

**LEXINGTON SCHOOL DISTRICT ONE**  
**Board Meeting Minutes**  
**January 21, 2020**

The Lexington County School District One Board of Trustees convened in executive session at 6:00 p.m. on Tuesday, January 21, 2020, in the Lexington County School District One's Central Services Building One located at 100 Tarrar Springs Road in Lexington, South Carolina. At 7:00 p.m. the Board of Trustees met in General Session in the Auditorium. A video of the meeting has been uploaded to our YouTube channel and our LexOne video website. It is also on the Board Meeting Agendas and Minutes webpage.

**Board Members:** Chair Cynthia Smith, Vice Chair Anne Marie Green, Secretary Dr. Brent Powers, Michael Anderson, Jada Garris, Dr. Kyle Guyton and Tim Oswald

**Media:**

**1.0 Call to Order 6 p.m. Executive Session**

Chair Smith called the meeting to order.

**2.0 Executive Session**

Chair Smith called for a motion to enter into executive session. A motion was made to enter into executive session for the purpose of discussing employment recommendations for 2019-2020, discussing employment recommendations for 2020-2021 and to discuss an employee discipline matter. A motion was made, seconded and approved.

Motion	Second	Action
Powers	Anderson	Approved Unanimously

The board of trustees adjourned to the boardroom for executive session.

**3.0 Adjourn Executive Session**

Chair Smith welcomed every one to the first meeting of 2020. She adjourned Executive Session and called to order General Session.

**4.0 Call to Order General Session**

**4.1 Notification of Compliance with S.C. Freedom of Information Act**

Chair Smith said the district tapes the meeting for accuracy in preparing the minutes and is in compliance with the South Carolina Freedom of Information Act as the district has notified the media of the date, time and place of the meeting. Chair Smith called on Anne Marie Green to give the invocation.

**5.0 Approval of Agenda**

Chair Smith called for a motion to approve the agenda as presented. A motion was made to approve the agenda as presented. The motion was seconded and carried.

Motion	Second	Action
Powers	Oswald	Approved Unanimously

**6.0 Approval of Minutes**

Minutes of the December 18, 2019, regular board meeting were included for board approval. Chair Smith called for any additions or corrections to the minutes, other than those that had already been received. Hearing none, the minutes were accepted as presented.

**7.0 Reports and Action Items from Executive Session**

**Employment Matters**

Chair Smith said there were four certified recommendations for the 2019-2020 academic year. A motion was made to approve the recommendations as presented. The motion was seconded and approved unanimously.

Motion	Second	Action
Powers	Anderson	Approved Unanimously

Chair Smith said there were two certified recommendations for the 2020-2021 academic year. A motion was made to approve the recommendations as presented. The motion was seconded and carried.

Motion	Second	Action
Powers	Green	Approved Unanimously

Chair Smith said there was discussion regarding an employee discipline matter. No action was required as a result of that discussion.

**8.0 Honors and Achievements**

Superintendent Little said that January was National School Board Recognition Month. It is a time to celebrate our Board of Trustees and their service to this district. The theme this year is “School Board Strong” and highlights the unique role school boards play in championing and advocating for quality education and, most importantly, for students. Lexington County School District One residents elect school board members. These voters choose high-quality individuals who care first about ensuring the success of their children and in turn the success of the schools that their children attend. For years, these volunteer board members have put children first. They set aside their differences to work together for this one goal and to answer this one question. What is best for our students? They give freely of their personal and professional time to better our schools, and they receive no monetary compensation. They make this four-year commitment just because they believe it is the right thing to do for children. On behalf of the students, employees and parents of Lexington District One, Dr. Little thanked board members for their service and efforts to empower each student to design the future. Dr. Little also presented to Board Chair Cynthia Smith a South Carolina School Boards Association 20 year service award. She has donated twenty years of service to this district and played a critical role in the district’s success and in efforts to provide an excellent public education for more than 27,000 students. The SCSBA provided a 20-year lapel pin for Ms. Smith to wear at school board events.

Chair Smith, Superintendent Gregory Little and school board members recognized honorees present to receive state and national awards.

**9.0 Citizens' Participation**

Chair Smith read the guidelines for Citizens' participation. She asked if any one wished to address the board of trustees.

Students Yashvi Patel and Beth Shunkwiler of White Knoll High School addressed the board of trustees regarding School Board Appreciation Month. Ms. Patel is the WKHS Sophomore President and School Recognition Chair. The School Recognition Committee is charged with recognizing people at different levels around the district. This month is School Board Appreciation Month. The students thanked the board of trustees for everything they do for our district and for making our learning environment a safer and better place. They gave pens to each board member.

Mr. Michael McSwain of the U.S. Census Bureau addressed the board of trustees about the upcoming census. Mr. McSwain said he was grateful for the assistance that educators in Lexington County have given him the last few weeks. Educators in Lexington County are on board with what the census is and how it benefits our community. The Census Bureau has job openings for numerators and anyone can apply online. Mr. McSwain said that the census is important to all areas of the community and thanked the district for their cooperation.

**10.0 Action Items**

**10.1 Second Reading — Policy TBD Animals for Instructional Purposes — Mike Stacey**

Chair Smith called for a motion to approve Policy TBD Animals for Instructional Purposes for second reading. The motion was seconded and approved unanimously.

Motion	Second	Action
Green	Anderson	Approved Unanimously

Discussion: Mr. Mike Stacy, Chief Human Resources Officer, said we have had a few reasons to have animals in schools and we realized we did not have a policy to address those situations. The administration brought the policy and internal procedures for first reading. Mr. Stacey said the policy has been reviewed by legal counsel and administrators. We have received no comment or changes. The administration is requesting approval of policy Animals for Instructional Purposes whose codification is to be determined.

**10.2 Second Reading – 2020-2021 — Board Meetings Calendar — Mary Beth Hill**

Chair Smith called for a motion to approve the 2020-2021 board meetings calendar. The motion was seconded and passed.

Motion	Second	Action
Green	Powers	6 in favor 1 opposed (Garris)

Discussion: Ms. Mary Beth Hill said that board policy allows for a regular board meeting on the third Tuesday of each month. The proposed school calendar allows for that with a different date in June for the budget process. Ms. Garris questioned the need for additional meetings. She felt the board of trustees did not need April, May or October meetings. Dr. Little said that the extra meetings are designated for specific topics. We need the additional meeting in August for hiring and the additional meeting in December for new board members training after the election in November. The dates are included in the proposed school calendar for the convenience of board members' planning. As we approach the meeting dates, if the board of trustees feel that the meetings are not needed they could be cancelled. We would use the June and August meetings for Human Resources hiring approvals. The September meeting is a board workshop and the October second meeting is used for the Superintendent's evaluation. An additional meeting in April would be for the budget workshop and first reading of the budget.

**10.4 Student Travel Requests — Gloria Talley**

Chair Smith called for a motion to approve 17 student travel requests. A motion was made to approve the requests as presented. The motion was seconded and passed unanimously.

Motion	Second	Action
Green	Oswald	Approved Unanimously

**10.5 Amendment to 403(b) Plan — Mike Stacey**

Chair Smith called for a motion to approve the Amendment to the 403(b) Plan. A motion was made and seconded. The Amendment to the 403(b) plan was approved unanimously.

Motion	Second	Action
Oswald	Green	Approved Unanimously

Discussion: Ms. Corrine Pangle, the district's 403(b) Plan administrator, said that all school districts sponsoring a 403(b) plan must restate their plan documents onto an IRS Approved Plan Document by March 31, 2020. Restatement onto an IRS pre-approved plan gives the district reliance that the provisions in the pre-approved plan are compliant with IRS rules and regulations and the plan assets are protected from taxation. The plan the district is presenting for approval provides Lexington School District One a plan document with the IRS seal of approval.

The district would also like to add three additional vendors who have met the requirements set forth by the district's school board Policy and Administrative Rule EGAE-R Annuities.

These new vendors are:

- Higgins & Halloran with five enrollments
- Crescent Financial Group with nine enrollments
- National Life Group with 24 enrollments

The district will need two members of the board to sign the enclosed Plan Document upon Board Approval.

**11.0 Superintendent's Report**

**11.1 Report — Superintendent's Update — Dr. Greg Little**

Dr. Little said that there were several reports on the agenda. He asked if the district could hear Item 12.1 First Reading of the Centerville Zoning Plan at this time. Mr. Salters, Chief Operations Officer, reviewed the proposed zoning lines. He discussed the travel distances, the projected enrollment numbers and the instructional program. Community meetings will be held at Gilbert Elementary on February 4 and Gilbert Primary on February 5, 2020. The feedback will be shared with the board of trustees. Based upon the community feedback and comments from the board, the administration will present second reading of the zoning lines. Final action will be requested from the board of trustees on the third reading of the zoning lines.

**11.0 Superintendent's Report (continued)**

**11.2 Report — White Knoll Middle School Priority School Update — Guy Smith**

Guy Smith, Principal of White Knoll Middle School, provided an update about what is happening at White Knoll Middle School as a part of their Priority School Update. Mr. Smith said that schedule changes in core classes have been made. Teachers teach four core classes throughout the day instead of five classes. That adds up to ten minutes for each period and has added extra time in Language Arts, Mathematics, Science and Social Studies. It gives teachers more time to teach and benefit our students. Three Academic Connections classes have been added. Our Summer Enrichment Program is helping students become proficient in reading. We have enhanced English Language Arts classroom libraries. Reading is infused in everything that is done at White Knoll Middle School. We conduct workshops on writing. Mr. Smith said he believes all of these strategies are helping students succeed.

**11.3 Report — Strategic Plan Update — Van Bowers, Clark Cooper**

As you know, our Strategic Plan is a three-year plan. We are in year two of our three-year plan. We are maintaining our focus. Our system commitments are our drivers for the work we are accomplishing. Three bodies have been monitoring the work school support teams. These groups are comprised of teachers, administrators and staff from Central Services. They monitor, assist and allocate resources. The team asks what is done, what is working and what do we need to be doing. We are asking ourselves if students are progressing on time and if we are improving equity and improving the performance of high-level coursework. These areas are the areas of focus for this work. Mr. Van Bowers discussed the performance strategies being implemented for Performance Goals 1-3.

**11.4 Report — Teacher Leadership Council Pizza and Policy — Kimberly Freeman and Linsy Dooley**

Ms. Kimberly Freeman, Employee Development Facilitator, said that Ms. Dooley leads our teacher advocacy working group on the Teacher Leadership Council and also is a teacher in the Center for Law and Global Policy at River Bluff High School. Ms. Freeman said they were present to provide an update on the Pizza and Policy Legislative Night. Ms. Dooley said that legislators and other elected officials attended this event. In addition, approximately 100 members of Lexington One community that included teachers, administrators, students and board members attended. Ms. Freeman said that in preparation for the event, they sent out RSVP forms to teachers and asked them to list legislative policy items they wanted to be discussed during Pizza and Policy. The four most common topics they found in the RSVP responses were class size, teacher recruitment and retention, flexible school start date and mental health support for students and educators. During the Pizza and Policy event those topics were discussed through a discussion protocol. We ended the evening by reminding ourselves why this work is important to all participants (students, teachers, parents, educators and elected officials). At the end of the evening, exit tickets were completed by all participants who attended the event. Posters were placed around the room with the ten most mentioned topics on the RSVP forms sent in before the event. Three stickers were given to each participant. They were instructed to place the stickers in any way they wished on the topics they felt most passionate about. When the stickers were counted, the most commonly marked topics that evening were class size and teacher/support staff pay, mental health structures, fully funding education, recruitment and retention and flexible start date. Dr. Powers said that the top 75 percent of the responses were related to funding. Ms. Freeman and Ms. Dooley said teachers left the event feeling that it was a great opportunity to speak and be heard. Ms. Green said that legislators were surprised to hear what was really important to teachers.

**11.5 Report — Operation Update — Jeff Salters**

Chief Operations Officer, Jeff Salters, reviewed pictures of construction on the Centerville Elementary School site and the new Pelion Middle School site. He reviewed photographs of work at Pelion High School on the track and field facilities. He encouraged everyone to follow the building plan progress online at <http://www.lexington1.net/about/creating-building-plan>

**11.6 Report — Administrative and Certified Staff Evaluations Update — Mike Stacey**

Chief Human Resources Officer, Mike Stacey said the district is updating G policies and will bring the updated policies next month that relate to evaluation of administrative staff and evaluation of instructional staff. The change made will align the policies to new state requirements. We updated evaluations of instructional staff last year to reflect the expanded ADEPT system. We need to add a paragraph to address teachers that are on an annual contract and who are being evaluated using a formative process. This would be teacher in an alternative certification process (PACE), teachers on an international certificate or teachers in the year 3 and 4 year before placement on a continuing contract. We will also bring an update on policies for professional staff assignments and transfer policy. This policy update will reflect a change in procedure that will reduce paper and use a digital format.

**12.0 New Business**

**12.1 First Reading — Vaping Resolution — Dr. Kyle Guyton, Board Member**

Superintendent Little thanked Dr. Kyle Guyton for his assistance on this policy. Dr. Guyton thanked the district team for their assistance in preparing this resolution. He read for first reading the following resolution opposing the use and sale of E-cigarettes and electronic vaping devices. Chair Smith asked the board of trustees to review the resolution and contact Dr. Guyton, Ms. Hill or Mr. Caldwell with any questions or revisions. The resolution will be presented for second reading at the February board meeting.

**Lexington County School District One Resolution**

Opposing the Use and Sale of E-cigarettes and Electronic Vaping Devices

**Whereas**, Lexington County School District One believes that a caring community does everything in its power to protect and care for all students; and

**Whereas**, after decades of decline in cigarette smoking rates, we have seen a dramatic rise in the use of e-cigarettes by children and teens with the rise in new tobacco products which lead to a new generation of users addicted to tobacco and nicotine; and

**Whereas**, e-cigarette and vaping use is unsafe and has been linked to multiple deaths and hundreds of cases of serious respiratory illnesses requiring hospitalization; and

**Whereas**, teen nicotine use can impair parts of the brain that control attention and learning, as well as mood and impulse control; and

**Whereas**, e-cigarette use among youth in the United States has skyrocketed to what the U.S. Surgeon General and the U.S. Food & Drug Administration have called “epidemic” levels; and

12.0 New Business – (continued)

12.1 First Reading — Vaping Resolution — Dr. Kyle Guyton, Board Member

**Whereas**, federal data shows that e-cigarette use among middle and high school students more than doubled from 2017 to 2019, more than five million youths reportedly used e-cigarettes and vaping products in 2019; and

**Whereas**, the Centers for Disease Control and Prevention’s state data shows that 21.6% of South Carolina high school youth currently use tobacco products, with the most used product among all students being electronic smoking devices and flavored products; and

**Whereas**, according to the Journal of Medical Internet Research, by 2017, researchers identified more than 15,000 available unique e-cigarette flavors, including menthol, the preferred flavor by youth at approximately 60%, and many kid-friendly flavors such as mango, fruit, and crème, flavored nicotine products commonly referred to as “vapes,” “vape juice,” “vape liquid,” “e-juice,” etc. have fueled e-cigarette use among youth; and

**Whereas**, widespread advertising for these products, including via media for which advertising for conventional tobacco products is prohibited, such as television, has contributed to the increase in e-cigarette use among youth; and

**Whereas**, teens who use e-cigarettes are nearly three times more likely to go on to smoke combustible cigarettes than their peers who don’t use any type of tobacco product and one-third will go on to try illegal substances such as marijuana; and

**Whereas**, according to the Centers for Disease Control and Prevention, tobacco use remains the leading cause of preventable death in the U.S., killing more than 480,000 Americans each year; and

**Whereas**, increased availability of tobacco products is associated with increases in both youth and adult smoking rates; and

**Whereas**, the Lexington County School District One Board of Trustees adopted policy changes that specifically prohibit e-cigarettes anywhere in district-owned or leased buildings, on school or district property, and in district vehicles; and

**Whereas**, our vision is for all of our students to be tobacco- and nicotine-free; and

**Therefore, be it resolved** that the Lexington County School District One Board of Trustees urges the South Carolina Legislature to take urgent action to prohibit the sale, manufacture, and distribution of flavored tobacco products including menthol; prohibit the sale of tobacco products in pharmacies; set a minimum price and minimum pack size for sale; restrict the marketing (including social media marketing), product placement, coupons and promotional materials, and self-service displays of tobacco products in and from retailers; reduce the concentration and density of tobacco stores; and prohibit a tobacco retailer license from being issued to or renewed for a business operating too close to a school or other area frequented by youth.

**Be it further resolved** that copies of this resolution be furnished to State Superintendent Molly Spearman and the members of the Lexington County Legislative Delegation and that information about this resolution be communicated to Lexington County School District One students, parents, community leaders, businesses and other school supporters.

Vice Chair Anne Marie Green said that Representative Paula Calhoon said she wanted to work on legislation regarding vaping. We hope to see positive progress with her legislation and we hope that this resolution indicates support moving forward.

Chair Smith asked board members to contact Dr. Guyton or Mary Beth Hill with questions or comments.

**12.0 New Business – (continued)**

**12.2 First Reading – Centerville Zoning Plan – Jeff Salters**

This item was presented earlier in the meeting.

**12.3 First Reading Policy TBD Employee Use of Animals in Schools — Mike Stacey**

**12.4 First Reading Policy TBD Student Use of animals in Schools — Mike Stacey**

**12.5 First Reading Policy TBD Visitor Use of Animals in Schools — Mike Stacey**

Chair Smith said that the three policies listed above are for first reading. She called upon Chief Human Resources Officer, Mike Stacey, to talk about policies listed in items 12.3, 12.4 and 12.5. Mr. Stacey said the policy that was approved earlier was related to animals in schools for instructional purposes. The policies presented for first reading listed above relate to use of animals in schools as service animals. The proposed policies have been shared with our legal counsel and our administration for review. The policies were prepared by the same committee that prepared the policy regarding Animals in Schools for Instructional Purposes. They are new policies and do not have codification at this time. Ms. Garris asked if the policy 12.5 Visitor Use of Animals had been reviewed by community members. Mr. Stacey said he could share the policies with the Superintendent Advisory Councils for community comment. He said the policy was developed to be in compliance with the Americans with Disabilities Act. Ms. Garris said she would like to see the definition of service animals not only in the procedures but in the policy as well.

**12.6 First Reading Policy Employee Conduct — Mike Stacey**

Mr. Stacey brought policy GBEB Employee Conduct. It will replace an existing policy. It has been updated using the SCSBA model policy and includes a reference to our recently adopted Code of Excellence and provides more detail regarding actions that are considered misconduct on or off district premises. The policy has been reviewed by legal counsel and presented to the administration for review. The policy is being presented for first reading to board members consideration, reaction and review. Ms. Garris discussed her concern about the portion of the policy that included social media and other portions of the policy.

**13.0 Items for Board Information**

- 13.1 Monthly General Fund Financial Report — September 2019
- 13.2 Monthly General Fund Budget Transfers — September 2019
- 13.3 Monthly Capital Projects Report
- 13.4 Monthly Unauthorized Procurements Report

**14.0 Adjourn Open Session**

Chair Smith called for a motion to adjourn open session. A motion was made, seconded and approved unanimously.

Motion	Second	Action
Anderson	Oswald	Approved Unanimously

Respectfully submitted,  
Brent Powers, Secretary



