



Montrio Belton

LAW OFFICES OF MONTRIO BELTON, LLC

October 1, 2021

Larry McNeil (**Via Board's Attorney Scott Winborn**)
Chairman, Marlboro County School District Board of Trustees
122 Broad Street
Post Office Box 947
Bennettsville, SC 29512

RE: Gregory McCord, Superintendent, Marlboro County School District

Mr. Chairman:

Our office has been retained to represent Gregory McCord in all matters related to his contract with Marlboro County School Board of Trustees ("Board"). Dr. McCord ("McCord") wants to remain Superintendent of Marlboro County Schools and is eager to return to work.

From information and belief, the School Board will meet in executive session on Monday, October 4, 2021, to discuss, *inter alia*, Dr. McCord's employment contract and matters related to his being placed on administrative leave. Dr. McCord asserts that he and his legal counsel have a right to be present to clarify any points and answer any questions. He concedes that he does not have a right to be present during any executive discussions. He also concedes that he does not have a right to be present at or participate in the public school board meeting unless/until the Board votes to reinstate him from administrative leave.

Paragraph eleven (11) of McCord's contract dated June 14, 2021 and amended September 13, 2021, states four (4) ways in which McCord's employment contract can be terminated: (A). Mutual Agreement; (B). Disability of the Superintendent; (C). Discharge for just cause; and (D). Unilateral Termination. McCord asserts that the Board has no justifiable reason to terminate him "for cause" as outlined in subsection (c). McCord acknowledges that a super-majority of the Board (6 members) may terminate his employment contract pursuant to Paragraph 11(d) of said contract. However, Paragraph 11 (d) reads, in pertinent part, "It is understood that this option should be exercised only after reasonable and good faith efforts pursuant to paragraph 11 (a) of this Agreement have been concluded." McCord contends that the Board shall give notice to him and an opportunity to be heard regarding a "mutual agreement" *prior* to any vote by the Board pursuant to Paragraph 11 (d).

McCord acknowledges that he should have informed the Board regarding his executive decision to partner with Omega Psi Phi Fraternity and allow them to keep the mobile unit on the district's property, notwithstanding any authority he may have as the district's Superintendent. Attached is his official statement regarding that issue. (*see attachment-amended*). He wants to remain Superintendent and hopes the Board will vote Monday, October 4, 2021, to reinstate him with full authority outlined in his employment contract and District policies.

Please contact my office at (803) 324-4529 or LaDaria@montriobelton.com if there are any questions.

Sincerely,

A handwritten signature in black ink that reads "Ut Belt". The letters are cursive and somewhat stylized.

Montrio Belton

c: All Members, Marlboro County Board of Trustees

ld/MMB