

LEXINGTON SCHOOL DISTRICT ONE
Board Meeting Minutes
February 18, 2020

The Lexington County School District One Board of Trustees convened in executive session at 6:00 p.m. on Tuesday, February 18, 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, Jada Garris, Dr. Kyle Guyton and Tim Oswald. Mike Anderson was not present.

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, employment recommendations for 2020-2021, a property contractual matter related to a new bus transportation facility and a property contractual matter related to the Town of Lexington Road Improvements adjacent to Lexington Elementary and Lexington Middle Schools. A motion was made, seconded and approved.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Oswald | 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 February 18, 2020. She called for a motion to adjourn executive session and begin open 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 Dr. Brent Powers 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 |
|--------|--------|----------------------|
| Green | Oswald | Approved Unanimously |

6.0 Approval of Minutes

Minutes of the January 21, 2020, 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 24 certified recommendations for the 2020-2021 academic year. A motion was made to approve the recommendations as presented. The motion was seconded and approved unanimously.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Green | Approved Unanimously |

Chair Smith said there was one certified recommendation for the 2019-2021 academic year. A motion was made to approve the recommendation as presented. The motion was seconded and approved unanimously.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Green | Approved Unanimously |

Chair Smith said there was one administrative recommendation for the 2020-2021 academic year. A motion was made to approve the recommendation as presented. The motion was seconded and approved unanimously.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Green | Approved Unanimously |

Contractual Matter Related to Bus Transportation Facility

Chair Smith said there was discussion regarding a property contractual matter related to a new bus transportation facility. She called for a motion regarding this matter. A motion was made that the board authorize the administration to enter into an Option Agreement related to two parcels.

These parcels are known by Lexington County as:

1. TMS #005498-07-014 containing approximately 44.27 acres with Royalty Holdings 1, LLC.
2. TMS #005498-07-015 containing approximately 2.61 acres with Royalty Properties, LLC.

This is for the purpose of building a new Transportation facility. The motion was seconded and passed.

| Motion | Second | Action |
|--------|--------|--|
| Guyton | Oswald | 5 in favor and one opposed (Garris) Anderson absent |

Discussion: Jeff Salters reviewed information about the property and presented pictures of the topography. The administration discussed the type of building for transportation staff, training and service space. The site would accommodate approximately 160 buses. This facility is a part of the 2018 bond referendum. With the construction of this building we will be able to move buses off of White Knoll High School campus and use that space for instruction. This site will house the buses for WKHS, LHS and RBHS. It is centrally located between those three high schools. Gilbert and Pelion will continue to house buses in their towns.

7.0 Reports and Action Items from Executive Session (continued)

Contractual Matter Related to the Town of Lexington Road Improvements Adjacent to Lexington Elementary School and Lexington Middle Schools

Chair Smith said there was discussion regarding a property contractual matter related to the Town of Lexington Road Improvements Adjacent to Lexington Elementary and Lexington Middle Schools. She called for a motion regarding this matter. A motion was made that the board accept the administration's recommendation to move into a right of way agreement with the Town of Lexington for the purpose of road improvements adjacent to Lexington Elementary and Lexington Middle Schools. The motion was seconded and passed.

| Motion | Second | Action |
|--------|--------|----------------------|
| Oswald | Powers | Approved Unanimously |

8.0 Honors and Achievements

Gloria Talley assisted Chair Smith and the school board members as they 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.

Tammy Reynolds of 540 Reedy O. Smith Road, Leesville, SC, addressed the board of trustees regarding the world language immersion program. She said that she had attended community meetings and submitted input. She requested a meeting in the form of a forum to further answer questions about the immersion classrooms being split between the two schools.

John Reynolds of 540 Ready O. Smith Road, Leesville, SC, said he attended the community meetings. He asked if the comments parents gave were considered. He said that he had done his due diligence and felt he deserved the same respect. He also asked about the class sizes. Mr. Reynolds also said that he noticed the board meeting was opened with prayer. He said it was sad that prayer has been taken from schools.

Chair Smith said that all board members have received the comments that have been received during community meetings and online. Chair Smith said a discussion with information that Mr. Reynolds referred to would happen during this meeting under agenda item 10.0.

10.0 Second Reading — Centerville Elementary Zoning Plan — Jeff Salters

Jeff Salters reviewed the Centerville Elementary School attendance lines. All input has been shared with the school board and administration. Administrators have had discussion as those meetings have occurred and feedback has been received. The administration has reviewed suggestions and considerations. In reviewing the feedback, most concerns were about travel, daycare and immersion program considerations. Mr. Salters reviewed the proposed zoning lines. One option for travel concerns would be to offer ten school choice slots at Centerville Elementary and Gilbert Elementary and parents would provide transportation. With regard to day care concerns, there are two daycares on Broad Street that support Gilbert Elementary – Learn to Grow and The Leisure Center. The concern was that Centerville Elementary will not have transportation to those daycare facilities as they are on the Gilbert Elementary side of Broad Street. Centerville Elementary will be working on an after school program. A bus will be coming down Broad Street and students could be dropped off at those facilities. Big Blue Marble has two locations. One location is in the Centerville School attendance area. One consideration that was discussed was to have all the immersion program in one school, grandfather certain grade levels and offer shuttles between schools. Housing the immersion program at one school would impact space issues. A typical elementary school could not house that many students if all immersion students were in one school. Out of

10.0 Second Reading — Centerville Elementary Zoning Plan — Jeff Salters (continued)

zone parents of one school would have to provide their own transportation to the other school. There are bus riders involved at both schools and we do not have the buses and ability to drive students out of zone to the other school. The consideration for grandfathering certain grade levels and placing them at one school was problematic. As we reviewed the details, it is likely that siblings could be split between schools. In addition, the time it takes to ride a shuttle is lost instructional time. After considering all things, we are recommending an immersion program at both GES and CES. The class sizes will be smaller for a few years but they will grow. By offering programs at both schools, families are not choosing between transportation and education. We can offer native speaking students slots in the immersion classes to add to the class size. Students who live outside the attendance area will be placed at either of the schools based upon enrollments. Projected enrollment for Centerville Elementary is 705 students and at Gilbert Elementary 816. At this time we recommend 3 and 4 year-old students at GES and 4K at CES with no grandfathering. When the early childhood center is opened the 3 and 4 year-old students would move to the early childhood center.

Mr. Salters said that the third reading for the zoning lines will be March 17, 2020. We will continue to receive feedback for consideration between now and March 17.

Ms. Garris suggested a meeting with stakeholders between the second and third readings for additional opportunities to discuss the zoning further. Board members have held two meetings open to the public for discussion. The board of trustees has received feedback and input online, via email and submitted responses. Community members can call, write or meet with board members or administration for dialog and discussion. Mr. Branham and Mr. Moody, Gilbert principals, have met with teachers, parents and school improvement councils to discuss the zoning proposals. Board members had discussion about capacity for growth with immersion programs in both schools. They discussed the financial implications with busing students between schools. They agreed the board of trustees has the challenge of making decisions that are in the best interest of all students.

11.0 Action Items

11.1 Second Reading – Vaping Resolution — Dr. R. Kyle Guyton, Board Member

Chair Smith said the Vaping Resolution was presented for second reading. She called for a motion to adopt the Vaping Resolution as presented. A motion was made, seconded and passed.

| Motion | Second | Action |
|--------|--------|----------------------|
| Green | Powers | Approved Unanimously |

Discussion: It was noted that one change was made to replace the words e-cigarettes with Electronic Nicotine Delivery Systems. It was recommended that the electronic nicotine delivery system as the acronym ENDS is a common term used to describe the devices used for vaping.

11.2 Second Reading – Policy TBD Employee Use of Animals in Schools — Mike Stacey

Chair Smith called for a motion to approve policy TBD Employee Use of Animals in Schools for second reading. A motion was made, seconded and passed.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Green | Approved Unanimously |

11.3 Second Reading – Policy TBD Student Use of Animals in Schools — Mike Stacey

Chair Smith called for a motion to approve policy TBD Student Use of Animals in Schools for second reading. A motion was made, seconded and passed.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Green | Approved Unanimously |

11.4 Second Reading – Policy TBD Visitor Use of Animals in Schools — Mike Stacey

Chair Smith called for a motion to approve policy TBD Visitor Use of Animals in Schools for second reading. A motion was made, seconded and passed.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Green | Approved Unanimously |

11.5 Second Reading Policy GBEB Employee Conduct — Mike Stacey

Chair Smith called for a motion to approve policy GBEB Employee Conduct for second reading. As motion was made, seconded and approved unanimously.

| Motion | Second | Action |
|--------|--------|----------------------------------|
| Powers | Green | See final action after amendment |

Discussion: Mr. Stacey said the policy had been reviewed and approved by legal counsel. There was concern about the portion of the policy that addressed social media. Mr. Stacey said that we averaged at least two times a month that we discuss or counsel employees regarding social media concerns. When social media becomes a disruption, we address it. A disruption would be an incident or post that has been brought to our attention by others. A typical discussion with an employee would be to inform them that a complaint had been received and to suggest that they remove a particular post. Palmetto Teachers Association has discussed social media with our new teachers as they are receiving more concerns.

A motion was made to amend the current policy by removing the sentence “Social media use has a potential to result in a disruption of the school environment and/or the workplace and be in violation of board policy and local, state and federal law. As such, the board expects district staff to ensure all communications associated with their social media accounts are consistent with their role as district employees. Staff members will be held to the same professional standards in their use of social media as they are for other public conduct. If a staff member has a question regard the appropriate use of social media, he/she should consult his/her direct supervisor or building principal for guidance. Unprofessional conduct may subject the employee to disciplinary action consistent with state law, federal law, and/or board policy.”

| Motion | Second | Action |
|--------|--------|---|
| Garris | Guyton | 1 in favor 5 opposed (Green, Guyton, Oswald, Powers, Smith) |

Discussion: Board members expressed concerns about the wording “potential of disruption.” Mr. Stacey said the “potential of disruption” would be when a post is brought to the district’s attention. Everyone has freedom of speech. We do not have freedom of speech free of consequence. Mr. Stacey said we do not want to overstep. The most common situation is having a conversation. Board member Tim Oswald said his experience as a former principal had been that there were times when a potential removal of an employee was possible if a conversation had not occurred. He felt the conversation about the issue had saved careers. Board member, Anne Marie Green, agreed this part

11.5 Second Reading Policy GBEB Employee Conduct — Mike Stacey (continued)

of the policy is to protect an employee. Social media policies for businesses have increased over the last few years. Eighty percent of businesses have social media policies and seventy have taken disciplinary action toward and employee. Seventy percent of hiring managers check social media when evaluating job candidates. Fifty-four percent did not offer a candidate a job due to red flags on their social media activity. With young teachers and staff members, this is a tool to mentor, coach and protect them. Dr. Powers said the decision to be a physician as a profession came with benefits and costs. When someone steps forward to impact the lives of children, that is a calling and a profession. With that comes a responsibility. Dr. Powers said that children are influenced by the leaders at our schools. What our employees post impacts the lives of students. At the end of the day, all employees are educators and what they do affects our students. A high level of conduct is what one gives to become an educator and it is a privilege.

Chair Smith called for a vote to the original motion.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Green | Approved Unanimously |

11.6 Student Travel Requests — Gloria Talley

Chair Smith said that Ms. Garris submitted a statement of recusal dated February 18, 2020, abstaining herself from a vote on student travel. The justification for recusal is that her daughter is a participant on one of the field studies. Ms. Smith called for a motion to approve 27 student travel requests. A motion was made to approve the requests as presented. The motion was seconded and passed with five in favor, no oppositions and one recusal.

| Motion | Second | Action |
|--------|--------|----------------------|
| Powers | Oswald | 5 in favor 1 recusal |

12.0 Superintendent's Report

12.1 Report — Superintendent's Update — Dr. Greg Little

Dr. Little said that there were several reports on the agenda.

12.2 Report — Jan 29, 2020 Lobby Day — Elizabeth Carter

Teachers from Lexington Middle School and Lexington Elementary Schools addressed the board of trustees about the January 29, 2020, Lobby Day. They thanked Dr. Little for his support and for speaking at the Lobby Day event. They described the day and talked about the concerns they were able to share with legislators. They said that education is underfunded and they were working to advocate for a higher base student cost. They were concerned about legislation that would have a long lasting effect on public education. They were concerned about the negative rhetoric about the teaching profession. They discussed legislative bills being proposed like a bill that diverts funds from K-12 education to fund vouchers. They encouraged a collaborative effort from all stakeholders to support public education. Chair Smith and Superintendent Little thanked the teachers for their advocacy and support of public education.

12.3 Report — Operations 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 athletic improvements at Pelion High School. Dr. Little said that with the change of the feeder pattern of Lexington Middle School, the administration is working on ideas for rebranding. <http://www.lexington1.net/about/creating-building-plan>

12.4 Update — Tax Increment Funding Intergovernmental Agreement — Jeff Salters

Jeff Salters said the district has two Tax Increment Financial Intergovernmental Agreements (TIFs) with the Town of Lexington. TIF districts are typically agreements that are entered into to revitalize areas. There were two primary purposes for that development agreement. The first agreement was the Ice House/Amphitheatre agreement which was very successful. The second was the Old Mill Pond Trail. That has not been successful because of the flood in recent years. That project has been revitalized and is back in the plans. The agreement was initiated in 2014 and debt service funding was excluded from that agreement. A maximum limitation of our tax increment was set at \$3.4 million. The plan duration ends in 2029. As of June 2019, we have given up \$149,000 of revenue to contribute toward that borrowing effort for the Town of Lexington to sell bonds for the construction of those facilities. The idea is that it attracts business to the Town of Lexington and it has been effective. Another TIF we were approached about is the Corley Mill Redevelopment. That TIF district in this area is located across the street from River Bluff High School. The TIF was to provide construction and road improves along Highway 378 and Corley Mill Road. The district agreed to enter into this TIF to be a partner and support road improvements

12.4 Update — Tax Increment Funding Intergovernmental Agreement — Jeff Salters (continued)

in this area. This agreement was initiated in 2017 and excludes debt service and ends in 2026. To date, we have contributed \$6,400 of revenue to that project. The current project is the Sunset Split. There will be a road that will go behind McDonalds and the Bank and rejoin 378 closer to Lexington creating additional capacity for traffic.

12.5 Report — National School Boards Association Advocacy Conference —

Board members played a video regarding 2020 census that was shared at the National School Boards Association Advocacy conference (NSBA) in Washington, D.C. Chair Smith and Anne Marie Green attended the conference. They met with Senator Lindsay Graham and Congressman Joe Wilson. Ms. Smith said that board member Anne Marie Green is our advocacy member of the board. Ms. Green mentioned our Rolling Study Halls to Senator Graham. Senator Graham said he would introduce a bill to put Wifi on buses for students across the United States based upon the models in Lexington One and Greenville County. Board members advocated for funding for the Individuals with Disabilities Education Act (IDEA). IDEA has not been fully funded since it was signed into law. The commitment to cover 40 percent of the funding is currently at 14 percent. The difference between 40 percent and 14 percent for our district is \$27.5 million.

13.0 New Business

13.1 First Reading — GCK, GCK-R Professional Staff Assignments and Transfers — Mike Stacey

Mr. Mike Stacey said the first reading of this policy was updated to reflect the South Carolina School Boards Association (SCSBA) model policy. In the rule a change was made to make the electronic transfer process possible instead of paper processing.

13.2 First Reading — GCO-GCO-R Evaluation of Administrators — Mike Stacey

Mr. Mike Stacey said the first reading of this policy was updated to reflect the South Carolina School Boards Association (SCSBA) model policy. The policy is presented for first reading to update and adopt the SCSBA model policy. Changes in the rule names PADEPP and outlines the process of evaluating principals and added the process for evaluating Central Services administrators.

13.3 First Reading GCOA Evaluation of Instructional Staff — Mike Stacey

Mr. Mike Stacey said the first reading of this policy was updated because it did not address teachers on annual based evaluation and needed a formative process. This includes teachers that are in our PACE program, our 3 or 4 year teachers and international teachers.

14.0 Items for Board Information

Chair Smith said that four board members, Ms. Green, Mr. Anderson, Mr. Oswald and she visited a new high school in Spartanburg County at the invitation of TransformSC. Board members attended the Courage Center breakfast, an organization committed to helping young people battle addictions. Chair Smith invited everyone to attend the Vaping Summit on February 24 at 6 p.m. at Lexington High School. On February 25 board members will attend the Lexington One Educational Foundation event, the Excellence in Education banquet to honor the students in the top ten percent of their class.

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 |
|--------|--------|----------------------|
| Green | Oswald | Approved Unanimously |

Respectfully submitted,
Brent Powers, Secretary