of the language that's in it that ---

21 Q: Okay.

22 A: --- says that I threat -- I -- something about
23 threatened in there.

24 Q: Sure. It says -- this one says, the
25 superintendent will not ---



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1 A: Right.

2 Q: --- threaten in any matter any employee or
3 board member?

4 A: That's right. And I didn't agree to that.

5 Q: Okay. What did you -- what would you have
6 agreed to?

7 A: I would have agreed to go back and to -- I
8 think it said something like continue an open
9 door or something like that. It was not that
10 though, 'cause I even wrote an e-mail to
11 Mrs. Lawson who was the one that provided that
12 from what Dr. King said to him and said that I
13 have drafted my goals. And I would have done
14 that under the guidance of my attorneys at that
15 point.

16 Q: But when Maggie James testified that you had an
17 improvement plan ---

18 A: Uh-huh.

19 Q: --- it was understood as an improvement plan.
20 It wasn't a goal-setting experiment?

21 A: It was a set of expectations. When she said a
22 improvement plan, it was -- it would have been
23 titled expectations, not improvement plan.

24 Q: And were those expectations being outlined
25 because some expectations of you were not being



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1 met at the time?

2 **MS. POLVI:** Object to the form.

3 Q: You can still answer it.

4 A: I ---

5 **MS. POLVI:** It calls for speculation. Again, it's
6 the board ---

7 **HEARING OFFICER:** Rephrase your question.

8 Q: You were participating in drafting a
9 document ---

10 A: Uh-huh.

11 Q: --- that was setting out expectations of you?

12 A: Correct.

13 Q: And the board, at least Maggie James,
14 understood that document, although it was never
15 finalized ---

16 A: Right.

17 Q: --- to be an improvement plan?

18 A: You are asking me to determine whether -- what
19 Maggie James' interpretation of that was?

20 Q: She called it an improvement plan?

21 A: Right.

22 Q: Okay.

23 A: And for me it was a set of expectations. It
24 was not an improvement plan. It was
25 expectations of what I would do when I got back



1 to work. And part that, I was told, was to
2 help protect me.

3 Q: Okay. So who wrote this one?

4 A: That was written by, if that's what Denise
5 Lawson gave, by the attorneys for the school
6 district.

7 Q: Was the document you were drafting in response
8 to these allegations?

9 A: It was a set of expectations that I was asked
10 to come up with, 'cause we said we would not
11 accept those, and the board said that's fine.

12 Q: And then you resigned?

13 A: I resigned when the -- all that spectacle got
14 so bad.

15 Q: But if it was no basis for the allegations, why
16 would you participate in writing an expectation
17 plan?

18 A: That's why I changed the wording.

19 Q: Why was Callie McConnell the only employee to
20 testify?

21 A: She is the only one that would have worked
22 close enough with me, other than the senior
23 cabinet. And, you know, this has been hard
24 enough to get people to come in here. And I
25 have had no contact with those people since I



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1 left.

2 Q: How about Betty Bagley?

3 A: I haven't had any contact with her.

4 Q: So -- but you sued her. You've had contact
5 through -- you served her with a lawsuit,
6 right?

7 A: I haven't had any contact with her. That was
8 the question.

9 Q: Except the lawsuit?

10 A: Correct.

11 Q: How about Mr. Callicutt?

12 A: I've had zero contact with him.

13 Q: How about Ms. Lawson?

14 A: I've had zero contact with her.

15 Q: Okay. Would you call people that worked for
16 that refused to testify?

17 A: Did I call people that I worked for?

18 Q: That worked with you. I'm sorry. Like, did
19 you call a principal and say, no, I don't want
20 to testify?

21 A: No. I have contacted no principal.

22 Q: Okay. Let me look one more question -- one
23 more time, and then we'll be done.

24 A: And if any of them told you I did, they're not
25 telling the truth.



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1 Q: Oh, no, no, no. I'm not trying to suggest
2 that. Just wondering what you thought. Let me
3 ask you this: Who was presenting you with a
4 proposed set of expectations, superintendent
5 expectations that you were refusing to accept?

6 A: Those came from Denise Lawson. I don't know if
7 they were -- I think they were in an e-mail
8 or -- either Denise or Sandra or Denise by
9 herself, Denise Lawson or Sandra Stroman either
10 called me or e-mailed me and gave me that
11 document. And then I gave that document to my
12 attorneys.

13 Q: And when you received your settlement as part
14 of your parting of ways with the district, you
15 signed a -- you executed a release, correct?

16 A: I'm sure I did, did I?

17 Q: You signed a document that said we're parting
18 ways and we're not -- this is the agreement
19 between these parties. Do you remember doing
20 that?

21 A: I do.

22 Q: Is it fair to say that you have sued at least
23 some of those parties to that agreement?

24 A: For a violation of what was in that -- there
25 was a breach of that contract that I signed.



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1 Q: Okay. Give me one second. I may be done.
2 Dr. Slayman, do you think you've done anything
3 wrong in this case?

4 A: I do.

5 Q: What's that?

6 A: I think that -- I think I did a couple of
7 things wrong. I think one is I got too
8 familiar that staff, to informal. I think that
9 I should have stood up and fought now. And I
10 am extremely sad about all this.

11 Q: So that's a no?

12 MS. POLVI: Object to the form. That wasn't a no.

13 MR. WINBURN: Oh, it wasn't?

14 A: It wasn't a yes-or-no question, I didn't think.

15 Q: Yes, ma'am, it was.

16 A: Oh.

17 Q: I don't have any further questions.

18 HEARING OFFICER: Do you have redirect, or you want
19 to wait 'till I'm done to close the loop.

20 MS. POLVI: Thank you. I think I have one, but I'll
21 just formulate it.

22 HEARING OFFICER: Okay. Let me then -- for the sake
23 of time, let me ask some questions.

24 DR. SLAYMAN - EXAMINATION BY THE HEARING OFFICER:

25 HEARING OFFICER: Okay. Dr. Slayman, you've got to



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1 close the loop for me here, okay? There have
2 been all these allegations about Dr. Hughes
3 coming on board and his connection to the
4 sheriff and all of this. I'm confused about --
5 did -- all right. Let me start with this
6 question so that I get the scenario here. Did
7 you -- did Dr. Hughes come on the board after
8 it was decided to use Defender as the security
9 service?

10 A: No, ma'am. He came on in January of 2015, and
11 the board voted on this matter in April of
12 2015.

13 **HEARING OFFICER:** On the Defender matter?

14 A: Yes.

15 **HEARING OFFICER:** Okay. So he was on the board
16 beforehand?

17 A: Yes.

18 **HEARING OFFICER:** Okay. So I get the picture here
19 that the SROs were being removed out of your
20 schools and Defender was gonna place the
21 security officials in your schools?

22 A: Yes, that's correct.

23 **HEARING OFFICER:** Okay. So is it true that the
24 board had to make the decision to put Defender
25 in the schools?



1 A: Yes. It took board action to do that. They
2 were the ones that had to do that.

3 **HEARING OFFICER:** Okay. Then close this loop for
4 me. If the board had to make that action and
5 this all -- this scenario with regard to you
6 stemmed around this stuff with the security,
7 Defender contract, why was Hughes after you?

8 A: Hughes was being paid by the sheriff and the
9 sheriff's department to provide services. And
10 he was pretty clear, 'cause we had several
11 conversations about this, that he was afraid
12 that if all of this took place and it was
13 supported, that he would lose that contract and
14 lose his income.

15 **HEARING OFFICER:** So let me understand something.
16 Dr. Hughes treated people at the jail? Was
17 that the deal?

18 A: Yes, he did. He treated people at the jail,
19 and he also provided services for the County
20 employees doing physicals and stuff like that.
21 But his primary amount of money would have
22 been, I think, from the jail. All I know is
23 what he told me is that if -- he was afraid
24 that if this went through that he needed to
25 work one more year. And that if this took



1 place, he was afraid the sheriff would let him
2 go. Because he's at will with the sheriff. I
3 don't know about the County. I don't know the
4 intricacies of employment with that. But he
5 was -- he kept -- not just to me. He told the
6 other board members, you know, if you will do
7 this, I will lose my income. Or he wasn't --
8 he was afraid the sheriff would take his
9 position. And it's my understanding from what
10 I've heard that another physician is providing
11 services. I don't know when that happened. I
12 mean, I wasn't around.

13 **HEARING OFFICER:** But Dr. Hughes is only one vote on
14 that board.

15 A: That's correct. But Dr. Hughes is also very
16 headstrong. You heard Bill Bundy make that
17 statement that nothing gets between Dr. Hughes
18 and money.

19 **HEARING OFFICER:** So did you go to the board and
20 advocate for hiring Defender?

21 A: Actually, all of this started before I even got
22 there. They were talking about how to -- they
23 had had several discussions, from what I was
24 told, about how they could cover the buildings.
25 And then when I got there -- I think Sandy Hook



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1 happened right after I got there.

2 **HEARING OFFICER:** Okay.

3 A: I mean, like within -- I don't know -- maybe a
4 couple of months.

5 **HEARING OFFICER:** Uh-huh.

6 A: And so the discussion started stronger. And I
7 went to the County supervisor. Well, you saw
8 in 2013 I did a letter, a joint letter between
9 the sheriff and I -- Underwood ---

10 **HEARING OFFICER:** Uh-huh.

11 A: --- trying to get additional funding for
12 deputies. But the county's just poor. It just
13 doesn't have the money. And then every
14 subsequent year, I would go meet at least twice
15 a year before they were preparing the budgets
16 in the spring and then -- before they would
17 adopt them. And I even went to County council
18 members asking for the money. And there's no
19 money there. And that's probably part of the
20 reason they don't have them now. There's no
21 money. And, you know, so we had to do
22 something. We had to find a different way.
23 And it was less expensive to put the Defender
24 people in the schools than it was to try to put
25 all of the SROs in the schools. And it had



1 been done. That had been done in other
2 districts. We had read that.

3 **HEARING OFFICER:** In South Carolina?

4 A: Oh, yes. Yes, ma'am. And I think now it's
5 probably even more prevalent. Although I see
6 advertisements on TV where if Henry McMaster
7 wins, he's gonna put them all in. So I don't
8 know, you know.

9 **HEARING OFFICER:** So okay.

10 A: But the board, this was a priority for the
11 board. The principals had been asking for this
12 as well.

13 **HEARING OFFICER:** Uh-huh.

14 A: We had had some pretty bad parents up there
15 that would come in.

16 **HEARING OFFICER:** Okay. So explain to me why
17 Dr. Hughes was after you.

18 A: I think that Dr. Hughes thought that if he
19 could get me not to do this, that it -- the
20 board wouldn't then vote. Does that make
21 sense? What he -- and I know he knew the rest
22 of the board was on this. I mean, the board
23 had been talking about this way before he came
24 back. And even in the fall and the spring, you
25 saw newspaper articles about this.



1 HEARING OFFICER: So ---

2 A: I don't think Dr. Hughes also really cared for
3 me. I mean, I don't know. That's speculation,
4 according to Mr. Winburn would say. He didn't
5 hire me, you know.

6 HEARING OFFICER: So ---

7 A: But I thought we had a good relationship in the
8 beginning. I really did. Of course, I thought
9 I had a good relationship with a lot of people.

10 HEARING OFFICER: So when did you begin to get the
11 idea that your relationship with him wasn't so
12 good?

13 A: Around the time when we were having the serious
14 discussions about the security people in March
15 and April. But I will tell ---

16 HEARING OFFICER: March and April of?

17 A: 2015.

18 HEARING OFFICER: '15.

19 A: But I'm gonna tell you, the board members knew
20 something that I didn't know that I didn't take
21 serious. The members of that board, all of
22 them, including Dr. Fort, who was the dentist
23 that kind of at first sided with them. And he
24 came on the board in January. And in February,
25 which was unusual, the board members told me



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1 that they were gonna put in a supermajority on
2 my contract. And I looked at him and I said,
3 why are you gonna to this? I don't need this
4 done. And they said, no, Dr. Hughes is gonna
5 come on this board. You see, he's gonna be
6 after you.

7 They told me this. And I looked at them and I
8 said -- I blew it off and I said no. I said
9 I'm gon' be fine with Dr. Hughes. I get along
10 with him. Things are all right. And they
11 looked at me and said you don't know. They had
12 had past experiences with him, said you just
13 don't know. This will happen.

14 And they did. In February -- I want to say it
15 was in February or March they put that
16 supermajority in. They said that I needed it
17 in, that he would come after me. And, boy,
18 were they right. Now, I don't know what else
19 they knew that I didn't know. But they did.
20 And that's the only reason it was a
21 supermajority in there on my contract. I
22 didn't ask for that.

23 **HEARING OFFICER:** Okay. So what's the connection
24 between Dr. Hughes and the five people that
25 filed the grievance?



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1 A: It's a lot of connection. Not -- I don't know
2 the connection between Dr. King and Dr. Hughes.
3 I really don't know that connection. I don't
4 know the connection, if there is one, between
5 Shawn Williams and Dr. Hughes. But there is a
6 very strong connection between Anna Stroud and
7 Dr. Hughes.

8 **HEARING OFFICER:** I remember that in the testimony.

9 A: Yep. Very strong connection between Jeff
10 Gardner and Dr. Hughes. Dr. Hughes was a
11 baseball coach for Chester High School. That's
12 where Jeff Gardner spent his career was over
13 there. And there was a huge -- and I don't
14 know if he coached Mr. Gardner's kids or not.
15 I mean, I just don't know that.
16 And then Brooke Clinton was in -- from the
17 Chester schools and a life-long person from
18 over there. And really you only have two -- to
19 my knowledge, you only really have two doctors
20 there that were practicing at that point in
21 time. And one was Sam Stone, and the other one
22 was Dr. Hughes. So it's kind of like when
23 you're in a small town, you know. There's a
24 connection. But I really don't know about
25 Dr. King and Shawn Williams. I don't know. I



1 know that when -- in February when we went to
2 the school boards conference and Dr. King and
3 I rode down together, that we ran into Rick
4 Hughes and his wife, and we had dinner
5 together. And, I mean, I don't know between
6 February and August.

7 **HEARING OFFICER:** I'm thinking about how I need to
8 phrase this question to you. If you view this
9 matter as a conspiracy that starts with
10 Dr. Hughes and branches out to these other
11 people, then in order to make these people do
12 this, there's got to be some benefit to them
13 somewhere down the line?

14 A: That's right. Yep, you're right.

15 **HEARING OFFICER:** So where -- tell me where the
16 benefit is. You've been gone now since 2015?

17 A: That's correct.

18 **HEARING OFFICER:** So there's been three intervening
19 years there.

20 A: Uh-huh, yeah. Over three.

21 **HEARING OFFICER:** So where has the benefit been to
22 these people to do something like this?

23 A: I can't speculate what they thought. I
24 don't -- it's my belief that two of them were
25 jockeying for that position. I really strongly

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1 believe that since I heard the testimony. I
2 don't know that it played out the way they
3 thought -- does that make sense? -- in the end.
4 Because right after I left, Dr. Hughes left.
5 Like, he came on the board in January of '15,
6 and he attended the board meetings through the
7 time that I resigned religious, religiously,
8 commuting from Black Mountain, North Carolina.
9 But and then after I left, I was told that he
10 attended for a little while and then just went
11 away. And I don't know if that was when
12 Dr. Bain came in or -- I don't know. I mean,
13 I know it was like right after that. So if I
14 went out in September, then they only had
15 one -- I don't know -- maybe one -- we're
16 supposed to have a meeting once a month, once
17 in October, once in November, sometimes in
18 December. So three or four time or five times
19 after that. And then he was gone.
20 But I got to believe they all thought they were
21 getting something out of this. I really
22 believe that -- and I don't know what they
23 ended up with. Now, Shawn ended up with a
24 really good job when I heard that was --
25 testified and said she was in Richland 2.



1 That's a very good job. Brooke got a job as
2 a -- the Chamber person. I don't know what
3 happened in the meantime. But I do believe
4 about that, the job being promised. I really
5 do.

6 **HEARING OFFICER:** So let me back up here for just a
7 moment. Let's go back to Dr. Hughes again.
8 Did Dr. Hughes resign his position on the
9 board? And just tell me -- you were already
10 gone. I understand.

11 A: I was gone.

12 **HEARING OFFICER:** And so you may not know the answer
13 to that?

14 A: I just know he was gone. I don't know how it
15 happened or what happened or when really. I
16 just know it was shortly after so ...

17 **HEARING OFFICER:** And you signed this agreement in
18 September of 2015?

19 A: Yes, I did. But the media continued to -- some
20 of the board members conducted interviews and
21 made remarks about the agreement and said some
22 things that weren't very nice. And there is --
23 are -- there is a video on television where a
24 board member made some pretty damaging remarks,
25 and it's on one of television stations YouTube



1 things. It continued.

2 When I left, you would have thought that all of
3 that would have stopped, and it didn't. I
4 couldn't sell my house for two or three months.
5 And what I would do, I was really held hostage
6 in my house for a while. And then finally in
7 maybe October or November, I started leaving
8 the house when my husband left to go to Sumter
9 every day. And he would drop me off in
10 Columbia at my parents' house or wherever --
11 they were at that point down in Columbia. And
12 I wouldn't come back in until the evening with
13 him.

14 But it was still continuing. Look at the
15 newspapers. There were newspaper articles that
16 were still written. It was for a while. I've
17 got stacks of newspaper articles and Facebook
18 posts. They put a rumor out there that I was
19 gonna go back, which nobody in their right mind
20 would do. And that continued a flurry of stuff
21 and ---

22 **HEARING OFFICER:** But you had five of those board
23 members, if I'm correct, that were going to
24 vote for you, right?

25 A: Four of them were.



1 **HEARING OFFICER:** Four were gonna vote for you?

2 A: Right, yeah.

3 **HEARING OFFICER:** Okay.

4 A: Sure were. I couldn't have sustained it. I
5 mean, I thought for a long time I made a big
6 mistake.

7 **HEARING OFFICER:** I understand where you're going
8 with that. Let me -- but where I'm going is
9 different. So I take it it was these three
10 others that mounted the campaign against you
11 afterwards?

12 A: Dr. Fort never said a word; no. Dr. Fort, even
13 when I met with them in the board meeting, was
14 just upset. He was so upset. And I would
15 later learn that it was a nightmare for him.
16 He just -- and I even called Dr. Fort's wife
17 after he passed away. He didn't want to be a
18 part of that; no. He really was the -- he was
19 gonna -- I don't know if he abstained or not in
20 that. It was the two, Denise Lawson and Rick
21 Hughes. And that's who continued the
22 defamation afterwards, that continued to talk
23 about it in the newspaper and were taped on TV
24 and stuff.

25 **HEARING OFFICER:** What did Denise Lawson have to



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1 gain out of this?

2 A: That's a million-dollar question. I don't
3 know. I had a really good relationship with
4 her, really good relationship with her.

5 **HEARING OFFICER:** From 2012 to when?

6 A: 'Till August of 2015. I mean, we had just come
7 back in August from that trip. And she made
8 the presentation. We had two sessions. I was
9 the keynote, and then there was a smaller
10 session. And she and a principal went out
11 there. But she was also really good friends
12 with Dr. Hughes. They were like this
13 (indicating). The board members told me that
14 in -- when Dr. Hughes came on. That's what
15 they said.

16 **HEARING OFFICER:** Was this a friendship that
17 predated ---

18 A: Oh, yeah.

19 **HEARING OFFICER:** --- him being on the board?

20 A: Oh, yeah. Way, way, way, way, way long. I
21 think he served -- he may serve as her
22 physician or -- I don't know. But they have a
23 history, you know. They've had a close
24 history. And this is according to the board.
25 So, you know, it's what I was told.



1 **HEARING OFFICER:** So the board voted on the Defender
2 contract when?

3 A: April of 2015.

4 **HEARING OFFICER:** And Dr. Hughes was already on the
5 board at that time because he came on in
6 January?

7 A: Yes, ma'am.

8 **HEARING OFFICER:** So the Defender contract had
9 already been voted on. What was he gon' do at
10 that point?

11 A: He was mad. He was really upset. He was upset
12 with the board. He was upset with me. I don't
13 know that there was anything he could do, but
14 I know he was upset. Our -- I had thought we
15 had a pretty good relationship up to that
16 point, and it just -- it changed. It really
17 did. It wasn't combative or anything like
18 that, but you could feel that.

19 **HEARING OFFICER:** Okay. What do you believe or --
20 what is your -- do you know of a reason why the
21 sheriff would be following you?

22 A: No, I don't. But I know because of the
23 pictures that were put on social media that
24 that was happening. And I don't know why my
25 husband was being followed.



1 **HEARING OFFICER:** But you know it was ---

2 A: I know there were community -- there was
3 somebody in the community doing that.

4 **HEARING OFFICER:** Uh-huh.

5 A: But then I also know that there -- my husband
6 is a hundred percent sure that he was followed
7 my deputies. And I am -- I suspect that
8 because I saw them. I mean, I can't look and
9 say -- they could say they're going in the same
10 direction or whatever, but he's pretty sure
11 about that. I mean, he told me that about a
12 year ago. I mean, he never told me before then
13 because he said he didn't want me to get, you
14 know, upset. And he don't say things. He's
15 pretty, you know, level and quiet.

16 **HEARING OFFICER:** At that point, you were already
17 gone.

18 A: I think they wanted me gone out of the county.
19 And I'm telling you, my husband told me when I
20 was already moved and he was -- because we
21 put -- already hauled the moving truck up. And
22 he told me that there was a deputy that came to
23 the front of our house and just -- in their car
24 and just stood at the end of that driveway --
25 we had a real long driveway that went down.



1 You could see the house -- and just watched.
2 And he was -- Rob was filling in concrete,
3 cracks in concrete, because we were selling the
4 home and it was a VA loan. And the VA loans
5 are hard to do and they made them fill in the
6 cracks in the concrete with stuff in order for
7 the house to be able to be sold to the guy so
8 he could have his loan. And he said it was a
9 couple of times. And finally Rob said walk you
10 had up to the driveway and asked the guy, the
11 deputy. He said, you know, can I help you with
12 something? And the guy said no. And he said,
13 do you own this house? And Rob said, Yes, I
14 do. And he said, what can I do for you? And
15 he said nothing. And then Rob said he drove
16 off so ...

17 So but I don't go through that -- I don't go
18 through the county. I tell my family when you
19 go up that interstate, do not speed. Do not
20 stop. And if I have to go up that way, I don't
21 stop. I just don't.

22 **HEARING OFFICER:** So how long did you reside in the
23 county after you left?

24 **A:** I moved in February of 2016, so I was there --
25 'cause I couldn't sell it. I had tried to sell



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1 the house. Oh, no. You know what? It was
2 later than that. I didn't sell my house
3 until -- I moved twice. I didn't sell my house
4 until -- July or -- August or September of
5 2016. But I was really -- I'd load up at 5:45
6 and head to Columbia and not come back in until
7 7:30 at night.

8 **HEARING OFFICER:** Okay. Is there anything else that
9 you want to tell me about this matter that you
10 think I need to consider that has not been
11 asked?

12 A: I think I'd just ask you to review all the
13 material and to look at the consistencies of
14 some of the stuff that's in there and just --
15 you know, I don't know what to tell you. This
16 has been a long process for you, Mr. Winburn,
17 Ms. Polvi, for everybody here. And I -- as
18 much as I did not want to do this -- and
19 Ms. Polvi will tell you that -- I did not want
20 to do this, I am -- I'm hoping that I get some
21 closure ---

22 **HEARING OFFICER:** I can understand that.

23 A: --- that I haven't had.

24 **HEARING OFFICER:** I can understand that.

25 A: Yeah. So that's it. And, you know, I guess



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1 that's it.

2 **HEARING OFFICER:** Did I cover your question, or have
3 you got another one?

4 **MS. POLVI:** No. You did actually. So that covers,
5 so I don't have any redirect.

6 **HEARING OFFICER:** Mr. Winburn, do you have something
7 based on what I've asked?

8 In the meantime, I want to review my notes real
9 quick.

10 **DR. SLAYMAN - RECROSS-EXAMINATION BY MR. WINBURN:**

11 Q: Just one brief follow-up. On the SRO -- the
12 training ---

13 A: Right.

14 Q: --- your testimony was that you understood the
15 district invited the sheriff's office to train
16 with your new SRO -- your new Defender
17 employees?

18 A: No, no, no, sir. I must have misunderstood
19 that. No.

20 Q: Okay.

21 A: That's no it, no.

22 Q: Was there ever any training between your new
23 staff and the sheriff's office?

24 A: I don't know that. And the reason I don't know
25 that is remember all those people weren't hired



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1 until August. And then all of this kind of
2 fell apart during that time. So I don't know
3 what happened. I mean, I wasn't even really
4 there when the Defender people -- school didn't
5 start 'til like mid August of something, and I
6 wasn't really any -- there.

7 Q: But the training that you were talking about,
8 let's say before that, with the sheriff's
9 office ---

10 A: Correct.

11 Q: --- you think the district ---

12 A: Right.

13 Q: --- invited the sheriff's office, but you don't
14 know?

15 A: Oh, I know we did.

16 Q: Okay. How do you know we did? How do you know
17 you did?

18 A: Because we -- the school district sponsored
19 that and invited all of the first responders to
20 that training. And it was held at Chester
21 Middle School. And I don't remember if we did
22 a regional thing where it was in the Louisville
23 area and the Great Falls area, but I knew -- do
24 know about the one at Chester Middle School ---

25 Q: So Jeff ---



1 A: --- in the big auditorium.

2 Q: So Jeff Gardner's testimony about the sheriff's
3 office not being allowed to train with their
4 folks is wrong?

5 A: I don't know what he's talking about in terms
6 of what he sees as training, but I can tell
7 you -- and you can go and look at newspaper
8 articles about this -- that there was training
9 held at Chester Middle School, and anybody who
10 was everybody in first responders was invited
11 to that in terms of emergency management and
12 just everybody. I mean, anybody could have --
13 anybody that did anything with that was invited
14 to that.

15 Q: Okay. But you don't have any letter?

16 A: No.

17 Q: Or e-mail saying, hey, Sheriff Underwood, come
18 on over.

19 A: I know that we invited anybody and everybody
20 and didn't exclude anybody.

21 Q: And you never excluded the sheriff?

22 A: And I didn't even -- even when the
23 introductions were made to the Defender people,
24 the sheriff's office was invited.

25 Q: Okay.



DR. SLAYMAN - EXAMINATION BY THE HEARING OFFICER:

HEARING OFFICER: I do have another question for you along those lines. At the time that you came to work there, there were SROs in the school?

A: In three or four of the schools.

HEARING OFFICER: Right. It wasn't in every school?

A: No.

HEARING OFFICER: It wasn't in the elementary school and ---

A: One middle school and three high schools.

HEARING OFFICER: Okay. And those SROs were funded by the County at that time?

A: It was part. They were part County and part school district. But the school district -- I don't -- I can't say the money part 'cause I don't remember it. But it's -- it was both.

HEARING OFFICER: Okay. And who had control over those SROs at that time? Who did they report to.

A: It's really funny, 'cause when I went in in January, there was an old sheriff there who I would call pretty lackadaisical, and the principals appeared to have more say over the officers. But I really don't know. I don't know that for a fact. But we were not under



1 contract -- I do know this -- after -- June
2 30th, 2012. And I guess nobody just ever
3 thought about that. 'Cause I just assumed when
4 I went in, it was like where I came from where,
5 you know, you were under a continuing contract.
6 And then we had the change in the sheriff with
7 the election in November. And that's actually
8 when I met Sheriff Underwood. And he appear --
9 that's when I started getting -- I started
10 getting the complaints of them being pulled out
11 of the buildings the following year. So it's
12 like we went through a year which was okay,
13 went through the first part of another year
14 okay. And then they started being pulled out.
15 And I understand that because I'm sure that
16 they were short-handed. He would tell me that
17 they didn't have enough deputies.

18 **HEARING OFFICER:** And so they were being pulled out
19 for ...

20 A: Wrecks or manhunts or ---

21 **HEARING OFFICER:** So ---

22 A: --- wherever -- if they needed somebody.

23 **HEARING OFFICER:** So it was just temporary?

24 A: Oh, yes, yes, yes.

25 **HEARING OFFICER:** And then they would come back?



1 A: And some point, sometimes a week later. That
2 is what the principals were telling me, yeah.
3 And the principals didn't know when they were
4 gonna be gone. They'd just not show up and
5 they wouldn't know.

6 **HEARING OFFICER:** Okay.

7 A: And in a high school, that was kind of tough.

8 **HEARING OFFICER:** Yeah. So when -- did you have any
9 conversations with Sheriff Underwood about
10 pulling these officers out or how you could get
11 officers in those schools full time?

12 A: That's why we wrote that letter, that joint
13 letter, asking for -- to the county supervisor,
14 asking for additional officers. Yeah, we did.
15 We wrote a joint letter to them. But they have
16 a combative relationship too, County council
17 and the sheriff. But they also don't have any
18 money. There's no money there.

19 **HEARING OFFICER:** So did the sheriff view that
20 letter as being an insult to him for you to
21 write and ask for that?

22 A: No, no, no. We both signed it.

23 **HEARING OFFICER:** You both signed it?

24 A: We both signed it together; yeah.

25 **HEARING OFFICER:** Okay.



1 A: We did that together. And we were -- we
2 thought that maybe if we did that together, it
3 would help. But it didn't help.

4 **HEARING OFFICER:** Was this after he had revealed the
5 location of your insecurities at the school?

6 A: I don't know. I mean, 'cause I don't -- I just
7 know that we did that. But I don't know
8 that -- I would -- I can't answer the timing on
9 that. I don't remember. I know we did that
10 though. And his -- my signature and his
11 signature were on that letter. We both read it
12 and drafted it together and talked about it.

13 **HEARING OFFICER:** So when he -- when his officer got
14 into the school building and then it was
15 described as exactly how he got into the school
16 building, what did you do in response to that?

17 A: I told him that I was not happy with that. Him
18 and one of his -- I don't know what you would
19 call it, a liaison with him, and that that
20 bothered me because I felt like it compromised
21 the safety of that school to have that
22 discussed.

23 **HEARING OFFICER:** Was this an e-mail or was this a
24 telephone conversation or a face-to-face
25 meeting?



1 A: I think it was telephone that we had. It was
2 a telephone. And he came and did
3 active-shooter training at our school. And I
4 went over and watched the training. I mean,
5 and this would have been in the -- sometime in
6 the spring or summer right after he got
7 elected. And then things just didn't go well.
8 But it wasn't just me. I mean, things
9 didn't -- wasn't going well with him with a lot
10 of organizations. And I tried to call. And
11 you saw my letter. I wrote a respectful
12 letter. I tried to be respectful. And I just
13 got to the point where, you know, I wasn't
14 gonna create any issues. I wasn't gonna get
15 into a contest. It was enough being put in the
16 paper.

17 **HEARING OFFICER:** Did you ever feel that any number
18 of the, quote/unquote, breakfast club was
19 trying to influence you to do anything?

20 A: No. Because you know what? I think they -- I
21 was very -- we joked around a lot about farms
22 and cows and land and junk like that. But when
23 it came to the business of the schools, they
24 respected me enough not to mess with me with
25 that, if they makes sense. Like, I wouldn't



1 tell the fire chief how to run or do or what he
2 should do with that. And I will say this,
3 those guys and even the ladies that came
4 around -- 'cause there were some firefighter
5 ladies and EMS and stuff that came around --
6 they were pretty respectful. And most of the
7 time, it was about what was going on in the
8 news and other things that you didn't even --
9 were so minuscule in all of this, not related
10 to that kind of junk, that they didn't mess in
11 my business, huh-uh.

12 **HEARING OFFICER:** I'm sure you heard the testimony --
13 and I'm sorry. I don't remember if it was from
14 Dr. King -- I think it was from Dr. King, but
15 it might have been from Jeff Gardner -- that at
16 some point they ran into Mr. Agee. And
17 Mr. Agee -- somehow the conversation came
18 around to you having been at the breakfast club
19 and something along the lines of that Mr. Agee
20 had stirred you up at the breakfast club and it
21 had an impact on them after you got back to the
22 office.

23 **A:** I can't fathom that. I mean, I'm sure he was
24 joking. I can't speak for him -- and that's
25 speculation -- but I'm sure she was cutting up



1 with them.

2 **HEARING OFFICER:** Mr. Agee made no bones about the
3 fact that there was no love lost between he and
4 the sheriff.

5 A: Oh, yeah. That was true. There were issues
6 between not just him and the sheriff and but
7 the sheriff and the City police. I mean, he
8 put them out of their building. And county
9 counsel, I mean, you just wouldn't believe the
10 organizations that's -- pull a paper sometime.
11 Pull a paper, and you'll see there's probably
12 a list.

13 **HEARING OFFICER:** Is he still the sheriff? He's
14 got, what -- let's see, if he came in in
15 '15 ---

16 A: He came in before '15. He would have come in
17 in -- I was there in '12. He would have come
18 in in '13. I think '13. Yeah. He's been
19 there a while. If he's -- I'm sure he's still
20 there. I mean, I don't ask.

21 **HEARING OFFICER:** So Mr. Agee obviously had a bone
22 to pick with the ---

23 A: Yeah, they did.

24 **HEARING OFFICER:** --- the sheriff?

25 A: They had a bone to pick.



1 **HEARING OFFICER:** So do you think -- or did you ever
2 experience Mr. Agee trying to influence you one
3 way or another with regard to the sheriff?

4 **A:** No. He expressed his views about the sheriff.
5 And so would other people. But he never tried
6 to get me to -- I mean, he just never tried to
7 get me to do anything based on his -- we all
8 had our own little -- our own little islands,
9 if that makes sense. And, you know, he had his
10 island. And what went on on his island was his
11 business. And, you know, I try to remain at
12 peace with everybody. I didn't want to be on
13 anybody else's island. I didn't want them on
14 my island so ...

15 **HEARING OFFICER:** Okay. Anything from that I've
16 just asked?

17 **MS. POLVI:** No.

18 **MR. WINBURN:** None from me.

19 **HEARING OFFICER:** Anything else?

20 **THE WITNESS:** No, ma'am.

21 **HEARING OFFICER:** All right. Now, we have Mr. Boyd
22 left, so we need to discuss what's going to
23 happen with regard to Mr. Boyd.

24 **MS. POLVI:** Right.

25 **HEARING OFFICER:** Are you going to attempt to get an



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1 affidavit from Mr. Boyd?

2 **MS. POLVI:** If that's okay, I would like the
3 opportunity to at least try.

4 **HEARING OFFICER:** Sure.

5 **MS. POLVI:** And I would -- maybe if we could just
6 pick a date that I need to kind of have it by.
7 Or if you just -- it's a time frame just with
8 the notice that I have, I've got a little bit
9 of a crazy next potential two weeks and
10 potentially a federal trial coming up. So I
11 will try to be able to touch base with him.
12 And then maybe if not me then one -- somebody
13 else in my office would be able to coordinate
14 'cause it probably would need to be, you know,
15 some sit-down time or at least telephone.

16 **HEARING OFFICER:** So would you anticipate that you
17 could get that done in two weeks?

18 **MS. POLVI:** I think that's reasonable.

19 **HEARING OFFICER:** Okay. And so we will hold the
20 record open for that affidavit. Mr. Winburn,
21 do you have an objection to that?

22 **MR. WINBURN:** I don't. I definitely would -- an
23 affidavit seems right. I've listed a Major
24 Robinson as a possible rebuttal witness from
25 the sheriff's office. I just don't think -- I



1 don't know that I need it, but I would consider
2 submitting an affidavit for him as well.

3 **HEARING OFFICER:** Ms. Polvi, do you object to that?

4 **MS. POLVI:** I don't disbelieve Mr. Winburn. I don't
5 recall that being on there, but it probably is.
6 I mean, I just ---

7 **MR. WINBURN:** It was submitted later. It was
8 submitted earlier this week. But I don't know
9 that I'm going -- honestly, I don't know that
10 I would even do that. I got to think about it.

11 **HEARING OFFICER:** Okay.

12 **MR. WINBURN:** I don't know that it's necessary.

13 **HEARING OFFICER:** Is there an objection to that?

14 **MS. POLVI:** I believe so. I think under -- I mean,
15 it's kind of late in the evening, but I think
16 under the rules that they would have had to
17 designate it within -- further in advance.

18 **HEARING OFFICER:** And when did ---

19 **MR. WINBURN:** Earlier this week. I didn't list him
20 initially. He's a rebuttal.

21 **HEARING OFFICER:** Okay. The hearing was really
22 already underway at that point, so I would
23 certainly -- and if I'm recalling correctly,
24 Mr. Boyd was on your original list, was he not?

25 **MS. POLVI:** That's correct.



1 **THE WITNESS:** You know what, Mr. Winburn, would you
2 check and make sure that -- I want to make sure
3 I have a copy of it.

4 **HEARING OFFICER:** We're still on the record at this
5 point.

6 So I'm gonna deny your affidavit on that
7 because of the late time in which it ---

8 **MR. WINBURN:** That's fine. You have Mr. Gardner's
9 testimony.

10 **HEARING OFFICER:** And I'll allow yours because it
11 was on there originally and to get it two weeks
12 from today; is that fair?

13 **MS. POLVI:** Yes. I believe that's November 16th.
14 Yep.

15 **HEARING OFFICER:** Okay. Okay. November the 16th.
16 All right. There any other matters that we
17 need take up?

18 **MR. WINBURN:** I have one off the record. I'd like
19 to make a ---

20 **HEARING OFFICER:** Okay. All right. Does anybody
21 want to do a closing?

22 **MR. WINBURN:** Right now or like a written one or
23 later?

24 **HEARING OFFICER:** Would y'all like to do a written
25 one? I mean, I'll -- I'm willing to entertain.



1 MS. POLVI: I'll just do a brief kind of on the
2 record.

3 MR. WINBURN: We can do them now if you want to do
4 it.

5 HEARING OFFICER: All right. Let's do it.
6 All right, Mr. Winburn?

7 CLOSING ARGUMENT BY MR. WINBURN:

8 MR. WINBURN: Ms. Pike -- Madam Hearing Officer, the
9 Department of Education's position is that the
10 evidence supports our contention that
11 Dr. Slayman exhibited unprofessional behavior
12 and acted unprofessionally in her role as
13 superintendent at the district. You have heard
14 the testimony of multiple credible witnesses.
15 Their testimonies have not been controverted.
16 Dr. Slayman was asked if she thinks she has
17 done anything wrong in this case, to which she
18 answered: She was too familiar with staff.
19 She should have fought harder, and that she was
20 sad. She testified for almost three and a half
21 hours before finally admitting that she made
22 some mistakes. I believe the record is replete
23 with examples, occasions where Dr. Slayman
24 acted in such a way that should be considered
25 unprofessional, and I would ask you to look at



1 the record in its totality.

2 But I'd also like to add that it is a law of
3 the case that there is no issue of violation of
4 due process. That issue has already been ruled
5 upon, based on the scheduling -- based on the
6 memos that have previously been considered in
7 this matter. This case would require you to
8 suspend disbelief in the testimony of these
9 brave witnesses who decided to follow through
10 with their grievance and provide testimony
11 voluntarily, willingly, credibly.

12 The Department is confident in the hearing
13 officer's ability to craft a remedy and an
14 order in this case that is fair to Dr. Slayman.
15 The Department would have stipulated and saved
16 possibly hours of testimony that Dr. Slayman
17 was an effective superintendent, highly
18 skilled, dedicated to her job. The
19 Department's only position, the only issue is
20 in this case was: Did she behave on
21 unprofessionally in her treatment of her
22 colleagues in the statements that she made to
23 them?

24 And the Department contends that the
25 testimonies of those individuals who were



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1 willing to come to bring testimony in this case
2 are credible and believable. And lastly, I
3 think what is most -- it is quite telling in
4 this case are the witnesses that -- who are not
5 here to testify. Thank you for your
6 consideration.

7 **HEARING OFFICER:** All right. Ms. Polvi?

8 **CLOSING ARGUMENT BY MS. POLVI:**

9 **MS. POLVI:** Thank you for your time and attention
10 throughout this hearing. It is very important
11 to Dr. Slayman to be heard. And you heard her
12 testimony earlier that the license is
13 essentially the last thing that she has from
14 this honestly travesty that ended her
15 employment with Chester County School district.
16 I've never tried throughout this case to paint
17 these five grievants as liars throughout the
18 whole process. What needs to be seen is that
19 there's so many political and personal motives
20 for what I described as a mutiny. And it
21 really is. I mean, when you look at a
22 grievance from the five senior cabinet members,
23 doesn't just appear on the same day. If these
24 were legitimate concerns, they would have been
25 reported when they occurred. They would have



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1 been reported.

2 Jeff Gardner was documenting things for two
3 years. Shawn Williams had one issue that was
4 reported to Dr. Slayman two and a half years
5 before a grievance. Nothing else ever happened
6 that she even testified about since then.
7 Brooke Clinton didn't even have a grievance
8 until other people convinced her of what she
9 described as lies and manipulation. So Brooke
10 Clinton wasn't even part of her concerns. This
11 originates from Dr. King, Mr. Gardner, and Anna
12 Stroud.

13 So then we need to look at where -- does the
14 origin go even further back? Mr. Gardner
15 wanted her position in the first place.
16 Dr. King most certainly wanted a superintendent
17 position. He's admitted to it in writing and
18 testimony. Several people have substantiated.
19 And he acted as superintendent when she was out
20 of the job. And it's so important to consider,
21 attached to Dr. King's testimony with the
22 Bagley report-type of information was the
23 expectations that were never approved, never
24 issued, not even drafted by him. Who gave it
25 to him? Mrs. Lawson.



1 The connection is that Mrs. Lawson and Dr. King
2 thought that he would have her job and that
3 they would be able to put in place leadership
4 that was different than the leadership that she
5 was leading. And with Ms. Stroud, I think it's
6 quite clear that she felt her job was
7 threatened and that Dr. Slayman, at the
8 direction of the board but had clearly
9 identified that Ms. Stroud hadn't done what she
10 was instructed to all the way back to 2006,
11 hadn't completed her education that she was
12 required to do and that she'd gotten pay raises
13 after her pay was frozen.

14 These five grievants aren't the worst people on
15 the planet. I'm sure they tried in their own
16 best efforts to make the decisions that they
17 could to help the district. But it's clear
18 that there is a plan in place when five people
19 sign a grievance that spans years of these
20 motley list of concerns. And do look at those
21 written documents from the individuals that
22 upon which the Bagley report is all based.
23 Everything she rates in terms of negative
24 things source from other people. And what they
25 write about is that they're angry about



1 security. That a consistent thing in every
2 single statement.
3 Connected back, Dr. Hughes, the sheriff's
4 office. There can be no contention from all
5 the witnesses that there is a politically
6 unstable environment in Chester. And there is
7 a lot of power plays between different people.
8 And what ultimately resulted is that
9 Dr. Slayman lost her job, has irreparably lost
10 hundreds of thousands of dollars in income.
11 She can't find a new job. Her husband lost a
12 job. She's had to move. And now she's faced,
13 almost three years later, with the face of a
14 reprimand to her license. That woman's been
15 punished enough. And that this arose two and
16 a half years after -- she wanted to let things
17 lay and just move forward.
18 She hadn't taken any action against those five
19 individuals. And if -- I just think it's so
20 pivotal, one of the first things that I noticed
21 when I looked at the record was that
22 Mrs. Stroud calls Dr. Slayman a bully. I mean,
23 it's blatant to me that the opposite was true
24 in this scenario. I mean, this was five
25 individuals who knew -- they didn't get their



1 jobs from being stupid. These are
2 well-educated people who've held a --
3 leadership jobs for quite some time. They knew
4 that if five leaders signed a document on the
5 same day with this these types of accusations,
6 one way or another Dr. Slayman would never be
7 able to hold that job. It was a win-win for
8 them. Either she get fired, forced to resign,
9 or she resigns voluntarily. No matter what,
10 they knew when that was done, her job was
11 endlessly ended. And there wasn't anything
12 really Dr. Slayman could do in these
13 circumstances.
14 So it's key to look at the testimony from the
15 other witnesses. And I think the two most
16 important witnesses that you've heard from that
17 we've put on are Dr. Slayman and Callie
18 McConnell. Because Callie McConnell has
19 directly refuted that this environment existed,
20 and so has Dr. Slayman. So you have
21 comparatively two people who are saying it
22 didn't happen, five people who is saying -- and
23 they're using big words. Accusing a hostile
24 work environment. That's -- what is a hostile
25 work environment was a question that

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1 Mr. Winburn asked. And that so pivotally true
2 is that we're using these ethical accusations,
3 these hostile work environment, conduct
4 unbecoming a superintendent. Big words. Big
5 descriptors.

6 But what are facts underlying it? I mean,
7 there's context for so much of this that has
8 absolutely nothing to do with any of those
9 things that were accused. She did the best she
10 could. She wasn't perfect, but she sure as
11 heck hasn't warranted a finding of
12 unprofessional conduct by harassing,
13 intimidating, creating a hostile work
14 environment when she was superintendent. There
15 just isn't enough here to try to take action
16 against someone's license.

17 I do think there's credibility issues for
18 several of the witnesses that testified from
19 the Department of Education's case in chief
20 against Dr. Slayman. For instance, Dr. King,
21 I mean, he clearly has many questions right
22 then and there in terms of the own disciplinary
23 that was issued by the Department of Education
24 with regard to Kelly Lunsford-Thomas, an
25 accusation be it true or not, at least Kelly



1 Lunsford-Thomas has already faced the harm of
2 a suspension of her certificate as a result of
3 these actions, and Dr. King's credibility is
4 questionable. It's just -- it's sad that it's
5 come to this point where so many different
6 people's credibility was questioned.
7 But I do want to kind of end and not take too
8 long of our night. We've had -- the witnesses
9 can speak for themselves in their testimony.
10 But that so many people were willing, willing
11 to come to speak on Dr. Slayman's behalf is
12 important. Is that -- you know, I was worried
13 for Callie McConnell's employment, but she was
14 willing to come. And she's willing to testify,
15 and she and Jeff Gardner are the only two
16 witnesses who are still employed with the
17 district in terms of context and that she was
18 willing to stand up and tell the truth about
19 what she observed, I think, is pivotal and
20 needs to be given great weight. And I'll
21 conclude on that and that we ask that you find
22 that Dr. Slayman -- and you don't even have to
23 find that she was a perfect superintendent. No
24 superintendent, I think, in the state is. But
25 what we do ask that you find is that the



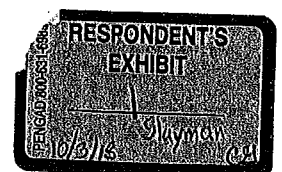
1 allegations warranting a violation of the
2 statute with regard to unprofessional
3 conduct -- just the standard is not met here.
4 It's not met. Thank you.

5 **HEARING OFFICER:** Thanks. Okay. I am going to
6 close this hearing if there's nothing further.
7 And we will hold the record open for the
8 affidavit, which will be submitted by the those
9 of business on November the 16th.

10 **(There being nothing further, the administrative**
11 **hearing concluded at 9:12 p.m.)**



1. Threatening remarks on cutting my throat if I ever speak to the board if I ever spoke to the board again, I thanked them for coming to new teacher orientation. All of the cabinet members were present on August 20, 2013
2. I have witnessed her being rude to Anna on a number of occasion, skip over her, dismiss any of her opinions, target her, she made a complaint about being sexual harassed from an auditor, it was just dismissed by Dr. Slayman as if it was Anna fault. She believed the person over Anna being uncomfortable with the comment that was made, this occurred a few years ago.
3. When you disagree with her or apply for another position, she stops speaking to you and will call your staff members with questions that she should come directly to you with. I know that she called and gave a reference prior to a candidate completing an application to Cherokee which could have lead to them not to getting the job.
4. We were promoted in 2013 to Executive Directors, we were told in front of the cabinet that we would receive an increase in pay if we finished the year off successful. (Money in fund balance) Upon completion of the audit, funds were put back in the fund balance She told me it was because of Anna not having a degree and that she didn't, now with her most recent comment it have me believing that maybe it was because I was black.
5. Witnessed her on several occasion say she would rip there head off, cut their throat, kill them in several different situation.
6. I have been in her presence when she has spoken about Mr. Sumter being out with his dying mother and why would he take off time to be with her, I did not feel comfortable taking time off when my mother was ill with cancer and to take care of my personal health problem with asthma. It was like you were not loyal if you took time off of work.
7. Situation with we were dealing with a Para and a student and she blamed the girl for allowing the adult employee to come on to her ([REDACTED]) refused to transfer the child to another school within the district because Dr. Knox did not want her at his school.
8. She told principals that the reason that they did not get a raise is because Anna and I did not do our job. A salary study was being conducted for several months and Anna and I was brought into the last few meetings. For month, meetings had occurred, without us and when we were brought in and expressed our concerns it was that Anna and I did not do our jobs. Our salaries were being built on Fort Mill salaries, which is something that we could not compete with.
9. Principals are concerned about her saying that she would kill them in a meeting about the security, which had already been voted and approved by the board.
10. We recently hired a Chief Williams who I understand was pre-interview by Dr. Slayman before the actual interview. We advertised the position at \$38,000 however I was told by Dr. Slayman that he had to bring home \$38,000. Why would he quit his job for \$38,000 So I was told to gross up his salary his salary ended up being over \$61,000
11. At convocation, she told me about calling the supt in Rich 2 to tell them about an employee former Assistant Principal being toxic, I told her that she needed to be careful with giving references after the person has been released that it outside of the scope of a reference. She said Denise told me to do and I will be calling her, Superintendents have a code of honor with each other.
12. The most recent incident is when we she told Jeff about the Idaho comment about 95 percent white people being heaven. It made me feel like less than a person, that I was what she wanted around the table.



13. Several concerns that people have come to me with are the following:

- *Feeling bullied (Screaming their name, talking down to them)

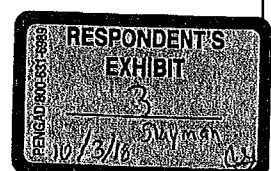
- Feeling Intimidated (She pointed to each of them and asked them to agree to something that has been approved by the board)

- Talking down to them and not at them (Skinner is scared of her and said she has never been talked to by anyone that way)

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, April 20, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION** – Mrs. Patricia Hensley
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. SPECIAL RECOGNITIONS**
 - a. Giti Tire
 - b. Chester Healthcare Foundation–SCSBA *Champions for Public Education* Award
 - c. Chester High School Basketball Players and Wrestlers
 - d. Lewisville Middle School Robotics Team Members
- 5. CONSENT AGENDA**
 - a. Approval of the Agenda
 - b. Approval of the Minutes of the Previous Meeting
 - c. Approval of Requests for Overnight Field Trips
 - d. Approval of Items for Public Surplus Auction
 - e. Approval of Act 155 Petitioners
- 6. PUBLIC COMMENT**
- 7. SUPERINTENDENT'S REPORT**
- 8. UNFINISHED BUSINESS**
- 9. NEW BUSINESS**
 - a. Architect Presentations – Mr. Jeff Gardner and Dr. Agnes Slayman
 - b. Budget Update – Mrs. Anna Stroud
 - c. Monthly Financial Status Report – Mrs. Anna Stroud
- 10. ACTION ITEMS**
 - a. Approval of Easement Located on Old Finley School Property
 - b. Approval of Board Meeting Schedule for 2015-2016
- 11. EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Personnel Matters
 - c. Contractual Matters
- 12. RETURN TO OPEN SESSION**
- 13. ADJOURNMENT**



CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, April 20, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James. Mr. Boyd was absent.

Others present: Dr. Slayman, superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Clinton, public information officer; Mr. Roddey, director of maintenance; Dr. Green, director of Chester County Career Center; Mr. Scruggs, director of alternative education; Mrs. Kerr, director of adult education; Mr. Tiller, principal of Chester High School; Mr. Tidwell, principal of Chester Middle School; Dr. Graham, principal of Chester Park Center of Literacy through Technology; Mrs. Stone, principal of Chester Park Elementary School of the Arts; Mrs. Taylor, principal of Chester Park Elementary School of Inquiry; Mrs. Fort, principal of Great Falls Middle/High School; Mr. Sumter, principal of Great Falls Elementary School; Dr. Knox, principal of Lewisville High School; Mr. Erwin, principal of Lewisville Middle School; and Miss Frederick, principal of Lewisville Elementary School.

CALL TO ORDER

Mrs. Lawson called the meeting to order and welcomed the audience.

INVOCATION

Mrs. Hensley gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The Herald* (Rock Hill); *The News & Reporter* (Chester); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

■ **Giti Tire** – The board and the administration recognized Giti Tire for being a school district partner with the new Giti math and science awards for eligible students of all ages. In appreciation of the partnership, Mrs. Lawson presented a plaque to Giti Tire's director of human resources, Ms. Kelly Schumacher.

■ **Chester Healthcare Foundation** – The president of South Carolina School Boards Association (SCSBA), Colonel Robert Gantt, with the school board members and the superintendent recognized Chester Healthcare Foundation for being the recipient of

SCSBA's *Champions for Public Education Award*. Colonel Gantt presented the SCSBA plaque to Mr. Bill Bundy, president of Chester Healthcare Foundation, for support of public schools and contributions to benefit the students of the district.

■ **Chester High School Basketball Players and Wrestlers** – The board and the administration recognized Chester High School's star athletes in basketball and wrestling. The boys basketball players recognized were Tommy S [REDACTED] for being the Region Player of the Year for an All Star team, and Malik W [REDACTED] for being an All Region player. The girls basketball players recognized were Deja M [REDACTED] and Porcelain G [REDACTED] for being All Region players. The wrestlers recognized were Temaris D [REDACTED] for being the Region Wrestler of the Year, State Champion and North-South Wrestling All Star; and David D [REDACTED] and Cayman W [REDACTED] for being All Region wrestlers. Each student received a certificate from the district for the achievement. The certificates were presented by Mrs. Lawson.

■ **Lewisville Middle School Robotics Team Members** – The board and the administration recognized the Lewisville Middle School Robotics Team members for their outstanding performance at the State Robotics Competition. The team members were students Kris Y [REDACTED], Anthony F [REDACTED], Adrianna L [REDACTED], John [REDACTED] D [REDACTED], William L [REDACTED], Ava B [REDACTED] and Bree S [REDACTED]. Each student received a certificate from the district for this achievement. The certificates were presented by Mrs. Lawson.

CONSENT AGENDA

On a motion by Mrs. Stroman, seconded by Dr. Fort, the board voted unanimously (6-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: meeting agenda; minutes of March 16, 2015, meeting; requests for overnight field trips and maintenance items for surplus public auction.

PUBLIC COMMENT

Mrs. Lawson announced that the Public Comment sign-up sheet had one person listed to address the board, but that person was not present.

SUPERINTENDENT'S REPORT

Dr. Slayman reported on the snow make-up days. She reported that local legislators support forgiveness of the two days missed because of snow, but there was some opposition from the Governor's Office. She also reported that if the two days missed were not forgiven, the days would be added at the end of the school calendar year after graduation.

Dr. Slayman included in the Superintendent's Report a video clip from CN2 News that highlighted the Great Falls High School JROTC program and the senior cadets who were

recipients of large military scholarships. The video clip was presented by the public information officer, Mrs. Clinton.

UNFINISHED BUSINESS

There was no business to be considered from the previous meeting.

NEW BUSINESS

- **Architect Presentations** – Mr. Gardner announced the architectural/engineering (A/E) firms selected to make presentations, which were the following: McMillan Pazdan Smith Architecture and Engineering, Stevens and Wilkerson Architecture and Engineering, and AAG Architecture and Engineering. Each A/E firm made a 20-minute presentation.
- **Budget Update** – Mrs. Stroud gave a short budget update. She reported that base student cost (BSC) was set at \$2,220. She also reported increases that would impact the budget, which were health insurance at a 5 percent increase for the employer, and retirement at a .5 percent increase for the employer.
- **Monthly Financial Status Report** – Mrs. Stroud presented the monthly financial status report for the month ending March 31, 2015 (Attachment A). The report indicated the year-to-date revenue at \$30,580,621 and the year-to-date expenditures at 27,365,976. The actual revenue and the actual expenditures, as a percentage of the budget, were comparable to last year at the same period. Mrs. Stroud reported the fund balance, which was \$13,221,963 at the end of March.

ACTION ITEMS

- **Approval of Easement Located on Old Finley School Property** – On a motion by Dr. Hughes, seconded by Mrs. James, the board voted unanimously (6-0) to approve the Easement Statements pertaining to the Finely property, tax map numbers 015-000 and 017-000, for the fair compensation of \$1,700 and \$6,343, respectively, as prepared by The City of Chester.
- **Approval of Board Meeting Schedule for 2015-2016** – On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (6-0) to approve the Board Meeting Schedule for 2015-2016 as presented (Attachment B).

EXECUTIVE SESSION

At this time Dr. Hughes read a potential conflict of interest statement. The statement was as follows:

I, Dr. Richard P. Hughes, an elected member of the Chester County Board of School Trustees and contracted employee of a Chester County governmental agency, do hereby recuse myself from any and all discussions, deliberations, votes, and other matters related to school district safety contractual matters. It would be a conflict of interest and violation of South Carolina Ethics of which I am sworn to uphold if I participated in this topic.

After the statement was read, Dr. Hughes moved, and Mrs. James seconded, to go into executive session. The motion passed unanimously (6-0).

The board entered executive session at 8:35 p.m. to hear certified personnel recommendations, personnel matters, and contractual matter concerning school district safety. There were no personnel matters to be heard. (Dr. Hughes left soon after the board had entered executive session.)

RETURN TO OPEN SESSION

On a motion by Mrs. Hensley, seconded by Mrs. Stroman, the board voted unanimously (5-0) to return to open session.

Upon returning to open session, the board took the following actions.

On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (5-0) to approve the certified personnel recommendations as presented with exception to Employee J (Attachment C).

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (5-0) to terminate Employee J and have the employee's certificate revoked.

On a motion by Mrs. Hensley, seconded by Mrs. Stroman, the board voted unanimously (5-0) to allow the administration to contract with a security firm for the 2015-2016 school year.

Mrs. Lawson read a statement concerning the board's decision to contract with a security company for 2015-2016 school year. The statement was as follows:

We the members of the Board of School Trustees are committed to providing all students a safe learning environment. We understand the need to continuously evaluate our safety measures and procedures, constantly seeking to improve upon all programs currently in place. On January 28, 2013, the Board of School Trustees issued a statement from then-chair Maggie J. James pledging to "place additional officers and security cameras in our schools." Since that meeting, we have worked closely with district administration to fulfill that important pledge. There are now more than 500 high-quality cameras throughout the district placed in schools, parking lots and athletic facilities.

As we move forward with our safety plans, we have given Superintendent Dr. Agnes Slayman authority to secure additional officers for our schools. In recent years, we have all seen that safety issues are not only confined to high schools; students of all ages are at risk daily. We have thus tasked Dr. Slayman to efficiently use district funds to place an officer on each school campus.

We acknowledge students can only learn in an environment that is safe and secure and we are united in giving the students of Chester County School District an excellent education.

Regular Meeting
April 20, 2015
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ADJOURNMENT

There being no further business, Mrs. Stroman moved, and Dr. Fort seconded, to adjourn. The motion passed unanimously (5-0).

The meeting adjourned at 11 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, May 18, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION** – Mrs. Maggie J. James
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. SPECIAL RECOGNITIONS**
 - a. Chester High School Spring Sports Athletes
 - b. Lewisville High School Winter Sports Athletes
 - c. Seniors Awarded Full-Ride Scholarships
- 5. PUBLIC COMMENT**
- 6. CONSENT AGENDA**
 - a. Approval of the Agenda
 - b. Approval of the Minutes of the Previous Meeting
 - c. Approval of Requests for Overnight Field Trips
 - d. Approval of Request to Use Facilities Improvement Funds
 - e. Approval of Act 155 Petitioners
- 7. SUPERINTENDENT'S REPORT**
- 8. UNFINISHED BUSINESS**
- 9. NEW BUSINESS**

Monthly Financial Status Report – Mrs. Anna Stroud
- 10. ACTION ITEMS**
 - a. Approval of Tax Anticipation Note (TAN)
 - b. Approval of Acquisition, Use and Security Agreement
 - c. Approval of General Obligation Bond (GOB)
 - d. Approval of Funding Flexibility
 - e. Approval of First Reading of FY 2016 Budget
- 11. EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Personnel Matters
 - c. Contractual Matters
- 12. RETURN TO OPEN SESSION**
- 13. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, May 18, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James.

Others present: Dr. Slayman, superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Clinton, public information officer; Mr. Roddey, director of maintenance; Mrs. Lunsford-Thomas, data and instructional specialist; Dr. Green, director of Chester County Career Center; Mr. Tiller, principal of Chester High School; and Mrs. Fort, principal of Great Falls Middle/High School.

CALL TO ORDER

Mrs. Lawson called the meeting to order and welcomed the audience.

INVOCATION

Mrs. James gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

The student athletes from Chester High School, Great Falls High School and Lewisville High School were recognized for being All-Region athletes in winter and spring sports.

Chester High School's All-Region athletes were Trent A. [redacted], Josh A. [redacted], Jake W. [redacted], Tyler J. [redacted] and Daniel M. [redacted] – baseball players; Elizabeth J. [redacted], Elise C. [redacted] and Maddison D. [redacted] – softball players; Stakeria S. [redacted], Autumn B. [redacted] and Sydney S. [redacted] – girls soccer; Earl H. [redacted], William B. [redacted] and Newton W. [redacted] – boys soccer; and Deja M. [redacted] and NaDera Y. [redacted] – girls track. Trent A. [redacted] was also recognized for being selected to the SC/NC Elite All-Star Baseball game, and Josh A. [redacted] was recognized for being selected to the North-South All-Star Baseball game. Each student received a certificate from the district for the achievement. The certificates were presented by Mrs. James, Mrs. Stroman and Mrs. Lawson.

Regular Meeting
May 18, 2015
Page 2

Great Falls High School's All-Region athletes were Carrie E [REDACTED] – 400 Meter Dash and High Jump, Alexis E [REDACTED] – 100 Meter Dash, and Jay M [REDACTED] – Shot put. Each student received a certificate from the district for the achievement. The certificates were presented by Dr. Fort and Mrs. Hensley.

Lewisville High School's All-Region athletes were Jordan G [REDACTED] -- girls basketball, and Cody M [REDACTED] and Marcus M [REDACTED] – boys basketball. Each student received a certificate from the district for the achievement. The certificates were presented by Dr. Fort and Mrs. Hensley.

Chester County Career Center students were also recognized for being first place winners in state competitions. The Future Farmers of America Tractor Operation first place winners were Zach B [REDACTED], Chris C [REDACTED] and Chris K [REDACTED]. The SkillsUSA first place winners were Mary L [REDACTED] – Graphic Communications, Reid J [REDACTED] and Jordan C [REDACTED] – Robotic Automation, Myliyah C [REDACTED] – American Spirit, Shamariah Burgess – T-shirt Design, Ana H [REDACTED] – Promotional Bulletin Board, and Chris F [REDACTED] – Promotional Bulletin Board and Pin Design. Each student received a certificate from the district for the achievement. The certificates were presented by Mr. Boyd and Dr. Hughes.

Lewisville High School media specialist Alice Willis was recognized for winning the "2015 Electronic Media Award" by the South Carolina National School Public Relations Association for her photo entitled "LHS Graduation." (Ms. Willis was absent.)

Great Falls High School senior and JROTC cadet Aaron B [REDACTED] was recognized for receiving a "full-ride" Army ROTC Scholarship. The student received a certificate from the district for this achievement. The certificate was presented by Dr. Fort and Mrs. Fort, principal.

PUBLIC COMMENT

Mrs. Lawson announced that no one had signed up for Public Comment to address the board on any nonpersonnel subject.

CONSENT AGENDA

On a motion by Dr. Fort, seconded by Mrs. James, the board voted unanimously (7-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: meeting agenda; minutes of April 20, 2015, meeting; requests for overnight field trips; request to use facilities improvement funds; and Act 155 petitioners.

SUPERINTENDENT'S REPORT

Dr. Slayman reminded everyone that graduation on May 30 would be at 8:30 a.m. at Chester High, 10 a.m. at Great Falls High, and 11:30 a.m. at Lewisville High.

The Superintendent's Report included an update on the district's partnership with York Technical College and the startup of an in-house apprenticeship program at Chester County Career Center. Dr. King gave the update and introduced Mr. Brian Rauschenbach, South Carolina Youth Apprenticeship consultant, who made a presentation.

Mr. Rauschenbach presented a plaque from South Carolina Technical College System and a certificate from the United States Department of Labor that authenticates the district's apprenticeship program. Mrs. Lawson and Dr. Slayman, along with Dr. King and Dr. Green, accepted the plaque and the certificate for the district.

UNFINISHED BUSINESS

There was no business to be considered from the previous meeting.

NEW BUSINESS

■ **Monthly Financial Status Report** – Mrs. Stroud presented the monthly financial status report for the month ending April 30, 2015 (Attachment A). The report indicated the year-to-date revenue at \$34,443,919 and the year-to-date expenditures at \$31,199,161. The actual revenue and the actual expenditures, as a percentage of the budget, were both comparable to April 2014. Mrs. Stroud reported the fund balance, which was \$13,250,149 at the end of April. She also reported a projection for the fiscal year end fund balance, which was \$10,557,597.

ACTION ITEMS

- **Approval of Tax Anticipation Note (TAN)** – On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (7-0) to approve a resolution to authorize the issuance of a tax anticipation note (TAN) in an amount not to exceed \$5,000,000.
- **Approval of Acquisition, Use and Security Agreement** – On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (7-0) to approve a resolution to authorize the district to enter into an Acquisition, Use and Security Agreement in an amount not to exceed \$1,300,000.
- **Approval of General Obligation Bond (GOB)** – On a motion by Mrs. Hensley, seconded by Mrs. Stroman, the board voted unanimously (7-0) to approve a resolution to authorize the issuance of a general obligation bond (GOB) in an amount not to exceed \$2,400,000.
- **Approval of Funding Flexibility** – On a motion by Dr. Hughes, seconded by Mr. Boyd, the board voted unanimously (7-0) to approve financial flexibility utilized by the district for fiscal year 2015.

Regular Meeting
May 18, 2015
Page 4

■ **Approval of First Reading of FY 2016 Budget** – On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (7-0) to approve the first reading of the FY 2016 budget.

The budget, which was \$41,354,610, indicated a step increase for teachers, paraprofessionals, bus drivers, bus aids, food service managers and food service operators. The budget also indicated a 2 percent salary increase for principals, assistant principals, directors and executive directors; and administrative support, maintenance and technical staffs.

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 7:21 p.m. to hear certified personnel recommendations, personnel matters and contractual matters concerning architecture and engineering firms. There were no personnel matters to be heard.

RETURN TO OPEN SESSION

On a motion by Mrs. Hensley, seconded by Dr. Hughes, the board voted unanimously (6-0) to return to open session. (Mr. Boyd was not present at this time but returned to open session after the vote had been taken.)

Upon return to open session, the board took the following action.

On a motion by Mrs. Hensley, seconded by Mrs. Stroman, the board voted unanimously (7-0) to approve the personnel recommendations as presented (Attachment B).

ADJOURNMENT

There being no further business, Mrs. Hensley moved, and Mrs. Stroman seconded, to adjourn. The motion passed unanimously (7-0).

The meeting adjourned at 8:25 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – SPECIAL MEETING
Monday, June 1, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. APPROVAL OF THE AGENDA**
- 3. PUBLIC HEARING – FY 2016 GENERAL FUND BUDGET**
- 4. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, June 1, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James. Mrs. Stroman, vice chairperson, and Mr. Boyd were absent.

Others present: Dr. Slayman, superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; and Mrs. Clinton, public information officer.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (5-0) to approve the agenda as presented.

PUBLIC HEARING – FY2016 GENERAL FUND BUDGET

The public hearing for the FY 2016 General Fund Budget was not held due to a lack of public participation.

At this time, which was vacant, the board and the administration viewed a video clip on the districtwide year-end school activities. The video clip was presented by the public information officer, Mrs. Clinton.

ADJOURNMENT

There being no other business before the board, Dr. Hughes moved, and Mrs. James seconded, to adjourn. The motion passed unanimously (5-0).

The meeting adjourned at 6:30 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, June 1, 2015 – 6:30 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION – Dr. Richard Hughes**
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. SPECIAL RECOGNITIONS**
- 5. PUBLIC COMMENT**
- 6. CONSENT AGENDA**
 - a. Approval of the Agenda
 - b. Approval of the Minutes of the Previous Meeting
 - c. Approval of Request for Overnight Field Trip
- 7. SUPERINTENDENT'S REPORT**
- 8. UNFINISHED BUSINESS**
- 9. NEW BUSINESS**

Monthly Financial Status Report – Mrs. Anna Stroud
- 10. ACTION ITEMS**

Approval of Final Reading of the FY 2016 Budget
- 11. EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Personnel Matters
 - c. Contractual Matters
- 12. RETURN TO OPEN SESSION**
- 13. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, June 1, 2015 – 6:30 p.m.

Members present: Mrs. Lawson, chairperson; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James. Mrs. Stroman, vice chairperson, and Mr. Boyd were absent.

Others present: Dr. Slayman, superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; and Mrs. Clinton, public information officer.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

INVOCATION

Dr. Hughes gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

There were no special recognitions at this time.

PUBLIC COMMENT

Mrs. Lawson announced that no one had signed up for Public Comment to address the board on any nonpersonnel subject.

CONSENT AGENDA

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (5-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: the meeting agenda; the minutes of May 18, 2015, meeting; and a request for an overnight field trip.

SUPERINTENDENT'S REPORT

Dr. Slayman reported that the video clip for presentation under Superintendent's Report was shown during the special meeting for the budget public hearing.

Regular Meeting
June 1, 2015
Page 2

UNFINISHED BUSINESS

There was no business to be considered from the previous meeting.

NEW BUSINESS

■ **Monthly Financial Status Report** – Mrs. Stroud presented a preliminary monthly financial status report for the month of May 2015 (Attachment A). The preliminary report as of May 26, 2015, indicated the year-to-date revenue at \$35,941,356 and the year-to-date expenditures at \$32,699,202. As a percentage of the budget, both were comparable to May 26, 2014. Mrs. Stroud reported the projection for fund balance at the end of the fiscal year, which was \$10,557,597.

ACTION ITEMS

■ **Approval of Final Reading of the FY 2016 Budget** – Mrs. Stroud presented the budget for fiscal year 2016 for final reading and adoption (Attachment B). She pointed out that the amount of the budget, which was \$41,354,610, had not changed since the first reading.

After a brief discussion, Mrs. James made a motion, seconded by Mrs. Hensley, to approve the final reading and adoption of the budget for fiscal year 2016 as presented. The motion passed unanimously (5-0).

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Dr. Hughes, the board voted unanimously (5-0) to go into executive session.

The board entered executive session at 6:48 p.m. to hear certified personnel recommendations, personnel matters and contractual matter concerning the selection of an architecture and engineering firm for the district. There were no personnel matters to be heard.

RETURN TO OPEN SESSION

On a motion by Dr. Hughes, seconded by Mrs. James, the board voted unanimously (5-0) to return to open session.

Upon returning to open session, the board took the following actions.

On a motion by Dr. Hughes, seconded by Dr. Fort, the board voted unanimously (5-0) to approve AAG Architecture and Engineering Firm for future renovations and new construction projects in the district.

On a motion by Mrs. Hensley, seconded by Dr. Fort, the board voted unanimously (5-0) to approve the certified personnel recommendations as presented (Attachment C).

Regular Meeting
June 1, 2015
Page 3

Prior to the adjournment, the board agreed to move the July meeting to the second Monday in August, which would be August 10.

ADJOURNMENT

There being no further business, Mrs. Hensley moved, and Mrs. James seconded, to adjourn. The motion passed unanimously (5-0).

The meeting adjourned at 7:09 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, August 10, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION – Mr. Eugene Boyd**
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. SPECIAL RECOGNITIONS**
SCSBA 2014-2015 Boardsmanship Institute Recognitions
- 5. PUBLIC COMMENT**
- 6. CONSENT AGENDA**
 - a. Approval of the Agenda
 - b. Approval of the Minutes of the Previous Meeting
 - c. Approval of Requests for Overnight Field Trips (*none as of 7/29/15*)
 - d. Approval of Act 155 Petitioners
- 7. SUPERINTENDENT'S REPORT**
- 8. UNFINISHED BUSINESS**
- 9. NEW BUSINESS**
 - a. hiTech Update – Dr. Charles King and Mr. Neil Rollins
 - c. Monthly Financial Status Report – Mrs. Anna Stroud
- 10. ACTION ITEMS**
 - a.
 - b.
- 11. EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Personnel Matters
 - c. Contractual Matters
 - * d. Superintendent Evaluation
- 12. RETURN TO OPEN SESSION**
- 13. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, August 10, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James. Mrs. Stroman, vice chairperson, and Mr. Boyd were absent.

Others present: Dr. Slayman, superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mr. Rollins, director of information technology; Mrs. Clinton, public information officer; and Mr. Williams, chief of security.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

INVOCATION

Dr. Fort gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

■ **SCSBA 2014-2015 Boardsmanship Institute Recognition** – Dr Hughes was recognized by South Carolina School Boards Association (SCSBA) for reaching Level 1 in leadership skills training in the 2014-15 Boardsmanship Institute. He received a certificate from SCSBA for this achievement. The certificate was presented to Dr. Hughes by Superintendent Slayman on behalf of SCSBA.

PUBLIC COMMENT

Mrs. Lawson announced that no one had signed up for Public Comment to address the board on any nonpersonnel subject.

CONSENT AGENDA

On a motion by Dr. Hughes, seconded by Dr. Fort, the board voted unanimously (5-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: meeting agenda; minutes of June 1, 2015, (special and regular) meetings; overnight field trip request; and Act 155 petitioners.

SUPERINTENDENT'S REPORT

Dr. Slayman reported on the upcoming events, which were the districtwide convocation on August 11 and a segment on the district to be done by the crew for talk show host Larry King on October 27. Dr. Slayman also reported on the recent student registration process that went well and was successful.

UNFINISHED BUSINESS

There was no business to be considered from the previous meeting.

NEW BUSINESS

■ **hiTech Update** -- Dr. King and Mr. Rollins gave an update on the district's technology program. The update included information about the following: technology mentor training, 3-D printer training, instructional technology integrationists, hiTech Tuesdays, S.W.A.T. (*Students Working to Advance Technology*) program, tablet collection and refurbishment, tablet deployment and storage, and recent upgrades to the network server.

■ **Monthly Financial Status Report** -- Mrs. Stroud presented a preliminary monthly financial status report for the month ending June 30, 2015 (Attachment A). The report indicated the year-to-date revenue at \$39,687,515 and the year-to-date expenditures at \$39,702,355. The revenue and the expenditures, as a percentage of the budget, were both comparable to June 2014. Mrs. Stroud reported the projected fiscal year-end fund balance at \$10,397,597.

ACTION ITEMS

There were no action items.

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (5-0) to go into executive session.

The board entered executive session at 6:24 p.m. to hear certified personnel recommendations, personnel matters, and contractual matters concerning district security. There were no personnel matters to be heard.

RETURN TO OPEN SESSION

On a motion by Mrs. Hensley, seconded by Dr. Fort, the board voted unanimously (5-0) to return to open session.

Upon returning to open session, the board took the following actions.

On a motion by Mrs. James, seconded by Dr. Hughes, the board voted unanimously (5-0) to approve the certified personnel recommendations as presented (Attachment B).

Regular Meeting
August 10, 2015
Page 3

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (5-0) to approve the release of Employee A from administrative contract.

On a motion by Dr. Fort, seconded by Mrs. James, the board voted unanimously (4-0) to authorize the security officers assigned to the schools to carry properly licensed firearms while on district property. (Dr. Hughes had recused himself and had left the meeting prior to the motion.)

ADJOURNMENT

There being no further business, Mrs. Hensley moved, and Mrs. James seconded, to adjourn. The motion passed unanimously (4-0).

The meeting adjourned at 8 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – SPECIAL MEETING
Thursday, August 27, 2015 – 5 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. APPROVAL OF THE AGENDA**
- 3. EXECUTIVE SESSION**
Discussion of employment matters and receipt of legal advice
related to employment matters
- 4. RETURN TO OPEN SESSION**
Action, if any, from Executive Session
- 5. ADJOURNMENT**

THE STATE OF SOUTH CAROLINA
In the Administrative Law Court

APPEAL FROM THE SOUTH CAROLINA DEPARTMENT OF
EDUCATION

Docket No. 19-ALJ-30-0337-AP

Dr. Agnes Slayman,

Appellant,

v.

South Carolina Department
of Education,

Respondent.

RECORD ON APPEAL

Volume IV

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Attorney for Respondent

FILED

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SC ADMIN LAW COURT

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Thursday, August 27, 2015 – 5 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James.

Others present: Mrs. Hanna and Mr. Halligan, school district attorneys

CALL TO ORDER

Mrs. Lawson called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Mrs. Stroman, seconded by Dr. Hughes, the board voted unanimously (6-0) to approve the agenda as presented. (Mr. Boyd was not present at this time, but he arrived after the vote was taken.)

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 5:03 p.m. to discuss employment matters and receive legal advice related to employment matters.

RETURN TO OPEN SESSION

On a motion by Mr. Boyd, seconded by Dr. Fort, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took no action.

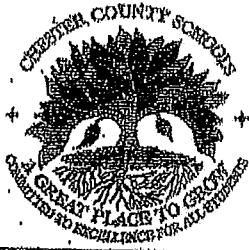
ADJOURNMENT

There being no other business before the board, Dr. Fort moved, and Mr. Boyd seconded, to adjourn. The motion passed unanimously (7-0).

The meeting adjourned at 6:17 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson



THE SCHOOL DISTRICT OF CHESTER COUNTY
509 DISTRICT OFFICE DRIVE
CHESTER, SOUTH CAROLINA 29706

August 31, 2015

Dr. Charles King
Chester County School District
509 District Office Drive
Chester, South Carolina 29706

Dear Charles:

The purpose of this letter is to confirm that you have been named Acting Superintendent effective August 28, 2015, and will remain in this role until such time as notified by me. This designation means that you are authorized to sign documents on behalf of the district, such as federal and state mandated reports, invoices, employee leave forms, etc. However, you should contact me as Board Chair before signing any document that is out of the ordinary or that could be considered controversial. Additionally, you are authorized to attend meetings on behalf of the district and make/approve comments to the media that typically are requested. Again, anything out of the ordinary should be discussed with me. You also have the authority to make other decisions on behalf of the district as they may arise, for example closing school early in the event of the loss of power in one building, etc.

Thank you for your willingness to assume this extra responsibility on a short term basis. I am available to discuss any issues or concerns that arise at any time.

Sincerely,

Denise C. Lawson
Chair, Chester County
Board of School Trustees

c: All Board Members

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – SPECIAL MEETING
Thursday, September 3, 2015 – 5 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. APPROVAL OF THE AGENDA**
- 3. EXECUTIVE SESSION**
Discussion of employment matters and receipt of legal advice
related to employment matters
- 4. RETURN TO OPEN SESSION**
Action, if any, from Executive Session
- 5. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Thursday, September 3, 2015 – 5 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James.

Others present: Mrs. Hanna and Ms. Fawley, school district attorneys

CALL TO ORDER

Mrs. Lawson called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Mr. Boyd, seconded by Dr. Fort, the board voted unanimously (7-0) to approve the agenda as presented.

EXECUTIVE SESSION

On a motion by Dr. Hughes, seconded by Mrs. Stroman, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 5:01 p.m. to discuss employment matters and receive legal advice related to employment matters.

RETURN TO OPEN SESSION

On a motion by Mrs. Stroman, seconded by Mrs. James, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took no action.

ADJOURNMENT

There being no other business before the board, Mrs. James moved, and Dr. Fort seconded, to adjourn. The motion passed unanimously (7-0).

The meeting adjourned at 8:20 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES -- SPECIAL MEETING
Tuesday, September 8, 2015 -- 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. APPROVAL OF THE AGENDA**
- 3. EXECUTIVE SESSION**
Discussion of employment matters and receipt of legal advice
related to employment matters
- 4. RETURN TO OPEN SESSION**
Action, if any, from Executive Session
- 5. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Tuesday, September 8, 2015 – 6:04 p.m.

Members present: Mrs. Lawson, chairperson; Dr. Fort; Mrs. Hensley; and Dr. Hughes. Mrs. Stroman, vice chairperson, Mr. Boyd and Mrs. James were absent.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

CALL TO ORDER AND ADJOURNMENT

Mrs. Lawson called the meeting to order. The purpose for the meeting was to discuss employment matters and receive legal advice related to employment matters.

After Mrs. Lawson had called the meeting to order, Dr. Hughes made a motion, seconded by Dr. Fort, to adjourn. The motion passed unanimously (4-0).

The meeting adjourned at 6:04 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – SPECIAL MEETING
Monday, September 14, 2015 – 6:30 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. APPROVAL OF THE AGENDA**
- 3. EXECUTIVE SESSION**
Discussion of employment matters, an employment grievance and receipt of legal advice related to employment matters and grievance
- 4. RETURN TO OPEN SESSION**
Action, if any, from Executive Session
- 5. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, September 14, 2015 – 6:30 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James.

Others present: Mrs. Hanna and Mr. Halligan, school district attorneys

CALL TO ORDER

Mrs. Lawson called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Dr. Hughes, seconded by Mrs. Stroman, the board voted unanimously (7-0) to approve the agenda as presented.

EXECUTIVE SESSION

On a motion by Mrs. Stroman, seconded by Dr. Fort, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 6:32 p.m. to discuss employment matters concerning the superintendent and a grievance request, and to receive legal advice related to employment matters and grievance request.

RETURN TO OPEN SESSION

On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took the following action.

On a motion by Mr. Boyd, seconded by Dr. Fort, the board voted 6-1 to hear the employment grievance. Mr. Boyd, Dr. Fort, Dr. Hughes, Mrs. James, Mrs. Stroman and Mrs. Lawson voted in favor of the motion. Mrs. Hensley opposed.

ADJOURNMENT

There being no other business before the board, Mrs. Stroman moved, and Mrs. James seconded, to adjourn. The motion passed unanimously (7-0).

Special Meeting
September 14, 2015
Page 2

The meeting adjourned at 8:52 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, September 21, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION – Mrs. Patricia Hensley**
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. APPROVAL OF THE AGENDA**
- 5. EXECUTIVE SESSION**
Receipt of Legal Advice Related to a Personnel/Contractual Matter
- 6. RETURN TO OPEN SESSION**
- 7. PUBLIC COMMENT**
- 8. CONSENT AGENDA**
 - a. Approval of the Minutes of the Previous Meetings
 - b. Approval of Requests for Overnight Field Trips
 - c. Approval of Act 155 Petitioners
 - d. Monthly Financial Status Report
- 9. RETURN TO EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Contractual Matters
 - c. Student Matter
- 10. RETURN TO OPEN SESSION**
- 11. GRIEVANCE HEARING**
- 12. RETURN TO EXECUTIVE SESSION**
Discussion of Grievance
- 13. RETURN TO OPEN SESSION**
- 14. ADJOURNMENT**

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, September 21, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION – Mrs. Patricia Hensley**
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. PUBLIC COMMENT**
- 5. CONSENT AGENDA**
 - a. Approval of the Agenda
 - b. Approval of the Minutes of the Previous Meeting
 - c. Approval of Requests for Overnight Field Trips
 - d. Approval of Act 155 Petitioners
 - e. Approval of Monthly Financial Status Report
- 6. EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Personnel Matters
 - c. Contractual Matters
 - d. Parent Request
 - ~~e. Grievance Hearing (wording?)~~
- 7. RETURN TO OPEN SESSION**
- 8. ADJOURNMENT**

*1 ST Board Agenda
Sent to board secretary
9/17/15 or earlier*

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, September 21, 2015 – 6 p.m.
District Office Boardroom

AGENDA

1. CALL TO ORDER
2. INVOCATION – Mrs. Patricia Hensley
3. PLEDGE OF ALLEGIANCE TO THE FLAG
4. EXECUTIVE SESSION
 - a. Receipt of Legal Advice Related to a Personnel/Contractual Matter
5. RETURN TO OPEN SESSION
6. PUBLIC COMMENT
7. CONSENT AGENDA
 - a. Approval of the Agenda
 - b. Approval of the Minutes of the Previous Meetings
 - c. Approval of Requests for Overnight Field Trips
 - d. Approval of Act 155 Petitioners
 - e. Monthly Financial Status Report
8. EXECUTIVE SESSION
 - a. Personnel Recommendations
 - b. Contractual Matters
 - c. Student Discipline Appeal
9. RETURN TO OPEN SESSION
10. GRIEVANCE HEARING
11. EXECUTIVE SESSION
 - a. Discussion of Grievance
12. RETURN TO OPEN SESSION
13. ADJOURNMENT

2nd agenda sent to bd
secretary 9/18/15

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, September 21, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION** – Mrs. Patricia Hensley
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. APPROVAL OF THE AGENDA**
- 5. EXECUTIVE SESSION**
Receipt of Legal Advice Related to a Personnel/Contractual Matter
- 6. RETURN TO OPEN SESSION**
- 7. PUBLIC COMMENT**
- 8. CONSENT AGENDA**
 - a. Approval of the Minutes of the Previous Meetings
 - b. Approval of Requests for Overnight Field Trips
 - c. Approval of Act 155 Petitioners
 - d. Monthly Financial Status Report
- 9. RETURN TO EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Contractual Matters
 - c. Student Matter
- 10. RETURN TO OPEN SESSION**
- 11. GRIEVANCE HEARING**
- 12. RETURN TO EXECUTIVE SESSION**
Discussion of Grievance
- 13. RETURN TO OPEN SESSION**
- 14. ADJOURNMENT**

Final bd agenda 9/18/15

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, September 21, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James.

Others present: Dr. Slayman, superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Clinton, public information officer; Mrs. Lunsford-Thomas, data and instructional specialist; Ms. Harrington, attendance supervisor; Mrs. Kerr, director of adult education; Mr. Scruggs, director of alternative education; Mrs. Skinner, director of transportation; Mr. Roddey, director of maintenance; Dr. Frederick, district hearing officer; Dr. Knox, principal of Lewisville High School; Miss Frederick, principal of Lewisville Elementary School; Mr. Tidwell, principal of Chester Middle School; Dr. Williams and Dr. Graham, assistant principals at Chester High School; Mr. Williams, chief of security; Mrs. Hanna and Mr. Halligan – both attorneys from Childs & Halligan, PA; and Ms. Polvi, attorney, and Ms. Bowen, law clerk, from J. Lewis Cromer & Associates, LLC.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

INVOCATION

Mrs. Hensley gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

Mrs. Stroman made a motion, seconded by Mrs. James, to amend the agenda by combining all the executive sessions into one executive session to include the grievance hearing for the special grievance; move executive session after public comment; and change Public Comment to section 5, Consent Agenda to section 6, Executive Session to section 7, Return to Open Session to section 8, and Adjournment to section 9 on the agenda.

During a brief discussion on the grievance hearing to be moved into executive session, Mrs. Stroman read an excerpt from the Freedom of Information Act, section 30-4-70 (a), which states the following:

A public body may hold a meeting closed to the public for one or more of the following reasons: (1) Discussion of employment, appointment, compensation, promotion, demotion, discipline, or release of an employee, a student, or a person regulated by a public body or the appointment of a person to a public body; however, if an adversary hearing involving the employee or client is held, the employee or client has the right to demand that the hearing be conducted publicly.

After Mrs. Stroman had read the excerpt, she pointed out that the *party or client* would be the party being grieved upon and not the grievant; therefore, the grievance hearing should be moved into executive session.

Mr. Halligan, the school district attorney, informed the board that the grievance hearing could be moved into the executive session.

After hearing the advice of the school district attorney, the board voted 5-2 to approve the agenda as amended. Mrs. Stroman, Mrs. James, Mr. Boyd, Dr. Fort and Mrs. Hensley voted in favor of the motion. Dr. Hughes and Mrs. Lawson opposed.

PUBLIC COMMENT

Mrs. Lawson announced that there was one request for Public Comment to address the board on any nonpersonnel subject. The person who requested to address the board was not present.

CONSENT AGENDA

On a motion by Dr. Fort, seconded by Dr. Hughes, the board voted unanimously (7-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: minutes of August 10, August 27, September 3, September 8 and September 14, 2015, meetings; requests for overnight field trips; and Act 155 petitioners. The monthly financial status report was included under the Consent Agenda section for information only (Attachment A).

EXECUTIVE SESSION

On a motion by Mrs. Stroman, seconded by Mrs. James, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 6:10 p.m. to receive legal advice related to a personnel/contractual matter concerning the superintendent, certified personnel recommendations, contractual matters, student matter, grievance hearing and discussion of grievance. There were no contractual matters to be heard.

Regular Meeting
September 21, 2015
Page 3

RETURN TO OPEN SESSION

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took the following actions.

On a motion by Mr. Boyd, seconded by Mrs. Hensley, the board voted unanimously (7-0) to approve the certified recommendation for employment of Employee A as presented (Attachment B).

On a motion by Mr. Boyd, seconded by Mrs. Hensley, the board voted unanimously (7-0) to deny the request for release of Employee B (Attachment B).

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (7-0) to obtain additional information related to student matter prior to the next regular board meeting.

On a motion by Mrs. Stroman, seconded by Mrs. Hensley, the board voted 4-3 to obtain additional information concerning the employee grievance. Mrs. Stroman, Mrs. Hensley, Mr. Boyd and Mrs. James voted in favor of the motion. Dr. Fort, Dr. Hughes and Mrs. Lawson opposed.

ADJOURNMENT

There being no further business, Dr. Fort moved, and Mrs. Stroman seconded, to adjourn. The motion passed unanimously (7-0).

The meeting adjourned at 9:15 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – SPECIAL MEETING
Thursday, September 24, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. APPROVAL OF THE AGENDA**
- 3. EXECUTIVE SESSION**
 - a. Discussion of employment grievance and contractual matter, and receipt of legal advice related to employment grievance and contractual matter
 - b. Discussion of student appeal
- 4. RETURN TO OPEN SESSION**

Action, if any, from Executive Session
- 5. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Thursday, September 24, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James.

Others present: Mrs. Hanna and Mr. Halligan – both attorneys from Childs & Halligan, PA; Ms. Story, attorney from J. Lewis Cromer & Associates, LLC; and Dr. Slayman, superintendent.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Dr. Fort, seconded by Mrs. James, the board voted unanimously (7-0) to approve the agenda as presented.

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Mr. Boyd, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 6:04 p.m. to discuss employment grievance and contractual matter, receive legal advice related to employment grievance and contractual matter, and to discuss a student appeal.

RETURN TO OPEN SESSION

On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took the following actions.

On a motion by Mrs. James, seconded by Mr. Boyd, the board voted unanimously (7-0) to request additional information for Student A.

On a motion by Dr. Fort, seconded by Dr. Hughes, the board voted 4-3 to accept Dr. Slayman's request to be released from her employment as the superintendent of Chester County School District, upon execution of a satisfactory release and the payment of two years' salary; the board chair is authorized to execute appropriate agreements and issue a joint public statement. Dr. Fort, Dr. Hughes, Mrs. Stroman and Mrs. Lawson voted in favor of the motion. Mr. Boyd, Mrs. Hensley and Mrs. James opposed.

Special Meeting
September 24, 2015
Page 2

ADJOURNMENT

There being no other business before the board, Dr. Fort moved, and Dr. Hughes seconded, to adjourn. The motion passed unanimously (7-0).

The meeting adjourned at 10 p.m.

Agnes M. Slayman, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – SPECIAL MEETING
Wednesday, September 30, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. APPROVAL OF THE AGENDA**
- 3. EXECUTIVE SESSION**
 - a. Discussion of employment grievance
 - b. Discussion of contractual matter related to former superintendent
 - c. Receipt of legal advice related to grievance and contractual matter
 - d. Discussion of interim superintendent
- 4. RETURN TO OPEN SESSION**

Action, if any, from Executive Session
- 5. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Wednesday, September 30, 2015 -- 6:01 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James.

Others present: Mrs. Hanna and Mr. Halligan -- both attorneys from Childs & Halligan, PA; and Ms. Story, attorney from J. Lewis Cromer & Associates, LLC.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Dr. Hughes, seconded by Mrs. Stroman, the board voted unanimously (7-0) to approve the agenda as presented.

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 6:03 p.m. to discuss employment grievance, contractual matter related to the former superintendent and receive legal advice related to grievance and contractual matter, and to discuss an interim superintendent.

RETURN TO OPEN SESSION

On a motion by Dr. Fort, seconded by Dr. Hughes, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took the following actions.

On a motion by Dr. Fort, seconded by Dr. Hughes, the board voted unanimously (7-0) to employ Dr. V. Keith Callicutt as interim superintendent on an at-will basis effective immediately at the same daily rate as the former superintendent, in addition to the same automobile allowance and reasonable travel and lodging expenses, and to authorize the board chair to enter into an appropriate agreement with Dr. Callicutt.

On a motion by Mrs. Stroman, seconded by Mrs. James, the board voted unanimously (7-0) to deny the employment grievance as moot.

Special Meeting
September 30, 2015
Page 2

ADJOURNMENT

There being no other business before the board, Mrs. James moved, and Dr. Fort seconded, to adjourn. The motion passed unanimously (7-0).

The meeting adjourned at 8:47 p.m.

Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, October 19, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION** – Dr. Richard Hughes
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. SPECIAL RECOGNITIONS**
 - a. Ms. Shawn Williams – Collections for Flood Victims
 - b. Ms. Amy Fabel – National Summer Teacher Institute
 - c. Mrs. Sandra Stroman – SCSBA 2014-2015 Boardsmanship Institute
- 5. PUBLIC COMMENT**
- 6. CONSENT AGENDA**
 - a. Approval of the Agenda
 - b. Approval of the Minutes of the Previous Meetings
 - c. Approval of Requests for Overnight Field Trips
 - d. Approval of Act 155 Petitioners
 - e. Approval of Maintenance Items for Public Surplus Auction
- 7. ANNUAL AUDIT REPORT** – Green Finney & Horton, LLP
- 8. SUPERINTENDENT'S REPORT**
- 9. STAFF REPORTS**
 - a. Monthly Financial Status Report – Mrs. Anna Stroud
 - b. Instructional Department Information – Dr. Charles King
- 10. ACTION ITEMS**

Nomination of Delegates to SCSBA Delegate Assembly
- 11. EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Contractual Matter
 - c. Student Matters
- 12. RETURN TO OPEN SESSION**
- 13. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, October 19, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; and Mrs. James. Dr. Hughes was absent.

Others present: Dr. Callicutt, interim superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Clinton, public information officer; Mrs. Lunsford-Thomas, data and instructional specialist; and Mrs. Snipes, assistant principal at Lewisville High School.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

INVOCATION

Mrs. James gave the invocation after Dr. Callicutt had reported names of employees who were suffering from illness or bereavement.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

- **Ms. Shawn Williams – Collections for Flood Victims** – Ms. Williams gave a report on the districtwide collections for the recent flood victims in the state. District employees and students were commended for the contributions made to assist the flood victims.
- **Ms. Amy Fabel – National Summer Teacher Institute** – Ms. Fabel was recognized for being selected to participate in the 2015 Library of Congress Teaching with Primary Sources Summer Teacher Institute. Ms. Fabel received a certificate from the district for this achievement. The certificate was presented by Mrs. Lawson and Dr. Callicutt.
- **Mrs. Sandra Stroman – SCSBA 2014-2015 Boardsmanship Institute** – Mrs. Stroman was recognized by South Carolina School Boards Association (SCSBA) for reaching Level 2 in Boardsmanship Institute training. Mrs. Stroman received a certificate and a pin from SCSBA for this achievement. The certificate and the pin were presented by Mrs. Lawson and Dr. Callicutt on behalf of SCSBA.

Regular Meeting
October 19, 2015
Page 2

PUBLIC COMMENT

Mrs. Lawson announced there were no requests for Public Comment to address the board on any nonpersonnel subject.

CONSENT AGENDA

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (5-0) to approve the items under the Consent Agenda. (Dr. Fort had not arrived at this time.)

The Consent Agenda items approved were the following: meeting agenda; minutes of September 21, September 24 and September 30, 2015, meetings; requests for overnight field trips, Act 155 petitioners, and maintenance items for public surplus auction.

ANNUAL AUDIT REPORT

Mr. Keven Madden, CPA and partner with Greene, Finney & Horton, LLP, with Mr. Keith Campbell, manager, presented the audited financial statements for fiscal year ending June 30, 2015. The district received an unmodified opinion on the financial statements, which was the best opinion to receive.

SUPERINTENDENT'S REPORT

Dr. Callicutt reported on the first week of his being the interim superintendent. He reported that he visited several schools in the district, met with the senior staff group, met with all the board members except one, met with the teacher cabinet group, and attended a Chester High School football game. Dr. Callicutt also reported that he would meet individually with the principals and with the senior staff to find out what they viewed as important issues for the district to address.

STAFF REPORTS

- **Monthly Financial Status Report** – Mrs. Stroud presented the monthly financial status report for the month ending September 30, 2015 (Attachment A). The report indicated the year-to-date revenue at \$5,647,457 and the year-to-date expenditures at \$7,937,678. The revenue and the expenditures, as a percentage of the budget, were comparable to September 2014. Mrs. Stroud reported the fund balance for the district, which was \$8,635,402.65 at the end of September 2015.
- **Instructional Department Information** – Dr. King reported information about locally board approved courses designed for the area of high school social studies. He reported that four course electives – Law Education II, Sociology II, Current Events II and U.S. History Foundation II – would be presented for board approval at the regular meeting in November.

ACTION ITEMS

- **Nomination of Delegates to SCSBA Delegate Assembly** -- The board agreed to certify Mrs. Stroman as the voting delegate at SCSBA Delegate Assembly and Mr. Boyd as the alternate delegate.

EXECUTIVE SESSION

On a motion by Mrs. Stroman, seconded by Mr. Boyd, the board voted unanimously (6-0) to go into executive session.

The board entered executive session at 6:59 p.m. to hear certified personnel recommendations, contractual matters, and student matters concerning alternative school placement. There were no contractual matters to be heard at this time.

RETURN TO OPEN SESSION

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (6-0) to return to open session.

Upon returning to open session, the board took the following actions.

On a motion by Mrs. Stroman, seconded by Dr. Fort, the board voted unanimously (6-0) to approve the certified personnel recommendations as presented (Attachment B).

On a motion by Mrs. James, seconded by Mr. Boyd, the board voted unanimously (6-0) to uphold the expulsion of Student A for the 2014-2015 school year and then allow Student A to attend alternative school for the 2015-2016 school year.

On a motion by Mrs. Hensley, seconded by Dr. Fort, the board voted unanimously (6-0) to uphold the recommendation for Student B to attend alternative school for the 2015-2016 school year.

ADJOURNMENT

There being no further business, Mr. Boyd moved, and Mrs. Stroman seconded, to adjourn. The motion passed unanimously (6-0).

The meeting adjourned at 8:24 p.m.

V. Keith Callicutt, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – REGULAR MEETING
Monday, November 16, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION** – Mr. Eugene Boyd
- 3. PLEDGE OF ALLEGIANCE TO THE FLAG**
- 4. SPECIAL RECOGNITIONS**
 - a. Great Falls Elementary School – Title I Grant
 - b. Chester Park COLT – Microsoft Showcase School
 - c. Chester Park School of the Arts – National Theater for Children Grant
- 5. PUBLIC COMMENT**
- 6. CONSENT AGENDA**
 - a. Approval of the Agenda
 - b. Approval of the Minutes of the Previous Meeting
 - c. Approval of Requests for Overnight Field Trips
- 7. SUPERINTENDENT'S REPORT**
 - Recent Meeting with Governor Nikki Haley
 - Forecast for the 2016-2017 School Year
 - Update on Meetings with Principals and Staff
- 8. STAFF REPORTS**
 - a. Monthly Financial Status Report – Mrs. Anna Stroud
 - b. Review of ACT Aspire Assessment Results – Dr. Charles King
 - c. Roof Repairs Needed at Lewisville High School – Mr. Jeff Gardner and Mrs. Anna Stroud
- 9. ACTION ITEMS**
 - a. Locally Designed Subject Area Course Requests
 - b. Reimbursement Resolution to Cover the Cost of Roof Repair at Lewisville High School
- 10. EXECUTIVE SESSION**
 - a. Personnel Recommendations
 - b. Contractual Matters
 - (1) Defender Services Contract
 - (2) Contract for Superintendent Search
 - (3) Contract for Legal Services
- 11. RETURN TO OPEN SESSION**
- 12. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, November 16, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Mrs. Stroman, vice chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James.

Others present: Dr. Callicutt, interim superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Clinton, public information officer; Mrs. Dunlap, director of academics; Mrs. Lunsford-Thomas, instructional data specialist; Mr. Roddey, director of maintenance; Mrs. Skinner, director of bus transportation; Mrs. Stone, principal of Chester Park Elementary School of the Arts, and Ms. Pitt, assistant principal of Chester Park Elementary School of the Arts; Mr. Jones, assistant principal at Chester Park Center of Literacy through Technology; and Mr. Sumter, principal of Great Falls Elementary School.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

INVOCATION

Mrs. Stroman gave the invocation after Dr. Callicutt had reported names of employees who were suffering from illness or bereavement. Dr. Callicutt included with the report condolences for the families of victims of the recent shootings and bombings in France, as well as acknowledgement of Veteran's Day and all veterans.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

- **Great Falls Elementary School – Title I Grant** – Great Falls Elementary School was recognized for being a state finalist for the Reward School for Progress Award and being the recipient of two Title I conference grants. Principal Sumter received a certificate for this achievement that was presented to him by Dr. Fort, Mrs. Lawson and Dr. Callicutt.
- **Chester Park COLT – Microsoft Showcase School** – Chester Park Center of Literacy through Technology (COLT) was recognized for being a 2015-2016 Microsoft Showcase School. The assistant principal, Mr. Jones, accepted a certificate for the school for this achievement. The certificate was presented by Mrs. Stroman and Mrs. Lawson.

- **Chester Park School of the Arts – National Theater for Children Grant** – Chester Park School of the Arts was recognized for being the recipient of the National Theater for Children Grant. Principal Stone received a certificate for this achievement that was presented to her by Mrs. James, Mrs. Lawson and Dr. Callicutt.

PUBLIC COMMENT

Mrs. Lawson announced that one requester, Mrs. Latoya Williams, had signed up to address the board under the section for Public Comment.

Mrs. Williams addressed the board on behalf of the Organic Helpers group to express concern about safety issues related to the walking distance for students from the Ashford Street area. She stated that the Organic Helpers were in position to work side by side with the district. She also stated that the Organic Helpers would try to have all agencies work together on the safety issues. Mrs. Williams made the board aware of a petition concerning the safety issues.

CONSENT AGENDA

On a motion by Dr. Hughes, seconded by Mrs. Stroman, the board voted unanimously (6-0) to approve the items under the Consent Agenda. (Mr. Boyd had not arrived at this time.)

The Consent Agenda items approved were the following: meeting agenda; minutes of October 19, 2015, meeting; and requests for overnight field trips.

SUPERINTENDENT'S REPORT

Dr. Callicutt gave a brief overview of the SCASA Superintendents' Roundtable meeting with Governor Haley that he attended on November 5. The meeting was very positive with a favorable forecast for the 2016-2017 school year. Dr. Callicutt also gave an update on his recent meetings with principals, staff, and board members for discussions on the district's strengths and weaknesses.

STAFF REPORTS

- **Monthly Financial Status Report** – Mrs. Stroud presented the monthly financial status report for the month ending October 31, 2015 (Attachment A). The report indicated the year-to-date revenue at \$8,141,708 and the year-to-date expenditures at \$12,088,619. As a percentage of the budget, the actual revenue and the expenditures were identical to October 31, 2014. Mrs. Stroud reported the fund balance, which was \$7,241,921.14 at the end of October.
- **Review of ACT Aspire Assessment Results** – Dr. King presented the new ACT Aspire assessment results, which were satisfactory. He pointed out that there were problems identified with ACT Aspire, but the district's goal was to increase student achievement across the board. Dr. King also presented the SAT and the ACT assessments results, which were satisfactory.

- **Roof Repairs Needed at Lewisville High School** – Mr. Gardner reported on the Lewisville High School roof that was in serious need of repair because of leaks and water in the building.

After Mr. Gardner had reported the information about the leaking roof, Mrs. Stroud explained a reimbursement resolution that would allow the funds to move forward with the roof repair work (Attachment B). She recommended that the resolution be approved.

ACTION ITEMS

- **Reimbursement Resolution to Cover the Cost of Roof Repair at Lewisville High School** – On a motion by Dr. Hughes, seconded by Mrs. Stroman, the board voted unanimously (7-0) to approve the reimbursement resolution. (Mr. Boyd was present at this time.)
- **Locally Designed Subject Area Course Requests** – On a motion by Mrs. James, seconded by Mr. Boyd, the board voted unanimously (7-0) to approve the locally designed subject area elective courses (Law Education II, Sociology II, Current Events II and U.S. History Foundation II) as presented.

EXECUTIVE SESSION

On a motion by Mrs. Stroman, seconded by Mrs. James, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 7:43 p.m. to hear personnel recommendations and contractual matters concerning Defender Services contract, contract for the superintendent search and contract for legal services.

RETURN TO OPEN SESSION

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took the following actions.

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (7-0) to approve the personnel recommendation for release from employment contract, as presented, provided a suitable replacement can be found (Attachment C).

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (7-0) to approve the amendment to the Defender Services contract as presented.

Regular Meeting
November 16, 2015
Page 4

On a motion by Dr. Hughes, seconded by Mrs. Hensley, the board voted unanimously (7-0) to approve a motion that would allow Dr. V. Keith Callicutt to lead and begin the search for a permanent superintendent to be in place July 1, 2016.

On a motion by Mrs. Stroman, seconded by Mrs. James, the board voted 4-3 to terminate the attorney-client relationship with Childs & Halligan, P.A., request Childs & Halligan to complete work on any pending matters, and interview other law firms with expertise in education law beginning in January; if an emergency should arise in the interim, contact Childs & Halligan. Mrs. Stroman, Mrs. James, Mrs. Hensley and Mr. Boyd voted in favor of the motion. Dr. Fort, Dr. Hughes and Mrs. Lawson opposed.

ADJOURNMENT

There being no further business, Mrs. Stroman moved, and Mrs. Hensley seconded, to adjourn. The motion passed unanimously (7-0).

The meeting adjourned at 8:45 p.m.

V. Keith Callicutt, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY BOARD OF SCHOOL TRUSTEES – SPECIAL MEETING
Tuesday, December 15, 2015 – 6 p.m.
District Office Boardroom

AGENDA

- 1. CALL TO ORDER**
- 2. APPROVAL OF THE AGENDA**
- 3. EXECUTIVE SESSION**
Discussion of a Personnel Issue
- 4. RETURN TO OPEN SESSION**
- 5. ADJOURNMENT**

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Tuesday, December 15, 2015 – 6 p.m.

Members present: Mrs. Lawson, chairperson; Mr. Boyd; Dr. Fort; Mrs. Hensley; Dr. Hughes; and Mrs. James. Mrs. Stroman, vice chairperson, was not present but participated via telecommunication.

Others present: Dr. Callicutt, Interim superintendent.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Dr. Fort, seconded by Dr. Hughes, the board voted unanimously (6-0) to approve the agenda as presented.

EXECUTIVE SESSION

On a motion by Dr. Hughes, seconded by Mrs. James, the board voted unanimously (6-0) to go into executive session.

The board entered executive session at 6:01 p.m. to discuss the superintendent search process.

RETURN TO OPEN SESSION

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (5-0) to return to open session. (Dr. Fort had left the meeting at this time.)

Upon returning to open session, the board took no action.

ADJOURNMENT

There being no other business before the board, Mr. Boyd moved, and Mrs. Hensley seconded, to adjourn. The motion passed unanimously (5-0).

The meeting adjourned at 7:24 p.m.

V. Keith Callicutt, Ph.D.
Executive Secretary

(Mrs.) Denise C. Lawson
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, January 25, 2016 – 6 p.m.

Members present: Mr. Boyd, chairperson; Mrs. Stroman, vice chairperson; Dr. Fort; Mrs. Hensley; Dr. Hughes; Mrs. James; and Mrs. Lawson.

Others present: Dr. Callicutt, interim superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Clinton, public information officer; and Mr. Roddey, director of maintenance.

CALL TO ORDER

Mrs. Lawson called the meeting to order.

After the meeting had been called to order, Mrs. Hensley made a motion, seconded by Mrs. James, to amend the agenda according to the format that was presented with Election of Board Chair and Vice-Chair moved to section 4, Special Recognitions moved to section 5, Public Comment moved to section 6, Consent Agenda moved to section 7, and Staff Reports moved to section 8 on the agenda. The motion passed with a 4-3 vote. Mrs. Hensley, Mrs. James, Mr. Boyd and Mrs. Stroman voted in favor of the motion. Dr. Fort, Dr. Hughes and Mrs. Lawson opposed.

INVOCATION

Each board member took part in the invocation after Dr. Callicutt had reported names of employees who were suffering from illness or bereavement.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

ELECTION OF BOARD CHAIR AND VICE-CHAIR

Nominations for board chair were made by Mrs. Hensley and Dr. Hughes. Mrs. Hensley nominated Mr. Boyd for board chair and Dr. Hughes nominated Mrs. Lawson for board chair.

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (7-0) to close the nomination for board chair on the said names.

By show of hands, Mr. Boyd was elected board chair. Mrs. Hensley, Mrs. James, Mr. Boyd, and Mrs. Stroman voted in favor of the election for board chair. Dr. Fort, Dr. Hughes and Mrs. Lawson opposed.

Nominations for vice-chair were made by Mrs. James and Dr. Hughes. Mrs. James nominated Mrs. Stroman for vice-chair and Dr. Hughes nominated Mrs. Lawson for vice-chair.

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (7-0) to close the nomination for vice-chair on the said names.

By show of hands, Mrs. Stroman was elected vice-chair. Mrs. James, Mrs. Hensley, Mr. Boyd, and Mrs. Stroman voted in favor of the election for vice-chair. Dr. Fort, Dr. Hughes, and Mrs. Lawson opposed.

SPECIAL RECOGNITION

■ **Chester County Adult Education – Omnova Solution Foundation Grant –** Chester County Adult Education was recognized for winning a \$3,000 Omnova Solution Foundation grant. Mrs. Karen Kerr, director of Chester County Adult Education, received a certificate from the district for this achievement that was presented to her by Mr. Boyd and Dr. Callicutt.

■ **Mrs. Maggie J. James – SCSBA Service Award Recipient –** Mrs. James was recognized for being the recipient of South Carolina School Boards Association's (SCSBA) 20-year service award. She received a certificate and a 20-year service pin from SCSBA for this achievement. The certificate and the pin were presented to Mrs. James by Mr. Boyd and Dr. Callicutt on behalf of SCSBA.

■ **School Board Appreciation Month –** Each board member received a book from the administration for School Board Appreciation Month, which was a token of appreciation for service on the school board.

PUBLIC COMMENT

Mr. Boyd announced the Public Comment section and the names of the persons who had signed up to address the board on any nonpersonnel subject.

The persons who addressed the board were Mrs. Brenda Cabrey, Mr. Joseph Campbell, Ms. Melba Carter, Mrs. Carol Ann Compton, Ms. Carol Dillard, Ms. Shelly Price, Mrs. Linda Short, and Mrs. Susan Wyatt-Thomas. Each person expressed a concern about the superintendent search and the need to move forward.

CONSENT AGENDA

On a motion by Mrs. Stroman, seconded by Mrs. Hensley, the board voted unanimously (7-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: meeting agenda, as amended; minutes of November 16 and December 15, 2015, meetings; requests for overnight field trips; and Act 155 petitioners. The monthly financial status report under the Consent Agenda was provided for information only (Attachment).

STAFF REPORT

- **Update on Roof Repairs at Lewisville High School** – Mr. Roddey gave an update on the roof repair project at Lewisville High School. He reported that most of the roof repair work was completed with exception of a half dozen punch list items.

After the update on the Lewisville High School roof repairs, Dr. Hughes made a motion, seconded by Mrs. Lawson, to amend the agenda. The motion failed by a 3-4 vote. Dr. Hughes, Mrs. Lawson and Dr. Fort voted in favor of the motion. Mrs. Hensley, Mrs. James, Mrs. Stroman and Mr. Boyd opposed.

Dr. Hughes made a motion, seconded by Mrs. Lawson, not to consider any former superintendents for hire.

Mrs. Stroman offered a substitute motion to table the main motion. The substitute motion died for lack of a second. The main motion, which was not to consider any former superintendents for hire, passed with a 4-0-3 voted. Dr. Hughes, Mrs. Lawson, Dr. Fort and Mr. Boyd voted in favor of the motion. Mrs. Hensley, Mrs. James, and Mrs. Stroman abstained.

EXECUTIVE SESSION

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 7:05 p.m. to hear personnel recommendations (for information only) and contractual matter concerning legal firm presentations by Morton & Gettys Attorneys at Law; Boykin, Davis & Smiley, LLC; and Duff, White & Turner, LLC – all for consideration to be the district's new legal counsel.

RETURN TO OPEN SESSION

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took the following action.

Mrs. Stroman made a motion, seconded by Mrs. Hensley, to hire Duff, White & Turner, LLC for the school district's attorneys.

Dr. Hughes offered a substitute motion, seconded by Mrs. Lawson, to rehire Childs & Halligan, PA. The substitute motion failed by a 3-4 vote. Dr. Hughes, Mrs. Lawson and Dr. Fort voted in favor of the motion. Mrs. Hensley, Mrs. James, Mrs. Stroman and Mr. Boyd opposed.

Regular Meeting
January 25, 2016
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The main motion to hire Duff, White & Turner, LLC passed with a 4-2-1 vote. Mrs. Stroman, Mrs. Hensley, Mrs. James and Mr. Boyd voted in favor of the motion. Dr. Hughes and Mrs. Lawson opposed, and Dr. Fort abstained.

ADJOURNMENT

There being no further business, Mrs. Lawson moved, and Mrs. Stroman seconded, to adjourn. The motion passed unanimously (7-0).

The meeting adjourned at 8:45 p.m.

V. Keith Callicutt, Ph.D.
Executive Secretary

Eugene O. Boyd
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Wednesday, January 27, 2016 – 6 p.m.

Members present: Mr. Boyd, chairperson; Mrs. Stroman, vice chairperson; Dr. Fort; Mrs. Hensley; Dr. Hughes; Mrs. James; and Mrs. Lawson.

Others present: Dr. Bain, interim superintendent; and Mr. Lyon, school district attorney.

CALL TO ORDER

Mr. Boyd called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (7-0) to approve the agenda as presented.

EXECUTIVE SESSION

On a motion by Mrs. Lawson, seconded by Mrs. Stroman, the board voted unanimously (7-0) to go into executive session.

The board entered executive session at 6:05 p.m. to interview potential candidates for the interim superintendent position.

RETURN TO OPEN SESSION

On a motion by Mrs. Lawson, seconded by Dr. Fort, the board voted unanimously (7-0) to return to open session.

Upon returning to open session, the board took the following action.

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (7-0) to employ Dr. Angela H. Bain as the interim superintendent effective immediately at the same daily rate as the former superintendent, and an automobile allowance and reasonable travel expenses, and to authorize the board chair to enter into an appropriate agreement with Dr. Bain.

ADJOURNMENT

There being no other business before the board, Mrs. Lawson moved, and Mrs. Stroman seconded, to adjourn. The motion passed unanimously (7-0).

Special Meeting
January 27, 2016
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The meeting adjourned at 9:20 p.m.

Angela H. Bain, PhD, SPHR
Executive Secretary

Eugene O. Boyd
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, February 22, 2016 – 6 p.m.

Members present: Mr. Boyd, chairperson; Mrs. Stroman, vice chairperson; Mrs. James; and Mrs. Lawson. Dr. Fort, Mrs. Hensley and Dr. Hughes were absent.

Others present: Dr. Bain, interim superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Clinton, public information officer; Mrs. Dunlap, director of academics; Mrs. Taylor, director of accountability and special projects; Mrs. Lunsford-Thomas, data and instructional specialist; Dr. Green, director of Chester County Career Center; Mr. Tidwell, principal of Chester Middle School; Dr. Graham, principal of Chester Park Center of Literacy through Technology; Mrs. Stone, principal of Chester Park Elementary School of the Arts; Mrs. Taylor, principal of Chester Park Elementary School of Inquiry; and Mr. Erwin, principal of Lewisville Middle School.

CALL TO ORDER

Mr. Boyd called the meeting to order.

INVOCATION

Mrs. Stroman gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

■ **Career Center Achievement Awards** – Chester County Career Center students Ana H[REDACTED], Myliyah C[REDACTED], Delilah D[REDACTED], Brandi C[REDACTED] and Haley H[REDACTED] were recognized for winning in state competitions. Students Ana H[REDACTED] and Myliyah C[REDACTED] from Chester High School were this year's winners of the state SkillsUSA design competitions. Myliyah C[REDACTED], Delilah D[REDACTED] and Brandi C[REDACTED] from Chester High School and Haley H[REDACTED] from Lewisville High School were winners of PICA Student Achievement Awards. The students were each presented a certificate from the district for the achievements. The certificates were presented by Dr. Bain on behalf of the board and the administration.

- **District Spelling Bee Winners** – The top three spellers for this year's Spelling Bee contest were recognized. Corey J. [REDACTED] a student at Chester Park Center of Literacy through Technology, was second runner up; Luke R. [REDACTED] a student at Chester Park Elementary School of the Arts, was first runner up; and Ava B. [REDACTED] a student at Lewisville Middle School, was the winner of the 2016 Spelling Bee. Each student was presented a certificate from the district for the achievements. The certificates were presented by Dr. Bain on behalf of the board and the administration.

PUBLIC COMMENT

Mr. Boyd announced there were no requests to address the board for the Public Comment section.

CONSENT AGENDA

Mrs. Stroman made a motion, seconded by Mrs. James, to amend the agenda by adding the school calendar for 2016-2017 under the Action Items section after the Personnel Recommendations item. The motion passed unanimously (4-0).

On a motion by Mrs. James, seconded by Mrs. Stroman, the board voted unanimously (4-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: meeting agenda, as amended; minutes of January 25 and January 27, 2016, meetings; requests for overnight field trips; and request to use facilities improvement funds.

SUPERINTENDENT'S REPORT

- **Superintendent** – Dr. Bain gave a brief report that began with her expressed gratitude for the warm welcome she received from the district and the county. She reported her recent activities that included meeting all the principals and touring all the schools.
- **Monthly Financial Status Report** – Mrs. Stroud gave the monthly financial status report for the month ending January 31, 2016 (Attachment A). She reported that the actual revenue received and the expenditures paid were higher than the same period last year, but as a percentage of the budget, both were comparable to the same period last year.
- **Instruction Office** – Dr. King reported on the changes in the standardized testing program. He reported that ESSA (*Every Student Succeeds Act*) replaced No Child Left Behind Act, and the state's new SC Ready test replaced ACT Aspire. He also reported that SC Ready would be administered to students in the spring. Dr. King pointed out that the state now has more control of the standards while maintaining federal funds to strengthen critical programs.

■ **Operations** – Mr. Gardner gave an update on the Lewisville High School capital projects. He reported that DACO Roofing had completed all roof repair work at Lewisville High. He also reported that the architectural firm AAG Associates was completing the design and development for a concession stand and field house at the Lewisville stadium. Mr. Gardner reported that AAG has also resumed work on the district's facilities study.

■ **Human Resources – Recruitment Fair** – Ms. Williams reported on the upcoming Teacher Recruitment Fair scheduled for March 5, 2016, at Chester Middle School. She reported that 133 applicants had signed up to attend the recruitment fair. Ms. Williams extended an invitation to the board members to drop by the recruitment fair on March 5 to meet the teacher applicants.

EXECUTIVE SESSION

On a motion by Mrs. Lawson, seconded by Mrs. James, the board voted unanimously (4-0) to go into executive session.

The board entered executive session at 6:30 p.m. to hear certified personnel recommendations and to discuss contractual matter concerning school security.

RETURN TO OPEN SESSION

On a motion by Mrs. James, seconded by Mrs. Lawson, the board voted unanimously (4-0) to return to open session.

ACTION ITEMS

■ **Executive Session Item – Personnel Recommendations** – On a motion by Mrs. James, seconded by Mrs. Stroman, the board voted unanimously (4-0) to approve the personnel requests to be released from contract as presented (Attachment B).

■ **School Calendar for 2016-2017** – On a motion by Mrs. Stroman, seconded by Mrs. James, the board voted unanimously (4-0) to approve the school calendar for 2016-2017 as presented (Attachment C).

ADJOURNMENT

There being no further business, Mrs. Lawson moved, and Mrs. Stroman seconded, to adjourn. The motion passed unanimously (4-0).

The meeting adjourned at 7:50 p.m.

Angela H. Bain, Ph.D.
Executive Secretary

Eugene O. Boyd
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, March 21, 2016 – 6 p.m.

Members present: Mr. Boyd, chairperson; Mrs. Stroman, vice chairperson; Dr. Fort; Mrs. Hensley; Mrs. James and Mrs. Lawson. Dr. Hughes was absent.

Others present: Dr. Bain, interim superintendent; Dr. King, associate superintendent for curriculum and instruction; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Clinton, public information officer; Mrs. Lunsford-Thomas, data and instructional specialist; Mr. Tiller, principal of Chester High School; Mrs. Fort, principal of Great Falls Middle/High School; and Dr. Graham, principal of Chester Park Center of Literacy through Technology.

CALL TO ORDER

Vice-chair Stroman, the presiding officer, called the meeting to order. (Mr. Boyd was not present at this time but arrived later during the meeting.)

INVOCATION

Dr. Fort gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

■ **Junior Scholars** – The middle school students who were identified as junior scholars in the 2015-16 South Carolina Junior Scholars Program were recognized. Each student received a certificate from South Carolina Junior Scholar Program for this achievement. The certificates were presented to Chester Middle School students by Mrs. Hensley, to Great Falls Middle School students by Mrs. James, and to Lewisville Middle School students by Mrs. Stroman.

■ **Fall Athletes** – The student athletes that excelled in fall sports were recognized for their achievements. Each student received a certificate from the district for the achievements. Dr. Fort and Mrs. Lawson presented certificates to the Chester High School athletes, and Dr. Fort presented certificates to the Great Falls High School athletes. The Lewisville High School athletes were absent.

- **Teacher Cadets** – High school seniors from Chester High, Lewisville High, and Great Falls High schools who participated in the Teacher Cadet Program at their respective high school were recognized. Each student received a Teacher Cadet pin for this achievement. Dr. Bain, Dr. Fort and Mrs. Lawson presented pins to Chester High School seniors, Mrs. Hensley and Mrs. Stroman presented pins to Lewisville High School seniors, and Dr. Fort and Mrs. Fort presented pins to Great Falls High School seniors.

PUBLIC COMMENT

Mrs. Stroman announced there were no requests to address the board for the Public Comment section.

CONSENT AGENDA

On a motion by Dr. Fort, seconded by Mrs. Hensley, the board voted unanimously (6-0) to approve the items under the Consent Agenda. (Mr. Boyd had arrived at this time.)

The Consent Agenda items approved were the following: meeting agenda; minutes of February 22, 2016, meeting; and requests for overnight field trips.

SUPERINTENDENT'S REPORT

- **Superintendent** – Dr. Bain acknowledged the spring sports athletes and announced that those athletes would be recognized at the May board meeting. Dr. Bain also announced the schools that were this year's Palmetto Gold and Silver Awards Program winners. The Palmetto Gold Award winners were Chester County Career Center and Lewisville High School for performance. The Palmetto Silver Award winners were Chester Park Elementary School of Inquiry and Great Falls Complex for performance, and Chester Middle School for closing the achievement gap. Dr. Bain announced that special recognition of the schools would be given at a later board meeting.

After the announcements, Dr. Bain reported her recent activities. She reported that she had met with the Student Advisory Cabinet, attended the Chester Development Association meeting, was a talk show guest on WGCD Radio, and attended a fundraiser sponsored by the Arts Council.

- **Monthly Financial Status Report** – Mrs. Stroud presented the monthly financial status report for the month ending February 29, 2016 (Attachment A). She reported that the revenue and the expenditures, as a percentage of the budget, were both comparable to February 2015.

- **Instruction Office** – Dr. King presented an update on the spring testing cycle for SC Ready, SCPASS and ACT assessments. He also presented a 10-year history of the various assessment programs administered in grades 3 through 12 from 2006 to 2016, which were PACT, EOCEP, HSAP, SCPASS, ACT Aspire and SC Ready.

■ **Operations** – Mr. Gardner reported on the federal grants received by the school food service department to purchase ovens for Lewisville Elementary, Great Falls Complex, Great Falls Elementary, and Chester High cafeterias. He reported that each school was awarded \$15,000. He also reported that Chester Middle School was awarded a \$10,000 federal grant in 2015.

■ **Human Resources** – Ms. Williams expressed appreciation to the board members for their continued support to retain and recruit teachers. She reported that the Teacher Recruitment Fair held on March 5 was a success.

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (6-0) to go into executive session.

The board entered executive session at 6:58 p.m. to hear administrative and certified personnel recommendations and to discuss the superintendent search process.

RETURN TO OPEN SESSION

On a motion by Mr. Boyd, seconded by Mrs. Lawson, the board voted unanimously (6-0) to return to open session.

Upon returning to open session, Mrs. Lawson and Dr. Fort each read a potential conflict of interest statement pertaining to the personnel recommendations presented in executive session. The statements were as follows:

My daughter, Amanda L. Freeman, is among those persons recommended by the interim superintendent for employment for the 2016-2017 school year. The recommendation *has been* presented tonight in executive session, and, as required by law [S.C. Code, Section 8-13-700, "Rules of Conduct"], I will not participate in the election of my daughter when the board acts on the interim superintendent's recommendations in open session.

My wife, Brenda S. Fort, is among those persons recommended by the interim superintendent for employment for the 2016-2017 school year. The recommendation *has been* presented tonight in executive session, and, as required by law [S.C. Code, Section 8-13-700, "Rules of Conduct"], I will not participate in the election of my wife when the board acts on the interim superintendent's recommendations in open session.

ACTION ITEMS

■ **Executive Session Items – Personnel Recommendations** – On a motion by Mrs. Hensley, seconded by Mrs. Lawson, the board voted unanimously (6-0) to approve the administrative certified personnel recommendations (Attachment B).

Regular Meeting
March 21, 2016
Page 4

On a motion by Mrs. Hensley, seconded by Mr. Boyd, the board voted 5-1 to approve the administrative classified personnel recommendations as presented (Attachment C). Mrs. Hensley, Mr. Boyd, Dr. Fort, Mrs. James and Mrs. Stroman voted in favor of the motion. Mrs. Lawson opposed.

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (6-0) to approve the personnel recommendations with exception of Amanda L. Freeman and Brenda S. Fort.

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted 4-0-2 to approve the personnel recommendations for Amanda L. Freeman and Brenda S. Fort as presented. (See Attachment B and Attachment D.) Mrs. Hensley, Mrs. James, Dr. Fort* and Mr. Boyd voted in favor of the motion. Mrs. Lawson and Dr. Fort abstained.

On a motion by Mrs. Lawson, seconded by Dr. Fort, the board voted unanimously (6-0) to contact South Carolina School Boards Association to serve the district for the superintendent search.

* **School Board Meeting Schedule for 2016-2017** -- No action was taken on the board meeting schedule at this time.

ADJOURNMENT

There being no further business, Mrs. Lawson moved, and Mrs. Hensley seconded, to adjourn. The motion passed unanimously (6-0).

The meeting adjourned at 8:45 p.m.

Angela H. Bain, Ph.D.
Executive Secretary

Eugene O. Boyd
Chairperson

* See amendment on page 5

Regular Meeting
March 21, 2016
Page 5

At the regular meeting on April 18, 2016, Dr. Fort requested that the minutes of March 21, 2016, be amended on page 4, in the third line of the third paragraph. He stated that he did not vote in favor of the motion to approve the personnel recommendation for his wife, Brenda S. Fort, as indicated in the minutes. Dr. Fort asked that the minutes be amended by removing his name and adding the correct name of the person who voted in favor of the motion, which was Mrs. Stroman. Therefore, the minutes of March 21, 2016, were amended on page 4, in the third line of the third paragraph, as follows:

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted 4-0-2 to approve the personnel recommendations for Amanda L. Freeman and Brenda S. Fort, as presented. (See Attachment B and Attachment D.) Mrs. Hensley, Mrs. James, Mr. Boyd, and Mrs. Stroman voted in favor of the motion. Mrs. Lawson and Dr. Fort abstained.

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office
Chester, South Carolina
Monday, April 5, 2016 – 6:02 p.m.

Members present: Mr. Boyd, chairperson; Mrs. Stroman, vice chairperson; Dr. Fort; Mrs. James; and Mrs. Lawson. Mrs. Hensley and Dr. Hughes were absent.

Others present: Dr. Baln, interim superintendent.

CALL TO ORDER

Mr. Boyd called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Mrs. Lawson, seconded by Mrs. James, the board voted unanimously (4-0) to approve the agenda as presented. (Mrs. Stroman had not arrived at this time.)

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (4-0) to go into executive session. (Mrs. Stroman arrived after the vote was taken.)

The board entered executive session at 6:05 p.m. to hear personnel items related to personnel recommendations.

RETURN TO OPEN SESSION

On a motion by Mrs. Lawson, seconded by Mrs. Stroman, the board voted unanimously (5-0) to return to open session.

Upon returning to open session, the board took the following action.

On a motion by Mrs. Lawson, seconded by Mrs. James, the board voted unanimously (5-0) to approve the personnel recommendations for high school principal and chief financial officer.

ACTION ITEMS

- **Approval of Board Meeting Schedule for 2016-2017** – On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (5-0) to approve the Board Meeting Schedule for 2016-2017 as presented (Attachment).

Special Meeting
April 5, 2016
Page 2

- **Approval of Requests for Overnight Field Trips** – On a motion by Mrs. James, seconded by Mrs. Lawson, the board voted unanimously (5-0) to approve the requests for overnight field trips pending appropriate chaperons for the trips.

ADJOURNMENT

There being no other business before the board, Mrs. Lawson moved, and Mrs. Stroman seconded, to adjourn. The motion passed unanimously (5-0).

The meeting adjourned at 8:05 p.m.

Angela H. Bain, PhD, SPHR
Executive Secretary

Eugene O. Boyd
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
District Office – Chester, South Carolina
Monday, April 18, 2016 – 6 p.m.

Members present: Mr. Boyd, chairperson; Dr. Fort; Mrs. Hensley; Mrs. James; and Mrs. Lawson. Mrs. Stroman, vice chairperson, and Dr. Hughes were absent.

Others present: Dr. Bain, interim superintendent; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Dunlap, director of academics; Mrs. Taylor, director of accountability and special projects; and Mr. Tidwell, principal of Chester Middle School.

CALL TO ORDER

Mr. Boyd called the meeting to order.

INVOCATION

Mrs. Hensley gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

PUBLIC COMMENT

Mr. Boyd announced there were no requests to address the board for the Public Comment section.

CONSENT AGENDA

At this time Dr. Fort made a request to amend the minutes of the March 21, 2016, meeting on page 4. Dr. Fort stated that he did not vote in favor of the motion to approve the personnel recommendation for his wife, Brenda S. Fort. He asked that his name be removed from the third line of the third paragraph on page 4, and the correct name of the person that voted in favor of the motion be added, which was Mrs. Stroman. The minutes of the March 21, 2016, meeting were amended on page 4 in the third line of the third paragraph as follows:

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted 4-0-2 to approve the personnel recommendations for Amanda L. Freeman and Brenda S. Fort, as presented. (See Attachment B and Attachment D.) Mrs. Hensley, Mrs. James, Mr. Boyd, and Mrs. Stroman voted in favor of the motion. Mrs. Lawson and Dr. Fort abstained.

Regular Meeting
April 18, 2016
Page 2

On a motion by Mrs. Lawson, seconded by Mrs. Hensley, the board voted unanimously (5-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: meeting agenda; minutes of March 21, 2016, meeting, as amended, and minutes of April 5, 2016, meeting, as presented; and overnight field trip requests.

SUPERINTENDENT'S REPORT

■ **Superintendent** – Dr. Bain thanked everyone for being present and asked for a moment of silence in remembrance of Mr. Bennie Bennett, superintendent of Newberry County Schools, who was fatally injured in an automobile accident.

After the moment of silence, Dr. Bain made an announcement about the upcoming board/budget work session and the first Volunteer Appreciation Celebration to recognize school volunteers scheduled for April 21 at the Gateway Conference Center. Dr. Bain also announced that the district's former public information officer, Mrs. Brooke Clinton, was now employed by Chester County Chamber of Commerce as the president.

■ **Monthly Financial Status Report** – Mrs. Stroud presented the monthly financial status report for the month ending March 31, 2016 (Attachment A). She reported that both the revenue and the expenditures, as a percentage of the budget, were comparable to March 31, 2015.

EXECUTIVE SESSION

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (5-0) to go into executive session.

The board entered executive session at 6:10 p.m. to hear certified personnel recommendations.

RETURN TO OPEN SESSION

On a motion by Mrs. Lawson, seconded by Mrs. Hensley, the board voted unanimously (5-0) to return to open session.

ACTION ITEMS

■ **Executive Session Item – Personnel Recommendations** – On a motion by Mrs. Lawson, seconded by Mrs. Hensley, the board voted unanimously (5-0) to approve the personnel recommendations as presented (Attachment B).

■ **Reimbursement Resolution – Technology** – On a motion by Mrs. Hensley, seconded by Dr. Fort, the board voted unanimously (5-0) to approve a reimbursement resolution to incur expenses related to the one-to-one technology initiative in an amount not to exceed \$800,000 as recommended by the administration (Attachment C).

Regular Meeting
April 18, 2016
Page 3

ADJOURNMENT

There being no further business, Mrs. Lawson moved, and Mrs. Hensley seconded, to adjourn. The motion passed unanimously (5-0).

The meeting adjourned at 7:42 p.m.

Angela H. Bain, Ph.D.
Executive Secretary

Eugene O. Boyd
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
Gateway Conference Center – Richburg, South Carolina
Thursday, April 21, 2016 – 9:30 a.m.

Members present: Mr. Boyd, chairperson; Mrs. Stroman, vice chairperson; Dr. Fort; Mrs. Hensley; Mrs. James; and Mrs. Lawson. Dr. Hughes was absent.

Others present: Dr. Bain, Interim superintendent; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mrs. Dunlap, director of academics; Mr. Rollins, director of information technology; and Mr. Roddey, director of maintenance. Ms. Jinnette, chief financial officer beginning July 1, was also present.

CALL TO ORDER

Mr. Boyd called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (4-0) to approve the agenda for part I, *Budget Work Session*, and part II, *Executive Session*, as presented. (Dr. Fort and Mrs. Stroman were not present at this time, but they arrived later at separate times during the budget work session.)

BUDGET WORK SESSION

Dr. Bain welcomed everyone and gave an overview of the work session that included the board's role and responsibilities in the budget adoption process.

During the work session, the administration and consultants from AAG Architects made presentations. A presentation on the District Strategic Plan/AdvancED Accreditation was made by Mrs. Dunlap, and a presentation on the district's facilities assessment study was made by Mr. Herman Gaither and Mr. Ben Thompson, consultants from AAG Architects. A presentation on budget planning, revenue sources, and expenditures was made by Mrs. Stroud, and information for the expenditures related to staffing and new positions was provided by Ms. Williams.

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (5-0) to go into executive session.

The board entered executive session at 2:40 p.m. to hear personnel items. (Mrs. Lawson arrived shortly after the board had entered executive session.)

Special Meeting
April 21, 2016
Page 2

RETURN TO OPEN SESSION

On a motion by Mrs. Hensley, seconded by Mrs. Stroman, the board voted unanimously (6-0) to return to open session.

ACTION ITEM

■ **Executive Session Item – Personnel Recommendation** – On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (6-0) to approve the certified administrative personnel recommendation as proposed. (See Attachment.)

ADJOURNMENT

There being no other business before the board, Mrs. Hensley moved, and Dr. Fort seconded, to adjourn. The motion passed unanimously (6-0).

The meeting adjourned at 3:30 p.m.

Angela H. Bain, PhD, SPHR
Executive Secretary

Eugene O. Boyd
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Regular Meeting of Board of School Trustees
District Office – Chester, South Carolina
Monday, May 16, 2016 – 5 p.m.

Members present: Mr. Boyd, chairperson; Mrs. Stroman, vice chairperson; Dr. Fort; Mrs. Hensley; Mrs. James; and Mrs. Lawson. Dr. Hughes was absent.

Others present: Dr. Bain, superintendent; Mr. Gardner, associate superintendent for operations; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; Mr. Dunlap, director of academics; Mrs. Taylor, director of accountability and special projects; Mr. Roddey, director of maintenance; Mrs. Kerr, director of adult education; Dr. Green, director of Chester County Career Center; Mr. Tiller, principal of Chester High School; Mr. Tidwell, principal of Chester Middle School; Mrs. Fort, principal of Great Falls Middle/High School; and Dr. Knox, principal of Lewisville High School. Ms. White, school district attorney, and Mr. Damron, financial consultant, were also present.

CALL TO ORDER

Mr. Boyd called the meeting to order.

INVOCATION

Mrs. James gave the invocation.

PLEDGE OF ALLEGIANCE TO THE FLAG

The board and the audience recited the Pledge of Allegiance to the flag in unison.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976*, Sec. 30-4-80(e), as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

SPECIAL RECOGNITIONS

■ **Spring and Fall Sports Athletes** – The spring and fall sports athletes from Chester High School, Lewisville High School and Great Falls High School who were All Region winners and All State winners were recognized for their achievements. Each student was presented a certificate from the district for the achievement. The certificates were presented to the students by Dr. Bain.

■ **Academic Recognitions** – The academic recognitions included a Chester County Adult Education student who achieved the GED Honors and College Ready Award, and the Chester County Career Center students who won awards in SkillsUSA state and national competitions. Each student was presented a certificate from the district for the achievement. The certificates were presented to the students by Dr. Bain.

Regular Meeting
May 16, 2016
Page 2

■ **Resolution of Appreciation – Dr. Richard P. Hughes** – Dr. Hughes was recognized by the board, in his absence, for his contributions to public education as a board member. A resolution of commendation and appreciation that Dr. Hughes would receive at a later date was read out loud by the board chair, Mr. Boyd.

PUBLIC COMMENT

Mr. Boyd announced there were no requests to address the board for the Public Comment section.

CONSENT AGENDA

On a motion by Mrs. Lawson, seconded by Mrs. Hensley, the board voted unanimously (6-0) to approve the items under the Consent Agenda.

The Consent Agenda items approved were the following: meeting agenda; minutes of April 18, 2016, and April 21, 2016, meetings; requests for overnight field trips; and maintenance items for public surplus auction.

SUPERINTENDENT'S REPORT

■ **Honoring Retirees** – Dr. Bain gave a brief report on the retirement reception that was held earlier in the day. She reported that 19 retirees were honored for their years of service to the district.

■ **Volunteer Appreciation Event** – Ms. Williams gave a brief report on the Volunteer Appreciation Celebration held on April 21, which was a successful event that recognized school volunteers.

■ **Facilities Update** – Mr. Gardner gave an update on the district's 5-year baseline capital improvement plan. He reported that the Lewisville High concession stand project was on schedule. He also reported that the Great Falls Elementary traffic loop project had been advertised for bid and was on schedule with the bidding process.

■ **Financial Reports** – Mrs. Stroud presented the monthly financial status report for the month ending April 30, 2016 (Attachment A). She reported that the revenue and the expenditures, as a percentage of the budget, were comparable to April 30, 2015.

■ **Instruction Update** – Mrs. Dunlap gave an instruction update that included information about SC Ready, SCPASS, and EOC assessments that were administered to students this spring. She also reported this year's three high schools' graduation times.

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (6-0) to go into executive session.

The board entered executive session at 5:49 p.m. to discuss personnel items.

RETURN TO OPEN SESSION

On a motion by Mrs. Hensley, seconded by Mrs. Stroman, the board voted unanimously (6-0) to return to open session.

ACTION ITEMS

■ **Executive Session Items – Personnel Items** – On a motion by Mrs. James, seconded by Mrs. Stroman, the board voted 5-1 to approve the recommendation for personnel items as presented (Attachment B). Mrs. James, Mrs. Stroman, Dr. Fort, Mrs. Hensley, and Mr. Boyd voted in favor of the motion. Mrs. Lawson opposed.

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted 4-1-1 to employ Dr. Angela H. Bain as superintendent of Chester County School District for an initial term of three years at a salary of \$165,000 per year; the board authorize the chair to execute a contract between the board and Dr. Bain setting forth all the terms and conditions of Dr. Bain's employment. Mrs. Hensley, Mrs. James, Mrs. Stroman and Mr. Boyd voted in favor of the motion. Mrs. Lawson opposed and Dr. Fort abstained.

■ **Acquisition Lease** – On a motion by Mrs. Lawson, seconded by Mrs. Hensley, the board voted unanimously (6-0) to approve a resolution to authorize an acquisition, use and security agreement in an amount not to exceed \$1,300,000 through the South Carolina Association of Governmental Organizations (SCAGO) for the purchase of technology equipment and three activity buses.

■ **General Obligation Bond Resolution** – On a motion by Mrs. Lawson, seconded by Mrs. Stroman, the board voted unanimously (6-0) to approve a resolution for the issuance and sale of a general obligation bond not to exceed \$5,500,000 through the South Carolina Association of Governmental Organizations (SCAGO).

■ **Tax Anticipation Note** – On a motion by Mrs. Stroman, seconded by Mrs. James, the board voted unanimously (6-0) to approve a resolution authorizing the issuance of a tax anticipation note (TAN) in an amount not to exceed \$4,500,000 through the South Carolina Association of Governmental Organizations (SCAGO).

■ **Financial Flexibility** – On a motion by Mrs. Stroman, seconded by Mrs. Hensley, the board voted unanimously (6-0) to approve the administration's request to apply financial flexibility to all available state funds for fiscal year 2015-2016.

■ **First Reading of FY 2017 Budget** – On a motion by Mrs. James, seconded by Mrs. Stroman, the board voted unanimously (6-0) to approve the first reading of the budget for fiscal year 2017. The budget total at this time was \$44,762,418.

ADJOURNMENT

There being no further business, Mrs. Lawson moved, and Mrs. Stroman seconded, to adjourn. The motion passed unanimously (6-0).

Regular Meeting
May 16, 2016
Page 4

The meeting adjourned at 9:02 p.m.

Angela H. Bain, PhD, SPHR
Executive Secretary

Eugene O. Boyd
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office – Chester, South Carolina
Thursday, June 2, 2016 – 12:30 p.m.

Members present: Mr. Boyd, chairperson; Mrs. Stroman, vice chairperson; Dr. Collins; Dr. Fort; Mrs. Hensley; Mrs. James; and Mrs. Lawson.

Others present: Dr. Bain, superintendent; Mrs. Dunlap, director of academics; and Ms. White, school district attorney.

CALL TO ORDER

Mr. Boyd called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Mrs. James, seconded by Mrs. Hensley, the board voted unanimously (6-0) to approve the agenda as presented. (Dr. Collins was present but could not vote because she was not sworn in office at this time.)

INSTALLATION OF NEW BOARD MEMBER

The Honorable Paul E. Short, Jr. administered the oath of office to Dr. Collins. The oath of office was as follows:

I, _____, do solemnly swear that I am duly qualified, according to the Constitution of this State, to exercise the duties of the office to which I have been elected, and that I will, to the best of my ability, discharge the duties thereof, and preserve, protect, and defend the Constitution of this State and of the United States. So help me God.

BOARD INFORMATION SESSION

The board heard a legal update on school law and board policies and procedures. The legal update was presented by Ms. Andrea White, attorney.

EXECUTIVE SESSION

On a motion by Mrs. James, seconded by Mrs. Stroman, the board voted unanimously (6-0) to go into executive session. (Mrs. Lawson had left the meeting at this time.)

The board entered executive session at 1:25 p.m. to hear personnel items concerning staff recommendations and contractual matter concerning maintenance services if necessary.

Special Meeting
June 2, 2016
Page 2

RETURN TO OPEN SESSION

On a motion by Dr. Fort, seconded by Mrs. Hensley, the board voted unanimously (6-0) to return to open session.

ACTION ITEM

▪ **Executive Session Item – Personnel Items** – On a motion by Mrs. James, seconded by Dr. Fort, the board voted unanimously (6-0) to approve the personnel recommendations as presented (Attachment).

ADJOURNMENT

There being no other business before the board, Mrs. Stroman moved, and Mrs. Hensley seconded, to adjourn. The motion passed unanimously (6-0).

The meeting adjourned at 2:51 p.m.

Angela H. Bain, PhD, SPHR
Executive Secretary

Eugene O. Boyd
Chairperson

CHESTER COUNTY SCHOOL DISTRICT
Minutes of Special Meeting of Board of School Trustees
The District Office – Chester, South Carolina
Monday, June 6, 2016 – 6 p.m.

Members present: Mrs. Stroman, vice chairperson; Dr. Collins; Dr. Fort; Mrs. Hensley; and Mrs. James. Mr. Boyd, chairperson, and Mrs. Lawson were absent.

Others present: Dr. Bain, superintendent; Mrs. Stroud, executive director of finance; Ms. Williams, executive director of human resources; and Mrs. Dunlap, director of academics.

CALL TO ORDER

Mrs. Stroman called the meeting to order.

Notice to Media: In accordance with the *Code of Laws of South Carolina, 1976, Sec. 30-4-80(e)*, as amended, the following have been notified of the time, date, and agenda of this meeting: *The News & Reporter* (Chester); *The Herald* (Rock Hill); WRBK Radio Station (Chester); WAGL Radio Station (Lancaster); and CN2 News (Rock Hill).

APPROVAL OF THE AGENDA

On a motion by Mrs. Hensley, seconded by Mrs. James, the board voted unanimously (5-0) to approve the agenda as presented.

FY 2017 BUDGET – PUBLIC HEARING

Mrs. Stroud presented the general fund budget for fiscal year 2017 for public hearing. There was no public participation at this time.

ADJOURNMENT

There being no other business before the board, Mrs. Hensley moved, and Dr. Collins seconded, to adjourn. The motion passed unanimously (5-0).

The meeting adjourned at 6:20 p.m.

Angela H. Bain, PhD, SPHR
Executive Secretary

Eugene O. Boyd
Chairperson

Accomplishments

2013-2014

Superintendent Agnes Slayman

Board-Superintendent Relations

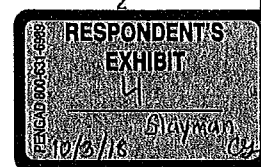
(Purpose and Direction – AdvancED)

- Kept board informed on educational issues in the district, county and state
- Provided updates to Board on progress of Mitford law suit
- Revised Board policies as needed
- Continued to Increased board participation in recognitions, celebrations and events
- Coordinated Board and Superintendent meeting with legislative delegation to discuss local and state education legislation
- Successful reorganization of District Office
- Achieved AdvancED accreditation
- Effectively re-negotiated district charter school contract according to standards set by the Board of Trustees

Instruction

(Teaching and Learning/Using Results for Continuous Improvement – AdvancED)

- 1st year implementation of hiTEC for all high school students
- Teachers K-12 receive tablets and professional development as a part of hiTEC
- Expanded dual credit enrollment offerings for high school students
- Expanded Chester County Career Center offerings per programmatic evaluation:
 - Manufacturing Certification offered
 - Fire/Law program added
- District-wide teacher observation/professional development tool implemented
- Reviewed and upgraded student achievement software: Apex, Plato, Study Island
- Continued focus on improving the academic achievement of all students; growth noted
- Regular site visits by Instruction department and Superintendent: focus on data walls, disaggregation of data, student achievement and staff performance
- Articulation between middle and high schools
- Continuation of sharing of best practices by teachers and administrators
- Continued focus on improving graduation rates and decreasing drop-out rates
- Preparation for implementation of Common Core State Standards
- Implementation of Professional Learning Communities training at elementary level 014
- Summer Reading programs expanded to all grade levels with a district-wide rubric



- Successful implementation of CATCH at Great Falls Elementary and Lewisville Elementary with expansion to all elementary schools in Fall 2014
- Telemedicine program implemented at Chester Park with expansion plans targeted for all schools beginning 2014
- Teacher Cadet programs expanded to all middle and high schools
- Professional Development offered to all employees with emphasis on technology
- Systemic Literacy Program implemented for first year
- Successful implementation of random drug testing in all high schools
- Curriculum guides aligned to Common Core developed and distributed; benchmarks included
- Adult Education begins first year of service to only Chester county residents
- Full day Pre-K offered in all elementary schools
- Jazz band added at Chester Middle School
- Began transition of classrooms from traditional to global with announcement of EnvisionSC which will become operational in 2014; partner countries include: Malta, Greece, China, Kenya, Brazil, Finland, Estonia, Russia, Switzerland, etc.

Facilities

(Resources and Support Systems – AdvancED)

- Security cameras placed in all schools and cameras placed on all buses
- Buzzer door systems installed in all schools
- IP Phones placed in all classrooms
- Worked to maximize use of capital improvement funds to improve school facilities
- Energy Audit completed and recommendations implemented which will result in annual savings for the district and led to district recognition by Duke Energy

Technology

(Resources and Support Systems – AdvancED)

- Wireless infrastructure upgraded in all middle/high schools to support hiTEC and other technology-based programs
- Expanded use of Parent Portal
- Continued use of emergency phone systems to reach all parents and students
- All schools, teachers and district are trained in creating and updating websites
- Public relations office provides effective communication via website, Facebook, phone messages
- Continued relationships with media; evidenced by effective communication during inclement weather

Human Resources

(Resources and Support Systems – AdvancED)

- Continued Grow Your Own Leaders program for Aspiring Assistant Principals
- Continued Support Staff of the Year Award
- Increased applicants registered for District Teacher Recruitment Fair to 200
- Emphasized diversity in recruitment for teaching and administrative positions
- Improved employee morale has led to a stabilization in the work force

Operations

(Resources and Support Systems – AdvancED)

- Updated emergency crisis management plans in all schools
- Joint training with first responders in Great Falls area and District Office; expansion to all areas scheduled for 2014
- Facilities evaluation in progress
- Began implementation of new food service regulations and procedures
- Reviewed and revised Inclement weather plans

Budget

(Resources and Support Systems – AdvancED)

- Continued to monitor revenue and expenditures
- Audits conducted as needed; no irregularities found
- Continued restructuring of special revenue funds toward student achievement programs
- Budget balanced end of 2013-2014 – for the third time, funds are expected to be added to the reserve
- Financial Audit receives “All Clear” from Greene, Finney and Horton
- Audits of Title I and Special Education receive commendations; Special Services receives a perfect score of 100% on their audit
- Budget process continues to be inclusive and involve all stakeholders

Recognitions (sample listing)

(Purpose and Direction/Governance and Leadership – AdvancED)

- Coach Conlan named North-South Wrestling Coach
- Cafeterias across district earn 100 on DHEC inspections
- Bands across district perform well in competitions
- 100% pass rate for Cosmetology students on the South Carolina licensure exam
- Teacher chosen to present at SC Arts Alliance Conference
- Great Falls student receives prestigious South Carolina World of Wars medal
- District named Duke Energy Power Partner - one of 18 in the nation

- District selected as a Microsoft Alliance Partnership – first in the southeast and one of only 12 in the United States
- Great Falls Elementary selected as a Microsoft Mentor School – one of 80 Internationally and one of 4 in the United States.
- Chester Park School of Inquiry wins the Dick and Tunkey Riley What Works South Carolina Award for Innovation in the classroom – one of 80 programs in the state
- Great Falls Middle/High, Chester Park School of the Arts, Lewisville Middle and Lewisville High School – Palmetto Gold and Silver awards
- Lewisville High School was rated the number one high school in South Carolina for the second year in a row
- Shana Catoe elected to serve on the Food Service Board of Directors
- Charles King and Shawn (Clinkscales) Williams elected to serve as Chairs of their respective groups in the Olde English Consortium
- Jim Knox name to Board of Trustees for Limestone College
- Lee Green elected President of the South Carolina Career and Technology Education Administrators Association
- Brooke Clinton and Chester County School District receive Excellence Awards from the National School Public Relations Association for presentations and writing
- District student selected as winner of the Lt. Governors Essay Contest
- Great Falls Elementary staff attended Microsoft's Partners in Learning Global Forum 2013 in Barcelona, Spain
- Chester County Schools win USA Today Best Boys Sports Rivalry contest
- Several articles and blogs are posted worldwide by Microsoft about HITEC and technology efforts in Chester County School District; print and television report on HITEC initiative
- Lewisville Middle School named a semi-finalist for Palmetto's Finest
- U.S. News and World Report names Great Falls High School and Lewisville High School Best in the Nation – Bronze Schools
- Debbie Parsons selected Career Counselor of the Year for South Carolina
- Rhonda McMillon named South Carolina Career and Transition Outstanding Regular Educator
- Academic challenge teams from all middle and high schools participate and win local competitions
- JROTC students from three high schools participate in the academic leadership challenge bowls and win local competitions
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Community Relations and Professional Growth (sample listing)

(Purpose and Direction/Governance and Leadership (Advanced))

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Community Connections (sample listing)

(Purpose and Direction/Governance and Leadership/Resources and Support Systems AdvancED)

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- *Chester District 4 Department of Transportation*

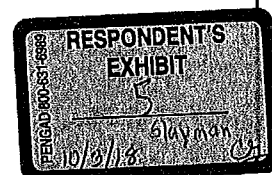


THE SCHOOL DISTRICT OF CHESTER COUNTY
509 DISTRICT OFFICE DRIVE
CHESTER, SOUTH CAROLINA 29706

PUBLIC STATEMENT

On Monday, September 16, 2013, the Chester County Board of School Trustees met in executive session during its regular monthly meeting to conduct Superintendent Agnes Slayman's annual performance evaluation. The evaluation, which is required by board policy and the district's employment contract with the superintendent, focused on the goals mutually agreed upon between the superintendent and board in October 2012. Dr. Slayman's performance goals addressed the five main areas of Board/Superintendent Relations; Curriculum and Instruction; Facilities/Technology; Personnel; and Ensuring Sound Financial Practices.

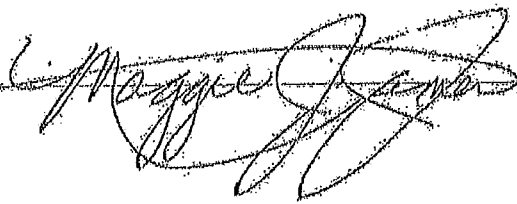
At this meeting, the board publically expressed its unanimous and strong approval of Dr. Slayman's performance and her commitment to the children in the district, as well as to our staff and the community at large. The board in particular commends Dr. Slayman for her efforts to ensure not only a balanced budget but to place additional funds in the district's fund balance, as well as her vision and commitment to ensuring that all children have access to current technology resources that are so necessary in the 21st century. The board also is proud to announce that Dr. Slayman received the Superintendent of the Year award from the South Carolina Career and Technology Educators Association for the 2012-13 school year, not to mention the numerous awards and accolades our students and staff have received based on their hard work and dedication to education and learning.



In light of Dr. Slayman's glowing performance evaluation, the board increased the annual contribution it will make to an annuity plan of Dr. Slayman's choice by 2 percent, or to 5 percent of her total salary. Dr. Slayman's contract currently extends through June 30, 2017, and the board looks forward to her continued leadership as all eyes and focus remain on improving student achievement in our county.

The board is thrilled with the leadership that Dr. Slayman continues to provide, commends her for her tireless dedication to our students and community and her vision for the future, and looks forward to working with her for many years to come.

Mrs. Maggie J. Jamies
Chair, Chester County
Board of School Trustees

A handwritten signature in dark ink, appearing to read "Maggie J. Jamies", is written over a horizontal line. The signature is fluid and cursive.

TO: Board of Trustees of Chester County School District

FROM: Dr. Agnes Slayman, Superintendent

DATE: August 10, 2014

RE: Superintendent Evaluation – Fall 2014

Attached is supportive evidence of progress made in the District for the 2013-2014 school year. The supportive evidence is reported as a list of Accomplishments. Accomplishments are reported for the critical areas listed below:

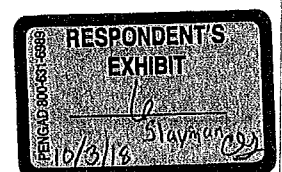
- Board-Superintendent Relations
- Instruction
- Facilities
- Technology
- Human Resources
- Operations
- Budget
- Recognitions
- Community Relations/Professional Growth
- Community Connections

Headers for each accomplishment area are underlined with the corresponding AdvancED goal noted in *italics*. The Accomplishments do not denote everything initiated in the district last year but are highlights of major accomplishments.

The three (3) areas I would like to focus on in 2014-2015 are:

- Salary Study
- Facilities
- Student Achievement

This information is being provided for your review so that we can discuss my evaluation at the September 15, 2014 Board meeting. Please do not hesitate to call me if you have any questions or need clarification on the documentation provided.



Accomplishments

2013-2014

Superintendent Agnes Slayman

Board-Superintendent Relations

(Purpose and Direction – AdvancED)

- Kept board informed on educational issues in the district, county and state
- Provided updates to Board on progress of Mitford law suit
- Revised Board policies as needed
- Continued to increased board participation in recognitions, celebrations and events
- Coordinated Board and Superintendent meeting with legislative delegation to discuss local and state education legislation
- Successful reorganization of District Office
- Achieved AdvancED accreditation
- Effectively re-negotiated district charter school contract according to standards set by the Board of Trustees

Instruction

(Teaching and Learning/Using Results for Continuous Improvement – AdvancED)

- 1st year implementation of hiTEC for all high school students
- Teachers K-12 receive tablets and professional development as a part of hiTEC
- Expanded dual credit enrollment offerings for high school students
- Expanded Chester County Career Center offerings per programmatic evaluation:
 - Manufacturing Certification offered
 - Fire/Law program added
- District-wide teacher observation/professional development tool implemented
- Reviewed and upgraded student achievement software: Apex, Plato, Study Island
- Continued focus on improving the academic achievement of all students; growth noted
- Regular site visits by Instruction department and Superintendent: focus on data walls, disaggregation of data, student achievement and staff performance
- Articulation between middle and high schools
- Continuation of sharing of best practices by teachers and administrators
- Continued focus on improving graduation rates and decreasing drop-out rates
- Preparation for implementation of Common Core State Standards
- Implementation of Professional Learning Communities training at elementary level 014
- Summer Reading programs expanded to all grade levels with a district-wide rubric

- Successful implementation of CATCH at Great Falls Elementary and Lewisville Elementary with expansion to all elementary schools in Fall 2014
- Telemedicine program implemented at Chester Park with expansion plans targeted for all schools beginning 2014
- Teacher Cadet programs expanded to all middle and high schools
- Professional Development offered to all employees with emphasis on technology
- Systemic Literacy Program implemented for first year
- Successful implementation of random drug testing in all high schools
- Curriculum guides aligned to Common Core developed and distributed; benchmarks included
- Adult Education begins first year of service to only Chester county residents
- Full day Pre-K offered in all elementary schools
- Jazz band added at Chester Middle School
- Began transition of classrooms from traditional to global with announcement of EnvisionSC which will become operational in 2014: partner countries include: Malta, Greece, China, Kenya, Brazil, Finland, Estonia, Russia, Switzerland, etc.

Facilities

(Resources and Support Systems – AdvancED)

- Security cameras placed in all schools and cameras placed on all buses
- Buzzer door systems installed in all schools
- IP Phones placed in all classrooms
- Worked to maximize use of capital improvement funds to improve school facilities
- Energy Audit completed and recommendations implemented which will result in annual savings for the district and led to district recognition by Duke Energy

Technology

(Resources and Support Systems – AdvancED)

- Wireless infrastructure upgraded in all middle/high schools to support hiTEC and other technology-based programs
- Expanded use of Parent Portal
- Continued use of emergency phone systems to reach all parents and students
- All schools, teachers and district are trained in creating and updating websites
- Public relations office provides effective communication via website, Facebook, phone messages
- Continued relationships with media; evidenced by effective communication during inclement weather

Human Resources

(Resources and Support Systems – AdvancED)

- Continued Grow Your Own Leaders program for Aspiring Assistant Principals
- Continued Support Staff of the Year Award
- Increased applicants registered for District Teacher Recruitment Fair to 200
- Emphasized diversity in recruitment for teaching and administrative positions
- Improved employee morale has led to a stabilization in the work force

Operations

(Resources and Support Systems – AdvancED)

- Updated emergency crisis management plans in all schools
- Joint training with first responders in Great Falls area and District Office; expansion to all areas scheduled for 2014
- Facilities evaluation in progress
- Began implementation of new food service regulations and procedures
- Reviewed and revised Inclement weather plans

Budget

(Resources and Support Systems – AdvancED)

- Continued to monitor revenue and expenditures
- Audits conducted as needed; no irregularities found
- Continued restructuring of special revenue funds toward student achievement programs
- Budget balanced end of 2013-2014 – for the third time, funds are expected to be added to the reserve
- Financial Audit receives “All Clear” from Greene, Finney and Horton
- Audits of Title I and Special Education receive commendations; Special Services receives a perfect score of 100% on their audit
- Budget process continues to be inclusive and involve all stakeholders

Recognitions (sample listing)

(Purpose and Direction/Governance and Leadership – AdvancED)

- Coach Conlan named North-South Wrestling Coach
- Cafeterias across district earn 100 on DHEC inspections
- Bands across district perform well in competitions
- 100% pass rate for Cosmetology students on the South Carolina licensure exam
- Teacher chosen to present at SC Arts Alliance Conference
- Great Falls student receives prestigious South Carolina World of Wars medal
- District named Duke Energy Power Partner - one of 18 in the nation

- District selected as a Microsoft Alliance Partnership – first in the southeast and one of only 12 in the United States
- Great Falls Elementary selected as a Microsoft Mentor School – one of 80 internationally and one of 4 in the United States.
- Chester Park School of Inquiry wins the Dick and Tunkey Riley What Works South Carolina Award for Innovation in the classroom – one of 80 programs in the state
- Great Falls Middle/High, Chester Park School of the Arts, Lewisville Middle and Lewisville High School – Palmetto Gold and Silver awards
- Lewisville High School was rated the number one high school in South Carolina for the second year in a row
- Shana Catoe elected to serve on the Food Service Board of Directors
- Charles King and Shawn (Clinkscales) Williams elected to serve as Chairs of their respective groups in the Olde English Consortium
- Jim Knox name to Board of Trustees for Limestone College
- Lee Green elected President of the South Carolina Career and Technology Education Administrators Association
- Brooke Clinton and Chester County School District receive Excellence Awards from the National School Public Relations Association for presentations and writing
- District student selected as winner of the Lt. Governors Essay Contest
- Great Falls Elementary staff attended Microsoft's Partners in Learning Global Forum 2013 in Barcelona, Spain
- Chester County Schools win USA Today Best Boys Sports Rivalry contest
- Several articles and blogs are posted worldwide by Microsoft about hiTEC and technology efforts in Chester County School District; print and television report on hiTEC initiative
- Lewisville Middle School named a semi-finalist for Palmetto's Finest
- U.S. News and World Report names Great Falls High School and Lewisville High School Best in the Nation – Bronze Schools
- Debbie Parsons selected Career Counselor of the Year for South Carolina
- Rhonda McMillon named South Carolina Career and Transition Outstanding Regular Educator
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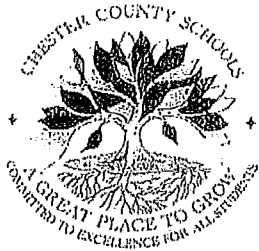
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THE SCHOOL DISTRICT OF CHESTER COUNTY

509 DISTRICT OFFICE DRIVE
CHESTER, SOUTH CAROLINA 29706

Agnes M. Slayman, Ph.D.
Superintendent

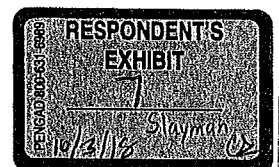
TO: Members, Chester County Board of School Trustees
FROM: Maggie J. James, Board Chair *mjx*
DATE: August 14, 2013
RE: Superintendent's Evaluation 2012-2013

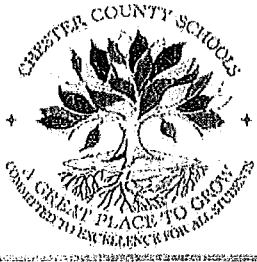
After consulting with Superintendent Dr. Agnes Slayman and consistent with the terms of her contract, we will plan to conduct her evaluation for the 2012-2013 school year as outlined in this memorandum. On or before September 16, 2013, Dr. Slayman will provide each board member with documentation detailing her personal and the district's accomplishments during the 2012-2013 school year. Her documentation, in addition to our personal observations from the past year, will serve as the basis for our discussion of her evaluation.

We will plan to convene a board meeting on September 16, 2013, at 6:00 p.m. at the district office. During the meeting, we will go into executive session to conduct Dr. Slayman's evaluation. Each board member should come prepared to comment on their overall assessment of Dr. Slayman's performance for the 2012-2013 school year based on the board member's review and individual assessment of the superintendent's submission, along with other information relevant to the process.

Following this discussion, we will invite Dr. Slayman into the executive session to discuss her performance. In open session, the board may make any necessary motions regarding the evaluation of the superintendent and/or amendments to the superintendent's employment contract. As the board chair, I will issue an appropriate public statement on behalf of the board regarding the superintendent's evaluation. Following the board meeting a draft letter will be prepared, summarizing the results of the board's evaluation of Dr. Slayman, for review by all board members.

c: Dr. Agnes Slayman ✓





THE SCHOOL DISTRICT OF CHESTER COUNTY

509 DISTRICT OFFICE DRIVE
CHESTER, SOUTH CAROLINA 29706

October 4, 2013

Dr. Agnes Slayman, Superintendent
Chester County School District
509 District Office Drive
Chester, South Carolina 29706

Dear Agnes:

I am writing on behalf of the Chester County Board of School Trustees to provide a summary of the evaluation of your performance as Superintendent during the 2012-13 school year.

As you are aware, all seven board members met on September 16, 2013, to review and discuss your performance and progress toward the goals approved by the board last year. The five goals addressed the broad areas of Board/Superintendent Relations; Curriculum and Instruction; Facilities/Technology; Personnel; and Ensuring Sound Financial Practices. Accordingly, based on our discussion during executive session, the purpose of this letter is to summarize the board's conclusion and provide you with appropriate guidance.

Initially, I am pleased to report that the board unanimously was pleased with your performance during the past school year. The board specifically commends you for your commitment to the children in the district, as well as to our staff and the community at large. In particular, we commend you for your efforts to ensure not only a balanced budget but also to place additional funds in the district's fund balance, as well as your vision and commitment to ensuring that all children have access to the current technology resources that are so necessary in the 21st century. The recent announcement of the one-to-one mobile device initiative, coupled with the partnership with TruVista Communications to ensure Wi-Fi hotspots throughout the county, is but one example of your collaborative, innovative and forward-thinking vision and leadership that will benefit all students in our county in the years to come. You truly are a dedicated 21st century educational leader! We also are proud that you received the Superintendent of the Year award from the South Carolina Career and Technology Educators Association for the 2012-13 school year, not to mention the numerous awards, recognitions, and accolades our students and staff have received based on their hard work and dedication to education and learning.

Although our collective focus on student achievement cannot waver, the board is confident we are on the right path and that our students' success will remain your top priority. We are confident you understand and appreciate that it is imperative for you to continue to focus your efforts on increasing student achievement. As discussed previously, the board will support you if changes are needed in our schools in order to achieve maximum improvement. Schools everywhere are in the business of teaching students, improving student achievement, and preparing students for higher education and/or the military or workforce, and the board's expectations in Chester County are no different.

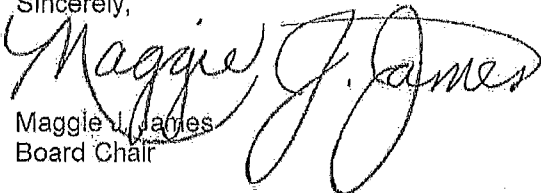
Dr. Agnes Slayman, Superintendent
October 4, 2013
Page 2

In light of the excellent evaluation you received from all members, the board voted to increase your annuity contribution by 2 percent, or to 5 percent of your total compensation, which is in addition to the 2 percent salary increase you received in July 2013, which is the same increase provided to all other certified employees. We believe this action is an appropriate expression of the board's gratitude for the leadership you have provided this past year and a profound statement of our confidence in your ability to continue your efforts to take this school system to the next level in academic achievement. Also, the board will meet with you in the coming months to establish and confirm goals for the coming months.

In conclusion, the board members unanimously concur that the district is fortunate to have you as our educational leader. The past year has been one of innovation, change and dedication to our core mission of providing the best possible educational opportunities to our students. Although improvement is still needed, as a board we look forward to the demonstrated and committed leadership you will continue to provide the district in the coming years.

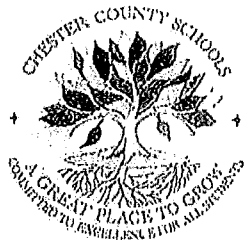
~~Should you wish to respond in writing to the results of this evaluation, you may certainly do so. I~~
will ensure that a copy of this letter, along with any response, is placed in your personnel file. Additionally, if you have any questions regarding this matter, please feel free to contact me directly.

Sincerely,



Maggie J. James
Board Chair

c: All Board Members



THE SCHOOL DISTRICT OF CHESTER COUNTY
509 DISTRICT OFFICE DRIVE
CHESTER, SOUTH CAROLINA 29706

PUBLIC STATEMENT

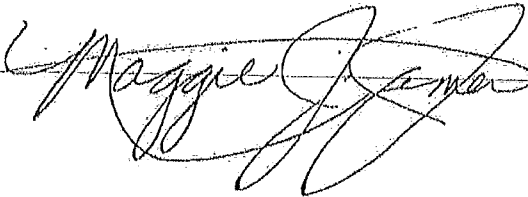
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Mrs. Maggie J. James
Chair, Chester County
Board of School Trustees

A handwritten signature in cursive script, reading "Maggie J. James", written over a horizontal line.

Rob and Agnes Slayman

From: Lawson, Denise <Denise.Lawson@usfoods.com>
Sent: Monday, August 31, 2015 8:02 AM
To: Rob and Agnes Slayman; 'Lawson'
Cc: stro@truvista.net
Subject: RE: Interview

Good Morning, Agnes,

They are still working on my computer, I have limited access. I have not received the other confirmation yet, but this one is sufficient. There will not be any attorneys present for your interview, just you and Ms. Bagley. There is nothing you need to take with you from what I know, it will be a verbal interview.

Thank you,

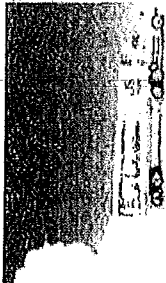
Denise C. Lawson

Credit Coordinator, II Fort Mill Division

800 Food Service Drive, Fort Mill, SC 29715
Office: 803.802.6281 Fax: 866.771.5120
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From: Rob and Agnes Slayman [<mailto:slayar@truvista.net>]
Sent: Monday, August 31, 2015 7:22 AM
To: 'Lawson'
Cc: Lawson, Denise; stro@truvista.net
Subject: RE: Interview

I confirmed using my ipad this morning but am not sure email was sent. I will go to this office tomorrow. Will any attorneys be present? Do I need to take anything? Please let me know.

Agnes Slayman

From: Lawson [<mailto:nnmlawson@truvista.net>]
Sent: Sunday, August 30, 2015 8:19 PM
To: 'Rob and Agnes Slayman'

August 30, 2011

Mr. John S. Taylor, Search Coordinator
Childs & Halligan
P.O. Box 11367
Columbia, South Carolina 29211-1367

Dear Mr. Taylor:

I am writing to you in reference to Dr. Agnes Slayman, a personal friend and a colleague, who is interested in the position of Superintendent of the Chester County School District. I have known Dr. Slayman for many years and worked closely with her for approximately eleven years as we both worked in the Kershaw County School District. I first got to know Dr. Slayman when she served as my supervisor while I was Assistant Principal at North Central High School. Later Dr. Slayman and I were principal colleagues after I became principal of Mt. Pisgah Elementary School and later North Central Middle School. Dr. Slayman once again served as my supervisor when she became Assistant Superintendent of Curriculum and Instruction during my last two years as a principal in the Kershaw County School District. Finally, in 2007, I was elected to the Kershaw County School Board of Trustees and had the opportunity to work with Dr. Slayman as a school board member for the past four years. As you can see, I can provide a reference for Dr. Slayman that is based on actual experiences as an employee, subordinate, administrator, colleague and employer from both a school based perspective and district-wide perspective.

Dr. Slayman has distinguished herself at every level in the educational field. She was an outstanding teacher, a strong school administrator and now has proven herself to be an accomplished district level administrator. She has had many opportunities to take on the role of the Superintendent in his absence and has worked closely with the Board and exercised good judgment as situations present themselves. Her vast experiences in many facets of the educational arena are strengths that also make her an excellent candidate for the position of Superintendent.

Dr. Slayman has a great commitment to the betterment of K-12 public education, and she has a strong belief that we should continually strive to improve the systems by which we operate. She holds high expectations for herself and those around her and decisions are based upon what is best for the children in her district. Dr. Slayman is highly regarded by employees at all levels of the Kershaw County School District organization and by parents and community members. One of her strengths is the ability to set a vision and build a team that works toward a common goal. It goes without saying that the position of Superintendent is a critical segment of the overall function of the school district, and as such it is of



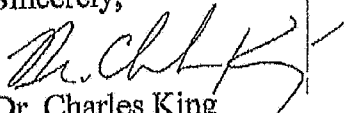
vital importance that the person in that position possess the ability to design and implement dynamic research-based programs, plans and initiatives that will meet the needs of all students and employees and to effectively communicate the plans and initiatives to various publics - you will find that Dr. Slayman is effective in these areas.

Also notable is that during Dr. Slayman's tenure as a school and district administrator, she has not only received professional recognitions but most importantly, the schools she has supervised have received state and national awards and been recognized for having student achievement performance that is consistently above state and national averages (top 10%). Dr. Slayman has also been selected for various high-profile state and national institutes and conferences as a presenter and has been published in several professional journals for the district's success in the implementation of the district's cutting edge technology program.

In conclusion, I can say without reservation that Dr. Slayman has an excellent work ethic and is a learned professional in the arena of education. Her practical experience coupled with her educational background and expertise in the areas of technology, professional development, fiscal management, team-building and data analysis only add to her completeness as an exemplary educational leader. If hired I know that Dr. Slayman would do her best to build upon the ongoing successes of the District and she would build and lead a team that could take the Chester County School District to the next level.

I strongly recommend Dr. Slayman for the position of Superintendent of the Chester County School District and would welcome any further contact if you so desire. I can be reached at 803-425-1017.

Sincerely,



Dr. Charles King

Past Chairman of the Kershaw County School Board Finance Committee
Past Chaplain of the Kershaw County School Board of Trustees

Cc: denise.lawson@usfoods.com; stro@ruvista.net

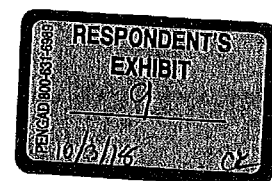
Subject: Interview

Agnes,

Your meeting with Betty Bagley is scheduled for Tuesday, September 1, at 9am at the office of Howser, Newman and Besley, 1508 Washington Street, Columbia. The room is reserved in Allison Hanna's name. Please confirm.

Denise

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The NEWS & REPORTER

School board called meeting on Wednesday Sept. 30. 2015

Tuesday, September 29, 2015 at 4:40 pm (Updated: September 29, 4:41 pm)

The Chester County Board of School Trustees will hold a special called meeting on Wednesday, September 30, 2015, at 6 p.m. In the executive boardroom at 509 District Office Drive, Chester, South Carolina. The purpose for the meeting is to continue discussion of employment grievance, contractual matter related to the former superintendent, receipt of legal advice related to grievance and contractual matter, and discussion of Interim superintendent in executive session.

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