



AGENDA
BOARD OF TRUSTEES
REGULAR MEETING
RIVER SPRINGS ELEMENTARY SCHOOL'S THEATER
JANUARY 8, 2018

1. Call to order at 6:00 p.m.
2. Approval of the agenda
3. Enter executive session to consider the following:
 - a. Selected employment items (Exhibit A)
4. Call to order at 7:00 p.m.
5. Welcoming remarks
6. Invocation – Ellen Baumgardner, Secretary, Board of Trustees
7. Pledge of Allegiance – Sophia Sweigart, fifth grade student, River Springs Elementary School
8. School Board Spotlight
9. Approval of the minutes of the December 11, 2017 board meeting
10. Welcome and brief overview of River Springs Elementary School by Melanie Cohen, Principal
11. Superintendent's Report
 - a. Report: Title IX Study (Exhibit B)
12. Public participation*

ACTION AGENDA

13. Action as Necessary or Appropriate on Matters Discussed in Executive Session
14. "Freeze in Enrollment" Plan for Lake Murray Elementary School (Exhibit C)

DISCUSSION AGENDA

15. Adjourn

INFORMATION AGENDA

16. The next board meeting will be January 22, 2018 at Ballentine Elementary School.

*The Board welcomes and encourages public participation. We respectfully ask that you adhere to the procedures and the decorum provided in board policy BEDH "Public Participation at Meetings". Your comments should be limited to three minutes. Questions asked during public participation that are placed in writing will receive a written response in a timely manner.



Minutes/December 11, 2017

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

Mr. Robert Gantt, Chairman
Mr. Larry Haltiwanger, Vice Chairman
Mrs. Ellen Baumgardner, Secretary
Mr. Michael Cates
Mrs. Jan Hammond
Ms. Beth Hutchison
Mr. Ed White
Dr. Stephen Hefner, District Superintendent

The following staff were in attendance:

Ms. Katrina Goggins, Director, Office of Communications
Dr. Michael Harris, Chief Student Services Officer
Dr. Allison Jacques, Chief Human Resources Officer
Dr. Christina Melton, Chief Instructional Officer
Mr. Len Richardson, Chief Finance Officer

Chairman Gantt gave welcoming remarks.

The Invocation was given by Larry Haltiwanger, Vice Chairman, Board of Trustees. The Pledge of Allegiance was led by Andrew Nickerson, fifth grade student, and Lydia Bird, fourth grade student, Irmo Elementary School.

The Board conducted the School Board Spotlight.

A welcome and brief overview of Irmo Elementary School was given by Tina McCaskill, Principal.

During the Superintendent's Report, Dawn Strickland, McGregor & Company, presented the Comprehensive Annual Financial Report FY 2017 (Exhibit B); Len Richardson presented the Monthly Financial Reports (Exhibit C).

During the public participation, Kim Murphy spoke regarding the budget.

Dr. Stephen Hefner and Dr. Michael Harris gave a presentation on "Freeze in Enrollment" Plan for Lake Murray Elementary School.

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

SCHOOL DISTRICT FIVE
OF
LEXINGTON AND RICHLAND COUNTIES

Meeting of December 11, 2017

	B A U M G A R D N E R	C A T E S	G A N T T	H A L T I W A N G E R	H A M M O N D	H U T C H I S O N	W H I T E
1. M. Baumgardner S. Cates Enter executive session to consider the following : a) selected employment items (Exhibit A) ; b) discussion of employment matter regarding Superintendent	X	X	X	X	X	X	A
2. M. Baumgardner S. Hammond Approval of agenda	X	X	X	X	X	X	X
3. M. Cates S. Baumgardner Approval of the minutes of the November 13, 2017 board meeting and the December 4, 2017 special-called board meeting	X	X	X	X	X	X	X
4. M. Hammond S. Hutchison Approve the selected employment items (Exhibit A)	X	X	X	X	X	X	X
5. M. Haltiwanger S. Cates The Board of Trustees of School District Five of Lexington and Richland counties authorize its Chair to execute an Employment Agreement with Dr. Christina Melton. This agreement names Dr. Melton Superintendent-Elect in the District effective January 1, 2018 ; and provides that effective July 1, 2018, Dr. Melton will become District Superintendent. The employment agreement has been prepared by the District's legal counsel and reviewed by all Board members.	X	X	X	X	X	X	X
6. M. Hutchison S. Cates Approve the Superintendent's Goals for 2017-2018 (Exhibit D)	X	X	X	X	X	X	X
7. M. Hutchison S. Hammond Approve the proposed calendar for 2018-2019 (Exhibit E)	X	X	X	X	X	X	X

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SCHOOL DISTRICT FIVE
OF
LEXINGTON AND RICHLAND COUNTIES

Meeting of December 11, 2017

		B A U M G A R D N E R	C A T E S	G A N T T	H A L T I W A N G E R	H A M M O N D	H U T C H I S O N	W H I T E
8. M. White	S. Baumgardner	X	X	X	X	X	X	X
Adjourn at 8:38 p.m.								

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Title IX Report for District 5 of Lexington and
Richland Counties

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9. Action Items

TO: Dr. Stephen Hefner
Mr. Reggie Dean

FROM: Darryl Nance, CMAA, CIC 

DATE: December 5, 2017

RE: Title IX Review

The following report is intended to provide an overview of Title IX compliance among the high schools of District 5 of Lexington and Richland Counties.

District 5 and the three high schools should be complimented for a thorough self-evaluation. The overall view is that the District is compliant with Title IX.

For the purposes of this report, each school conducted an internal audit of facilities and athletic interests among the freshman class. These reports were summarized and forwarded to me for evaluation.

The facilities audit included everything from square footage of facilities, seating capacities of venues, locker rooms, athletic training rooms and practice facilities. The audit was thorough and supported a vibrant athletics department throughout the district. A few minor adjustments will be recommended and one major recommendation.

Athletic interest surveys were distributed by each school in their 9th grade classes. Responses for student interest were collected to see if each school was meeting the needs and desires of the athletic interest of the students. The vast majority of surveys offered no suggested new offerings. The most common suggestion was Badminton, interestingly, at all three schools. Not enough interest was shared for any one sport or level of team to be added to any of the existing programs.

Finances, though included in Title IX regulations, are not included in this review. Internal District policies are in place to monitor and ensure compliance, and as such, are not part of this report. Board Policy KBE-R was revised and approved in May of 2016 to address Board and District relations with Parent Organizations. Maintaining the integrity between the school district and Booster Clubs and Parent Organizations remains a focus of District 5.

Analysis of the three-part test for Title IX compliance is provided for each of the three high schools.

Each school, as well as the District, is complimented for thorough consideration of meeting the needs of the students and making sure there is no gender discrimination in the educational and athletic programs provided.

Preliminary Summary - Inequities

An inequity exists at Irmo High School Softball facility – as compared to the baseball facility the softball field offers no press box, no concession stand and no on-site rest rooms. Patrons must walk to the track facility to access rest rooms.

Possible inequity exists at Chapin softball. Due to success of the team may not be enough seating as compared to baseball.

New Sport or Team Development

All schools have added new sports or teams to their athletic department as the interest in the sport occurred.

All three schools surveyed incoming freshmen to assess the need or desire for additional sport offerings. No requests stood out.

Each school fields all sports sponsored by the South Carolina High School League. Each school fields all Varsity level teams and all JV and B teams with enough interest to have the team. There is a coaching supplement available for all levels of teams at each school that is provided by the District on a standard scale for all.

Sport Games and Opportunities

Each school offers and plays a full schedule of SCHSL sports. Some sports play as genders with Varsity and JV girls playing opposite of Varsity and JV boys. Some play as Varsity opposite the JV and B teams. When playing as Varsity combos, the girls teams play before the boys' teams exclusively. This has been discussed and some consideration has and will be given to an alternating format.

Booster Clubs

All three high schools have active and supportive booster clubs. Schools must be cautious and follow the spending habits of the various booster clubs so that no inequity is generated that would create a school issue with Title IX. A booster agreement for each school and team is recommended spelling out their responsibilities. District 5 of Lexington and Richland Counties revised the Relations with Parent Organizations Board Policy KBE-R in May of 2016 to address School Support Organizations including Booster Clubs. Please refer to Board Policy KBE-R for additional information.

Playing Fair Summary

P – Protective Uniforms, Equipment and Supplies

Quality, Suitability, Amount, Maintenance and Availability

All schools report and provide support that they meet the standard for compliance for uniforms, equipment and supplies. A standard uniform rotation plan is in place. Some supplies are provided by athletes (baseball bats etc.) and meet standards.

L – Locker Rooms and Practice/Competition Facilities and Playing Fields

Quality, Availability, Exclusivity, Preparation and Maintenance of Facilities and Locker Room Access and Quality

All schools report and provide support that they meet the standard for compliance of locker room availability and quality.

Event preparation is done mostly locally with District support when needed. No difference among male/female operation. A schedule for use of fields and locker rooms is recommended. All schools comply.

Some issues reported among the schools with variance of practice facility field issues.

Biggest issue reported with Softball competition field at Irmo High School. This should be addressed.

A – Allocation of Travel and Per Diem

Modes of Transportation, Overnight stays. Etc.

All schools report equal transportation opportunities through District provided buses and Drivers.

All schools report very limited overnight stays – tournaments only – and equal access for male and female teams to attend tournaments.

All schools report that no per diems are provided. Any meals - pre-game or post-game - are supplied by either booster clubs or parent support, but must still be monitored by schools for equity.

Y – Years of experience, Quality, Compensation and Assignment of Coaches

Availability, Assignment and Compensation.

All schools report that every effort is made to supply each team with a quality coach.

Coaching staff numbers per team and compensation is established by a District pay scale.

Schools may use "local funds – booster club" funds to hire additional coaches – this could cause an inequity. District does approve additional coaches and pay must go through traditional district payroll methods.

I – Institutional Housing and Dining

Housing Quality, Dining Quality, Special Services

Not Applicable to this report.

N – Nature of Sports Publicity, Marketing and Media Services

Sports Information Services. Program Related Publications and Publicity Services

All schools report that each individual team may publish game or season programs. District should monitor for inequities.

All schools have informative websites and thorough athletic pages providing schedules and game times.

G – Games and Practice Time Scheduling

Number of Events, Time of Day, Number and Length of Practices, Time of Day, Chance for Pre/Post season Competition

All schools report full compliance with SCHSL game and practice schedules for both in-season and open season activities. Some teams may not play the maximum number of games allowed but that is the coach's choice not limited by the school. AD should monitor for equity.

All schools provide teams with an opportunity to participate in pre-season or Winter break and Spring break tournaments.

All schools allow teams qualifying for SCHSL playoffs/post season activity to participate.

All schools report that practices are generally in the 2-hour range and all sports have the same opportunity. Typically, the boys' teams practice late with the girls' teams practicing earlier. Some practice schedule rotation occurs with boys first.

All schools report that when there is a Girl/Boy Varsity doubleheader i.e. basketball, the girls play before the boys. There is no alternation of games.

F – Facilities and Access to Athletic Training and Medical Facilities

Availability of Medical Personnel, Athletic Trainers, Weight and Conditioning Facilities, Accident Insurance

All schools report full and equal access to Medical Personnel and Athletic Trainers.

All schools report equal access to weight training facilities and access to a certified weight coach. A posted schedule for access is recommended for both teams and genders.

The District provides athletic accident insurance for all participants.

A – Academic Tutoring Services for Student-Athletes

Opportunity, Assignment and Compensation of Tutors

Academic Tutoring as an institution is not provided. All schools acknowledge that teachers are available to help students on an individual basis.

I - Institutional Support Services

Administrative and Clerical services provided equal for men and women's teams

All schools report full compliance.

R – Recruiting Resources for Athletic Programs

Equal opportunity and resources to recruit provided

Not applicable – recruiting prohibited at the high school level.

Evaluation

In general, the District, and its three high schools, should be complimented for a thorough self-evaluation.

The overall view is that the District, with few exceptions, is in compliance with Title IX.

District 5 of Lexington and Richland Counties Title IX Athletics Audit

School Year 2017-18

Checklist – Overall Interscholastic Athletics Program – Opportunities and Benefits Compliance

School Chapin High School

Advantage To:			
Area of Compliance	Girls Program	Boys Program	Neither Program
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities		X	
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

Finding: The specific item for improvement is the seating capacity and orientation for the softball facility. The softball field lacks adequate seating as compared to the baseball field. The difference in seating capacity of over 400 seats exceeds the allowable difference and often the seating for softball comes up short for playoffs for a very successful program.

Recommendation: Softball Field – Seating should be added to address multiple issues. First, the amount of seating should meet the needs of rival games and playoff games and should be closer to the total seats for baseball. Second, the orientation of the seating effectively eliminates the view of a significant number of seats as is.

Signature



Date

December 5, 2017

Chapin High School Test One - Participation Opportunities: Proportionality

Program	Enrollment	% of Enrollment	# of participants	% of Total Participation
Girls	810	49.2%	232	33.0%
Boys	834	50.8%	469	67.0%
Total	1644	100 %	701	100%

Title IX Compliance does not set a specific standard of participation percentage, however, the desired mark is less than a 5% variance of participation.

Chapin High School **does not meet** the standard for Test One – Proportionality.

Test Two – Program Expansion

Teams added in the last 5 years.

C team	JV	Varsity	Male	Sport	Female	Varsity	JV	C team
				Basketball				
				Cross Country				
				Baseball/Softball				
				Golf	X		X (2015)	
				Tennis	X		X (2015)	
				Lacrosse	X		X (2013)	
				Swimming				
				Track				
				Volleyball				
				Wrestling				
				Football				

Chapin High School **meets** the standard for Test Two – Program Expansion.

Chapin High School

Participation Opportunities Test Three – Full Accommodation	Girls Yes/No	Boys Yes/No
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	No	No
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	No	No
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshman interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	No	No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No	No

For any question answered "YES" identify the respective sport and describe an implementation plan in Line 5.

Describe plans to address interest below:

Chapin High School meets the standard for Test Three – Full Accommodations.

Chapin High School

Participation Opportunities Test Three – Full Accommodation	Girls Yes/No	Boys Yes/No
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	No	No
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	No	No
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshman interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	No	No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No	No

For any question answered "YES" identify the respective sport and describe an implementation plan in Line 5.

Describe plans to address interest below:

Chapin High School meets the standard for Test Three – Full Accommodations.

District 5 of Lexington and Richland Counties Title IX Athletics Audit


School Year 2017-18

Checklist – Overall Interscholastic Athletics Program – Opportunities and Benefits Compliance

School Dutch Fork High School

Advantage To:			
Area of Compliance	Girls Program	Boys Program	Neither Program
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

Finding: There were no findings out of compliance.

Signature  Date December 5, 2017

Dutch Fork High School - Test One - Participation Opportunities: Proportionality

Program	Enrollment	% of Enrollment	# of participants	% of Total Participation
Girls	1098	52%	271	27.3%
Boys	1013	48%	448	62.9%
Total	2111	100 %	719	100%

Title IX Compliance does not set a specific standard of participation percentage, however, the desired mark is less than a 5% variance of participation.

Dutch Fork High School **does not meet** the standard for Test One – Proportionality.

Recommendation – As this is the hardest standard to meet, every effort should be made to increase the underrepresented genders participation, in this case, female, by promoting participation and encouraging females to join a team. As the opportunity arises, adding more sub-varsity teams is a best practice.

Test Two – Program Expansion

Teams added in the last 5 years.

C team	JV	Varsity	Male	Sport	Female	Varsity	JV	C team
				Basketball				
				Cross Country				
				Baseball/Softball				
				Golf				
				Tennis				
				Lacrosse				
				Swimming				
				Track				
				Volleyball				
				Wrestling				
				Football				

Dutch Fork High School appears to **meet** the standard for Test Two – Program Expansion. Dutch Fork fields all levels of teams with sufficient interest. Last teams added were in 2011.

Test Three - Participation Opportunities – Full Accommodation	Girls Yes/No	Boys Yes/No
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	No	No
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	No	No
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshman interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	No	No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No	No

For any question answered "YES" identify the respective sport and describe an implementation plan in Line 5.

Describe plans to address interest below:

Dutch Fork High School meets the standard for Test Three – Full Accommodation.

District 5 of Lexington and Richland Counties Title IX Athletics Audit

School Year 2017-18

Checklist – Overall Interscholastic Athletics Program – Opportunities and Benefits Compliance

School Irmo High School

Advantage To:			
Area of Compliance	Girls Program	Boys Program	Neither Program
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities		X	
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

Finding: Softball facilities fall short of the comparable baseball facilities.

Recommendation: The specific item(s) for improvement revolve around the softball field and practice facilities. The School baseball facilities are significantly better than the softball facilities to include: batting cage, press box, dressing facility, bleachers and scoreboard. A specific plan for improvement with a dedicated time line for start date and completion of upgrades needs to be established.

Signature *Denny Hance* Date *December 5, 2017*

Irmo High School Test One - Participation Opportunities: Proportionality

Program	Enrollment	% of Enrollment	# of participants	% of Total Participation
Girls	674	49%	248	36.0%
Boys	702	51%	440	64.0%
Total	1376	100%	688	100%

Title IX Compliance does not set a specific standard of participation percentage, however, the desired mark is less than a 5% variance of participation.

Irmo High School **does not meet** the standard for Test One – Proportionality.

Recommendation – As this is the hardest standard to meet, every effort should be made to increase the underrepresented genders participation, in this case, female, by promoting participation and encouraging females to join a team. As the opportunity arises, adding more sub-varsity teams is a best practice.

Test Two – Program Expansion

Teams added in the last 5 years.

C team	JV	Varsity	Male	Sport	Female	Varsity	JV	C team
				Basketball				
				Cross Country				
				Baseball/Softball				
				Golf				
				Tennis				
				Lacrosse	X	2018		
				Swimming				
				Track				
				Volleyball				
				Wrestling				
				Football				

Irmo High School **meets** the standard for Test Two – Program Expansion. Irmo fields all levels of teams with sufficient interest. Girls Lacrosse team has been re-established.

Test Three - Participation Opportunities – Full Accommodation	Girls Yes/No	Boys Yes/No
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	No	No
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	No	No
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshman interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	No	No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No	No

For any question answered "YES" identify the respective sport and describe an implementation plan in Line 5.

Describe plans to address interest below:

Irmo High School meets the standard for Test Three – Full Accommodation.

Title IX Action Items for District 5 of Lexington and Richland Counties

Irmo

1. Primary action must be taken to address Irmo softball field. The needs include press box, concessions, a covered batting cage and bleacher additions. While there is a shared facility with the track venue for storage, changing area and rest rooms, consideration should be given to adding these for the softball program to bring equity and alignment with the baseball facilities. A development plan for the site, with a defined time frame for completion of the project is needed. While improvements are being made, the baseball field has an inning by inning score board while the softball field has a home/guest scoreboard, with the other inequities this should be replaced with an inning by inning scoreboard as well.
2. Locker rooms need to be updated.
3. Athletic training room needs to be updated.

Chapin

1. Spectator seating should be addressed at Chapin High School. Softball seating frequently fails to meet the need for rival and playoff games. Additionally the difference in seating capacity between the baseball facility and softball facility creates an inequity.

Dutch Fork

1. The baseball scoreboard is an inning by inning board. Softball has a guest/home board.

Recommendations for All Schools

1. Each school should establish a Title IX Gender Equity Review Committee for the purpose of evaluating the total athletics program and handling issues at the local level.
2. Continue promotion of female athlete participation.



MEMORANDUM

TO: Members of the Board of Trustees
Stephen Hefner, Ed.D., Superintendent

FROM: Dr. Michael R. Harris
Chief Planning and Administrative Officer

DATE: January 3, 2018

RE: January 8, 2018 Board Meeting
"Freeze in Enrollment Plan" for Lake Murray Elementary School

Recommendation: The administration recommends the approval of the "Freeze in Enrollment Plan" for Lake Murray Elementary School beginning January 22, 2018.

Attachment

MRH:lm

WHEN WOULD THE ENROLLMENT FREEZE BEGIN?

Recommendation: January 22, 2018 (Start of Second Semester)

*Note: Recommendation includes families who currently reside in the Lake Murray Elementary School attendance area AND/OR who have valid documentation of an approved contract dated prior to January 22, 2018.