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SC Court of Appeals

THE STATE OF SOUTH CAROLINA
In The Court Of Appeals

APPEAL FROM LEE COUNTY
Court of Common Pleas

Maité Murphy, Circuit Court Judge

Case No.: 2014-CP-31-0227

Laura Toney..... Respondent,

vs.

Lee County School District..... Appellant.

**RECORD ON APPEAL
VOLUME III of III**

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Laura Toney

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Attorneys for Respondent
Laura Toney

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BEFORE THE LEE COUNTY BOARD DISTRICT
BOARD OF COMMISSIONERS

In the matter of:)
)
 Laura Toney)
)
 _____)

COPY

DEPOSITION OF
VIRGINIA ROGERS

Tuesday, February 18, 2014
10:59 a.m. - 11:08 a.m.

The deposition of VIRGINIA ROGERS, taken on behalf of the Plaintiff at the LEE COUNTY SCHOOL DISTRICT OFFICE, 521 Park Street, Bishopville, South Carolina, on the 18th day of February, 2014 before Carla S. Dominick, Court Reporter and Notary Public in and for the State of South Carolina, pursuant to Notice of Deposition and/or agreement of counsel.



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(803) 252-3445 / (800) 822-0896

ROA_00989

APPEARANCES:

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Susan M. Fittipaldi, Esquire
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 Attorney for The Plaintiff

Deidre D. Laws, Esquire
Charles J. Boykin, Esquire
 BOYKIN AND DAVIS, LLC
 220 Stoneridge Drive, Suite 100
 Columbia, South Carolina 29210
 Attorney for Lee County School District

ALSO PRESENT:

Laura Toney, Plaintiff
 Dr. Wanda Andrews, Superintendent of Lee County
 Schools

INDEX

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EXHIBITS

(There were no exhibits marked in this deposition)

STIPULATIONS

It is stipulated by between counsel and the witness that the reading and signing of the following deposition be, and the same are, hereby not waived. Signature sheet is attached at page 11.



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1 VIRGINIA ROGERS, having been duly sworn, deposes and
2 testifies as follows:

3 **MS. ROGERS - EXAMINATION BY MR. NICKLES:**

4 Q: Ms. Rogers, my name is Al Nickles. We just
5 met.

6 A: Okay.

7 Q: I'm here this morning with Susan Fittipaldi and
8 we are representing Ms. Laura Toney in a matter
9 pending before the Lee County Board of
10 Education. I've asked you to be here this
11 morning to provide answers to questions in a
12 deposition. Have you had your deposition taken
13 before on any other occasions?

14 A: No, sir.

15 Q: In this deposition I'm going to try to ask
16 questions that are clear to you. Sometimes I
17 don't succeed in doing that, and if I don't
18 it's your duty to tell me that you don't
19 understand. Will you do that?

20 A: I will.

21 Q: Okay. If at any time you need to take a break
22 or anything, let me know. I don't think we'll
23 be very long here this morning.

24 A: Okay.

25 Q: And I apologize. Sometimes people get nervous



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1 about these things. It's kind of like going to
2 the dentist. The worry about it is much
3 greater than the actual event. So if I say
4 anything to you that you have a concern about,
5 let me know.

6 A: Okay.

7 Q: Will you do that?

8 A: I will.

9 Q: Okay. Are you aware of any condition this
10 morning that would interfere with your ability
11 to answer my questions? Did you -- have you
12 had enough sleep?

13 A: Yes. I had enough sleep.

14 Q: Do you feel okay?

15 A: I'm fine.

16 Q: Okay, good. Tell me your current position of
17 employment.

18 A: Secretary and bookkeeper.

19 Q: And where is that?

20 A: At Lee Central High School.

21 Q: How long have you been there?

22 A: This is my second year there.

23 Q: Okay. How long have you worked in the Lee
24 County School District?

25 A: Twenty-five.



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1 Q: What other positions have you held?

2 A: Secretary, bookkeeper at Dennis Intermediate
3 School for 23 years, and secretary, bookkeeper
4 at the primary school.

5 Q: Okay. Has there been any interruption in your
6 employment? Has it been 25 consecutive years?

7 A: Twenty-five.

8 Q: What are your general duties in your current
9 position?

10 A: Do bookkeeper, secretary work.

11 Q: Okay. Do you know Ms. Laura Toney?

12 A: Yes.

13 Q: How did you come to know her?

14 A: At school.

15 Q: Have you had a professional relationship with
16 Ms. Toney?

17 A: Professional relationship?

18 Q: Yes.

19 A: I have a professional relationship with all my
20 staff members.

21 Q: Okay. Has Ms. Toney ever said or done anything
22 to you that caused you a problem at work?

23 A: No.

24 Q: Okay. Are you aware that Ms. Toney has been
25 placed on leave?



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1 A: I know she's not there, but I don't know why.

2 Q: Okay. Nobody has given you any information
3 about that?

4 A: No.

5 Q: Has anybody ever come to you from the district
6 and asked you did Ms. Toney give you
7 information about another staff member?

8 A: No.

9 Q: Back in September did Ms. Toney ever give you
10 information about another staff member?

11 A: No.

12 Q: Did she ever show you any pictures of Facebook
13 pages or anything like that?

14 A: No.

15 Q: Did she ever ask you to do anything for her
16 relating to looking into another staff person's
17 activities or anything of that nature?

18 A: No.

19 Q: Do you know a student named Alonzo?

20 A: Yes.

21 Q: Has Alonzo ever shown you any pictures on his
22 telephone?

23 A: Not as I recall.

24 Q: Has Ms. Toney ever said anything to you about
25 Mr. Baldwin?



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1 A: No

2 Q: And do you know who Mr. Baldwin is?

3 A: He's a teacher at Lee Central High School.

4 Q: Has Mr. Baldwin ever approached you concerning
5 Ms. Toney?

6 A: No.

7 Q: Has anyone?

8 A: No.

9 Q: Have you ever told anyone that Ms. Toney
10 provided you a package of information that
11 included Facebook pages?

12 A: No.

13 Q: Has she ever said anything to you about Mr.
14 Baldwin's private life?

15 A: No.

16 **MR. NICKLES:** Give me just a couple of minutes, if
17 you don't mind.

18 (Off the Record)

19 Q: Ms. Rogers, just a couple more questions. Back
20 in September of this year how many secretaries
21 were there at the high school?

22 A: At the high school?

23 Q: Yes, ma'am.

24 A: Me and Ms. Stephney.

25 Q: Okay. And that's Hope Stephney?



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- 1 A: Uh-huh (affirmative response.)
- 2 Q: And you were the only two; is that correct?
- 3 A: That's correct.
- 4 Q: All right. Are you a member of Facebook?
- 5 A: Am I a member of Facebook?
- 6 Q: Yes, ma'am.
- 7 A: Yes.
- 8 Q: Do you have any restrictions on who can look at
- 9 your Facebook page?
- 10 A: Yes.
- 11 Q: And there are actually instructions on Facebook
- 12 as to how to do that, aren't there?
- 13 A: I don't know.
- 14 Q: Okay. Did somebody else set it up for you or
- 15 did you set it up yourself?
- 16 A: I set my own Facebook account.
- 17 Q: Okay. And in the restrictions do you make sure
- 18 that only people who you invite to see your
- 19 information --
- 20 A: It's only my friends.
- 21 Q: You limit it to your friends?
- 22 A: Uh-huh (affirmative response.)
- 23 Q: And that's one measure that's available to
- 24 people if they want to utilize it on Facebook,
- 25 correct?



1 A: I don't know.

2 Q: Okay. You just don't know?

3 A: Uh-huh (affirmative response.)

4 Q: All right. Do you post things you don't want
5 your friends to know?

6 A: Only thing I post is positive things.

7 Q: Okay. That's a good policy, isn't it?

8 A: That's right.

9 Q: Has anyone ever indicated to you that Mr.
10 Baldwin posted a negative thing about Ms.
11 Toney?

12 A: No.

13 Q: Has there been a lot of talk at the school
14 about why Ms. Toney's not there?

15 A: No.

16 Q: Has it been business as usual as best as you
17 can observe?

18 A: At school?

19 Q: Yes.

20 A: Yeah. School goes on.

21 **MR. NICKLES:** Thank you.

22 **THE WITNESS:** You're welcome.

23 **MR. NICKLES:** Those are all the questions I have.

24 **MS. LAWS:** No questions.

25 (There being no further questions, the deposition



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concluded at 11:08 a.m.)

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SIGNATURE

I have read the foregoing deposition and confirm that it is a true and accurate transcript of my testimony. Any errors I may have noticed have been listed below and returned to the court reporter for checking against the tapes.

VIRGINIA ROGERS

Date: _____

<u>Page</u>	<u>Line</u>	<u>Correction</u>	<u>Reason for Change</u>
-------------	-------------	-------------------	--------------------------

Re: In the matter of: Virginia Rogers

cd



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ROA_00999

CERTIFICATE

This is to certify that the deposition of **VIRGINIA ROGERS**, consisting of ten (10) pages, is a true and correct transcript of the testimony given by said deponent after being duly sworn; said deposition was reported by the method of Stenomask with Backup.

I further certify that I am neither employed by nor related to any of the parties in this matter or their counsel; nor do I have any interest, financial or otherwise, in the outcome of same.

IN WITNESS WHEREOF I have hereunto set my hand and seal on February 24, 2014.



Carla S. Dominick
Court Reporter

Notary Public for South Carolina
My Commission Expires: 3/13/2022



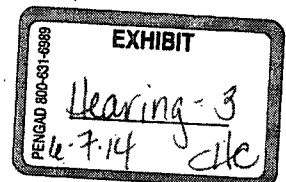
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ROA_01000

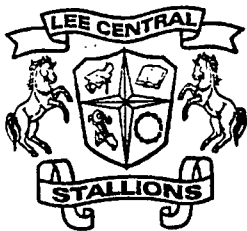
From: Laura Toney
To: Addison, Tonya
CC: Webb, Ron
Date: 10/3/2013 11:54 AM
Subject: Good Morning

Good Morning,

As you know, you have assigned to me additional students for academic enrichment. I currently have 14 males and 6 females. There are some teachers with less students. I have also been assigned several males with behavior problems. I am requesting that some of these males are transferred to another teacher.



ROA_01001



LEE CENTRAL HIGH SCHOOL

1800 Wisacky Highway
Bishopville, South Carolina 29010

Telephone: 803-428-4010

Fax: 803-428-4057

Mr. Ron Webb, Principal

The mission of Lee Central High School is to provide students essential learning strategies and skills that will enable them to function as members of a competitive and diverse society through a challenging standard-driven curriculum that requires parental involvement, teachers' guidance, administrative leadership, student achievement, and stakeholders' accountability.

"THE PURSUIT TO ACADEMIC EXCELLENCE HAS NO END – WE'RE DESTINED FOR SUCCESS!"

Date: September 16, 2013

Dear Mrs. Laura Toney,

I hope all is well. You are receiving this letter as notification for not being present at the faculty meeting on September 16, 2013. The meeting was in regards to Mrs. Anita Brown special services presentation in which the law and annual special education updates was reviewed. This was a mandatory meeting; you were present at school; however, you didn't report to the meeting.

Respectfully,

**Ron Webb
Principal of LCHS**

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, Anita Brown, Director of Special Programs. Questions pertaining to Title IX may be directed to the Title IX Coordinator, Dr. Jeffery Long, Director of Human Resources & Communications at P.O. Box 507, Bishopville, SC 29010. (803) 484-5327.

HIGH SCHOOLS THAT WORK SITE

**TITLE I SITE
ACCREDITED BY THE SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS**

ROA_01002

March 28, 2012

TO: Mr. Webb, Principal

Mrs. Howard, Assistant Principal

Mrs. Addison, Administrative Assistant

Mr. Turner, Administrative Assistant

FROM: Laura Toney, M.Ed

RE: Comprehensive Health

I am writing this letter in reference to Comprehensive Health that I was instructed to teach here at Lee Central High School.

I have researched the South Carolina Code of Laws concerning the implementation of this course in the classroom. I just wanted to make certain that we are adhering to the regulations regarding this course to avoid any legal consequences.

Section 59-32-50, NOTICE TO PARENTS; RIGHT TO HAVE CHILD EXEMPTED FROM COMPREHENSIVE HEALTH EDUCATION PROGRAM CLASSES. This statute states "Pursuant to policies and guidelines adopted by the local school board, public school principals shall develop a method of notifying parents of students in the relevant grades of the instructional material concerning reproductive health, family life, pregnancy prevention, and of their child concerning reproductive health, family life, pregnancy prevention, and of their option to exempt their child from this instruction, and sexually transmitted diseases if instruction in the diseases is presented as a separate component. Notice must be provided sufficiently in advance of a student's enrollment in courses using these instructional materials to allow parents and legal guardians the opportunity to preview the materials and exempt their children."

"A public school principal, upon receipt of a statement signed by a student's parent or legal guardian stating that participation by the student in the health education program conflicts with the family's beliefs, shall exempt that student from any portion or all of the units on reproductive health, family life, and pregnancy prevention where any conflicts occur. No students must be penalized as a result of an exemption. School districts shall use procedures to ensure that students exempted from the program by their parents or guardians are not embarrassed by the exemption."

At the beginning of the school year 2011-2012, I submitted a Course Syllabus to Mrs. Howard for approval. The Course Syllabus was never approved and returned to me for distribution to the students. I have consulted with several teachers and was informed that they did not get their Course Syllabi approved either.

I feel that the teaching of this course is in violation of South Carolina Code of Law because I was not provided with any staff development as mandated by Section 59-32-40 and as aforementioned Section 59-32-50 has not been adhered to according to South Carolina Code of law.

I wanted to make you aware of these violations. I also want to be given some directive as to how to continue with the teaching of Comprehensive Health. I also feel that the students' due process was violated as well as the parents' by not giving them the option to decide whether or not they wanted their children to be taught this course.

Please provide some directive for me.

From: Kara Fowler
To: Toney, Laura
CC: Addison, Tonya; Webb, Ron
Date: 9/16/2013 4:55 PM
Subject: Observation-9/13/13

Ms. Toney:

I observed your class on 9/13/13 during 3rd block. I noticed the students were well-behaved and on task; however I have several question about the lesson for that day. I observed several things that I would like you to clarify:

- *the essential question was not posted
- *students were working on a different standard than the standard posted on the board
- *several students commented that this was work that they already completed
- *you remained behind you desk for the duration of the observation, except to make a comment to me about my performance of the observation

Please address these concerns and let me know your method of assessing student comprehension of material throughout the lesson and as they complete activities from that stand point.

Thanks for all that you do and your support of our students, lets work together to make sure their needs are met. I may have some additional resources other than the power points, lesson plans and primary documents I gave you in the beginning of the year.

From: Tonya Addison
To: Toney, Laura
CC: Webb, Ron
Date: 9/4/2013 11:31 AM
Subject: Re: Ink Cartridge

Ms. Toney this is the second email, but in the same day. The other teachers whom you spoke with received ink from their department chairs. I am not trying to overlook you, but I do ask that you check with your department chairperson first. We also have meetings every week. I always ask what I can provide or how I can assist. We will meet again on tomorrow if you have any further concerns. Thank you.

Tonya Addison
Administrative Assistant
Lee Central High School
1800 Wsacky Highway
Bishopville, SC 29010
Phone: (803) 428-4010
Fax: (803) 428-4062

>>> Laura Toney 9/4/2013 10:49 AM >>>
Good Morning,

Again, I am requesting an ink cartridge. In the past school years, we received ink cartridges at the beginning of the school year. After communicating with some teachers, they have gotten them. To this date, I still have not received one. I have requested one several times from Mrs. Addison. Today, I had some very important Instructional Information I was unable to copy because of the denial for me secure an ink cartridge.

Please provide me with one so that I might be able to effectively carry out instruction.

Thanks

From: Tonya Addison
To: Toney, Laura
CC: Ron Webb
Date: 9/4/2013 11:17 AM
Subject: Re: Ink Cartridge

Your ink cartridge has been delivered. However, for future reference please check with your department chair first or see me during your planning. Please do not send students to the office during class time to request supplies. Thank you for all that you do.

Tonya Addison
Administrative Assistant
Lee Central High School
1800 Wisacky Highway
Bishopville, SC 29010
Phone: (803) 428-4010
Fax: (803) 428-4062

>>> Laura Toney 9/4/2013 9:17 AM >>>
Good Morning,

I requested an Ink Cartridge on yesterday. Please let me get one as soon as possible. I don't have any ink.

Thanks



LEE CENTRAL HIGH SCHOOL

1800 Wisacky Highway
Bishopville, South Carolina 29010

Telephone: 803-428-4010

Fax: 803-428-4057

Mr. Ron Webb, Principal

The mission of Lee Central High School is to provide students essential learning strategies and skills that will enable them to function as members of a competitive and diverse society through a challenging standard-driven curriculum that requires parental involvement, teachers' guidance, administrative leadership, student achievement, and stakeholders' accountability.

"THE PURSUIT TO ACADEMIC EXCELLENCE HAS NO END - WE'RE DESTINED FOR SUCCESS!"

Date: May 15, 2013

Dear Laura Toney,

I hope all is well. You are receiving this letter as notification for not informing administration of your absence from school in a timely manner. You are reminded absence from school should be reported before 7 a.m.

Respectfully,

**Ron Webb
Principal of LCHS**

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, Anita Brown, Director of Special Programs. Questions pertaining to Title IX may be directed to the Title IX Coordinator, Dr. Jeffery Long, Director of Human Resources & Communications at P.O. Box 507, Bishopville, SC 29010. (803) 484-5327.

HIGH SCHOOLS THAT WORK SITE

TITLE I SITE

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ROA_01008



LEE CENTRAL HIGH SCHOOL

1800 Wisacky Highway
Bishopville, South Carolina 29010

Telephone: 803-428-4010

Fax: 803-428-4057

Mr. Ron Webb, Principal

The mission of Lee Central High School is to provide students essential learning strategies and skills that will enable them to function as members of a competitive and diverse society through a challenging standard-driven curriculum that requires parental involvement, teachers' guidance, administrative leadership, student achievement, and stakeholders' accountability.

"THE PURSUIT TO ACADEMIC EXCELLENCE HAS NO END - WE'RE DESTINED FOR SUCCESS!"

Date: May 7, 2013, 2013

Dear Mrs. Laura Toney,

I hope all is well. You are receiving this letter as notification for not entering your fourth quarter grades as reported by the Data Base Specialist on May 6, 2013. Please make sure you do this as soon as possible. If you have any questions please feel free to contact me at 803-428-4010.

Respectfully,

**Ron Webb
Principal of LCHS**

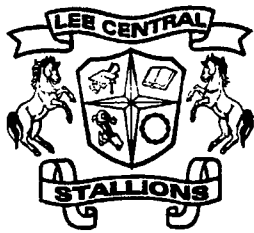
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ROA_01009



LEE CENTRAL HIGH SCHOOL

1800 Wisacky Highway
Bishopville, South Carolina 29010

Telephone: 803-428-4010

Fax: 803-428-4057

Mr. Ron Webb, Principal

The mission of Lee Central High School is to provide students essential learning strategies and skills that will enable them to function as members of a competitive and diverse society through a challenging standard-driven curriculum that requires parental involvement, teachers' guidance, administrative leadership, student achievement, and stakeholders' accountability.

"THE PURSUIT TO ACADEMIC EXCELLENCE HAS NO END - WE'RE DESTINED FOR SUCCESS!"

Date: February 11, 2013

Dear Mrs. Laura Toney,

I hope all is well. You are receiving this letter as a reminder to make sure you always conduct yourself in a professional manner. During the parent conference on February 11, 2013 at around 10:40 in the conference room, you allowed yourself to become irate with the parent. I do understand at times certain situations can cause tempers to flare but always remember to conduct your self as professional educator. The student has been transferred out of your class as well per parent request and a suggestion by you.

Respectfully,

Ron Webb
Principal of LCHS

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HIGH SCHOOLS THAT WORK SITE

TITLE I SITE

ACCREDITED BY THE SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS

ROA_01010

From: LoKesia Lesane
To: Toney, Laura
CC: Webb, Ron
Date: 3/30/2012 8:45 AM
Subject: Re: Textbooks

Per the previous email. Please pick them up during your planning period. Please do not send students to pick up your materials.

Thanks,

Howard

>>> Laura Toney 3/30/2012 8:29 AM >>>
Good Morning,

I am still waiting for the textbooks for High School 101. Please let me know when I can pick them up.

THANKS!!

From: Laura Toney
To: Fowler, Kara
CC: Addison, Tonya
Date: 9/17/2013 9:00 AM
Subject: Re: Observation-9/13/13

Good Morning,

I would like to respond to your observation analysis of my class.

1. There were several essential questions posted on the white board. They were are follows:

1. What were the major land acquisitions?
2. How did Western expansion caused conflict between North and South?
3. Who were the "big three" congressmen of sectionalism?
4. What sectional conflicts occurred under President Jackson?
5. How many slave compromises came with expansion?
6. How were Native Americans affected?

I find it very difficult for you not to see these (6) essential questions that were written on the white board. My students will verify the fact that every day there are Essential Questions written on the white board. For you to include this in your report in erroneous and dishonest not to mention libelous.

2. The students were working on Standard 2. Standard 2 was written on the white board. I also had Test and Rebest written on the white board. You should know as a teacher that sometimes you have to monitor and adjust. I was giving students this work to help supplement their Test grades.

3. Only (1) student commented that we had gone over this before in order to exempt work. As a classroom teacher, you should know that students will say things that are not correct.

4. Yes, I made a comment about an administrative assistant doing observation, but I was giving you a compliment for being in my class. I have never been observed by an administrative assistant, and I thought this was positive. I'm sorry you misinterpreted what I said.

My methods of assessing students are written in my lesson plans. As you know, you only stayed about (10) minutes.

Again, I would like to know whether it is mandatory to write the Standards and Essential questions each day on the white board since you teach in you office daily with no white board. How do you address these issues in your office?

Again, I feel that your interpretation of my classroom instruction was dishonest and libelous since you have place this in writing. I will be addressing these issues further.

Thank you for your visit to my classroom and lets all work together for the betterment of the students.

>>> Kara Fowler 9/16/2013 4:55 PM >>>

Ms. Toney:

I observed your class on 9/13/13 during 3rd block. I noticed the students were well-behaved and on task, however I have several question about the lesson for that day. I observed several things that I would like you to clarify:

- *the essential question was not posted
- *students were working on a different standard than the standard posted on the board
- *several students commented that this was work that they already completed
- *you remained behind you desk for the duration of the observation, except to make a comment to me

about my performance of the observation:

Please address these concerns and let me know your method of assessing student comprehension of material throughout the lesson and as they complete activities from that stand point.

Thanks for all that you do and your support of our students, lets work together to make sure their needs are met. I may have some additional resources other than the power points, lesson plans and primary documents I gave you in the beginning of the year.



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Wanda L. Andrews, Ed.D.
Superintendent

803-484-5327
FAX 803-484-9107

December 18, 2013.

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Laura Toney

Dear Ms. Toney:

This letter is to follow-up on my letter to you, dated October, 29, 2013, in which I advised you of my decision to recommend the immediate termination of your employment with the Lee County School District. By this letter, I am hereby amending the grounds for my recommendation.

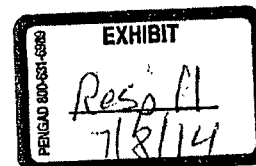
My recommendation is based on you engaging in behavior and conduct which caused unnecessary disruption in the workplace, as evidenced by your discussing a faculty member's personal information with other employees, even after being directed by an administrator to leave the matter alone. Additionally, a review of your personnel file reveals that you have been involved in other incidents of unprofessional conduct. Given the urgent need of the District to improve the academic performance of our students, there is simply no tolerance for persons who put their personal agenda above the need to work in a cooperative fashion with the administration for the good of all students. The adverse effect of your poor judgment and unacceptable behavior is exacerbated by your lack of candor during our investigation into your conduct. Your judgment and behavior with respect to this incident and generally towards the administration are unacceptable and justify the immediate termination of your employment under S.C. Code Ann. §§ 59-25-430 and 59-25-440.

As provided by S.C. Code Ann. § 59-25-470, you have a right to a hearing on this matter before the Board, provided your request is made in writing and received within fifteen (15) days of your receipt of this notice. You may serve upon the Board Chair or me, a written request for a hearing before the Board on the merits of this matter. If a request for a hearing is not received within fifteen (15) days of your receipt of this notice, I will ask the Board to enter an order terminating your employment.

Should you have any questions, please feel free to contact me directly.

Sincerely,

Dr. Wanda Andrews
Superintendent



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ROA_01014

L. Toney, Page 2

cc: Ms. Sanya Moses, Board Chair
Dr. Nettie Vaughn, Director of Human Resources & Communications

Personnel File

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ROA_01015



..OUNT PLEASANT MIDDLE SCHOOL

Post Office Box 177
Elliott, South Carolina 29046

Lenora Snow, Principal
Patricia Solomon, Assistant Principal

Telephone: (803) 428-3610
Fax: (803) 428-3638

The mission of Mount Pleasant Middle School is to prepare all students to succeed as life-long learners in an ever-changing society by participating in a challenging and relevant curriculum that is complex and motivating.

"Whatever It Takes: A Year of High Expectations"

VISION: Using Challenging and Relevant Curriculums to Produce High Achieving Students

January 25, 2006

Mrs. Laura Toney
Post Office 722
Bishopville, South Carolina 29010

Dear Mrs. Toney:

Thank you for meeting with me in my office on Tuesday, January 17, 2006 along with Ms. Patricia Solomon, Assistant Principal. The following concerns were addressed:

- Refusal to follow the policies of the school relative to discipline referrals
- Disrespect toward the administrative staff (Ms. Solomon and I)
- Leaving your class unattended during instructional time

During a conference on Friday, January 13, 2006 you reported that Ms. Solomon would not handle discipline referrals you submitted. I received a letter from you, written to Ms. Solomon, regarding this matter. During this conference you admitted that some of your referrals may have been simple and could have been handled in the classroom. To gather an understanding of your concerns, a second conference was held on Tuesday, January 17, 2006 with Ms. Solomon. As a result, I learned that Ms. Solomon followed the procedures of the school and that she tried to explain this to you. I also learned that you were not receptive of her request, became angry, and questioned her. Furthermore, you addressed her a second time on the hallway and a third time you left your class during instructional time to come to her office to discuss the matter again. Your behavior and attitude in the conference were argumentative, unprofessional and unacceptable.

During the conference you made a disturbing allegation against your co-worker, [REDACTED]. You stated, "I wasn't going to say anything, but [REDACTED] called a student a nigger." You further stated a student, [REDACTED], "came to me in tears" on Thursday, January 12, 2006, and share this with you. I asked why you did not report this earlier if the student was distraught. Your response was, "I told the student to come tell you". This concerns me since you were aware that I was not at the school on Thursday. You called me at home on the morning of Wednesday, January 20, 2006 to tell me that you did not want to say anything about [REDACTED] calling the student a nigger because the student told you that she had reported the matter to me already and that I did not do anything.

After an investigation of this matter, I found that your allegations were unsubstantiated. As opposed to gathering information in support of your allegations, I found evidence of possible poor classroom management, inappropriate use of instructional time and inappropriate questioning/probing of students unrelated to instruction - this includes your inquiry of students regarding my investigation. Your allegation against [REDACTED] was unprofessional, demeaning and hurtful, dangerously threatens the effectiveness your team and the schools culture, unacceptable and will not be tolerated.

The Lee County School District offers equal opportunity in providing educational and employment opportunities without regard to race, religion, color disability, sex, age, national origin, immigrant status or English-speaking status, or marital status.

"Together We Make Our School Special"

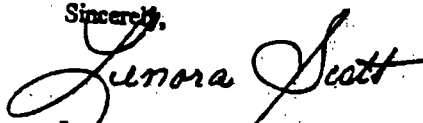
ROA_01016

This is not the type of behavior that we want to exhibit to our students and does not uphold our mission of *Respect, Responsibility, Relationships*. This behavior cannot be tolerated and is in direct violation of our district policy. It is important that we comply with the *Lee County School District Board Policy GBBB* as it states: "The board reaffirms one of the oldest beliefs in education: One of the best methods of instruction is that of setting a good example." and "The board expects the staff of the district to strive to set the kind of example for students that will serve them well in their own conduct and behavior and subsequently contribute to an appropriate school atmosphere." (See attachment).

It is imperative that we work together and follow the policies of the school, the district, and the state. Sarcasms and demeaning statements towards/about students made in general in the classroom will not be tolerated. In compliance *the Lee County School District Board Policy GBBB*, I will recommend to the district that you be suspended with possible termination if violations of this policy continue.

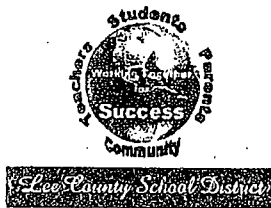
Please feel free to contact me should you have any questions and/or concerns regarding this matter.

Sincerely,



Lenora Scott, Principal

cc: Dr. Lloyd Hunter, Superintendent
Mrs. Melissa Gary, Director of Human Resources
Personnel File



October 4, 2013

Phone Call & U.S. Mail

Ms. Laura Toney

Dear Ms. Toney:

This purpose of this correspondence is to officially inform you that you have been placed on administrative leave (with pay) effective October 4, 2013, until further notice. We are currently investigating an incident in which you violated district policy by creating a disruption to your assigned school by sharing personal information on another staff member to other staff and students at Lee County High School.

While you are on administrative leave you will not visit any Lee County facility, utilize any school equipment to communicate (including access to computers or e-mail), nor are you to contact fellow employees of the Lee County School District.

During the time of the administrative leave, you are expected to be available for conferences during normal school operating hours.

Should you have any questions or concerns about this process, please contact me at 803-484-5327.

Sincerely,

Nettie L. Vaughn, Ed.D.

Assistant Superintendent for Personnel and Student Services

cc: Mr. Ron Webb, Principal

Dr. Wanda Andrews, Superintendent for Lee County Schools

Personnel file



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010



Wanda L. Andrews, Ed.D.
Superintendent

803-484-5327
FAX 803-484-9107

October 29, 2013

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Laura Toney

Dear Ms. Toney:

This letter is to advise you of my intent to recommend to the Lee County School District Board of Trustees, at the November 18, 2013 board meeting, that your employment with the District be terminated, effective immediately.

My recommendation is based on you engaging in behavior and conduct which caused unnecessary disruption in the workplace, as evidenced by your discussing a faculty member's personal information with other employees and students, even after being directed by an administrator to leave the matter alone. You further involved students by using a student's cellular phone to access another employee's social media account, and instructed a student to refuse to cooperate with the administration's investigation. Additionally, a review of your personnel file reveals that, you have been involved in other incidents of unprofessional conduct. Given the urgent need of the District to improve the academic performance of our students, there is simply no tolerance for persons who put their personal agenda above the need to work in a cooperative fashion with the administration for the good of all students. The adverse effect of your poor judgment and unacceptable behavior is exacerbated by your lack of candor during our investigation into your conduct. Your judgment and behavior with respect to this incident and generally towards the administration are unacceptable and justify the immediate termination of your employment under S.C. Code Ann. §§ 59-25-430 and 59-25-440.

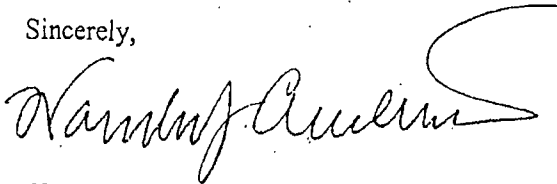
As provided by S.C. Code Ann. § 59-25-470, you have a right to a hearing on this matter before the Board, provided your request is made in writing and received within fifteen (15) days of your receipt of this notice. You may serve upon the Board Chair or me, a written request for a hearing before the Board on the merits of this matter. If a request for a hearing is not received within fifteen (15) days of your receipt of this notice, I will ask the Board to enter an order terminating your employment.

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, Anita Brown, Director of Special Programs. Questions pertaining to Title IX may be directed to the Title IX Coordinator, Dr. Nettie Vaughn, Director of Personnel and Student Services P.O. Box 507, Bishopville, South Carolina 29010. (803) 484-5327.

ROA_01019

Should you have any questions, please feel free to contact me directly.

Sincerely,



Wanda L. Andrews, Ed.D.
Superintendent

cc: Ms. Sanya Moses, Board Chair
Dr. Nettie Vaughn, Director of Human Resources & Communications
Personnel File
Mr. Ron Webb, Principal

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Lee County School District
P.O. Box 507
Bishopville, SC 29010

FILE: GBK-E

(803) 484-5327

Fax (803) 484-9107

GRIEVANCE FORM

This form is to be completed in the filing of a grievance under district policy, Staff Concerns/Complaints Grievances. (GBK-R)

Name: Michael C Baldwin SS#: [REDACTED]
First M Last

Job assignment: Teacher

Location (school or department): Lee Central High School

Supervisor's name: Ron Webb

Supervisor's position: Principal, LCHS

If you feel your supervisor is not the person who should address your grievance, give the name and position of the person you feel should address your grievance:

Dr. Andrews, Superintendent

State the action you feel was in error and what board policies and administrative procedures, rules and regulations were violated, misapplied or misinterpreted. (Use the back of this form, if necessary.)

See Statement Page 2

Date the action occurred: September 27, 2013 (Friday)

State why you feel the action was in error:

See Statement Page 2

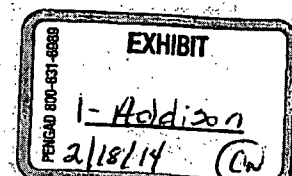
Nickelbach
Signature

9-30-13
Date

Present this to your direct supervisor even if you feel he/she was not responsible for the error. He/She will be responsible for passing it to the appropriate person, if necessary.

Lee County School District

ROA_01021



State the action you feel was in error and what board policies and administrative procedures, rules and regulations were violated, misapplied or misinterpreted. (Use the back of this form, if necessary.)

On September 27, 2013, Mrs. Laura Toney presented private information about my private life in an open forum. In doing so, she demonstrated malice, ill-intent, and violations of statements in Board Policy GBE. Mrs. Toney has NOT:

- "Carried out assigned responsibilities with conscientious concern."
- "Care and protection of school policy."
- shown "Concern and attention toward their own and the boards legal responsibility for the safety and welfare of students."

Also, from Board Policy GBE:

"In their association with students, all school employees through their manner, dress, courtesousness, industry, and attitude establish themselves as role models who influence the development of young people. The board expects its staff members to be exemplary models, as well as promote exemplary instruction."

Mrs. Toney sharing private details of my life has demonstrated that she is not a role model for students and has done harm to me that could keep me from performing the duties the board has assigned to me. This is a blatant attack of my character and the "harassment substantially interleres with an employee's work performance or creates an intimidating, hostile, or offensive work environment" (Board Policy GBAA).

State why you feel the action was in error:

On Friday, September 27, 2013, Mrs. Laura Toney revealed information she had obtained about my private life to my co workers during a social studies department meeting and to students who may have been in the hall during and after the meeting. Mrs. Toney has somehow obtained information about my sexual orientation and the fact that I had lost a partner in 2007 to cancer. I have never shared this information with Mrs. Toney, or with others, at LCHS. However, she somehow was able to obtain this information and in a very unprofessional manner, has taken some of the most private details of my life and used them with malice to impugn my reputation with coworkers and students, seriously impacting my job. Her intention was to do harm to me through delamation of my character. This delamation could lead to my losing my job, losing the positive working relationship with my co workers, and the teaching relationship I have made with my students. Her revealing private information of my personal life about my sexual orientation could cause me to suffer mentally and emotionally due to ridicule and difficulties created by her statements.

Mrs. Toney's unprofessional actions is oral delamation, a malicious act of spreading statements about me in a way intended to do harm. She repeated these statements twice during the meeting and repeated them while walking down the hall for numerous others to hear. The more people she could get to hear the private details of my life, the greater harm she is likely to do to me, my reputation, and my character.

From Laura Toney
LCMS

(003) 454-6006

Dr. Andrews,
Please Read!!

The last page seems
that a child might
be in danger.

PENGAD 800-631-6989

DEFENDANT'S
EXHIBIT

1111
CIS

ROA_01023

Laura Toney vs. Lee County School District
Appellate C.A. No.: 2015-000558

***LAURA TONEY'S
PERSONNEL FILE***



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Wanda L. Andrews, Ed.D.
Superintendent

803-484-5327
FAX 803-484-9107

December 18, 2013

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Laura Toney

Dear Ms. Toney:

This letter is to follow-up on my letter to you, dated October, 29, 2013, in which I advised you of my decision to recommend the immediate termination of your employment with the Lee County School District. By this letter, I am hereby amending the grounds for my recommendation.

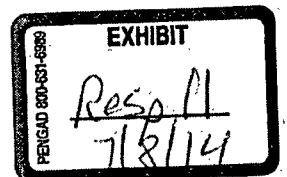
My recommendation is based on you engaging in behavior and conduct which caused unnecessary disruption in the workplace, as evidenced by your discussing a faculty member's personal information with other employees, even after being directed by an administrator to leave the matter alone. Additionally, a review of your personnel file reveals that you have been involved in other incidents of unprofessional conduct. Given the urgent need of the District to improve the academic performance of our students, there is simply no tolerance for persons who put their personal agenda above the need to work in a cooperative fashion with the administration for the good of all students. The adverse effect of your poor judgment and unacceptable behavior is exacerbated by your lack of candor during our investigation into your conduct. Your judgment and behavior with respect to this incident and generally towards the administration are unacceptable and justify the immediate termination of your employment under S.C. Code Ann. §§ 59-25-430 and 59-25-440.

As provided by S.C. Code Ann. § 59-25-470, you have a right to a hearing on this matter before the Board, provided your request is made in writing and received within fifteen (15) days of your receipt of this notice. You may serve upon the Board Chair or me, a written request for a hearing before the Board on the merits of this matter. If a request for a hearing is not received within fifteen (15) days of your receipt of this notice, I will ask the Board to enter an order terminating your employment.

Should you have any questions, please feel free to contact me directly.

Sincerely,

Dr. Wanda Andrews
Superintendent



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ROA_01025

L. Toney, Page 2

cc: Ms. Sanya Moses, Board Chair
Dr. Nettie Vaughn, Director of Human Resources & Communications

Personnel File

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ROA_01026



Wanda L. Andrews, Ed.D.
Superintendent

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

803-484-5327
FAX 803-484-9107

October 29, 2013

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Laura Toney

Dear Ms. Toney:

This letter is to advise you of my intent to recommend to the Lee County School District Board of Trustees, at the November 18, 2013 board meeting, that your employment with the District be terminated, effective immediately.

My recommendation is based on you engaging in behavior and conduct which caused unnecessary disruption in the workplace, as evidenced by your discussing a faculty member's personal information with other employees and students, even after being directed by an administrator to leave the matter alone. You further involved students by using a student's cellular phone to access another employee's social media account, and instructed a student to refuse to cooperate with the administration's investigation. Additionally, a review of your personnel file reveals that, you have been involved in other incidents of unprofessional conduct. Given the urgent need of the District to improve the academic performance of our students, there is simply no tolerance for persons who put their personal agenda above the need to work in a cooperative fashion with the administration for the good of all students. The adverse effect of your poor judgment and unacceptable behavior is exacerbated by your lack of candor during our investigation into your conduct. Your judgment and behavior with respect to this incident and generally towards the administration are unacceptable and justify the immediate termination of your employment under S.C. Code Ann. §§ 59-25-430 and 59-25-440.

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ROA_01027

Should you have any questions, please feel free to contact me directly.

Sincerely,

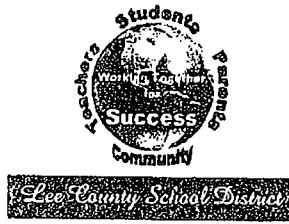
A handwritten signature in black ink, appearing to read 'Wanda L. Andrews', with a large, sweeping flourish at the end.

Wanda L. Andrews, Ed.D.
Superintendent

cc: Ms. Sanya Moses, Board Chair
Dr. Nettie Vaughn, Director of Human Resources & Communications
Personnel File
Mr. Ron Webb, Principal

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ROA_01028



October 4, 2013

Phone Call & U.S. Mail

Ms. Laura Toney

Dear Ms. Toney:

This purpose of this correspondence is to officially inform you that you have been placed on administrative leave (with pay) effective October 4, 2013, until further notice. We are currently investigating an incident in which you violated district policy by creating a disruption to your assigned school by sharing personal information on another staff member to other staff and students at Lee County High School.

While you are on administrative leave you will not visit any Lee County facility, utilize any school equipment to communicate (including access to computers or e-mail), nor are you to contact fellow employees of the Lee County School District.

During the time of the administrative leave, you are expected to be available for conferences during normal school operating hours.

Should you have any questions or concerns about this process, please contact me at 803-484-5327.

Sincerely,

Nettie L. Vaughn, Ed.D.

Assistant Superintendent for Personnel and Student Services

cc: Mr. Ron Webb, Principal

Dr. Wanda Andrews, Superintendent for Lee County Schools

Personnel file

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as Continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2013-2014. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2013-2014 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Lee Central High School. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2013, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

Loss or reduction in any amount of anticipated appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract (and pro-rata reduction of salary), or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial exigency or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the approval of the Superintendent after reasonable notice has been provided to the affected parties. Recommendations to reduce salary or to terminate contracts will be made only after all other remedies have been considered. Any compensation reduction will be made on an equitable basis and in accordance with state and local law governing such reduction. Any position eliminations will be handled in accordance with Board policy. No payment will be due or made to the Employee for days lost for such reduction.

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All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

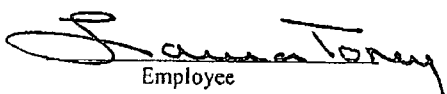
Special Covenants: August 14, 2013 - June 6, 2014

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

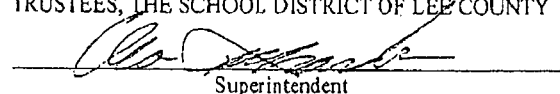
This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2013. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2013.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY


Employee

4-22-13
Date


Superintendent

ROA_01030

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as Continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2012-2013. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2012-2013 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Lee Central High School. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2012, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

Loss or reduction in any amount of anticipated appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract (and pro-rata reduction of salary), or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial exigency or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the approval of the Superintendent after reasonable notice has been provided to the affected parties. Recommendations to reduce salary or to terminate contracts will be made only after all other remedies have been considered. Any compensation reduction will be made on an equitable basis and in accordance with state and local law governing such reduction. Any position eliminations will be handled in accordance with Board policy. No payment will be due or made to the Employee for days lost for such reduction.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

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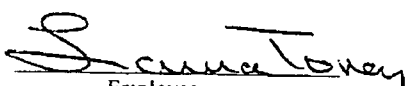
All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: August 15, 2012 - June 7, 2013

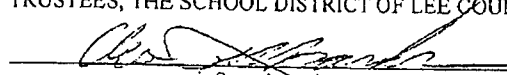
This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2012. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2012.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

3-29-12
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Superintendent

ROA_01031

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as Continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2011-2012. The number of days if more or less than 190 is (185). This number includes five (5) days of in-service training. The Employee's position assignment for the 2011-2012 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to **Lee Central High School**. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by **July 1, 2011**, or within **fifteen (15) days** of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

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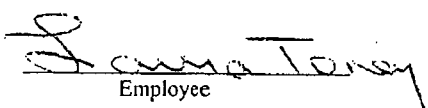
All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: **August 11, 2011 - June 1, 2012**

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

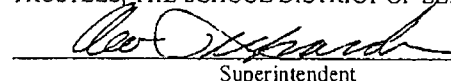
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The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

4-13-11
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY


Superintendent

ROA_01032

Laura Toney

**2010-2011
ADMINISTRATIVE AND CERTIFIED
STAFF INTENT FORM**

The purpose of this intent form is to try to determine as accurately as possible what vacancies may occur for next school year. This intent form is not to be considered as an offer of employment for the **2010-2011** school year. Please check (✓) the appropriate blank(s) below and return to your school's principal on or before **Tuesday, January 19, 2010**.

(If you do not plan to return to the district for the 2010-2011 school year, or if you are planning to retire, you should complete and sign the Letter of Resignation that is on the back of this form).

☒ I am planning to renew my contract with the District for the **2010-2011** school year.
Grade 9-12 Subject Social Studies

☐ I am not planning to renew my contract with the District for the **2010-2011** school year, I am **resigning** my position. Please complete and sign the Letter of Resignation that is on the back of this form.

Grade _____ Subject _____

☐ I would like to be **transferred** to another school in the District for the **2010-2011** school year. (Note: Transfers will be granted based upon the District's needs).

Grade _____ Subject _____

☐ I plan to resign my position and **retire** at the end of the **2009-2010** school year. Please complete and sign the Letter of Resignation that is on the back of this form.

Grade _____ Subject _____

PLEASE NOTE: Adding undecided is not an option. Please do not write undecided.

Signature: Laura Toney

Date: 11-15-10

Print Name: Laura Toney

School/Location: LCHS

Position: Teacher

10-23-12

Per Mrs. Hannah.

October 22, 2012

To: Dr. Long

Shirley Hannah

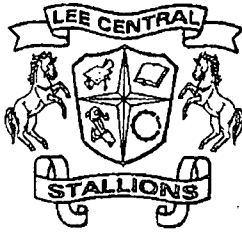
From: Laura Toney-Lee Central High School

Laura Toney

Re: Terms of Employment

Please note that I have 21 years of experience according to the South Carolina Retirement System. My salary is now \$ but should be \$

Thank you for your attention in this matter



LEE CENTRAL HIGH SCHOOL

1800 Wisacky Highway
Bishopville, South Carolina 29010

Telephone: 803-428-4010

Fax: 803-428-4057

Mr. Ron Webb, Principal

The mission of Lee Central High School is to provide students essential learning strategies and skills that will enable them to function as members of a competitive and diverse society through a challenging standard-driven curriculum that requires parental involvement, teachers' guidance, administrative leadership, student achievement, and stakeholders' accountability.

"THE PURSUIT TO ACADEMIC EXCELLENCE HAS NO END – WE'RE DESTINED FOR SUCCESS!"

August 29, 2012

Dear Mrs. Toney,

You are being placed on administrative leave beginning August 29, 2012. It was reported to me by the Assistant Principal there was a major disruption in your class that happen because you told a female student you wanted to hit her. You will be on administrative leave until further notice, while the investigation is taken place. You will be notified by the Principal or Human Resource Director when to return to school.

Respectfully,

Ron Webb
Principal of LCHS

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, E. Leilani Stringer, Director of Special Programs. Questions pertaining to Title IX may be directed to the Title IX Coordinator, Dr. Jeffery Long, Director of Human Resources & Communications at P.O. Box 507, Bishopville, SC 29010. (803) 484-5327.

HIGH SCHOOLS THAT WORK SITE

TITLE I SITE

ACCREDITED BY THE SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS

ROA_01035

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
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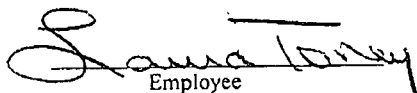
Special Covenants: August 11, 2010-June 2, 2011

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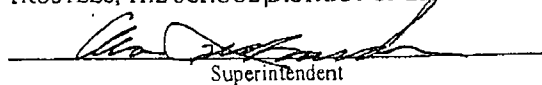
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TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY


Employee

A-20-10
Date


Superintendent

ROA_01036

Lee County School District

ADEPT Goals-Based Evaluation

Teacher's Name Laura Toney Grade(s)/subject(s): 9-12 __ High School 101 and Comprehensive Health
District Lee County School District

Dates of GBE cycle: from 2009 to 2010

PROFESSIONAL GROWTH AND DEVELOPMENT PLAN

• Goal: Implement differentiated instructional strategies into the classroom. (This goal is number 1 of 3 goals for the educator's three year GBE cycle.)
• Duration of goal: Anticipated beginning date (school year): 2009 Anticipated completion date (school year): 2010
• Strategies 1. Attend differentiated instruction professional development. • 2. Develop lesson plans utilizing differentiated instruction strategies. • 3. Observe model lessons.
• Types of supportive evidence required to verify annual progress/overall goal accomplishment: 1. Professional development agendas. 2. Copies of lesson plans. 3. Observation feedback forms
• Level of performance required to determine satisfactory progress/goal accomplishment (Criteria for Success): 1. At least one lesson plan per week. 2. At least two model lesson plan observations.
• Certificate renewal: Activities related to this goal ☐ may apply toward this educator's certificate renewal if approved by the district. ☐ may not apply toward this educator's certificate renewal.

The above plan was jointly prepared and agreed upon by the following individuals: *[please sign]*

Educator: *Laura Toney* Date: 10-1-09
Supervisor: *[Signature]* Date: 10-1-09

GBE REVIEW

• Mid-Year Evaluation: (to be completed by the supervisor on the basis of the evidence presented by the educator) ☐ The educator has <i>met</i> the above goal. ☒ The educator is making <i>satisfactory progress</i> toward achieving this goal. ☐ The educator is <i>not making satisfactory progress</i> toward achieving this goal. ☐ Other/comments:
• End of Year Evaluation: (to be completed by the supervisor on the basis of the evidence presented by the educator) ☒ The educator has <i>met</i> the above goal. ☐ The educator is making <i>satisfactory progress</i> toward achieving this goal. ☐ The educator is <i>not making satisfactory progress</i> toward achieving this goal. ☐ Other/comments:
• Overall recommendation: (to be completed by the supervisor with input from the educator) ☐ Continue the above goal. ☒ Develop/pursue a <i>new goal</i> because ☒ the above goal has been met. ☐ the above goal is no longer appropriate for this educator. ☐ one or more new priorities have been established for this educator. ☐ Other/comments:

Lee County School District
ADEPT Goals-Based Evaluation

The signatures below verify that the educator has received a written and oral explanation of the above evaluation summary and recommendations:

Educator: Sandra Toney Date: 3-17-10
Supervisor: Mark Paul Date: 3-17-10

The signature
sheet was
left off
Thanks!

Lee County School District
ADEPT Goals-Based Evaluation

Teacher's Name Laura Toney Grade(s)/subject(s): 9-12 High School 101 and Comprehensive Health
District Lee County School District

Dates of GBE cycle: from 2009 to 2010

PROFESSIONAL GROWTH AND DEVELOPMENT PLAN

◦ Goal: Implement differentiated instructional strategies into the classroom. (This goal is number 1 of 3 goals for the educator's three year GBE cycle.)
◦ Duration of goal: Anticipated beginning date (school year): <u>2009</u> Anticipated completion date (school year): <u>2010</u>
◦ Strategies 1. Attend differentiated instruction professional development. ◦ 2. Develop lesson plans utilizing differentiated instruction strategies. ◦ 3. Observe model lessons.
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Educator: *Laura Toney*

Date: 10-1-09

Supervisor: *[Signature]*

Date: 10-1-09

GBE REVIEW

◦ Mid-Year Evaluation: (to be completed by the supervisor on the basis of the evidence presented by the educator) ☐ The educator has <i>met</i> the above goal. ☒ The educator is making <i>satisfactory progress</i> toward achieving this goal. ☐ The educator is <i>not making satisfactory progress</i> toward achieving this goal. ☐ Other/comments:
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◦ Overall recommendation: (to be completed by the supervisor with input from the educator) ☐ <i>Continue</i> the above goal. ☒ Develop/pursue a <i>new</i> goal because ☒ the above goal has been met. ☐ the above goal is no longer appropriate for this educator. ☐ one or more new priorities have been established for this educator. ☐ Other/comments:

Lee County School District
ADEPT Goals-Based Evaluation

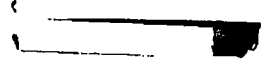
The signatures below verify that the educator has received a written and oral explanation of the above evaluation summary and recommendations:

Educator: _____ Date: _____
Supervisor: _____ Date: _____

Print

South Carolina State Board of Education
Educator Certificate

Laura Ann Toney



Certificate Number

**Social Security
Number**

Validity Period

07/01/2007 - 06/30/2012

Professional Certificate

Class
Bachelors Plus 18

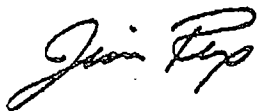
Experience

17

Areas of Certification

20 - Social Studies

26 - Psychology

A handwritten signature in black ink, appearing to read "Jim Rex".

Jim Rex
State Superintendent of Education

Date Printed
08/26/2009

* Please refer to the back of this certificate for additional information.

ROA_01041

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Cleo Richardson
Superintendent

803-484-5327
FAX 803-484-9107

June 9, 2009

Laura Toney

[Redacted address line]

Dear Ms. Toney:

Position updates/recommendations have occurred and your position for the 2009-2010 school year is amended as follows:

Position: Teacher
Location: Lee Central High School
Contract Days: 185

Should you have any questions regarding the change, please contact the Human Resources Department. Have a great summer.

Sincerely,

Cleo Richardson, Ed.D
Superintendent

cc: Personnel File

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, E. Leilani Stringer, Director of Special Programs. Questions pertaining to Title IX may be directed to the Title IX Coordinator, Melissa Gary, Director of Human Resources and Communications at P.O. Box 507, Bishopville, SC 29010. (803) 484-5327.

ROA_01043

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as Continuing/GBE contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2009-2010. The number of days if more or less than 190 is (185). This number includes five (5) days of in-service training. The Employee's position assignment for the 2009-2010 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Lee Central Middle School. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by **July 1, 2009**, or within **fifteen (15) days** of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

Loss or reduction in any amount of anticipated appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract (and pro-rata reduction of salary), or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial exigency or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the approval of the Superintendent after reasonable notice has been provided to the affected parties. Recommendations to reduce salary or to terminate contracts will be made only after all other remedies have been considered. Any compensation reduction will be made on an equitable basis and in accordance with state and local law governing such reduction. Any position eliminations will be handled in accordance with Board policy. No payment will be due or made to the Employee for days lost for such reduction.

The Employee agrees to render acceptable service for 180 teaching days and 5 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

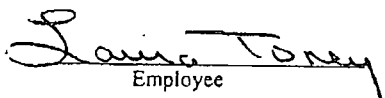
All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: **August 12, 2009-June 3, 2010**

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

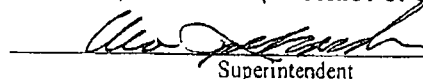
This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through **May 26, 2009**. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before **May 26, 2009**.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

5-19-09
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY


Superintendent

ROA_01044



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Cleo Richardson
Superintendent

803-484-5327
FAX 803-484-9107

December 5, 2008

Ms. Laura Toney
PO Box 722
Bishopville, SC 29010

Dear Ms. Toney,

This is to inform you that effective January 15, 2009, you have been assigned to Dennis Middle School as Social Studies teacher for the remainder of the 2008-2009 school year.

If you have any questions or concerns, please call me.

Sincerely,

Melissa Gary
Director, Human Resources & Communications

cc: Principal, Dennis Middle
Personnel File

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ROA_01045

**Lee County School District
Notice of Change in Personnel,
Request for Replacement or Additional Personnel**

This form should be completed when a vacancy occurs as a result of retirement, resignation, termination, transfer, reassignment, or when requesting additional personnel.

School/Department: Mount Pleasant Middle

Separation Notice (retirement, resignation – attach letter of resignation, or termination)

Employee _____
Position/Title _____
Last Day of Employment _____
Reason for Termination _____
Social Security Number _____

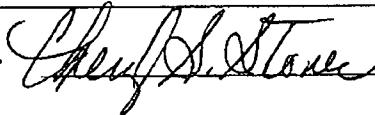
Transfer Notice (from one school or department to another)

Employee Transferring Laura Toney
Position/Title Teacher
Transferring to Dennis Middle
Replacing Whom _____
Date of Transfer January 15, 2009 (1st day of 3rd nine weeks)
Social Security Number _____

Reassignment Notice (within school or department)

Employee Reassigned _____
From (position title) _____
To (position title) _____
Replacing Whom _____
Date of Reassignment _____
Social Security Number _____

Signature of Principal/Supervisor



12/5/08
Date

Request for Personnel Replacement

Employee Vacating Position _____
Position/Title _____
Full-time _____ Part-time _____ Temporary _____ Permanent _____

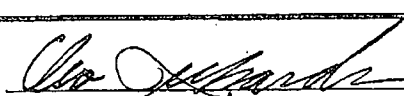
Request for Additional Personnel

Reason for Request _____
Position/Title _____
Full-time _____ Part-time _____ Temporary _____ Permanent _____
Funding Source Number _____

Signature of Principal/Supervisor

Date

Signature of Superintendent



12/5/08
Date

Print

South Carolina State Board of Education
Educator Certificate

Laura Ann Tonev

Certificate Number

**Social Security
Number**

Validity Period

07/01/2007 - 06/30/2012

Professional Certificate

Class
Bachelors Plus 18

Experience
16

Areas of Certification

20 - Social Studies

26 - Psychology



Jim Rex
State Superintendent of Education

Date Printed
11/21/2008

* Please refer to the back of this certificate for additional information.

ROA_01048

***Courses taken to add this area to an existing certificate must be taken at an institution that has a teacher education program approved for initial certification in this subject field.**

NAME: <u>LAURA ANN</u> <u>TONY</u>	SSN: <u> </u>	DATE: <u>OCTOBER 27, 2008</u>
---------------------------------------	----------------------------------	-------------------------------

MIDDLE LEVEL SOCIAL STUDIES

- 1 Bachelor's degree OK
2. Initial or professional certificate at the early childhood, elementary, middle, secondary or pre K-12 level. **OK**
3. Minimum qualifying score(s) on the South Carolina State Board of Education required specialty-area examination(s) a minimum score of 150 on the Middle Level Social Studies **LACKS**
OR
a minimum score of 158 on the Social Studies : Content (0081)
AND
a minimum score of 160 on the Social Studies: Interpretation of Materials (0083)

4. Specialized preparation for adding Middle Level Certification

	Semester Hours	Lacks
Middle-Level Curriculum and Organization	3	3
Early Adolescent Growth and Development and Learning Communities 202/3	3	0
Teaching Reading and Writing in the Content Area 635/3	3	0

5. Content Preparation for Middle Level Social Studies

- (a) Content preparation (for secondary teachers adding the **same content field** at the middle-level) **No Additional Content Coursework Required.** OK
- (b) Content preparation (for early childhood, elementary, middle-level teachers or pre K-12 areas adding a content field at the middle-level) 15* N/A

*All coursework must be in the middle-level social studies content area with at least three subject areas represented.

Total Shortage 3 hrs.

+ Examination

NOTE: When you complete all requirements, please submit a written request and official transcripts to receive certification in this area.

Frazella Delaney
Certification Analyst

Notes:



Mt. Pleasant Middle School



3075 Elliott Hwy/P.O. Box 177
Elliott, South Carolina 29046
Phone (803) 428-3610 • Fax (803) 428-3656

Fax

To: M. Lamy From: D. Johnson
 Fax: _____ Pages: 7
 Phone: _____ Date: 9/23/08
 Re: _____

☐ Urgent ☐ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle

Comments:

Mrs. Lamy, please give Dr. Stover a copy

Thank you

P/S. put in
her file &
make a
copy for Stover

Done 9-24-08

PLEASE CALL THE NUMI

The information contained in this facsimile message is for the use of the individual or entity named above. If the reader of this message is not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or taking of action in reliance on the contents of this information is strictly prohibited. If you have received this telecopy in error, please immediately notify us by telephone at the above number and return the original message to us at the above address via the United States Postal Service. Thank you.

Only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or taking of action in reliance on the contents of this information is strictly prohibited. If you have received this telecopy in error, please immediately notify us by telephone at the above number and return the original message to us at the above address via the United States Postal Service. Thank you.

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Competence-Building Professional Growth and Development Plan For Classroom-Based Teachers

Type of Plan ☐ Induction ☒ Diagnostic Assistance ☐ Formal Evaluation ☐ GBE

Teacher Laura Toney Grade(s)/Subject(s) 8th Grade Social Studies

District Lee County Public Schools School Mt. Pleasant Middle School

Mentor (optional for formal evaluation and GBE) _____

Supervisor(s) Deitra Johnson (Principal), Dr. Cheryl Stover (Director of Elementary Schools)

Assistance Activities	Date	Teacher's Initials	Supervisor's Initials
• Initial conference to develop PGD plan	<i>Sept. 23, 2008</i>		<i>DMJ</i>
• Beginning date for implementing plan	<i>Sept. 24, 2008</i>		<i>DMJ</i>
• Interim review/conference	<i>Nov. 11, 2008</i>		<i>DMJ</i>
• Ending date for implementing plan	<i>Dec. 1, 2008</i>		<i>DMJ</i>
• Final review/conference	<i>March 1, 2009</i>		

Area(s) To Be Addressed	
Planning	☐ APS 1 Long-Range Planning ☒ APS 2 Short-Range Planning of Instruction ☐ APS 3 Planning, Development, and Use of Assessments
Instruction	☒ APS 4 Establishing and Maintaining High Expectations for Learners ☒ APS 5 Using Instructional Strategies to Facilitate Learning ☒ APS 6 Providing Content for Learners ☐ APS 7 Monitoring and Enhancing Learning
Classroom Environment	☐ APS 8 Maintaining an Environment that Promotes Learning ☐ APS 9 Managing the Classroom
Professionalism	☒ APS 10 Fulfilling Professional Responsibilities
Other	☐ Orientation to the School Setting and the ADEPT System (primarily for teachers from out of state or from nonpublic-school settings) ☐ (Describe)

The signatures below verify that the teacher has received written and oral explanations of the preliminary and final performance reviews.

Teacher _____ Date: _____

Supervisor: _____ Date: _____

Competence-Building Professional Growth and Development Plan For Classroom-Based Teachers

◦ **Goal for APS 2: Short-Range Planning of Instruction**

To facilitate student achievement by planning appropriate learning objectives; selecting appropriate content, strategies, and materials for each instructional unit; and systematically using student performance data to guide instructional decision making.

◦ **Strategies (to be implemented with assistance and support from the assigned mentor)**

- ☒ Review the key elements of APS 2
- ☐ Review model/sample short-range plans
- ☒ Review the appropriate academic standards
- ☐ Consult with the mentor and/or other teachers regarding instructional units
- ☒ Consult with the other teachers regarding instructional strategies
- ☐ Collaborate with the mentor and/or other teachers to develop short-range plans
- ☐ Collaborate with the mentor and/or other teachers to analyze and reflect on student performance
- ☒ Other: Use school lesson plan format, indicating instructional standard to be taught, instructional strategies to be used, the levels of the Revised Bloom's Taxonomy to be used, and the assessment to be used. Standards and assessment should be at the appropriate cognitive level for the subject being taught.

◦ **Evidence that the supervisor will consider in determining progress/goal accomplishment**

- ☒ Review of short-range plans
- ☒ Interviews with the teacher
- ☐ Review of unit work samples
- ☒ Other: Review of weekly lesson plans

◦ **Level of performance required to indicate satisfactory progress/goal accomplishment**

Lesson plans will use appropriate standards, appropriate strategies and appropriate assessments for 8th grade social studies.

◦ **Preliminary performance review: (to be completed by the supervisor on the basis of the evidence)**

- ☐ The educator has *met* the above goal.
- ☐ The educator is making *satisfactory progress* toward achieving this goal.
- ☐ The educator is *not* making satisfactory progress toward achieving this goal.
- ☐ Other/comments:

◦ **Final performance review: (to be completed by the supervisor on the basis of the evidence)**

- ☐ The educator has *met* the above goal.
- ☐ The educator is making *satisfactory progress* toward achieving this goal.
- ☐ The educator is *not* making satisfactory progress toward achieving this goal.
- ☐ Other/comments:

Competence-Building Professional Growth and Development Plan For Classroom-Based Teachers

- **Goal for APS 5: Using Instructional Strategies to Facilitate Learning**
To promote student learning through the effective use of appropriate instructional strategies.
- **Strategies (to be implemented with assistance and support from the assigned mentor)**
 - ☒ Review the key elements of APS 5
 - ☒ Review relevant professional literature
 - ☒ Consult with the other teachers regarding instructional strategies
 - ☒ Observe, then conference with other selected teachers
 - ☒ Be observed by, then receive formative feedback from supervisors
 - ☒ Reflect on the instructional strategies that were used during specific lessons
 - ☒ Consult with the supervisor to analyze two (2) videotaped lessons of your class by December 1, 2008
 - ☐ Other:
- **Evidence that the supervisor will consider in determining progress/goal accomplishment**
 - ☒ Classroom observations
 - ☒ Review teacher's reflection on lessons
 - ☐ Interviews with teacher
 - ☒ Other: Analysis of videotaped lessons
- **Level of performance required to indicate satisfactory progress/goal accomplishment**
Lessons will reflect the use of varied strategies that are at the appropriate cognitive level for 8th grade social studies and correlate to the state standards.

-
- **Preliminary performance review: (to be completed by the supervisor on the basis of the evidence)**
 - ☐ The educator has *met* the above goal.
 - ☐ The educator is making *satisfactory progress* toward achieving this goal.
 - ☐ The educator is *not* making satisfactory progress toward achieving this goal.
 - ☐ Other/comments:
 - **Final performance review: (to be completed by the supervisor on the basis of the evidence)**
 - ☐ The educator has *met* the above goal.
 - ☐ The educator is making *satisfactory progress* toward achieving this goal.
 - ☐ The educator is *not* making satisfactory progress toward achieving this goal.
 - ☐ Other/comments:

Competence-Building Professional Growth and Development Plan For Classroom-Based Teachers

• **Goal for APS 6: Providing Content for Learners**

To demonstrate a thorough knowledge and understanding of the content of the discipline.

• **Strategies (to be implemented with assistance and support from the assigned mentor)**

- ☒ Review the key elements of APS 6
- ☒ Review the academic standards for the content area
- ☐ Review relevant professional literature
- ☐ Obtain additional content knowledge through professional development activities
- ☒ Consult with other teachers regarding content design and delivery
- ☒ Observe, then conference with selected teachers
- ☒ Be observed by, then receive formative feedback from supervisors
- ☒ Reflect on the content presented during specific lessons
- ☒ Consult with the supervisor to analyze two (2) videotaped lessons of your class by December 1, 2008
- ☐ Other:

• **Evidence that the supervisor will consider in determining progress/goal accomplishment**

- ☒ Classroom observations
- ☒ Review teacher's reflection on lessons
- ☐ Interviews with teacher
- ☒ Other: Analysis of videotaped lessons

• **Level of performance required to indicate satisfactory progress/goal accomplishment**

Lessons will reflect content that is at the appropriate content level for 8th grade social studies and correlates to the state standards and district pacing guide.

• **Preliminary performance review: (to be completed by the supervisor on the basis of the evidence)**

- ☐ The educator has met the above goal.
- ☐ The educator is making *satisfactory progress* toward achieving this goal.
- ☐ The educator is *not* making satisfactory progress toward achieving this goal.
- ☐ Other/comments:

• **Final performance review: (to be completed by the supervisor on the basis of the evidence)**

- ☐ The educator has met the above goal.
- ☐ The educator is making *satisfactory progress* toward achieving this goal.
- ☐ The educator is *not* making satisfactory progress toward achieving this goal.
- ☐ Other/comments:

Competence-Building Professional Growth and Development Plan For Classroom-Based Teachers

- **Goal for APS 10: Fulfilling Professional Responsibilities**
To act as an ethical, responsible, contributing, and ever-learning member of the profession.
 - **Strategies (to be implemented with assistance and support from the assigned mentor)**
 - ☒ Review the key elements of APS 10
 - ☐ Consult with the mentor and/or other professionals regarding professional expectations
 - ☒ Have the supervisor review and provide formative feedback on written communications
 - ☐ Have the mentor observe lessons, conferences, etc., and provide formative feedback
 - ☐ Consult with the mentor to monitor the professional development plan
 - ☒ Other: Develop a plan to facilitate improvement in attendance and promptness in the performance of teachers' duties and expectations.
 - **Evidence that the supervisor will consider in determining progress/goal accomplishment**
 - ☒ Feedback from the administrator(s)
 - ☒ Self-Assessment
 - ☒ Other: Artifacts/documentation of promptness in performing teacher duties and expectations
 - **Level of performance required to indicate satisfactory progress/goal accomplishment**
Except in cases of extreme emergencies, the teacher will be in attendance and prompt in fulfilling the expected duties and expectations of teachers; no recurring patterns of extreme emergencies will exist.
-
- **Preliminary performance review: (to be completed by the supervisor on the basis of the evidence)**
 - ☐ The educator has *met* the above goal.
 - ☐ The educator is making *satisfactory progress* toward achieving this goal.
 - ☐ The educator is *not* making satisfactory progress toward achieving this goal.
 - ☐ Other/comments:
 - **Final performance review: (to be completed by the supervisor on the basis of the evidence)**
 - ☐ The educator has *met* the above goal.
 - ☐ The educator is making *satisfactory progress* toward achieving this goal.
 - ☐ The educator is *not* making satisfactory progress toward achieving this goal.
 - ☐ Other/comments:



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Walter Tobin
Interim Superintendent

803-484-5327
FAX 803-484-9107

July 22, 2008

Ms. Laura Toney

[Redacted address line]

Dear Ms. Toney,

This is to inform you that you have been assigned to .5 Mount Pleasant Middle and .5 Dennis Middle as Social Studies teacher for the 2008-2009 school year.

If you have any questions or concerns, you may call me.

Sincerely,

Dr. Walter Tobin
Interim Superintendent

cc: Principal, Mount Pleasant
Principal, Dennis Middle
Personnel File

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ROA_01056



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Walter Tobin
Interim Superintendent

803-484-5327
FAX 803-484-9107

July 22, 2008

Ms. Laura Toney

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Sincerely,

Dr. Walter Tobin
Interim Superintendent

cc: Principal, Mount Pleasant
Principal, Dennis Middle
Personnel File

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ROA_01057

From: Melissa Gary
To: SimonW@lee.k12.sc.us
Date: 7/22/2008 11:16:36 am
Subject: Fwd: Re: Fwd: Re: teachers

Please draft a letter for Ms. Toney for Dr. Tobin's signature assigning her to .5 MPM and .5 DMS.

Thanks.

Laura Toney

[Redacted signature]

From: Kwamine Simpson
To: Gary, Melissa
Date: 7/22/2008 8:52:40 am
Subject: Re: Fwd: Re: teachers

She will be .5. [REDACTED] needed a .5 SS teacher and I needed [REDACTED] to stay here all day. So, we worked it out so that could happen.

Kwamine Simpson
Principal
Dennis Middle School
321 Roland Street
Bishopville, SC 29010
(803)484-4087

>>> Melissa Gary 7/21/2008 6:26 pm >>>
Hi,

This typically comes from me in a letter, but since I have been out and am not up to date on some teacher assignments, it should come from [REDACTED] I thought MPM was staffed, so this is new info. to me. Is she .5 DMS and .5 MPM?

>>> Kwamine Simpson 07/21/08 4:20 PM >>>
Melissa,

Hi. How should we go about notifying Ms. Toney about this? Does this come from your office or me?

Kwamine Simpson
Principal
Dennis Middle School
321 Roland Street
Bishopville, SC 29010
(803)484-4087



STATE OF SOUTH CAROLINA)
COUNTY OF LEE)

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney hereafter referred to as the Employee. This contract is issued as Continuing/GBE contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

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The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2008, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

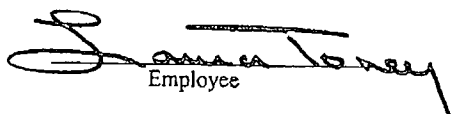
Special Covenants: Contract days - August 12, 2008 through June 5, 2009

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

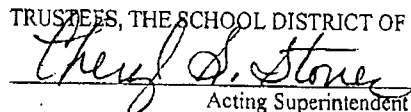
This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2008. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2008.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

A-25-08
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Acting Superintendent

ROA_01061



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Lloyd Hunter
Superintendent

803-484-5327
FAX 803-484-9107

January 10, 2008

Notice of Intent

Each year, Lee County School District sends out letters of intent to assess staffing needs for the next school year. Please complete this form and return it to your principal/supervisor by January 17, 2008.

Please check the appropriate statement:

☒ I would like to continue my employment with Lee County School District for the 2008-2009 school year.

☐ I do not plan to continue my employment with Lee County School District for the 2008-2009 school year (my letter of resignation/retirement is attached).

This Notice of Intent should not be construed as a contract itself or as a part of any separate employment contract. Contracts for the 2008-2009 school year will be issued in accordance with Federal and State guidelines to employees who meet certification requirements. It is the sole responsibility of the employee to make sure these qualifications are met and endorsed by the South Carolina State Department of Education.

Lana Toney
Signature

1-17-08
Date

Please return this form to your principal/supervisor by January 17, 2008

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, the Director of Programs for Exceptional Children. Questions pertaining to Title IV & Title II should be directed to the Title IV Coordinator, Melissa Gary, Director of Human Resources & Communications at 803-484-9107.

ROA_01062

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney hereafter referred to as the Employee. This contract is issued as Continuing/Formal contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2007-2008. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2007-2008 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Dennis Middle. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2007, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

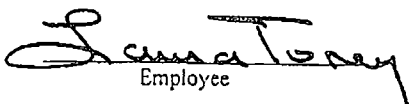
Special Covenants: Contract days - August 14, 2007 through June 6, 2008

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

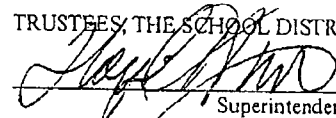
This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2007. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2007.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

4-25-07
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Superintendent



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Lloyd Hunter
District Superintendent

803-484-5327
FAX 803-484-9107

To: All Employees

From: Dr. Lloyd Hunter, Superintendent
Melissa Gary, Human Resources Director

Re: Letter of Intent for the 2007-2008 school year

Date: January 10, 2007

In order to adequately plan for next school year, we need some indication of your intent of employment with Lee County School District for the 2007 – 2008 school year. Please complete the bottom portion of this form and return it to your principal or supervisor by **Wednesday, January 26, 2007**.

✓

I wish to be considered for employment by Lee County School District for the 2007 – 2008 school year.

I do not wish to be considered for employment by Lee County School District for the 2007 – 2008 school year.

I will retire at the end of this school year.

Signed: _____

Lana Toney

Date: _____

1-26-07

School: _____

DMS

Position: _____

Teacher

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, E. Leilani Stringer, Director of Programs for Exceptional Children. Questions pertaining to Title IX, may be directed to the Title IX Coordinator, Melissa Gary, Director of Human Resources & Communications at P.O. Box 507 Bishopville, SC 29010.

ROA_01064

Certified, Respected,
Quality, Creative,
Inspire

Division of
Teacher Quality

Teacher Certification

my.schools.com

SEARCH

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RECOGNITION

YOU ARE HERE ► [SCTeachers.org](#) ► [Certification](#) ► Certification Status

Educator Certification Database Inquiry

The following information represents the most recent electronic additions to your file. Please review the information carefully. If you have any questions, please refer to the [Certification System Reference Guide](#) which explains each area defined for your online record.

Laura Ann Toney **CID(s) -** [REDACTED]
Academic Program: Professional Certificate
Academic Class: Bachelors Plus 18
Years of Experience: 13.3

[Search New](#)

Academic Areas		
Area	Begin	End
Psychology	07/01/2002	06/30/2007
Social Studies	07/01/2002	06/30/2007

Passed Exams	
Description	
Social Studies	

Renewal Credits		
Date	Source	Credit
No Data available for the validity period.		

Documents Received	
Description	Received
Official Transcript - 05 - USC - Columbia.	06/12/2002
Request for Action/Change	06/06/2002
Official Transcript - 49 - Francis Marion University	05/17/1999
Renewal Credits	08/10/1998
Official Transcript - 05 - USC - Columbia	07/08/1997
Permit Request	02/09/1988
Official Transcript - 21 - Coker College	08/11/1987

Career & Technology Areas		
Area	Begin	End
No Data available.		

Actions Pending/Processed		
Date Created	Description	Status
06/10/2002	Class Change - Renewal	07/01/2002

Correspondence Sent	
Title	Date
No Data available.	

Recommendations - 52 - Coastal Carolina College	08/11/1987
Unofficial Transcript - 52 - Coastal Carolina College	07/30/1987

This information is current. If you have any questions, please review the Certification Status Reference Guide before contacting this office. This reference guide explains what type of information is displayed. We are transitioning our office to the new technology. If you feel there are serious inaccuracies, please contact a certification specialist at [Teacher Certification](#).

Email [Webmaster](#) regarding any technical difficulties.

[Certification](#) | [Education](#) | [Title II](#) | [ADEPT](#) | [Recognition](#) | [Troops to Teachers](#) | [Teacher Advancement](#)
[Contact Us](#) | [About Us](#) | [Search](#) | [Links](#)

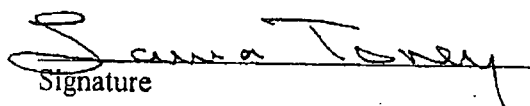
Dennis Middle School
321 Roland St. ~ Bishopville, SC 29010
Telephone: 803-484-4087 ~ Fax: 803-484-6963

Mrs. K. Simpson, Principal
Mrs. D. Johnson, Assistant Principal

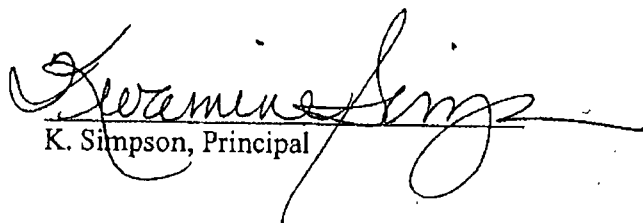
Mr. S. Demary, Administrative Assistant

"Teaching Students to Think and Dream"

I have received the letter dated December 18, 2006, from Bernice Wright regarding my ADEPT TEAM evaluation.


Signature

12-19-06
Date


K. Simpson, Principal

12/19/06
Date

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, the Director of Programs for Exceptional Children. Questions pertaining to Title IX, may be directed to the Title IX Coordinator, Melissa Gary, Director of Human Resources & Communication at P.O. Box 507, Bishopville, SC 29010.

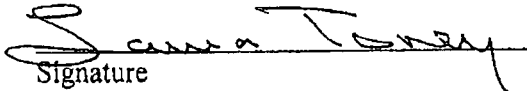
Dennis Middle School
321 Roland St. ~ Bishopville, SC 29010
Telephone: 803-484-4087 ~ Fax: 803-484-6963

Mrs. K. Simpson, Principal
Mrs. D. Johnson, Assistant Principal

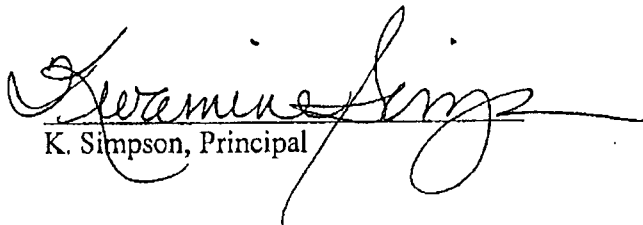
Mr. S. Demary, Administrative Assistant

"Teaching Students to Think and Dream"

I have received the letter dated December 18, 2006, from Bernice Wright regarding my ADEPT TEAM evaluation.


Signature

12-19-06
Date


K. Simpson, Principal

12/19/06
Date

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries, may be directed to the Section 504 Coordinator, the Director of Programs for Exceptional Children. Questions pertaining to Title IX, may be directed to the Title IX Coordinator, Melissa Gary, Director of Human Resources & Communication at P.O. Box 507, Bishopville, SC 29010.


received
12/19/06

ROA_01068



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Lloyd Hunter
Superintendent

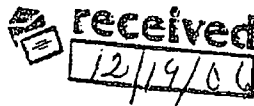
803-484-5327
FAX 803-484-9107

MEMORANDUM

TO: Laura Toney
FROM: Bernita Wright
RE: ADEPT TEAM Evaluation
DATE: December 18, 2006

This is to inform you that your principal, Kwamine Simpson, has recommended that your TEAM evaluation be postponed until the 2007-2008 school year. You will not be evaluated during the 2006-2007 school year using the TEAM component of ADEPT. However, you are being notified that you will undergo evaluation using the TEAM component of ADEPT during 2007-2008.

If you have any questions, please contact me at 484-5327.



Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries may be directed to the Section 504 Coordinator, E. Leilani Stringer, Director of Programs for Exceptional Children. Questions pertaining to Title IX may be directed to the Title IX Coordinator, Melissa Gary, Director of Human Resources & Communications at P.O. Box 507, Bishopville, SC 29010. (803) 484-5327.

ROA_01069



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Lloyd Hunter
Superintendent

803-484-5327
FAX 803-484-9107

MEMORANDUM

TO: Laura Toney
FROM: Bernice Wright
RE: ADEPT TEAM Evaluation
DATE: December 18, 2006

This is to inform you that your principal, Kwamine Simpson, has recommended that your TEAM evaluation be postponed until the 2007-2008 school year. You will not be evaluated during the 2006-2007 school year using the TEAM component of ADEPT. However, you are being notified that you will undergo evaluation using the TEAM component of ADEPT during 2007-2008.

If you have any questions, please contact me at 484-5327.

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries may be directed to the Section 504 Coordinator, E. Leilani Stringer, Director of Programs for Exceptional Children. Questions pertaining to Title IX may be directed to the Title IX Coordinator, Melissa Gary, Director of Human Resources & Communications at P.O. Box 507, Bishopville, SC 29010. (803) 484-5327.

ROA_01070

MAILED



YOUR FILE COPY

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Lloyd Hunter
District Superintendent

803-484-5327
FAX 803-484-9107

November 16, 2006

Ms. Laura Toney

Dear Ms. Toney,

This letter is a courtesy reminder that your certificate expires June 30, 2007. In order to renew a professional certificate, you will need 120 renewal credits. The District Certificate Renewal Credit Plan is available to review on our website. If you need to review the process with the matrix of options available to you, log on (with your ID and Password) to our web site at www.leeschoolsk12.org. The renewal program notebook is listed under Human Resources. If you have difficulty logging in and are unable to access the notebook, please email me and I will email the manual to you.

The process for renewal is for you to submit a completed Certification Renewal Packet to me at the district office instead of the South Carolina State Department of Education (SDE). After you submit the completed packet to me, I will verify the data and then renew your certificate through the SDE's Certification Portal System (CPS).

You are required to submit all required documents for license renewal to me for after Feb. 1st and no later than June 1st. Renewal credit documents will be accepted after June 1st; however, please keep in mind that you may not receive your new certificate until after the school year has begun.

As soon as you accumulate your 120 points, you will need to send the following to me in your Certification Renewal Packet:

- A completed Computation sheet as a cover (copy enclosed).
- If you have completed courses (options 1 & 2), please include the official transcript in the information that you forward to me.
- For all options: Verifying documents for each option (i.e., Certificate of Completion or other signed document from the person or institution that provided the workshop, training, etc.)

Lee County School District does not discriminate on the basis of race, gender, disability, age, religion, immigrant status, or national origin in its educational programs and employment practices. Questions pertaining to Section 504 inquiries may be directed to the Section 504 Coordinator, E. Leilani Stringer, Director of Programs for Exceptional Children. Questions pertaining to Title IX may be directed to the Title IX Coordinator, Melissa Gary, Director of Human Resources & Communications at P.O. Box 507 Bishopville, SC 29010. (803) 484-5327.

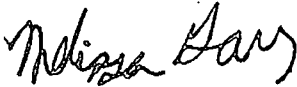
ROA_01071

November 16, 2006

Please note that you are responsible for ensuring your certification is up to date and for compiling and submitting your Certification Renewal Packet for your recertification. Please contact me at garym@lee.k12.sc.us should you have questions or concerns.

If you would like to meet with me to review your renewal materials, please set up an appointment through Willistine Simon ext. 311.

Sincerely,



Melissa Gary
Human Resources & Communications Director
Renewal Credit Coordinator

MG/mng

cc: Principal, Dennis Middle School
Personnel File



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Lloyd Hunter
Superintendent

803-484-5327
FAX 803-484-9107

September 21, 2006

Laura Toney

Dear Ms. Toney:

I am writing in response to your letter of September 18, 2006. After talking with Mrs. Gary, it is appropriate for your evaluation to proceed as Mrs. Gary has indicated to you.

If you have any questions, you may call me at 803-484-5327 ext. 314.

Sincerely,

Lloyd Hunter, Ed. D.
Superintendent

LH/11

cc: M. Gary – Human Resources / Communications

STATE OF SOUTH CAROLINA)
)
SERVICES COUNTY OF LEE)

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and LAURA TONEY hereafter referred to as the Employee. This contract is issued as a CONTINUING contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2006-2007. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2006-2007 contract term is TEACHER. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a TEACHER by the laws of South Carolina. Location assignments will be made on or before August 15, 2006. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2006, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: Contract days - August 2, 2006 through May 25, 2007

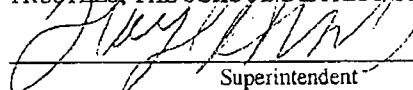
This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2006. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2006.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

TRUSTEES / THE SCHOOL DISTRICT OF LEE COUNTY


Superintendent


Employee

4-25-06
Date

ROA_01075

Lee County

ADEPT Process Notification

To: Laura Toney

From: Lee County School District

Date: April 7, 2006

During the 2006-2007 school year, you are scheduled to participate in the following ADEPT process:

	Your Contract Level	Your ADEPT Process	Comments
☐	Annual	Formal Evaluation 1	Prior to being evaluated, you will receive a comprehensive orientation to the formal evaluation process. We will notify you at the beginning of the year regarding the date and time of this orientation.
☐	Annual	Formal Evaluation 2	Prior to being evaluated, you will receive a comprehensive orientation to the formal evaluation process. We will notify you at the beginning of the year regarding the date and time of this orientation.
☐	Annual	Diagnostic Assistance	At the beginning of the year, you will be assigned a mentor and one or more supervisors. The mentor will provide you with support and assistance. The supervisor(s) will work with you to develop a Professional Growth and Development Plan and provide you with formal feedback.
☐	Annual	Goals-Based Evaluation	At the beginning of the year, you will be assigned an administrator (or supervisor) who will assist you in developing your goals and Professional Growth and Development Plan.
☒	Continuing	Formal Evaluation	You are being placed on formal evaluation because you did meet the 2005/06 GBE goals. Prior to being evaluated, you will receive a comprehensive orientation to the formal evaluation process. We will notify you at the beginning of the year regarding the date and time of this orientation.

ROA_01076

Teacher's Name Laura Toney School Mount Pleasant Middle

Pre-Goal Setting Conference (Required)	Date: _____ Principal's Reflections _____ Teacher's Reflections _____ Initials /
Conference 1 Goal Setting	Date: _____ Principal's Reflections _____ Teacher's Reflections _____ Initials /
Mid-Year Conference (Required)	Date: <u>12/20/05</u> Principal's Reflections _____ <u>Teacher was out the day of the conference</u> Teacher's Reflections _____ Initials <u>L.T. / JS</u>
Conference 3 (Optional)	Date: _____ Principal's Reflections _____ Teacher's Reflections _____ Initials /
Final Conference (Required)	Date: <u>4-5-06</u> Principal's Reflections <u>Teacher expressed concerns regarding 2004-2005 year goals.</u> Teacher's Reflections _____ Initials <u>L.T. / JS</u>
Results Met Or Not Met	Goal 1 _____ Goal 2 <u>2005-2006 Not Met - Teacher expressed concerns regarding previous years goal</u> Goal 3 _____
	<u>L. Toney</u> Teacher's Signature Date <u>4/5/06</u>
	<u>Lenora Scott</u> Principal's Signature Date <u>4/5/06</u>

..OUNT PLEASANT MIDDLE SCHOOL

Post Office Box 177
Elliott, South Carolina 29046

Lenora Scott, Principal
Patricia Solomon, Assistant Principal

Telephone: (803) 428-3610
Fax: (803) 428-3656

The mission of Mount Pleasant Middle School is to prepare all students to succeed as life-long learners in an ever-changing society by participating in a challenging and relevant curriculum that is complex and motivating.

"Whatever It Takes: A Year of High Expectations"

VISION: Using Challenging and Relevant Curriculums to Produce High Achieving Students

January 25, 2006

Mrs. Laura Toney
[REDACTED]

Dear Mrs. Toney:

Thank you for meeting with me in my office on Tuesday, January 17, 2006 along with Ms. Patricia Solomon, Assistant Principal. The following concerns were addressed:

- Refusal to follow the policies of the school relative to discipline referrals
- Disrespect toward the administrative staff (Ms. Solomon and I)
- Leaving your class unattended during instructional time

During a conference on Friday, January 13, 2006 you reported that Ms. Solomon would not handle discipline referrals you submitted. I received a letter from you, written to Ms. Solomon, regarding this matter. During this conference you admitted that some of your referrals may have been simple and could have been handled in the classroom. To gather an understanding of your concerns, a second conference was held on Tuesday, January 17, 2006 with Ms. Solomon. As a result, I learned that Ms. Solomon followed the procedures of the school and that she tried to explain this to you. I also learned that you were not receptive of her request, became angry, and questioned her. Furthermore, you addressed her a second time on the hallway and a third time you left your class during instructional time to come to her office to discuss the matter again. Your behavior and attitude in the conference were argumentative, unprofessional and unacceptable.

During the conference you made a disturbing allegation against your co-worker, [REDACTED]. You stated, "I wasn't going to say anything, but [REDACTED] called a student a nigger." You further stated a student, [REDACTED], "came to me in tears" on Thursday, January 12, 2006, and share this with you. I asked why you did not report this earlier if the student was distraught. Your response was, "I told the student to come tell you". This concerns me since you were aware that I was not at the school on Thursday. You called me at home on the morning of Wednesday, January 20, 2006 to tell me that you did not want to say anything about [REDACTED] calling the student a nigger because the student told you that she had reported the matter to me already and that I did not do anything.

After an investigation of this matter, I found that your allegations were unsubstantiated. As opposed to gathering information in support of your allegations, I found evidence of possible poor classroom management, inappropriate use of instructional time and inappropriate questioning/probing of students unrelated to instruction – this includes your inquiry of students regarding my investigation. Your allegation against [REDACTED] was unprofessional, demeaning and hurtful, dangerously threatens the effectiveness your team and the schools culture, unacceptable and will not be tolerated.

The Lee County School District offers equal opportunity in providing educational and employment opportunities without regard to race, religion, color disability, sex, age, national origin, immigrant status or English-speaking status, or marital status.

"Together We Make Our School Special"

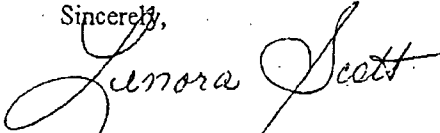
ROA_01078

This is not the type of behavior that we want to exhibit to our students and does not uphold our mission of *Respect, Responsibility, Relationships*. This behavior cannot be tolerated and is in direct violation of our district policy. It is important that we comply with the *Lee County School District Board Policy GBEB* as it states: "*The board reaffirms one of the oldest beliefs in education: One of the best methods of instruction is that of setting a good example.*" and "*The board expects the staff of the district to strive to set the kind of example for students that will serve them well in their own conduct and behavior and subsequently contribute to an appropriate school atmosphere.*" (See attachment).

It is imperative that we work together and follow the policies of the school, the district, and the state. Sarcasms and demeaning statements towards/about students made in general in the classroom will not be tolerated. In compliance *the Lee County School District Board Policy GBEB*, I will recommend to the district that you be suspended with possible termination if violations of this policy continue.

Please feel free to contact me should you have any questions and/or concerns regarding this matter.

Sincerely,

A handwritten signature in cursive script that reads "Lenora Scott". The signature is written in dark ink and is positioned above the printed name.

Lenora Scott, Principal

cc: Dr. Lloyd Hunter, Superintendent
Mrs. Melissa Gary, Director of Human Resources
Personnel File

**AGREEMENT TO REIMBURSE LEE COUNTY SCHOOL
DISTRICT FOR COST OF A
MASTER'S DEGREE IN LEARNING DISABILITIES**

Lee County School District ("the District") in an effort to increase the knowledge and skills of its faculty, agrees to loan funds for graduate tuition to Laura Toney ("Employee") to attend classes at Francis Marion University to earn a **Master's Degree in Learning Disabilities**. The loan funds will be payable directly to Francis Marion University at the time the employee enrolls. Employee understands and agrees that this offer may be rescinded by the District at any time due to the lack of availability of funds, or due to reasons of the District's financial exigency or where Employee no longer qualifies for participation in this plan. Employee also acknowledges and understands that the tuition loan plan in no way represents a guarantee of, or contract for, employment with the District, and that the terms of his/her employment are subject to the provisions of S.C. Code Ann. & 59-25-410 et seq. By accepting the tuition loan, Employee agrees to work for the District for at least the two (2) years immediately following the completion of his/her Master's degree, or to repay the District the loan sums as follows:

1. Employee agrees to repay the District 100% of the funds received for attending and participating in all coursework described above if the Employee, for any reason, does not work for the District for the entire calendar year immediately following achievement of the Master's degree.
2. Employee agrees to repay the District 50% of the funds received for attending and participating in all coursework described above, if the Employee works for the District for at least one calendar year, but less than the entire two (2) calendar years immediately following achievement of the Master's degree.
3. Employee agrees to pay \$100.00 towards the cost of each course in the Master's Degree Learning Disabilities Program at the time of each course offering.
4. In the event the employee leaves the district before completion of the program or does not remain in good academic standing at Francis Marion University, the employee shall be responsible for repaying the district all of the funds.
5. In the event the employee does not enroll in a course in the sequence that it is offered through this specified program, the employee shall be responsible for repaying the District all of the funds at the District's discretion.

If the Employee leaves his/her employment with the District due to the loss of funding to the District, or due to the District's financial condition, the employee shall not be responsible for repaying to the District any portion of the cost of the coursework described above.

To qualify for the tuition loan, the employee must be admitted and remain in good standing at Francis Marion University. To initially qualify for, and continue to qualify for the loan under this Agreement, Employee must at all times achieve District work performance ratings of "meets" or "exceed," possess a valid South Carolina teaching certificate, and not be on performance or behavior-related probation with the District or with the University.

The Master's Degree must be achieved within twenty-four (24) months of the date of this Agreement. Both parties agree that the total cost of all tuition advanced under this Agreement shall not exceed \$414.58 per course for a maximum of \$4,975.00 (Four thousand, nine hundred and seventy-five dollars and No/100).

I have read and understand this Agreement, and agree to the terms stated.

Laura Toney
Employee Signature

1-5-06
Date

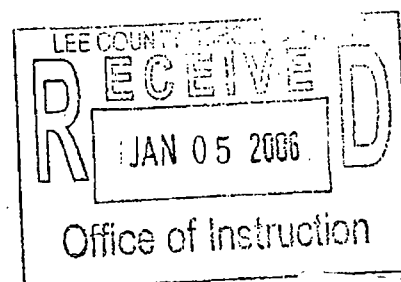
SWORN TO BEFORE ME THIS

5th Day of January 2006

Shirley H. Harnad
NOTARY PUBLIC OF SOUTH CAROLINA

My Commission Expires 3/28/2003

pc: Finance
Personnel File
Employee



ROA_01080

LEE COUNTY SCHOOL DISTRICT

Post Office Box 507

Bishopville, South Carolina 29010

(803) 484-5327

Fax: (803) 484-9107

Dr. Lloyd Hunter, Interim District Superintendent

ROUTING TO:

Human Resources/Superintendent/Finance/Payroll

Personnel Action Form

___ New Employee ___ X Transfer ___ Dismissal
___ Resignation ___ Promotion ___ Retirement
___ Other (See Comments)

The following information is submitted:

Name: Laura Toney

Full-time X

Part-time ___

SS#

School: MPMS

Position: Teacher

New Position: Yes ___ No X

If no, list the name of the former employee the new employee is replacing:

Heather Khan

FUND #: _____

Effective Date: November 30, 2005

Type of Contract:

Number of Days/Months: 190 days

Vacancy # _____

Comments: Transfer from FLHC to MPMS

Theresa May
Director of Human Resources

Lloyd Hunter
District Superintendent

[Signature]
Director of Finance

11/29/05

Date

11/30/05

Date

12/6/05

Date



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Lloyd Hunter
Interim Superintendent

803-484-5327
FAX 803-484-9107

November 28, 2005

Ms. Laura Toney

Dear Ms. Toney:

This is to inform you that you have been assigned to the position of teacher at Mt. Pleasant Middle School for the remainder of the 2005-2006 school year. The effective date for this position is November 30, 2005.

Sincerely,

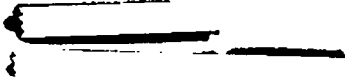
Lloyd Hunter, Ed.D
Interim District Superintendent

cc: Ms. Mae Ceasar
Ms. Lenora Scott
Personnel File

The Lee County School District offers equal opportunity in providing educational and employment opportunities without regard to race, religion, disability, sex, age, national origin, immigrant status, or English-speaking status, or marital status.

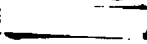
ROA_01082

November 28, 2005

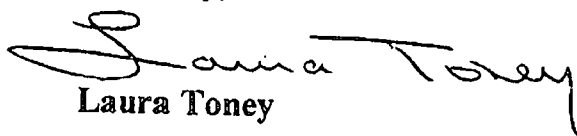

Lee County Schools
Mrs. Melissa Gary
P.O. Box 507
Bishopville, SC 29010

Dear Mrs. Gary:

I am requesting an extension of my leave from November 28, 2005, to January 5, 2006.

Again, I would like to thank you for your understanding during this most difficult time. You may contact me at (803)  or (803) 

Sincerely,


Laura Toney

Cc: Dr. Lloyd Hunter, Superintendent
Mrs. May Caesar

ROA_01083



LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Dr. Lloyd Hunter
Interim Superintendent

803-484-5327
FAX 803-484-9107

November 2, 2005

Mrs. Laura Toney

Dear Mrs. Toney:

This letter is to inform you that on November 1, 2005 the Lee County Board of Trustees approved your request for leave for October 21, 2005 – November 25, 2005.

As we discussed in our phone conversation today, because you no longer have sick or personal leave time available, your full daily rate will be deducted from your salary for each day absent.

We look forward to your return on November 28, 2005. Please let me know if you have any questions or concerns.

Sincerely,

Melissa Gary
Human Resources Director

c: Dr. Lloyd Hunter, Interim Superintendent
Ms. Mae Caesar, Principal Fleming Lighthouse Center
Personnel File

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ROA_01084

RECEIVED

11/31/2005

PERSONAL

October 31, 2005

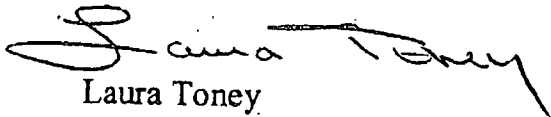
Lee County Schools
Mrs. Melissa Gary
P.O. Box 507
Bishopville, SC 29010

Dear Mrs. Gary:

Due to coping with the devastation of losing my mother, husband, and brother, I am requesting a leave of absence effective immediately for Monday, October 21, 2005, to Friday, November 25, 2005.

Thank you for your support and acts of kindness during my most difficult times and for giving this matter your immediate attention.

Sincerely,


Laura Toney

Cc: Dr. Lloyd Hunter, Superintendent
Mrs. May Caesar, Principal

ROA_01085

August 29, 2005

Mrs. Melissa Gary, Personnel Director
Lee County Schools
P.O. Box 507
Bishopville, SC 29010

Dear Mrs. Gary:

Thank you for meeting with me concerning some of the issues that I have. I would like to submit the following in writing:

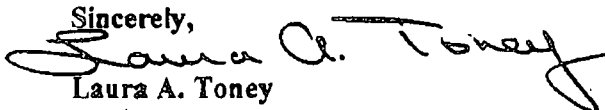
A letter was hand delivered to my home by a substitute teacher on May 19, 2005, in an unsecured envelope informing me that I will be placed on the ADEPT for the 2005-06, school year. The letter did not specify the reasons for the decision neither was I informed before the May 15th deadline as mandated by state law.

I later received a letter dated May 13, 2005, informing me of the same, but the envelope in which the letter was mailed was postmarked May 17, 2005.

As communicated to you during our meeting, I also have other concerns about the manner in which my GBE was handled during the 2004-05 school year.

Thank you for your indulgence into this matter. I will await a response from you.

Sincerely,


Laura A. Toney

ROA_01086

Lee County School District
Post Office Box 507
Bishopville, South Carolina 29010

Lloyd Hunter, Ed.D.
Interim District Superintendent

(803) 484-5327
Fax: (803) 484-9107

July 11, 2005

Mrs. Laura Toney

[Redacted Address]

Dear Mrs. Toney:

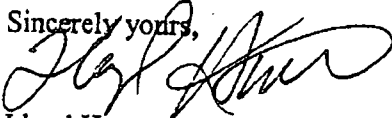
The purpose of this letter is to advise you that your assignment for 2005-2006 school year will be as follows:

Social Studies Teacher - Fleming Lighthouse Center

Please report to Fleming Lighthouse Center on August 4, 2005. Mrs. Mae Caesar will give you further instructions.

If you have any questions, please let me know.

Sincerely yours,



Lloyd Hunter
Interim Superintendent

cc: Mrs. Mae R. Caesar, Principal
Mrs. Janice Rivers, Director of Instruction
Personnel File

LH/ws

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ROA_01087

File

May 19, 2005

[Redacted Address]

Mrs. Bernice Wright, Principal
Lee Central High School
1800 Wisacky Highway
Bishopville, SC 29010

RE: Letter dated May 12, 2005
Via: Certified Mail and FAX

RECEIVED

JUN 08 '05

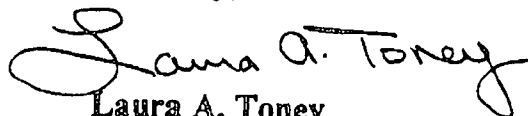
PERSONNEL

Dear Mrs. Wright:

This letter is to acknowledge my letter was hand-delivered to me by a substitute teacher on May 19, 2005, in an unsecured envelope informing me that I will be on an improvement plan which will include using the ADEPT model during the 2005-2006 school year.

I am requesting a conference with you to express some concerns. Please inform me of the conference in advance. Also, please inform me about everyone who will be present at the conference in advance. Thank you for giving this matter your immediate attention. Please feel free to call me at (803) 484-6609 or (803) 459-6006.

Sincerely,


Laura A. Toney

CC: Dr. Lloyd Hunter, Interim Superintendent
Ms. Sylvia Scott, Personnel Director

ROA_01088



FILE

Lee Central High School

[RECEIVED]

MAY 13 '05

PERSONNEL

1800 Wisacky Highway

Bishopville, South Carolina 29010

Telephone (803) 428-4020

Fax (803) 428-4057

Mrs. Bernice M. Wright, Principal

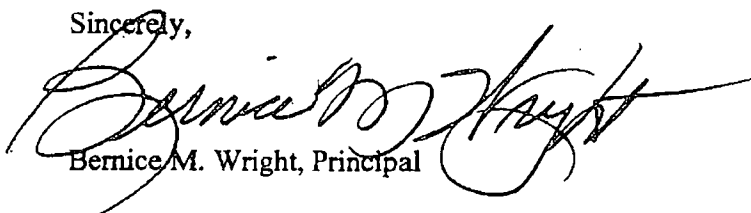
May 12, 2005

Mrs. Laura Toney

Dear Mrs. Toney:

Please be informed that you will be on an improvement plan, which will include an evaluation using the ADEPT model during the 2005-2006 school year. You may contact me with questions or concerns you may have. I can be reached at (803) 428-4010 Ext. 415.

Sincerely,


Bernice M. Wright, Principal

cc. Sylvia Scott, Personnel Director
Dr. Lloyd Hunter, Interim Superintendent

The Lee County School District offers equal opportunity in providing educational and employment opportunities without regard to race, religion, color, disability, sex, age, national origin, immigrant status, or English-speaking status, or marital status.

Accredited by the Southern Association of Colleges and Schools

ROA_01089

Lee County School District
521 Park Street-Post Office Box 507
Bishopville, South Carolina 29010-0507

MEMORANDUM

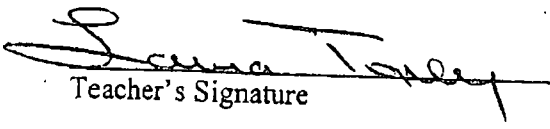
TO: All Teachers in Lee County School District
FROM: Willie Townes, District Superintendent
DATE: April 15, 2005
RE: Teacher Responsibilities Under the "No Child Left Behind Act"

Enclosed with this memorandum is your contract of employment with the Lee County School District for the 2005-06 school year. As teachers previously have been advised through written communications, group and/or individual meetings, the federal "No Child Left Behind Act (NCLB)" requires that all teachers become "*highly qualified*" in their current teaching area(s) or assignment(s) **by the conclusion of the 2005-06 school year**. The determination of an individual teacher as being highly qualified is made in accordance with NCLB and with South Carolina State Board of Education Regulations.

While the District will assist teachers by answering general questions and providing available information about the highly qualified requirement, it is the **sole responsibility of each individual teacher to take the necessary steps to determine what she/he needs to do in order to ensure that she/he meets the highly qualified definition within the required time period.**

During the remainder of the current school year and continuing throughout the 2005-06 school year, those teachers who do not currently meet the highly qualified definition, based on their current teaching area(s) or assignment(s), are encouraged to work towards that requirement.

This memorandum should be signed, dated and returned along with the enclosed contract, indicating your understanding of your responsibilities under NCLB. Please make a copy to keep for yourself.


Teacher's Signature

4-22-05
Date

The Lee County School District offers equal opportunity in providing educational and employment opportunities without regard to race, religion, color, disability, sex, age, national origin, immigrant status or English-speaking status, or marital status.

ROA_01090

STATE OF SOUTH CAROLINA)
)
COUNTY OF LEE)

THE SCHOOL DISTRICT OF LEE COUNTY
CONTINUING CONTRACT
FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as a CONTINUING contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2005-2006. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2005-2006 contract term is TEACHER. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a TEACHER by the laws of South Carolina. Location assignments will be made on or before July 15, 2005. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2005, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: _____

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2005. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2005.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

TRUSTEE, THE SCHOOL DISTRICT OF LEE COUNTY

Laura A. Toney
Employee

4-22-05
Date

William J. Jones
Superintendent

ROA_01091

Lee County School District
Office of Personnel
Post Office Box 507
Bishopville, SC 29010

FILE

(803) 484-5327

Fax: (803) 484-5166

Dr. Willie Townes, District Superintendent
Ms. Sylvia A. Scott, Director of Personnel

December 20, 2004

Mrs. Laura Toney

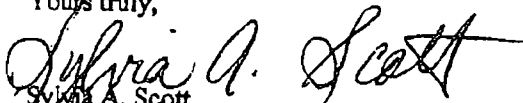
Dear Mrs. Toney:

This letter a follow-up to the conference held on Friday, December 17, 2004 between you, Dr. Townes, and I in reference to your lack of attendance. We expressed to you that we understood your situation. However, the FMLA time you requested is up and cannot be extended. You are to report back to work on Thursday, January 6, 2004 and expected to make every effort to be present and on time for the remainder of the school year. Emergencies do arise and in the event that one does, we expect that you will follow the outlined procedures by giving enough notice to your school principal, Mrs. Bernice Wright or her assigned designee so that a substitute may be secured.

Please be reminded of the letter that Dr. Townes read to you in our conference. It will be kept on file should the need to address the issue of your absence and/or tardiness arises again.

We would like to work together in order to ensure that the rest of this school year is successful and productive for you, but most importantly for the children of LCHS. Feel free to contact me with any questions or concerns. Thank you in advance for your cooperation!

Yours truly,


Sylvia A. Scott
Director of Personnel

CC: Dr. Willie Townes, District Superintendent
Mrs. Bernice Wright, Principal
Personnel File

csn

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ROA_01092

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

Willie Townes, L.L.D.
District Superintendent

(803) 484-5327
FAX (803) 484-9107

December 6, 2004

MEMORANDUM

To: 12 Month Employees
From: Bill Townes, District Superintendent
Re: Work Schedule

Bill Townes

Please be reminded that employees who are employed for 240 days will follow the holiday schedule for Winter and Spring Breaks as listed below:

December 22nd and January 5th are work days
March 28th and 29th are work days

If you have any questions, please contact my office.

As per our conversation, on Dec. 8

Sylvia A. Scott
12/13/2004

Sylvia

has an appointment with

Joseph W. Dunlap, Jr., M.D.

Patrick K. Denton, M.D.

W.S. (Bill) Edwards, Jr., M.D.

Anthony W. Alexander, M.D.

Robert W. Moore, M.D.

Dewey N. Ervin, M.D.

X Rakesh P. Chokshi, M.D.

PEE DEE ORTHOPAEDIC ASSOCIATES, P.A.

901 E. Cheves St. - Suite 100 - Phone: (843) 662-5233

Florence, South Carolina 29506-2705

☐ MON. ☐ TUES. ☒ WED. ☐ THURS. ☐ FRI. ☐ SAT.

Dec 22

AT *10:45* A.M.

ROA_01093

LEE COUNTY SCHOOL DISTRICT

ADEPT/GBE

Teacher's Name Laura Toney School LC HS

Pre-Goal-Setting Conference (Required)	Date: <u>9/11/03</u> Principal's Reflections <u>Teachers were told to select three goals and complete one for the 2003-2004 year</u> Teacher's Reflections Initials <u>ETM</u> <u>L.T.</u>
Conference 1 Goal Setting	Date: <u>9/24/03</u> Principal's Reflections <u>Teachers were told to provide supporting evidence</u> Teacher's Reflections Initials <u>ETM</u> <u>L.T.</u>
Mid-Year Conference (Required)	Date: <u>11/19/03</u> Principal's Reflections <u>Teachers were asked to make an appointment with principals for GBE review following for the winter break</u> Teacher's Reflections Initials <u>ETM</u> <u>L.T.</u>
Conference 3 (Optional)	Date: <u>4/27/04</u> Principal's Reflections <u>Supporting documentations are missing</u> Teacher's Reflections Initials <u>ETM</u>
Final Conference (Required)	Date: <u>4/30/04</u> Principal's Reflections <u>Supporting documentations submitted</u> Teacher's Reflections Initials <u>ETM</u> <u>L.T.</u>
Results Met / Not Met	Goal 1 Goal 2 Goal 3
	Teacher's Signature <u>Laura Toney</u> Date <u>4/30/04</u>
	Principal's Signature <u>William F. Taylor</u> Date <u>4/30/04</u>

Goal For Instructional Methods, Assessment or Technology

Goal- In an effort to ensure that the Social Studies Department is preparing our students for standardized testing, the Social Studies Department will create an integrated list of Vocabulary Terms from the various history disciplines and ensure that our students achieve a mastery of these terms. These terms will entail the most basic concepts that each discipline deals with and are mostly likely to be addressed through standardized testing.

Strategies- 1) An ad hoc committee will compile a list of vocabulary words most frequently associated with the various history disciplines.

2) The list of words will be disseminated to each teacher in the history department who will in turn incorporate these terms into their curriculum.

3) The teacher will be responsible for ensuring the students mastery of these terms through various techniques such as defining the terms, spelling tests, creating sentences with the terms, discussing the terms in class, etc.

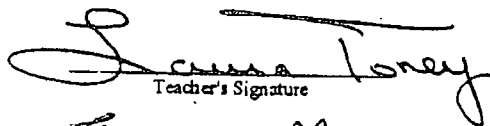
Criteria for Success- 1) Teachers will create tests which will be administered to students to test for mastery of understanding of the terms on the list.

2) 90% of students tested will show mastery of the terms on the vocabulary list.

3) Students will demonstrate a measurable gain on the standardized tests which are administered.

Supportive Evidence for Goal Completion- 1) Teachers will submit examples of the students work which show they have mastered the various vocabulary terms.

2) Teachers will submit test results from vocabulary tests which show that students have mastered the terms on the list.


Teacher's Signature


Principal's Signature

4/17/2003
Date

Goal Completed 5/12/03

STATE OF SOUTH CAROLINA)
)
COUNTY OF LEE)

THE SCHOOL DISTRICT OF LEE COUNTY
CONTINUING CONTRACT
FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as a CONTINUING contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2003-2004. The number of days if more or less than 190 is (). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2003-2004 contract term is TEACHER. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a TEACHER by the laws of South Carolina. Location assignments will be made on or before August 15, 2003. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to such reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2003, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: _____

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2003. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2003.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Laura Toney April 10 2003
Employee

W. H. H. H. Tramm

ROA_01096

STAFF CONDUCT

Code **GBEB** Issued **3/03**

Purpose: To establish the board's vision for appropriate staff conduct.

The board reaffirms one of the oldest beliefs in education: One of the best methods of instruction is that of setting a good example.

The board expects the staff of the district to strive to set the kind of example for students that will serve them well in their own conduct and behavior and subsequently contribute to an appropriate school atmosphere.

To that end, in dress, conduct and interpersonal relationships, all staff should recognize that they are being continuously observed by students and that their actions and demeanor will be reflected in the conduct of the students.

The personal life of an employee will be the concern of and warrant the attention of the board only as it may directly prevent the employee from effectively performing assigned functions during duty hours or as it violates local, state or federal law or contractual agreements.

Immoral conduct on the part of any employee will constitute grounds for immediate suspension. No employee will commit or attempt to induce students or others to commit an act or acts of immoral conduct which may be harmful to others or bring discredit to the district. If it appears an employee may have violated the law, the district will cooperate with law enforcement agencies.

Employees of the district, while on duty and in the presence of students, will not use profanity, will not use tobacco in any form, and will not consume or be under the influence of intoxicating beverages. They will not be involved in drug abuse or drug traffic.

Violations of this policy by employees will be grounds for immediate suspension and possible termination of employment. In such cases, an employee will be informed of his/her right to a hearing.

The following list includes some of the actions that are considered misconduct while on duty on or off district premises.

- possessing, using, manufacturing, distributing or dispensing any illegal drugs or alcohol while on duty or off district property
- fighting or deliberately harming another
- being absent without approval
- refusing to follow a supervisor's instructions and directions
- destroying school property intentionally
- using obscene language which is unsuitable in the school setting
- having any interaction/activity of a sexual nature or intent with a student
- possessing weapons on school property
- using school property without proper authorization
- behaving in any inappropriate manner to the extent of adversely affecting the employee's ability to perform his/her work
- planning, directing, encouraging, assisting or engaging in any hazing activity or permitting, condoning or tolerating any form of hazing

South Carolina State Board of Education

Educator Certificate

Laura Ann Toney

Certificate Number

Social Security Number

Validity Period

07/01/02 TO 06/30/07

Professional Certificate

Class

Experience

Bachelors Plus 18

10

Areas of Certification

20 - Social Studies

26 - Psychology

Inez Moore Tenenbaum

INEZ MOORE TENENBAUM
STATE SUPERINTENDENT OF EDUCATION

Date Printed
7/1/02

SOUTH CAROLINA STATE BOARD OF EDUCATION

TEACHING CREDENTIAL

(SUPERINTENDENT'S COPY)

VALID PERIOD
JUL 01 97 THRU JUNE 30 1998

YEARS EXPERIENCE AT DATE OF ISSUE
07 OCT 03 1997

TYPE OF CREDENTIAL
PROFESSIONAL CERTIFICATE

CLASS
BACHELORS DEGREE

ENDORSEMENTS
26 PSYCHOLOGY
20 SOCIAL STUDIES

CREDENTIAL NUMBER

TONEY LAURA ANN

SOCIAL SECURITY NO.

29010

[Signature]
DIRECTOR OFFICE OF
ORGANIZATIONAL DEVELOPMENT

[Signature]
CHAIRMAN, STATE BOARD OF EDUCATION

[Signature]
STATE SUPERINTENDENT OF EDUCATION

SOUTH CAROLINA STATE BOARD OF EDUCATION

TEACHING CREDENTIAL

(SUPERINTENDENT'S COPY)

VALID PERIOD
JUL 01 98 THRU JUNE 30 2002

YEARS EXPERIENCE AT DATE OF ISSUE
07 AUG 25 1998

TYPE OF CREDENTIAL
PROFESSIONAL CERTIFICATE

CLASS
BACHELORS DEGREE

ENDORSEMENTS
26 PSYCHOLOGY
20 SOCIAL STUDIES

CREDENTIAL NUMBER

TONEY LAURA ANN

SOCIAL SECURITY NO.

29010

[Signature]
STATE SUPERINTENDENT OF EDUCATION

ROA_01099

Name Laura A. Toney Certificate No. _____
Address _____ Race BLACK

[illegible]

STATE OF SOUTH CAROLINA)
)
COUNTY OF LEE)

THE SCHOOL DISTRICT OF LEE COUNTY
CONTINUING CONTRACT
FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney hereafter referred to as the Employee. This contract is issued as a CONTINUING contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2002-2003. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2002-2003 contract term is TEACHER. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a TEACHER by the laws of South Carolina. Location assignments will be made on or before August 15, 2002. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2002, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

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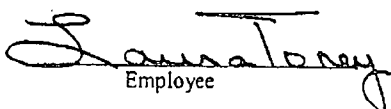
Special Covenants: _____

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

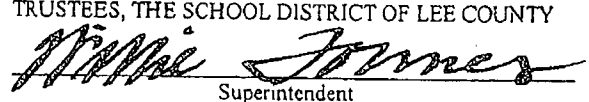
This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2002. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2002.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

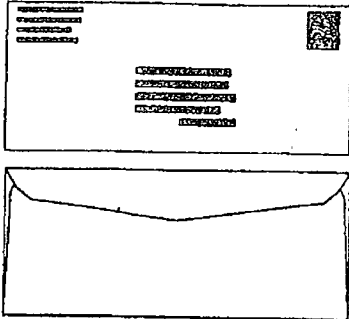

Employee

4-23-02
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Superintendent

ROA_01101

LEE COUNTY SCHOOL DISTRICT



PHONE NUMBER: 803-484-5327

FAX NUMBER: 803-484-9107

TO: Laura Soney

FROM: Mauntar A. Scott

DATE: 02/11/02

NUMBER OF PAGES: 3

COMMENTS:

Please fill out the release form and fax back)
ALAP31 ThankX

SOUTH CAROLINA STATE BOARD OF EDUCATION

TEACHING CREDENTIAL

(SUPERINTENDENT'S COPY)

VALID PERIOD
JUL 01 98 THRU JUNE 30 2002

YEARS EXPERIENCE AT DATE OF ISSUE
07 AUG 25 1998

TYPE OF CREDENTIAL
PROFESSIONAL CERTIFICATE

CLASS
BACHELORS DEGREE

CREDENTIAL NUMBER

TONEY LAURA ANN

SOCIAL SECURITY NO.

ENDORSEMENTS
26 PSYCHOLOGY
20 SOCIAL STUDIES

Andra S. Rowe
DIRECTOR, OFFICE OF TEACHER EDUCATION,
CERTIFICATION AND EVALUATION

J. Q. Stanton
CHAIRMAN STATE BOARD OF EDUCATION

Barbara L. Nielsen
STATE SUPERINTENDENT OF EDUCATION

HP OfficeJet
Personal Printer/Fax/Copier

Fax Log Report

Feb-11-02 10:17 AM

<u>Identification</u>	<u>Result</u>	<u>Pages</u>	<u>Type</u>	<u>Date</u>	<u>Time</u>	<u>Duration</u>	<u>Diagnostic</u>
	OK	03	Sent	Feb-11	10:16A	00:01:21	002482030022

1.1.0 1.1

FAXED
02/11/02

ROA_01104

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

(803) 684-5327

Fax (803) 684-5393

Employee's Request for the Release of Personnel Information

Employee's Name Laura Toney

Date 2-11-02

School LC HS

On 2-11-02 the following information was requested from the above-
(Date) named employee's personnel file:

Copy of Teaching Certificate

Name of person making the request Laura Toney

Title Teacher

District Personnel Director Rebecca Edney

Other comments _____

5/97

[Signature]
(Superintendent's Signature)

LEE COUNTY SCHOOL DISTRICT

Post Office Box 507
Bishopville, South Carolina 29010

(803) 484-5327

Fax: (803) 484-9107

January 18, 2002

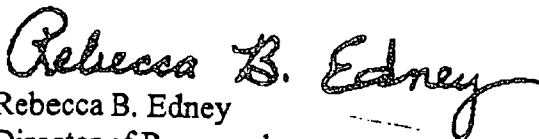
Laura Toney

Dear Ms. Toney:

Our records indicate that your teaching certificate will expire on June 30, 2002. Even though you may have begun the process to renew your credential, this notice serves as a reminder of the obligations you must fulfill as a certified employee of our school district.

According to the terms of your Contract for Professional Teaching Service, you are responsible for ensuring that you possess "a valid and appropriate certificate...". You may renew by taking the necessary courses for recertification, or by writing the State Department to request a one-year extension. Please comply with this request by June 30, 2002 so you will not be faced with possible changes in your pay and/or employment for the 2002-2003 school year.

Sincerely,


Rebecca B. Edney
Director of Personnel

RE/cas

Cc: Dr. Willie Townes

ROA_01106

STATE OF SOUTH CAROLINA
LEE COUNTY SCHOOL DISTRICT

CONTINUING CONTRACT FOR PROFESSIONAL
CLASSROOM TEACHING SERVICE

This agreement is entered into by and between Lee County Board of Trustees, here after referred to as the employer, and Toney, Laura here after referred to as the employee.

The employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the state of South Carolina. Proof of these qualifications shall be filed by employee in the Superintendent's Office.

Subject to any special conditions set forth below, the employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the employer promises to pay the above-named employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The employer represents that said schedule will be adopted and published as soon as practical.

Loss or reduction in any amount of these funding sources shall, at the discretion of the employing school district, result in the termination of this contract or the pro-rata reduction of the payment made for services rendered under this contract.

The employee will discharge acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the employee for days lost due to such a reduction.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the employee's services occurs before the days lost are made-up, no payment will be due or made to the employee for the days lost on account of the closing of the school to which the employee is assigned.

All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

Special Covenants: All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personal leave as defined by their term of contract; etc. (9, 10, 11, or 12 month contract)

This contract is issued as a continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina. Length of contract: August 6, 2001 – May 24, 2002 (190 days)

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent.

STATE OF SOUTH CAROLINA
LEE COUNTY SCHOOL DISTRICT

CONTINUING CONTRACT FOR PROFESSIONAL
CLASSROOM TEACHING SERVICE

This agreement is entered into by and between Lee County Board of Trustees, here after referred to as the employer, and Toney, Laura A. here after referred to as the employee.

The employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the state of South Carolina. Proof of these qualifications shall be filed by employee in the Superintendent's Office.

Subject to any special conditions set forth below, the employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the employer promises to pay the above-named employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The employer represents that said schedule will be adopted and published as soon as practical.

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This contract is issued as a continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina. Length of contract August 9, 2000 - June 1, 2001 (190 days)

Alternate Date: August 14, 2000 - June 4, 2001 (190 days)

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent.

The employer's offer shall remain open through April 28, 2000. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent.

LEE COUNTY SCHOOL DISTRICT
521 Park Street
Bishopville, South Carolina 29010

May 18, 2000

Laura Toney
c/o Fleming Middle School
P.O. Box 218
Lynchburg, SC 29080

Dear Laura Toney:

This is to inform you that you have been tentatively assigned to Lee Central High School for the 2000 - 2001 school term. Subject area/class assignments will be made later by Mr. Bryant and Mrs. McClary, and will be based on identified needs.

We are excited about the prospect of moving into a new facility, and we know you will continue to give your best to our county's important resource - our children.

If you have any questions or concerns, you may talk to the principals assigned to the school, or you may call me at (803) 484-5327.

Sincerely,



Tommye McMillan
Director of Personnel

cc: Dr. Willie Townes
Mr. Ennis Bryant
Mrs. Earline McClary

Final Evaluation Summary Sheet

Teacher Laura Toney School Fleming Middle
 Contract Status Continuing Year 99-00 Grade/Subject Area 5th Social Stud.

Performance Dimension Evaluation Judgments

	Needs Improvement	Competent
PD1: Long-Range Planning	_____	_____✓
PD2: Short-Range Planning of Instruction	_____	_____✓
PD3: Short-Range Planning, Development, and Use of Assessments	_____	_____✓
PD4: Establishing and Maintaining High Expectations for Learners	_____	_____✓
PD5: Using Instructional Strategies to Facilitate Learning	_____	_____✓
PD6: Providing Content for Learners	_____	_____✓
PD7: Monitoring and Enhancing Learning	_____	_____✓
PD8: Maintaining and Environment That Promotes Learning	_____	_____✓
PD9: Managing the Classroom	_____	_____✓
PD10: Fulfilling Professional Responsibilities Beyond the Classroom	_____	_____✓

Overall Evaluation Judgment

☒ Competent ☐ Needs Improvement ☐ Unsatisfactory

Evaluation Team

Ruth Richardson
Gail P. Hyatt
Sam A. McDonald

Date

3/8/00
3/8/00
3/8/00

Teacher

Laura Toney

3-15-2000

The signature of the teacher does not necessarily indicate agreement with the evaluation results but only that the

Final Evaluation Summary Sheet

Teacher Laura Torrey School Fleming Middle
 Contract Status Continuing Year 99-00 Grade/Subject Area 5th Social Studies

Performance Dimension Evaluation Judgments

	Needs Improvement	Competent
PD1: Long-Range Planning	_____	_____✓
PD2: Short-Range Planning of Instruction	_____	_____✓
PD3: Short-Range Planning, Development, and Use of Assessments	_____	_____✓
PD4: Establishing and Maintaining High Expectations for Learners	_____	_____✓
PD5: Using Instructional Strategies to Facilitate Learning	_____	_____✓
PD6: Providing Content for Learners	_____	_____✓
PD7: Monitoring and Enhancing Learning	_____	_____✓
PD8: Maintaining and Environment That Promotes Learning	_____	_____✓
PD9: Managing the Classroom	_____	_____✓
PD10: Fulfilling Professional Responsibilities Beyond the Classroom	_____	_____✓

Overall Evaluation Judgment

☒ Competent ☐ Needs Improvement ☐ Unsatisfactory

Evaluation Team

Date

Ruth Richardson
David P. Hyatt
Sam A. McDaniel

3/8/00
3/8/00
3/8/00

Teacher

Laura Torrey

FTB

3-15-2000

The signature of the teacher does not necessarily indicate

ROA_01111

R. Richardson, Principal

Fleming Middle School

Post Office Box 218
Lynchburg, South Carolina 29080

RECEIVED
Phone: 437-2128

MAR 29 2000

PERSONNEL

March 22, 2000

Mrs. Laura Toney

Dear Mrs. Toney

As of today's date you have missed 41 days thus far. I'm sympathetic of you and your husband being ill; however, teacher attendance is counted as factor. The Accountability Act shall be indicated on the school's report card and the District's report card. Please be mindful that the Lee County School District expects your full cooperation.

In the event that you are absent, you are expected to submit a doctor's excuse. This is the second notice.

Respectfully,

Ruth Richardson

Ruth Richardson

Teacher's Signature

Date

Ruth Richardson
Supervisor's Signature

3/28/00
Date

PC: Dr. Willie Townes, District Superintendent of Education
Personnel File

Mrs. Toney received a previous copy of this letter; she refused to sign the hand delivered copy given by her immediate

ROA_01112

P.O. Box 722
Bishopville, SC 29010
March 17, 2000

RECEIVED
MAR 20 2000
PERSONNEL

Ms. Ruth Richardson, Principal
Fleming Middle School
P.O. Box 208
Lynchburg, SC 29080

Dear Ms. Richardson:

I am writing this letter in response to your letter dated March 16, 2000.

On March 15, 2000, I reported to your office for a scheduled conference at 11:00 AM. After reporting to your office, I was informed by you that the TEAM was not ready for me so I went back into the main office where I remained for at least fifteen minutes while your secretary, [REDACTED] ran copies of my ADEPT results. After about fifteen minutes, I was instructed to enter your office.

You began the conference by stating, "We don't want to waste the evaluators' time. This statement raised a "red flag" for me because I thought the purpose of the conference was to ask questions and receive feedback from my TEAM members. During this time, one of the evaluators requested a copy of my ADEPT and you denied the request. You then gave me a copy and I began to read. When I got to PD10, I began to ask questions about the erroneous information that you included. You then became very defensive and stated that you were not going to talk about it in the presence of the TEAM. At no time during the conference did I exhibit a negative deposition or unprofessional behavior. The other two evaluators can attest to this.

At the conclusion of the conference, the administration did not give me any instructions or directives. The conference ended at approximately 11:40 AM. During this time, my students were in the cafeteria eating lunch. I did not desire lunch so I went to [REDACTED] room for only a few minutes. After my students completed eating lunch, [REDACTED] escorted my students to her room where she supervised them until 12:00. My students were then instructed to report to my room. I arrived to my room around 12:05, right at the tardy bell. My students were not left unattended for the amount of time that you stated in your letter. I have secured letters from my students verifying this information.

I did walk across the hall to asked [REDACTED] a question, but I was not out of my room for ten minutes and my students were not out of control or noisy. It is appalling that the administration would transmit false information about our students.

ROA_01113

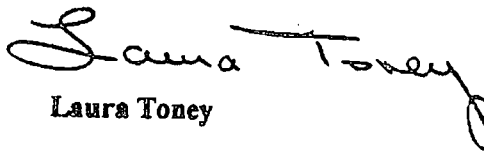
On March 15, 2000, I did go to [REDACTED] room during second period, but this was during my planning time. [REDACTED] did not talk to me ten minutes outside of his classroom. I find it interesting that the administration would see this being that she was in a conference with [REDACTED] from 9:15 - 9:30. I also stopped by [REDACTED] room to inquire about the school's play.

In your letter, you also stated that the administration has repeatedly given me instructions in which I have defied. This is definitely a falsehood because I can't recall not one incident that I did not abide to a directive or instruction given to me by the administration. The only incident I can recall is the time the administration requested that I violate the procedures of the South Carolina Department of Education and Teacher Certification and teach music. I informed you that I did not have any certification in music and I did not feel comfortable with teaching music. I could see the disappointment when I responded to you. I did not know just how much you resented the fact that I had respect for policy and procedures until now.

I also feel that you are beginning a campaign to destroy my teaching career because I revealed policy and procedural violations with my ADEPT. Also, I feel that the administration is retaliating against me for filing a formal grievance surrounding my ADEPT.

I truly hope that this is the last occurrence of this kind of harassment because I am here to teach the children, not to engage in childish and unprofessional games. I have requested that [REDACTED] and [REDACTED] submit letters about what happened on the morning of March 15, 2000.

Sincerely,


Laura Toney

Cc: Dr. Willie Townes, Superintendent
Ms. Tommye McMillan, Personnel Director/Personnel Files

RECEIVED

MAR 16 2000 Phone: 437-2128

Fleming Middle School

PERSONNEL

Post Office Box 218
Lynchburg, South Carolina 29080

March 16, 2000

Mrs. Laura Toney

Dear Mrs. Toney,

You were notified in writing that on March 15, 2000, the Final Team Conference meeting would take place tentatively at 11:00a.m.

During this conference, you showed a negative disposition about questioning the administrator's right to make comments concerning you, the employee. It is my duty as your immediate supervisor to document any unprofessional behavior. External evaluators are not present to see you and make appropriate judgments on a day by day basis.

The conference was closed by the administrator; for there were other matters that needed the administrator's attention. You were instructed to return to your duties; however, the conference ended at approximately 11:15a.m. Ms. McDowell, Teaching Assistant, was directed to hold your class only for the time the conference was in progress. You were instructed to return to your duties. You did not return to your duties until 12:05. Your students were left unsupervised. You were derelict again in your duties. Fleming Middle Staff Expectations clearly states that teachers are not to leave students unattended. You left students unattended from approximately 11:15 - 12:05.

During this time, you made calls to the Lee County School District Office concerning your evaluation.

Approximately 1:00 - 1:10, you left your class unsupervised again; the class was quite noisy and out of control. Your class was held by the administrator for approximately 10 minutes. You were observed walking through the door.

Also on March 15, 2000, approximately 9:10 - 9:30, you went to [REDACTED] class. He came out of his class to speak to you for approximately 10 minutes; after that visitation, you stopped and went in Ms. Jackson's class.

ROA_01115

The administrator has repeatedly given you instructions in which you defy verbal as well as written directives. You are chronically being insubordinate. Please be advised that your insubordination shall be documented. Once again, you must comply with administrative rules.

Respectfully,

A handwritten signature in cursive script that reads "Ruth Richardson". The signature is fluid and extends to the right with a long, sweeping tail.

Ruth Richardson

Pc: Dr. Willie Townes, District Superintendent
Personnel Files

RECEIVED

MAR - 8 2000

PERSONNEL

March 9, 2000

Dr. Willie Townes, Superintendent
Lee County School District
P.O. Box 507
Bishopville, SC 29010

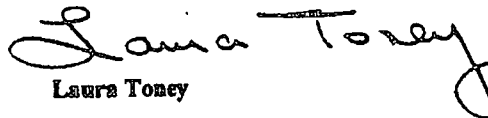
Dear Dr. Townes:

I am writing this letter to request a conference concerning the grievance that was filed with the Lee County School District concerning my ADEPT. As you know, I have written two letters to Ms. Richardson requesting a conference, but Ms. Richardson has refused to give me a date and time for this conference so a representative from the SCEA could be present. As a matter of fact, Ms. Richardson has informed me that a representative from the SCEA would not be allowed in the hearing. I feel that this is indeed a violation of my rights.

Ms. April Mackey, a representative from the SCEA would like to be in on the conference and has requested March 15 or March 16, 2000. If these dates are a conflict with your schedule, please inform me as to when you can meet with us.

Dr. Townes, Ms. Richardson's past refusal to conform to procedures and regulations has lead me to the realization that I cannot trust her. Please respond to me as soon as possible about when the conference can be scheduled with you.

Respectfully submitted,


Laura Toney

Cc: Mr. Randall Burns, Office of Accountability
Ms. Tommye McMillan, Personnel Director
Ms. Ruth Richardson, Principal
Ms. April Mackey, SCEA

ROA_01117

R. Richardson, Principal

RECEIVED

Phone: 437-2128
MAR 20 2000

PERSONNEL

Fleming Middle School

Post Office Box 218
Lynchburg, South Carolina 29080

March 3, 2000

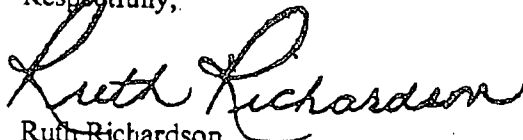
Mrs. Laura Toney

Dear Mrs. Toney,

Because you were absent on Friday, March 3, 2000, I would like to reschedule your grievance hearing for Monday, March 6, 2000, at 8:30a.m.

No other representatives shall be present at this meeting. The purpose of this meeting is to resolve conflicts at the building level. A third party would not be beneficial in resolving conflicts. Also, this conversation must not be recorded.

Respectfully,


Ruth Richardson
Principal

Cc: Dr. Willie Townes
Ms. Tommye McMillan
Mr. Randy Burns

ROA_01118

R. Richardson, Principal

Phone: 437-2128

RECEIVED

FEB 29 2000

PERSONNEL

Fleming Middle School

Post Office Box 218
Lynchburg, South Carolina 29080

February 29, 2000

Mrs. Laura Toney

Dear Mrs. Toney,

In keeping with the Lee County Board Policy, I shall honor your request for a grievance hearing. The hearing shall be March 3, 2000, at 8:00a.m. Please let me know at least one day in advance if you will be accompanied by legal counsel or a representative before the scheduled hearing.

Sincerely,



Ruth Richardson

c: Dr. Willie Townes
Ms. Tommye McMillan
Mr. Randy Burns

ROA_01119

RECEIVED

FEB 28 2000

PERSONNEL

February 28, 2000

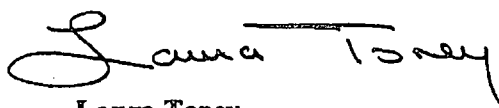
Ms. Ruth Richardson, Principal
Fleming Middle School
P.O. 208
Lynchburg, SC 29080

Dear Ms. Richardson:

I am writing this letter to request a conference concerning the grievance that was filed with the Lee County School District. I would like to meet with you on March 7, 2000, or March 8, 2000.

Please respond to me in writing on which of the above dates will be convenient for you. Also, please state a specific time.

Sincerely,



Laura Toney

Cc: Dr. Willie Townes, Superintendent
Mr. Randall Burns, Office of Accountability
Ms. Tommye McMillan, Personnel McMillan
Ms. April Mackey, SCEA

ROA_01120

RECEIVED

FEB 28 2000

PERSON

February 25, 2000

Dr. Willie Townes, Superintendent
Lee County School District
P.O. Box 507
Bishopville, SC 29010

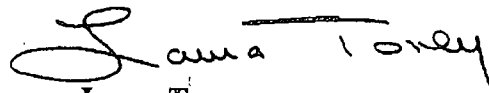
Dear Dr. Townes

I am writing this letter to request a transfer for the school year 2000-2001. As you know, my husband and mother are both seriously ill. I need to be as close to home as possible. I am requesting a transfer to Bishopville Junior High School.

Please consider my request very seriously. I have enjoyed working with the students this past school year and I am looking forward to many more rewarding years in The Lee County School District.

Thank you very much for any consideration given to my request.

Sincerely,


Laura Toney

Cc: Ms. Ruth Richardson, Principal
Ms Tommye McMillan, Personnel Director

ROA_01121

RECEIVED

FEB 28 2000

PERSONNEL

February 23, 2000

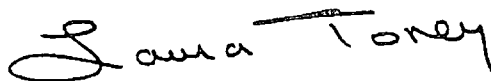
Ms. Ruth Richardson, Principal
Fleming Middle School
P.O. Box 218
Lynchburg, SC 29080

Dear Ms. Richardson:

Pursuant to our conference on February 23, 2000, concerning the grievance that was filed with The Lee County School District about my ADEPT, I am submitting the following.

As I informed you on February 23, 2000 during our conference, I would like for a representative to be present during the grievance hearing. I will notify you of possible times and dates that this grievance hearing can be scheduled.

Sincerely,



Laura Toney

Cc: Dr. Willie Townes
Mr. Randall Burns
Ms. Tommye McMillan
Mrs. April Mackey

ROA_01122

RECEIVED

FEB 28 2000

PERSONNEL

FEBRUARY 22, 2000

Mr. Randall Burns
Lee County School District
P.O. Box 507
Bishopville, SC 29010

Dear Mr. Burns:

I am writing this letter about an incident that occurred on Tuesday, February 22, 2000. On the above morning, [REDACTED] came to my classroom and said that she was there to do my interview and evaluation. I said to her that I hoped that she had call me before coming in to do the interview so I could have been more prepared. [REDACTED] replied that she did call Fleming Middle on Friday February 18, 2000, and left a message for them to tell me that she was coming to interview me. After I informed [REDACTED] that I had no knowledge of this, she asked me could she come back in about two hours for the interview. I said to her that I would do my very best to be ready at that particular time. [REDACTED] then left.

I then went to the office where [REDACTED] was using the telephone and asked [REDACTED] the secretary, why wasn't I informed or given [REDACTED] message on February 18, 2000. [REDACTED] replied by saying that [REDACTED]'s message was passed on to [REDACTED]. [REDACTED] then called the Primary School and informed me that she would be back later to interview me.

I then returned to my classroom to get everything organized before [REDACTED] return. I was shocked when [REDACTED] entered my classroom to evaluate me, knowing that I was preparing for [REDACTED] interview. I really feel that [REDACTED] purposely did not inform me [REDACTED] visit on February 18, 2000. I also feel that [REDACTED] came to my classroom to evaluate me during the time she knew that I was preparing for my interview with [REDACTED] in order to take away the time that [REDACTED] gave me to get prepared. I had planned to give my students some independent work to do while I prepare for my interview with [REDACTED].

[REDACTED], as you can see, [REDACTED] is still violating the procedures of the ADEPT. Why didn't [REDACTED] give me [REDACTED] message? Why did [REDACTED] give the message to [REDACTED] instead of passing the message directly to me? Why did [REDACTED] come into my classroom to evaluate me

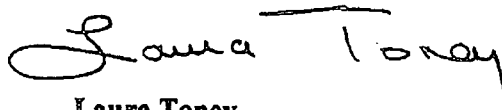
ROA_01123

when she knew that I was preparing for an interview with [REDACTED] These are some of the questions I need an answer to. .

[REDACTED] returned on the same day to interview me and I did go through the interview with her, but as you can see, I did not receive fair notice. This was not [REDACTED] fault. [REDACTED] should have informed me of the interview before [REDACTED] visit.

Please let your records reflect the above incident.

Sincerely,

A handwritten signature in cursive script that reads "Laura Toney". The signature is written in dark ink and is positioned above the printed name and title.

Laura Toney
Fleming Middle School

Cc: Dr. Willie Townes, Superintendent
Ms. Tommye McMillan, Personnel Director
Ms. Ruth Richardson, Principal
Mrs. April Mackey, SCEA

RECEIVED

FEB 28 2000

PERSONNEL

February 16, 2000

Dr. Willie Townes
Lee County School District
P.O. Box 507
Bishopville, SC 29010

Dear Dr. Townes:

Once again, I am writing a letter concerning an incident at Fleming Middle School. As you know, I have been out of school on medical leave. I returned to school on February 14, 2000.

On February 15, 2000, [redacted] approached me and asked me to hold [redacted] class during my planning time. I informed [redacted] that I was just returning from five weeks of medical leave and I needed time to clean the classroom and get everything organized. I have several students' papers in my classroom that are not graded. I also have several graded papers left in my classroom by [redacted] the substitute teacher, that needed to be recorded in my grade book. [redacted] left my classroom without replying. A few minutes later, several students entered my classroom. I then instructed the students to leave not knowing whether [redacted] instructed these students to report to me. [redacted] then came back with the students and said in a very hostile and unprofessional manner that the students will remain in my classroom. This was done in the presence of the students which I feel was very unprofessional of [redacted].

My concern is why [redacted] insists that I hold another teacher's class each time she plans to evaluate me. The last time [redacted] evaluated me, I was instructed to hold [redacted] class which was on the other end of the building. There were two teachers right next to [redacted] class that could have held his class, but [redacted] insisted that I leave my classroom to hold this class during second period, knowing that she was going to evaluate me the same day during third period. I feel that this was intentional by [redacted] to take away my planning time.

Again, on February 15, 2000, [redacted] entered my classroom and told me that she owned the building and that if I plan to remain there, I had better do what she says. I was shocked when [redacted] made the above statement. I replied to her that the building was owned by the taxpayers. [redacted] went on to make several other inappropriate statements.

The next period, [redacted] came in to observe me. I informed [redacted] that I was sick and needed to go home. I find it very interesting that [redacted] knowing that she was going to evaluate me again took away some of my planning time. As mentioned, there were several staff members that could have held [redacted] class. I also feel that [redacted] should have given me the common courtesy of allowing me sufficient time to get organized before entering my classroom to evaluate me.

I also feel that this is a way of [redacted] retaliating against me for filing a grievance concerning procedural violations of my ADEPT. I really hope that there are no future occurrences of this nature from [redacted]. I cannot and will not tolerate any harassment or retribution from [redacted] because of the grievance filed.

ROA_01125

Please let your records reflect this incident.

Sincerely,

Laura Toney

Cc: Ms. April Mackey, SCEA
Ms. Tommye McMillan, Personnel Director
Mr. Randall Burns
Ms. Ruth Richardson

RECEIVED

FEB 15 2001

PERSONNEL

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SC 29010

February 15, 2000

Ms. Laura Toney

Dear Ms. Toney:

This is in response to the formal grievance filed and received by the district on February 9, 2000 and the status of your evaluation process this term.

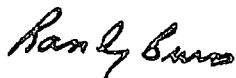
Please recognize that the Lee County School District is very concerned with any possible violations of evaluation procedures. We will continue to monitor the implementation of procedures throughout this process, and at its completion. Please recognize that the evaluation team's compliance with procedures will be a critical issue when the district considers the final evaluation results for any teacher.

Please be advised that the district will continue with your evaluation process. It will be our intent to complete all activities according to the district timeline and procedures. We ask you to discuss your grievance concerns with the TEAM chairperson, Ms. Ruth Richardson. We believe that we have time in the process to resolve any issues which have arisen thus far. Again, the district's procedures provide for the TEAM Chairperson to be responsible for ensuring that all procedures are followed.

We share your concerns that all PDs including PD 10 must reflect the consensus agreement of all evaluators. We will be addressing these concerns with your TEAM Chairperson, Ms. Ruth Richardson. However, please recognize that while the Self-Report is the primary vehicle for making determination for the competence of PD 10, it is appropriate for the team to consider other information collected outside of the self report.

Ms. Ruth Richardson will respond to the issues addressed in your grievance. It is our wish that you complete this evaluation process successfully.

Sincerely,



Mr. Randy Burns
Office of Accountability and Strategic Planning

pc: Dr. Willie Townes, District Superintendent
Ms. Tommye McMillan, Office of Personnel
Ms. Ruth Richardson, Principal
Mr. Sam McDonald, TEAM evaluator,
Ms. Gayle Hyatt, TEAM evaluator

ROA_01127

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SC 29010

February 15, 2000

Ms. Ruth Richardson
Principal
Fleming Middle School
Lynchburg, SC 29080

Dear Ms. Richardson:

This is to respond to the evaluation process for teachers [REDACTED] and Ms. Laura Toney. As communicated in correspondence to the teachers, the district will continue the evaluation process for the teachers, and will allow you the opportunity to respond to their grievance concerns. The evaluation process shall continue while you are addressing the teachers' grievance concerns.

As principal of Fleming Middle School and the TEAM Chairperson for the evaluation teams of Ms. Laura Toney and [REDACTED], we ask you to sit down with each of the teachers individually and provide them an opportunity to express these concerns. Avoid stating your opinions but make every effort to understand their viewpoints. Then, respond in writing to each concern addressed. Please contact the district if you need assistance in completing this task. You should then discuss your findings with the teachers in a very positive manner.

This is to alert you that the two of us do have some concerns relative to the information we have received relative to the evaluation process for Ms. Toney and [REDACTED].

In all PDs, the evaluation team must reach consensus agreement. For PDs 2 and 3, all evaluators must make the determination even when not all evaluators conducted the actual interview. For PD 10, while the principal submits the initial documentation to the team, the judgment made must be made by the team. As you know, the self report represents the primary vehicle for determining competence. However, the team may consider other information known by the principal. However, the decision made relative to competence must be made by all three evaluators. In addition, specific concerns relative to completion of tasks outside the classroom should be addressed by the principal at the specific time of occurrence, and should not be saved for the judgment meeting.

In addition, district procedures state that all evaluators should attend the preliminary and final conferences. While it is not required that all three attend, it is preferred and should occur. We have reason to believe that the TEAM evaluators were not encouraged to attend the preliminary conference meetings with [REDACTED] and Ms. Toney. Please make every effort for all three team members to be present at the final conference for both teachers. Due to the concerns expressed in this area, it is our advice to you to have a minimum of two evaluators present at the final conference. Again, all three evaluators should be present.

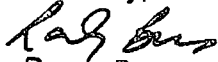
It is very important the the evaluation teams operate as a team and not unilaterally. Please contact both evaluators and communicate to them that we will continue the process, and express the district's appreciation for their commitment and hard work. Pledge to them that you will work together to make consensus judgements in all PDs. Please make every effort to ensure that all TEAM members complete all procedures according to district and state guidelines. Please do not hesitate contacting us if you have any questions.

It is also very important for both teachers to perceive that you are being fair in your

Page Two
Richardson
February 15, 2000

interactions with them. It is critical that you interact with these teachers in a very positive, warm manner. Be sensitive to their concerns and give them every opportunity to be successful. It is our suggestion that you should give Ms. Toney a few days to get adjusted again to being back in the classroom.

Sincerely,



Randy Burns
Office of Accountability and Strategic Planning



Tommye McMillan
Office of Personnel

pc: Dr. Willie Townes, District Superintendent

SUMTER MEDICAL CONSULTANTS, P.A.

115 N. SUMTER STREET, SUITE 400
SUMTER, SOUTH CAROLINA 29150

Phone: 803/778-1941

Fax: 803/938-9513

RECEIVED

MAR - 9 2000

PERSONNEL

Cardiovascular Disease

W. STRAT STAVROU, M.D., F.A.C.C., F.C.C.C.
J. DALE CANNON, JR., M.D., F.A.C.C.
C. WEST JACOBS, IV, M.D., F.A.C.C.
MITCHELL W. JACOBS, M.D.

Pulmonary Disease

CHARLES H. WHITE, JR., M.D., F.C.C.F.

Gastrointestinal Disease

T.D. WILLIAMS, III, M.D., F.A.C.G.
KENT N. CUNNINGHAM, M.D.
SCOTT R. McDUFFIE, M.D.

February 09, 2000

Lee County Schools
Attn: Dr. Willie Townes
P.O. Box 507
Bishopville, SC 29010

Re: _____
Our File #: _____

Dear Dr. Townes:

I am writing on behalf of Ms. Laura Toney who has assumed primary responsibility for the care of her husband who has severe congestive heart failure. Mr. Toney has been under my care for CHF since 12/8/99. Ms. Toney spends the majority of her time taking care of her husband and I believe should qualify for medical leave of absence through 2/8/2000.

Please contact me if further details are necessary.

Sincerely,



Mitchell W. Jacobs, M.D.

MWJ/dgs

ROA_01130

FLEMING MIDDLE SCHOOL
P.O. BOX 218
LYNCHBURG, SOUTH CAROLINA 29080



PHONE: 803 437-2128

FAX: 803 437-2153

FAX

Telephone Number Dialed 484-5393

Date: 01-08-2000

To: Ms. Annette Lucas

From: Ms. Ruth Rich

Cover Plus 1 Pages

Message _____

FEB - 8 2000

PERSONNEL

February 7, 2000

Dr. Willie Townes
Lee County Schools
P.O. Box 507
Bishopville, SC 29010

Dear Dr. Townes:

I am writing this letter to request additional medical leave. My husband is still under the doctor's care and I am needed at home to provide medical assistance for him.

I am requesting an additional week starting February 8, 2000 through February 11, 2000. If another verification is needed from his doctor, one can be provided.

If you have any questions, please feel free to call me. Thank you very much for your indulgence and patience.

Sincerely,


Laura Toney

cc: Ms. Ruth Richardson
Ms. Tommye McMillan

LEE COUNTY SCHOOL DISTRICT
POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

(803) 484-5327

RECEIVED

FEB 10 2000

PERSONNEL
Fax (803) 484-5393

GRIEVANCE FORM

GBK-R

This form is to be completed in the filing of a grievance under District policy, Staff Concerns/
Complaints/Grievances (GBK-R).

Name Laura Ann Toney SS# 1
First M. Last

Job Assignment Fleming Middle School/Teacher

Location (school or department) Lynchburg, South Carolina

Supervisor's Name Ms. Ruth Richardson

Supervisor's Position Principal

If you feel your supervisor is not the person who should address your grievance, give the name and
position of the person you feel should address your grievance.

Mr. Randall Burns, Office of Accountability and Strategic Planning

State the action you feel was in error and what Board policies and administrative procedures, rules and
regulations were violated, misapplied or misinterpreted. (Use the back of this form, if necessary.)

Please see Attachment.

Date the action occurred: Fall Collection Period For The ADEPT-1999.

State why you feel the action was in error: Please see Attachment.

ROA_01133

Signature: Laura Ann Toney

Date: 2-4-2000

Present this to your direct supervisor even if you feel he/she was not responsible for the error. He/She
will be responsible for passing it to the appropriate person, if necessary.

February 4, 2000

Mr. Randall Burns
Lee County School District
P.O. Box 507
Bishopville, SC 29010

Dear Mr. Burns:

With this letter be advised I am filing a formal grievance around the ADEPT TEAM evaluation I received December 1999. AS you know, I have been out of school. Please forward me any specific paperwork or form that I need to complete.

The areas of concern have been noted in my letter dated January 2000, as well as in a verbal conversation with you. I have shared my concerns and requested a change in evaluation status.

These concerns are:

- 1) No peer teacher on my evaluation team.
- 2) The building principal is a member of my evaluation team. This is a conflict of interest since she generated the Instructional Improvement Plan.
- 3) An error notation on the P.E.S.S. indicated a Needs Improvement on PD#10 which was not consensual.
- 4) PDs#1&2 are planned in accordance with the Lee County School District and Fleming Middle School Expectations. If there are omissions, the building principal needed to address them at the beginning of school. PDs 1&2 are made in conjunction with the building principal. They are to be approved by the building principal prior to being implemented, not determined to be lacking by December.
- 5) PD#1's notation of "no provision for ordering" is not an area within my venue. The building principal makes those decisions.
- 6) PD#10 reflects inaccurate information as well as a subjective determination by the evaluator. The evaluator's

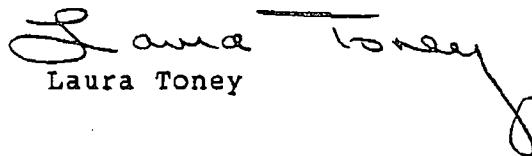
- 6) responsibility is to observe, note and document...not request a change in lesson plans for his/her convenience. The evaluator has the option of scheduling according to the lesson plans.
- 7) The Instructional Improvement Plan does not reflect areas of identified "Needs Improvement."

To address these concerns, I request the following:

- 1) No retribution by the building principal nor the evaluators because of this grievance.
- 2) A change in my evaluation team incorporating a peer evaluator and deleting the building principal.
- 3) The completion of the Instructional Plan completes all concerns noted as "Needs Improvement" and that those areas be listed as "Competent."
- 4) PD#10 "Needs Improvement" be appropriately changed to "Competent."

Please arrange a meeting with me as soon as possible to address these concerns.

Sincerely,


Laura Toney

cc: Dr. Willie Townes, Superintendent
Ms. April Mackey, SCEA

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

(803) 484-5327

Fax (803) 484-5393

January 20, 2000

Laura A. Toney

Dear Ms. Toney:

This is to acknowledge receipt of your request for medical leave and to inform you that the board has approved of this request. If you have not done so, please return all of your completed FMLA form(s). According to your letter, you expect to begin your leave on January 7, 2000, and your estimated date of return is February 8, 2000. If you foresee a change in these dates, please contact the Personnel Office. We wish you and your husband a speedy recovery, and look forward to your return.

Thank you in advance for your assistance.

Sincerely,



Tommye McMillan
Director of Personnel

TM/abl

cc: Dr. Willie Townes
Ruth Richardson

ROA_01136

RECEIVED

JAN 12 2000

PERSONNEL

January 12, 2000

Dr. Willie Townes
Lee County Schools
P.O. Box 722
Bishopville, SC 29010

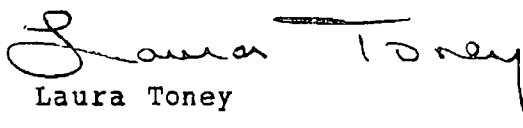
Dear Dr. Townes:

I am writing this letter to request a medical leave from January 10, 2000 to January 28, 2000. I was in a car accident on January 10, 2000. My husband was also in the accident. As you already know, my husband is also ill with multiple health problems.

I am enclosing a letter from my husband's doctor verifying his condition.

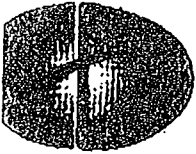
If you have any questions, please feel free to call me.

Sincerely,


Laura Toney

cc: Ms. Ruth Richardson, Principal
Ms. Tommye McMillan, Personnel Director

ROA_01137



CAROLINA DIABETES & KIDNEY CENTER

OAKHILL OSTEOPOROSIS CENTER

nes R. Cain, III, M.D.
 ology,
 mal Medicine

m Dorman, M.N., R.N.,
 E
 betes Clinical Specialist

ll W. Ford, Ed.D., R.N.,
 S., F.N.P.
 nity Nurse
 rtitioner

ngxin Li, M.D., Ph.D.
 mal Medicine

ah Lilavivat, M.D.,
 I.C.P., F.A.C.E.
 ocrinology,
 betes, Nutrition,
 mal Medicine

ngstern Pitiranggon, M.D.
 ology
 mal Medicine

sadee Suchinda, M.D.
 ology,
 mal Medicine

manuel Willis, D.P.M.
 iatrist

January 11, 2000

To Whom It May Concern:

Mrs. Laura Toney's husband has congestive heart failure and uncontrolled diabetes. He was just recently discharged from the hospital. She needs to stay at home to take care of her husband from January 6 - January 28, 2000.

If you have any questions please call the office at 469-7500.

Thank you very much,

Yongxin Li, M.D.



FLEMING MIDDLE SCHOOL
P.O. BOX 218
LYNCHBURG, SOUTH CAROLINA 29080



PHONE: 803 437-2128

FAX: 803 437-2153

FAX

Telephone Number Dialed 484-5393

Date: 1-10-2000

To: Ms McMillan

From: Beth Richardson

Cover Plus 1 Pages

Message _____

LEE COUNTY SCHOOL DISTRICT
POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

(803) 484-5327

Fax (803) 484-5393

January 10, 2000

Laura A. Toney

Dear Mrs. Toney,

Dr. Townes has authorized me to respond to your request for (FMLA) family medical leave due to your husband's current medical condition. As always, we wish your husband a speedy recovery.

According to our payroll records, last year you used all of your sick leave which caused you not to have any days carried over this school term (See attachment). Moreover, as of December 15, 1999, our records indicate that you have already used all of your sick leave and personal days for this school term (12 days).

Since you do not have any accrued sick leave, you may be granted FMLA leave without pay, provided that you have the enclosed forms completed by your husband's physician and returned to this office as soon as possible. Since all extended medical leave must be approved by the Lee County Board of Trustees, I would like to have this information completed and returned before our next school board meeting (Tuesday, January 18, 2000). If it is not possible to have all of the forms completed by then, please ask the attending physician to fax in or mail a letter verifying your husband's need to have you with him during his recuperation (January 7 - February 8).

Again, we wish you the best during this difficult time.

Sincerely,



Tommye McMillan
Director of Personnel

TM/abl

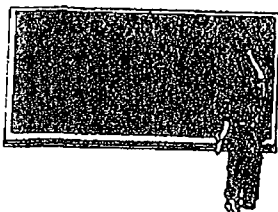
Attachments

cc: Dr. Willie Townes
Randall Burns
Ruth Richardson
Shirley Hannah

ROA_01140

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4 20



Randy Burns
Office of Accountability and Strategic Planning
Lee County School District
P.O. Box 507
Bishopville, SC 29010
raburns@fci.net
(803) 484-5327 (Ext. 316)

PERSONNEL

January 5, 2000

Ms. Laura Toney

Dear Ms. Toney:

This is in response to your letters of January 4, 2000.

Please be advised that an error was made on your Preliminary Evaluation Summary Sheet. With three performance dimensions identified as needing improvement, the preliminary overall evaluation judgment should have been Needing Improvement rather than Unsatisfactory.

As I discussed with you on January 4, 2000, all judgments made during the TEAM evaluation process must be consensus. The individual documentation notes are not part of the record, and should be destroyed by the evaluators after the judgments have been made. As stated in my letter to you on January 3, 2000, the formal documents are the Preliminary Evaluation Summary Sheet, the Consensus Evaluation Sheets and the Individual Assistance Plan. Consensus judgments do not mean that all evaluators had to observe the same thing, but rather all agree that the individual performance dimension does not meet the standard as described in the Competent Performance Description.

It is my belief and expectations that the three evaluators assigned to your team, Ms. Ruth Richardson, Mr. Sam McDonald and Gayle Hyatt will carry out the Spring Data Collection process according to written procedures. Again, please do not hesitate contacting me if you believe procedural violations exist.

Again, please be advised that the evaluation process will continue as designed. Your concerns have been received and will be included as part of your evaluation record. We wish you success as this evaluation process is continued.

In closing, I urge you to focus upon what you can do to become a more effective teacher. Again, we wish you the very best.

Sincerely,

Randy Burns
Office of Accountability and Strategic Planning

pc: Dr. Willie Townes, District Superintendent
Ms. Ruth Richardson, Principal
✓ Ms. Tommye McMillan, Director of Personnel
Mr. Sam McDonald, External Evaluator
Ms. Gail Hyatt, External Evaluator

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JAN - 6 2000

PERSONNEL

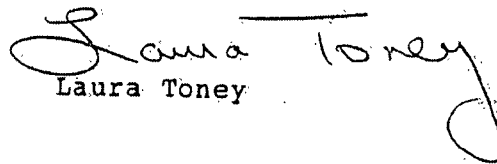
January 5, 2000

Mr. Randy Burns
Lee County Schools
P.O. Box 507
Bishopville, SC 29010

Dear Mr. Burns:

Enclosed you will find four letters dating January 4, 2000
and January 5, 2000. Please respond to me as soon as possible.

Sincerely,


Laura Toney

cc: Dr. Willie Townes
Ms. Tommye McMillan
Ms. Ruth Richardson

ROA_01142

RECEIVED

JAN - 6 2000

PERSONNEL

January 5, 2000

Dr. Willie Townes
Lee County School District
P.O. Box 507
Bishopville, Sc 29010

Dear Dr. Townes:

I am writing this letter concerning an incident on January 4, 2000. As you know, my husband is very ill. I went to Ms. Richardson to ask whether or not I could leave at 2:00 to take my husband to the doctor. Ms. Richardson began to question me about other family members. I felt that this was very inappropriate. Ms. Richardson responded by saying that she would get back with me. Around 1:45 when I realized that she wasn't going to get back with me as she promised, I went to her office to inquire about whether it was ok for me to leave at 2:00. Ms. Richardson was in her office with the door shut. I informed [REDACTED] that I really needed to speak with Ms. Richardson. When [REDACTED] went into Ms. Richardson's office to ask whether or not I could speak to her, Ms. Richardson refused. Ms. Richardson informed [REDACTED] to tell me that I could leave at 1:45, but I needed to bring a doctor's note back on the next day to verify that I took my husband to the doctor. This was very unprofessional of Ms. Richardson to communicate this to her secretary.

On yesterday, January 3, 2000, I experienced the same unprofessional behavior when Ms. Richardson instructed [REDACTED] to sit in on a conference about my ADEPT.

I can no longer tolerate Ms. Richardson's lack of respect for the privacy of my personal concerns. My Improvement Plans were even given to me through [REDACTED]. This is indeed a violation of my right to the privacy of my personal records.

Ms. Richardson's failure to respond to me on January 4, 2000, concerning my request to leave early shows that Ms. Richardson is retaliating against me for inquiring about the manner in which she conducted my ADEPT. This tells me that Ms. Richardson can not be fair. Does she require that all employees who leave early to bring back verification? Some employees leave early for less serious reasons and are approved by her without having to verify anything.

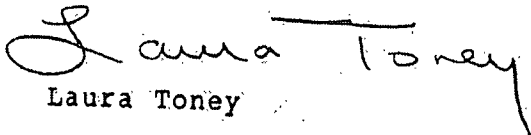
ROA_01143

Dr. Townes, I am requesting an immediate transfer from Fleming Middle School. I am definitely requesting that Ms. Richardson be taken off of my TEAM. I can no longer trust Ms. Richardson to be fair.

I really enjoy my work with my children, but in order to be the very best that I can be for my students, I can't waste time everyday writing letters about Ms. Richardson's behavior towards me. We are all there for the children.

I feel that I would be more effective under the administration of someone else. Please consider my request very seriously. I will be awaiting a response from you.

Sincerely,


Laura Toney

cc: Ms. Tommye McMillan
Mr. Randy Burns

RECEIVED

JAN - 6 2000

PERSONNEL

January 4, 2000

Dr. Willie Townes
Mr. Randy Burns
Lee County Schools
P.O. Box 507
Bishopville, Sc 29010

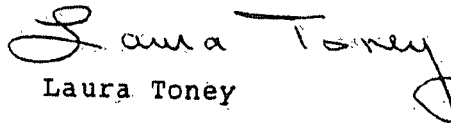
Dear Dr. Townes and Mr. Burns:

The purpose of this letter is to request a conference with my entire ADEPT TEAM. After submission of the information regarding the procedure violation of my ADEPT, I feel that a thorough investigation should be conducted into all aspects of my ADEPT.

I am also requesting that all activities regarding my ADEPT are discontinued until all concerns are addressed and resolved.

I am requesting that Ms. Ruth Richardson is removed from my TEAM. I am also requesting a transfer from Fleming Middle School.

Sincerely,


Laura Toney

cc: Ms. Tommye McMillan
Ms. Ruth Richardson

ROA_01145

RECEIVED

JAN - 6 2000

PERSONNEL

January 4, 2000

Mr. Randy Burns
Lee County Schools
P.O. Box 507
Bishopville, SC 29010

Dear Mr. Burns:

It is again with the very deepest regret that I have to write this letter. The purpose of this letter is to again request a conference with all of my Team members and also to address some concerns about the manner in which procedures were followed by Ms. Richardson. My concerns are:

1. On December 16, 1999, I attended a conference with Ms. Richardson and [REDACTED] concerning ADEPT. [REDACTED] was not present at this conference. I was not notified of a conference on that particular day by Ms. Richardson. I saw [REDACTED] in the teacher's lounge and assumed that he was there for the conference. This was about 3:15PM and I was about to leave for the day. After seeing [REDACTED] I went to the office to inquire about whether I should remain for a conference. After several attempts to talk to Ms. Richardson, she finally informed me that I should remain for a conference. I feel that it was Ms. Richardson's responsibility to inform me of a conference earlier that day being that she is the chairperson.
2. During the conference, [REDACTED] was not given the opportunity to offer any feedback. The entire conference was monopolized by Ms. Richardson. There were concerns that Ms. Richardson informed me that [REDACTED] has, but [REDACTED] was not there to offer any feedback. I was given a statement that looks like Ms. Richardson's handwriting addressing [REDACTED]'s concerns. The statement stated that on the day [REDACTED] came by the school, I stated that I was afraid of my evaluations because of my students' terrible behavior. It also stated that I began to cry. These are not accurate statements. At no time during the meeting with [REDACTED] did I cry or communicate to her that my students' behavior was terrible. I am really amazed that Ms. Richardson has accuse me of not having high expectations for my students when she has already targeted the fifth graders as discipline problems by calling a special meeting with the fifth grade parents to talk about discipline. Ms. Richardson has even

ROA_01146

recommended mental health evaluation for some of the fifth graders. Maybe it's Ms. Richardson who does not have high expectations for our students. Please let this letter reflect the fact that I do have high expectations for all of my students, and I have very few problems with classroom management or discipline.

3. Another concern I have is [redacted]'s misunderstanding of the day she came to my classroom to observe me and I was showing a video. [redacted] asked me to show the video another day and let her observe me teaching. I informed [redacted] that the video was my lesson for that particular day and she was welcomed to stay and view the video because we were going to be discussing the video afterwards. The video that I was showing my students was given to me by the guidance department. I was informed that it was mandatory for all social studies teachers to show the video and let the students do the worksheets and test that came with the video. This was Fire Prevention Week. It was stated that this was not a part of the curriculum, but I was instructed to teach fire prevention. What amazes me is that Ms. Richardson knew all about Fire Prevention Week, but still allowed [redacted] to get the wrong impression of that particular day. It was Ms. Richardson's responsibility to clarify this misunderstanding with [redacted] instead allowing this to be included into my ADEPT and labeling me as not being cooperative. Also in the Teacher Evaluation information that was given to us during orientation specifically states that if a video is being viewed or a test is being administered, the evaluator is free to leave and conduct the observation on another occasion. I should have never been asked to show the video on another day by [redacted].
4. During the conference held on December 16, 1999, [redacted] was excused by Ms. Richardson. He did not ask to be excused. This was very suspicious. After [redacted] was told to leave, Ms. Richardson gave me copy of an Improvement Plan. Why did Ms. Richardson excuse [redacted] before going over my Improvement plans with me? Why did Ms. Richardson sign [redacted] name? Why did Ms. Richardson not allow him the opportunity to offer any feedback? These are just some of the concerns I need an answer to.
5. On the same day, I questioned Ms. Richardson about being given Need Improvement for PD10. I reminded her of all the activities that I was involved in outside of the classroom. She then took my Improvement Plans away and told me that she would reconsider and maybe give me credit for PD10. The following morning, I asked Ms. Richardson about my Improvement Plans and she told me that she did not want to talk to me. I then informed her that she needs to give me the plans so I would know exactly what is expected of me. She then became very upset and informed me if I continue to ask her about any Improvement Plans that she would consider it as not following her

directive. I then walked away and telephoned [REDACTED]. I communicated some of my concerns about the way my ADEPT was carried out, but [REDACTED] advised me to put everything in writing.

After about fifteen minutes after talking to [REDACTED] I was told by [REDACTED] the Library Aide, that [REDACTED], the secretary had something for me. I immediately went to the office. I was shocked when my Improvement Plans were given to me by [REDACTED]. I feel that this information should have been confidential. I felt very embarrassed.

6. Another concern that I have is the negative statements in my ADEPT. Were these statements a consensus of the TEAM or Ms. Richardson's personal opinions.

7. I was given unsatisfactory when Ms. Richardson has documented that I only missed three PDs.

8. I was able to secure a copy of my evaluation from [REDACTED] and was surprised of the evaluation that he gave me. On Pd2, only Ms. Richardson and [REDACTED] did the oral interviews. [REDACTED] pointed out one weakness with my oral interview. This would have been cleared up only if Ms. Richardson had given him the opportunity to offer any feedback. [REDACTED] evaluation stated that only 50% of students were performing at standard and no adjustments were made to my SRP to reign in those that are behind. If Ms. Richardson had given him the opportunity to offer feedback, I would have told him that adjustments were made through giving the students the opportunity re-submit assignments for extra credit. PD2 was was not a consensus based on my conference with [REDACTED]. I was also shocked to find out from [REDACTED] that Ms. Richardson did not give him the opportunity to evaluate PD10, but she submitted the results as a consensus of the group. I am enclosing a copy of [REDACTED] evaluation. I wonder how many other PDs were just Ms. Richardson's personal opinions. I am submitting a copy of my PD10. I really feel that it is sufficient.

Mr. Burns, as you can see, there are several concerns that need to be addressed. Mr. McDonald is willing to attend a conference and verify the enclosed evaluation. I am hoping for these concerns to be resolved within the district. As you can see, several violations have been committed.

Please inform me of your decision.

cc: Dr. Townes
Ms. Richardson
Ms. McMillan

Regretfully submitted,

Laura Toney
Laura Toney

RECEIVED

JAN - 6 2000

PERSONNEL

January 4, 2000

Mr. Randy Burns
Lee County Schools
P.O. Box 507
Bishopville, SC 29010

Dear Mr. Burns:

I am writing this letter to inform you of an incident that happened on January 3, 2000.

I was instructed by Ms. Richardson to report to her office to discuss the letters submitted to her on January 3, 2000. When I reported to Ms. Richardson's office, I was shocked when [REDACTED], a guidance counselor, came in to sit in on the conference. I informed Ms. Richardson that I was not going to talk about my ADEPT with [REDACTED] present. I am quite certain that [REDACTED] was just following Ms. Richardson's instructions.

After I refused to continue the conference, [REDACTED] excused herself. I then asked Ms. Richardson the purpose of [REDACTED] presence in the conference, but she never responded.

I feel that this information should have been confidential. [REDACTED] is not an administrator nor is she a member of my TEAM.

Please let your records reflect this incident.

Sincerely,

Laura Toney
Laura Toney

cc: Dr. Townes
Ms. McMillan
Ms. Richardson

ROA_01149

RECEIVED

JAN 10 2000

PERSONNEL

January 4, 2000

Dr. Willie Townes
Lee County Schools
P.O. Box 507
Bishopville, SC 29010

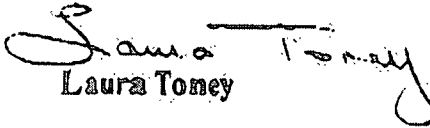
Dear Dr. Townes:

I am writing this letter to request a medical leave for my husband. My husband has numerous medical problems and I am needed at home to provide medical assistance for him.

I am requesting four weeks starting Thursday, January 7, 2000 to February 8, 2000. If I need additional time, I will notify you in writing.

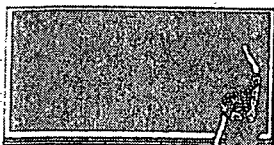
If you have any questions, please feel free to contact me at Fleming Middle School on Wednesday.

Sincerely,


Laura Toney

CC: Ms. Ruth Richardson

RECEIVED



JAN 11 2001
Randy Burns
Office of Accountability and Strategic Planning
Lee County School District
P.O. Box 507
Bishopville, SC 29010
raburns@lcsd.net
(803) 484-5327 (Ext. 316)

PERSONNEL

January 3, 2000

Ms. Laura Toney

Dear Ms. Toney:

This is in response to your letter of January 3, 2000.

Please feel free to make an appointment with me for the purpose of submitting your concerns relative to the TEAM evaluation process. In addition, you may submit these concerns in writing if you wish.

Please be advised that the Preliminary Evaluation Summary Form, the Consensus Evaluation Sheets and the Individual Teacher Assistant Plan are the formal evaluation documents for the evaluation process. It is my understanding that you have the documentation as described. Consistent with State Department of Education ADEPT guidelines, the district does not provide the individual documentation notes to the teachers evaluated by the process.

Also, please be advised that the evaluation process will continue as designed. It is very important that you advise your TEAM chairperson and myself of all concerns you have relative to the implementation of this process.

We wish you success as this evaluation process is continued. Please do not hesitate contacting me.

Sincerely,

Randy Burns
Office of Accountability and Strategic Planning

pc: Dr. Willie Townes, District Superintendent
Ms. Ruth Richardson, Principal
Ms. Tommye McMillan, Director of Personnel
Mr. Sam McDonald, External Evaluator
Ms. Gail Hyatt, External Evaluator

ROA_01151

ABSENTEE CALENDAR

1999 - 2000

NAME Toney, Laura

SS#

JULY

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SICK PER REASON
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 BALANCE BALANCE
 CARRIED FORWARD TO 2000-2001

DAYS BROUGHT FORWARD + CURRENT - TOTAL

SICK 0 + 10 = 10

PERSONAL 0 + 2 = 2

TOTAL 0 + 12 = 12

JANUARY

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JUNE

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CODES: BLUE - SICK/SELF
 PINK - PERSONAL
 GREEN - SCHOOL
 PURPLE - JOB/INJURY
 YELLOW - VACATION

Preliminary Evaluation Summary Sheet

Teacher Laura Toney School Fleming Middle
 Contract Status Continuing Year 99-00 Grade/Subject Area 5th Social St

Performance Dimension Evaluation Judgments

	Needs Improvement	Competent
PD1: Long-Range Planning	<u>✓</u>	<u> </u>
PD2: Short-Range Planning of Instruction	<u>✓</u>	<u> </u>
PD3: Short-Range Planning, Development, and Use of Assessments	<u> </u>	<u>✓</u>
PD4: Establishing and Maintaining High Expectations for Learners	<u> </u>	<u>✓</u>
PD5: Using Instructional Strategies to Facilitate Learning	<u> </u>	<u>✓</u>
PD6: Providing Content for Learners	<u> </u>	<u>✓</u>
PD7: Monitoring and Enhancing Learning	<u> </u>	<u>✓</u>
PD8: Maintaining and Environment That Promotes Learning	<u> </u>	<u>✓</u>
PD9: Managing the Classroom	<u> </u>	<u>✓</u>
PD10: Fulfilling Professional Responsibilities Beyond the Classroom	<u>✓</u>	<u> </u>

Overall Evaluation Judgment

Competent Needs Improvement X Unsatisfactory
Ms. Toney's overall judgment is needs improvement; the correction was made on 1/4/00 R.R.

Evaluation Team

Gail P. Hyatt
Sam McDonald (R.R.)
Ruth Richardson

Date

12-8-99
12/8/99
12/8/99

Teacher

Laura Toney

12-16-99

signature of the teacher does not necessarily indicate agreement with the evaluation
 its but only that the results were received

Preliminary Evaluation Summary Sheet

Teacher Laura Toney School Fleming Middle
 Contract Status Continuing Year 99-00 Grade/Subject Area 5th Social St

Performance Dimension Evaluation Judgments

	Needs Improvement	Competent
PD1: Long-Range Planning	☒	☐
PD2: Short-Range Planning of Instruction	☒	☐
PD3: Short-Range Planning, Development, and Use of Assessments	☐	☒
PD4: Establishing and Maintaining High Expectations for Learners	☐	☒
PD5: Using Instructional Strategies to Facilitate Learning	☐	☒
PD6: Providing Content for Learners	☐	☒
PD7: Monitoring and Enhancing Learning	☐	☒
PD8: Maintaining and Environment That Promotes Learning	☐	☒
PD9: Managing the Classroom	☐	☒
PD10: Fulfilling Professional Responsibilities Beyond the Classroom	☒	☐

Overall Evaluation Judgment

☐ Competent ☐ Needs Improvement ☒ Unsatisfactory

Evaluation Team

Eric P. Hyatt
Sam McDonald (LR)
Ruth Richardson

Date

12-8-99
12/8/99
12/8/99

Teacher

Laura Toney

12-16-99

The signature of the teacher does not necessarily indicate agreement with the evaluation results but only that the

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

(803) 484-5327

Fax (803) 484-5393

July 23, 1999

Laura Toney
[REDACTED]

Dear Ms. Toney:

Earlier this year, you sent in a written request to be considered for a transfer from Fleming Middle School. Upon receipt of this request, I discussed this matter with Dr. Townes, Ms. Richardson, and Mrs. Boston.

Based on the current vacancies and personnel needs of the district, your request to transfer to Bishopville Jr. High for the 1999-2000 school year has been denied. When the new school term begins in August, you will report to Fleming Middle School.

Sincerely,



Tommye McMillan

cc: Dr. Willie Townes
Ruth Richardson
Linda Boston

ROA_01155

RECEIVED

FEB 22 1999

PERSONNEL

February 10, 1999

Dr. Willie Townes, Superintendent
P.O. Box 507
Bishopville, SC 29010

Dear Dr. Townes:

I am writing this letter to request a transfer for the upcoming school year of 1999-2000.

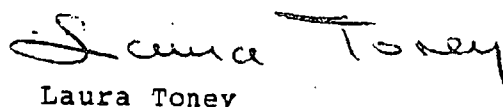
I would like to be considered for any available position at Bishopville Junior High or Bishopville High School in Social Studies. I also qualify for a permit to teach English and Science.

Because of my husband's health, it is necessary for me to be as close to home as possible.

I have enjoyed working with the children this past school year. I am also looking forward to many more rewarding years in Lee County Schools.

Any consideration given to me will be greatly appreciated. If additional information is needed, please contact me at Fleming Middle School.

Sincerely,



Laura Toney

cc: Ms. Tommye McMillan

ROA_01156

STATE OF SOUTH CAROLINA
LEE COUNTY SCHOOL DISTRICT

CONTINUING CONTRACT FOR PROFESSIONAL
CLASSROOM TEACHING SERVICE

This agreement is entered into by and between Lee County Board of Trustees, here after referred to as the employer, and Toney, Laura A. here after referred to as the employee.

The employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the state of South Carolina. Proof of these qualifications shall be filed by employee in the Superintendent's Office.

Subject to any special conditions set forth below, the employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the employer promises to pay the above-named employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The employer represents that said schedule will be adopted and published as soon as practical.

Loss or reduction in any amount of these funding sources shall, at the discretion of the employing school district, result in the termination of this contract or the pro-rata reduction of the payment made for services rendered under this contract.

The employee will discharge acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the employee for days lost due to such a reduction.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the employee's services occurs before the days lost are made-up, no payment will be due or made to the employee for the days lost on account of the closing of the school to which the employee is assigned.

All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

Special Convenants: All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personal leave as defined by their term of contract; etc. (9, 10, 11, or 12 month contract)

This contract is issued as a continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina. Length of contract: August 16, 1999 - June 5, 2000 (190 days)

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent.

The employer's offer shall remain open through April 29, 1999. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent.

ABSENTEE CALENDAR

1998 - 99

NAME Toney, Laura

SS#

DAYS BROUGHT + CURRENT = TOTAL
FORWARD

SICK 0 + 10 = 10

PERSONAL 0 + 2 = 2

TOTAL 0 + 12 = 12

JULY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MARCH

S	M	T	W	T	F	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

MAY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SICK 10

USED 13 1/2

BALANCE 0

PER REASON 2

USED 2

BALANCE 0

CODES: BLUE - SICK/SELF
PINK - PERSONAL
GREEN - SCHOOL
PURPLE - JOB/INJURY
YELLOW - HOLIDAY/PT

CARRIED FORWARD TO 99-2000

ROA_01158

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

(803) 484-5327

Fax (803) 484-5393

TO : Payroll-Bookkeeping Department

FROM: Tommye McMillan

Personnel Action

- ☒ New Employee
☐ Transfer
☐ Dismissal
☐ Resignation
☐ Promotion
☐ Other (see comments)

The following information is submitted on said employee:

Name Laura Joney
School Fleming
Position Teacher
Effective Date 8/17/98
Type of Contract 9 month
Salary to be paid by _____
Comments Board approved

J. M. McMillan
Personnel Director's Signature

Bill Joney
Superintendent's Initials

STATE OF SOUTH CAROLINA
LEE COUNTY SCHOOL DISTRICT

CONTINUING CONTRACT FOR PROFESSIONAL
CLASSROOM TEACHING SERVICE

This agreement is entered into by and between Lee County Board of Trustees, here after referred to as the employer, and Toney, Laura A., here after referred to as the employee.

The employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the state of South Carolina. Proof of these qualifications shall be filed by employee in the Superintendent's Office.

Subject to any special conditions set forth below, the employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the employer promises to pay the above-named employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The employer represents that said schedule will be adopted and published as soon as practical.

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This contract is issued as a continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina. Length of contract: August 17, 1998 - June 4, 1999 (190 days)

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent.

The employer's offer shall remain open through August 10, 1998. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent.

RECEIVED

AUG. 10 1998

PERSONNEL

August 3, 1998

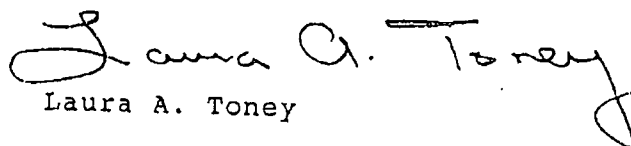
Ms. Tommye McMillan
Director of Personnel
Lee County School District
P.O. Box 507
Bishopville, SC 29010

Dear Mr. McMillan:

I am writing this letter to accept the offer for
Social Studies Teacher at Bishopville Jr. High School
for the 1998-99 school term.

Thank you very much for the opportunity to teach
in Lee County. I look forward to hearing from you.

Sincerely,


Laura A. Toney

c: Dr. Willie Townes

ROA_01161

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507
BISHOPVILLE, SOUTH CAROLINA 29010

(803) 484-5327

Fax (803) 484-5393

July 29, 1998

Laura A. Toney

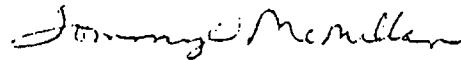
Dear Ms. Toney:

The Lee County School District would like to offer you the position of Social Studies teacher at Bishopville Jr. High School for the 1998-99 school term. This offer of employment is contingent upon Board approval and a required SLED clearance.

We were quite impressed by your academic background and professional experiences, and we feel you would have a great deal to offer our children. In addition, your sincerity and dedication to the profession were evident.

Please call Annette Lucas, our Personnel Secretary, to accept or decline this offer of employment by Monday, August 3, 1998. She can be reached at (803) 484-5327. We look forward to hearing from you.

Sincerely,



Tommye McMillan
Director of Personnel

TMM/abl

cc: Dr. Willie Townes

ROA_01162

LEE COUNTY SCHOOL DISTRICT

POST OFFICE BOX 507

BISHOPVILLE, SOUTH CAROLINA 29010

(803) 484-5327

Fax (803) 484-5393

April 16, 1998

Laura A. Toney

Dear Ms. Toney:

No employment decisions have been finalized yet relative to the position for which you received an interview. Fortunately, we have received an unusually large number of applications, and the screening process is taking longer than we anticipated. We hope to complete this process by April 27, 1998. Once everything is finalized, we will send you a written notice indicating either an offer of employment or a letter of rejection.

Thank you again for your interest in the Lee County School District where "excellence is the standard."

Sincerely,



Tommye McMillan
Director of Personnel

TM/abl

ROA_01163

THE STATE OF SOUTH CAROLINA

COUNTY OF SUMTER

The State of South Carolina,

-vs-

Laura Toney

Defendant

AKA

CERTIFIED TRUE COPY
OF ORIGINAL FILEDDEPUTY CLERK OF COURT
SUMTER COUNTY
SOUTH CAROLINA

IN THE COURT OF GENERAL SESSIONS

ORDER FOR THE DESTRUCTION OF
ARREST RECORDS

SEP 22 1997

PERSONNEL

Warrant/Ticket #: E-284968, E-402964

GS #: 95-GS-43-514

Race/Sex: Black Female

DOB: Age: -

SSN #: -

Check One (If applicable):

() Magistrate Court Case

() Municipal Court Case

IT APPEARS that the defendant was arrested on 3-20-95 in Sumter (County)
and charged with Threatening the Life of a Public Official.

IT ALSO APPEARS that the defendant is entitled to have all records relating to such offense expunged and destroyed according to the section of the South Carolina Code of Laws which is marked below:

- ☒ Section 17-1-40. The above charge was dismissed, not prossed or the defendant was found not guilty on 12-5-96.
- ☐ Section 17-22-150. The above charge was dismissed on _____ by the solicitor because the defendant successfully completed the Pre-Trial Intervention Program.
- ☐ Section 34-11-90 (e). The defendant was convicted under the Fraudulent Check Law on _____ and no additional criminal activity has taken place in one year from date of conviction.
- ☐ Section 44-53-450 (b). The defendant was convicted of first offense simple possession of marijuana on _____, received a conditional discharge and has successfully complied with the terms of that sentence.
- ☐ Section 22-5-910. The defendant was convicted of a first offense in a magistrate's or municipal court on _____, that offense did not involve the exceptions enumerated in Section 22-5-910, and no additional criminal activity has taken place within one year from date of conviction.

IT IS ORDERED that all records relating to such arrest and subsequent discharge pursuant to the above referenced section be dismissed, expunged and immediately destroyed and that no evidence of such records pertaining to such charge shall be retained by any municipal, county or state agency (except nonpublic information retained on each person accepted for Pre-Trial Intervention as provided for in Code Section 17-22-130 and nonpublic information retained by the Department of Narcotic and Dangerous Drugs as provided for in Code Section 44-53-450).

On Motion of:

Signed this 12 day of Sept 19 97

Laura Toney

Defendant/Attorney for Defendant

Glenn P. King
Presiding Circuit Court Judge

I attest that the above named defendant is eligible for expungement under Section 17-22-150 (Successful Completion of PTT) or Section 22-5-910 (Summary Court Conviction).

I Consent:

Wade S. Kolb, Jr.
Circuit Solicitor Wade S. Kolb, Jr.

n/a

Director, Pre-Trial Intervention/Summary Court Judge

SCCA/223 (8-92)

ROA_01164

THE UNIVERSITY OF SOUTH CAROLINA

OFFICE OF THE REGISTRAR • COLUMBIA, SC 29208

FICE: 3448

CEEB: 5818

ACT: 3840

FAX: (803) 777-6348



ACADEMIC TRANSCRIPT

This transcript is printed on special security paper with a garnet background, the seal of the University of South Carolina at Columbia and the signature of the University Registrar, Richard L. Bayer. This is an official sealed instrument; a raised seal is not required. The student is in good academic standing unless otherwise noted.

Richard L. Bayer
University Registrar

Legal Seal

CONTROL NO: 395416 DATE ISSUED: 07/03/1997

IDENT NAME:

IRA ANN TONEY

DENT NUMBER:

BIRTH DATE:

PAGE 1

BEGINNING OF UNDERGRADUATE RECORD

COURSE TITLE	DEPT	COURSE	GRD	HC	HE	GH	GP	GPA
FALL 1984 CONTINUING EDUCATION								
SESSION DATES: 08/16/84 - 12/31/84								
NO TO EDUC PSYCHOLOGY EDPY	C335	B	3	3	3	3	9.0	
CORRESP CRSE COMP	09/29/87							
SEMESTER TOTALS:			0	0	0	0	0.0	0.000
SPRING 1985 SUMTER								
SESSION DATES: 01/14/85 - 05/10/85								
SP WITH CUR TOP SEC	CEDC H432	B	3	3	3	3	9.0	
KN H S. II (SO STU)	CEDC H463	S	9	9				
SEMESTER TOTALS:			12	12	3		9.0	3.000
SPRING 1987 SUMTER								
SESSION DATES: 03/23/87 - 05/18/87								
RO TO MUSIC	MUSC V110	A	3	3	3	3	12.0	
SEMESTER TOTALS:			3	3	3	3	12.0	4.000
SUMMER I 1987 SUMTER								
SESSION DATES: 06/08/87 - 07/10/87								
RODUCTION TO ART	ARTE V100	B+	3	3	3	3	10.5	
SEMESTER TOTALS:			3	3	3	3	10.5	3.500
UNDERGRADUATE TOTALS				HC	HE	GH	GP	GPA
NON U.S.C.			0.00	0.00	0.00	0.00	0.00	0.000
USC SYSTEM			21.00	21.00	12.00	40.50	3.375	
COLLEGIATE SUMMARY			21.00	21.00	12.00	40.50	3.375	

*** END OF UNDERGRADUATE RECORD ***

*** SEE GRADUATE RECORD ***

*** ISSUED TO STUDENT IN A SEALED ENVELOPE ***

IN ACCORDANCE WITH USC 438 (b) (4) (6) (THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974) YOU ARE HEREBY NOTIFIED THAT THIS INFORMATION IS PROVIDED UPON THE CONDITION THAT YOU, YOUR AGENTS OR EMPLOYEES, WILL NOT PERMIT ANY OTHER PARTY ACCESS TO THIS RECORD WITHOUT CONSENT OF THE STUDENT. ALTERATION OF THIS TRANSCRIPT MAY BE A CRIMINAL OFFENSE.

TRANSCRIPT GUIDE ON BACK

A BLACK AND WHITE TRANSCRIPT IS NOT AN ORIGINAL

ROA_01165

THE UNIVERSITY OF SOUTH CAROLINA

OFFICE OF THE REGISTRAR • COLUMBIA, SC 29208

FFICE 3448
CEEB: 5878
ACT 3880
FAX (803) 777-6349



ACADEMIC TRANSCRIPT

This transcript is printed on special security paper with a garnet background, the seal of the University of South Carolina at Columbia and the signature of the University Registrar, Richard L. Bayer. This is an official sealed instrument; a raised seal is not required. The student is in good academic standing unless otherwise noted.

Richard L. Bayer
University Registrar

Legal Seal

CONTROL NO. 395416 DATE ISSUED 07/03/1997

DENT NAME:

RA ANN TONEY

PAGE 2

DENT NUMBER:

BIRTH DATE:

BEGINNING OF GRADUATE RECORD

COURSE TITLE	DEPT	COURSE	GRD	HC	HE	GH	GP	GPA
SUMMER I 1990	EDUCATION-GRAD							
SESSION DATES: 06/04/90 - 08/10/90								
ERN AMERICAN LIT	ENGL	423	C	3	3			
SEMESTER TOTALS				0	0	0	0.0	0.000
SUMMER II 1990	EDUCATION-GRAD							
SESSION DATES: 07/10/90 - 08/10/90								
IES IN BRIT/AMER LIT	ENGL	R850	C	3	3G			
SEMESTER TOTALS:				3	3	3	6.0	2.000
SPRING 1992	EDUCATION-GRAD							
SESSION DATES: 01/13/92 - 05/06/92								
ES/VIETNAM WAR	GINT	501B	B	3	3G			
SESSION DATES: 01/13/92 - 05/08/92								
UNIT EFFECTIVE TCH	EDTE	R600	A	3	3G			
SEMESTER TOTALS				6	6	6	21.0	3.500
SPRING 1993	EDUCATION-GRAD							
SESSION DATES: 01/12/93 - 04/29/93								
OCOMPUTERS & INSTR	EDTE	R531	A	3	3G			
SEMESTER TOTALS:				3	3	3	12.0	4.000
GRADUATE TOTALS				HC	HE			
NON U.S.C.				0.00	0.00			
USC SYSTEM				12.00	12.00			
COLLEGIATE SUMMARY				12.00	12.00			

*** END OF GRADUATE RECORD ***

*** SEE UNDERGRADUATE RECORD ***

*** END OF TRANSCRIPT ***

*** ISSUED TO STUDENT IN A SEALED ENVELOPE ***

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TRANSCRIPT GUIDE ON BACK

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ROA_01166

SOUTH CAROLINA LAW ENFORCEMENT DIVISION

RECEIVED

FEB 04 1997

PERSONNEL

DAVID M. BEASLEY
Governor



ROBERT M. STEWART
Chief

CRIMINAL RECORD HISTORY FOR INITIALLY EMPLOYED TEACHERS

(PLEASE TYPE OR PRINT CLEARLY)

A. NAME(S): Laura A. Toney
DATE OF BIRTH: 10/19/56
RACE: Black
SEX: Female
SOCIAL SECURITY NUMBER: _____
SCHOOL DISTRICT: Lee County

B. TO BE COMPLETED BY SLED: DATE: JAN 31 1997

The above individual, using the criteria listed above, has no conviction data in the Criminal Records Section of the South Carolina Law Enforcement Division as of the above date.

754174

The above individual has the following conviction data listed in the Criminal Records Section of the South Carolina Law Enforcement Division as of the above date.

ARREST RECORD
S.C. LAW ENFORCEMENT DIVISION
EMPLOYEE #29

Since neither fingerprints nor an identifying number which is indexed in our files accompanied your request, SLED cannot guarantee in any manner that this material concerns the individual in whom you are interested.

NOTE: Part A is to be filled out by the school district and a form for each teacher is to be sent to SLED. SLED will conduct the record check, fill out Part B and return it to the school district.



An Accredited Law Enforcement Agency

ROA_01167

ATN-LEE, SCHOOLS
ADR-PO BOX 21398
CIS-COLUMBIA, SC

ZIP-29221

AUTHORIZED CRIMINAL JUSTICE AGENCY USE ONLY. CONTACT CONTRIBUTING
AGENCY FOR SPECIFIC/MORE DATA ABOUT CHARGES AND/OR DISPOSITIONS.
BECAUSE ADDITIONS OR DELETIONS MAY BE MADE AT ANY TIME, A NEW COPY
SHOULD BE REQUESTED WHEN NEEDED FOR SUBSEQUENT USE.

PAGE-01 DATE-01/31/1997 TIME-13:50:10

REQ ORI-SCLED0000 S C LAW ENF DIV

SID-

NAME-TONEY, LAURA ANN

SEX-F RACE-B

HEIGHT-507 WEIGHT-170 EYES-BRO HAIR-BLK SKIN-DRK BORN-SC

FPC-0605060905AAAA050305

HENRY- 6 1 U III 5
1AA II

PHOTOGRAPH AVAILABLE

1-FINGERPRINT IMAGES ON THIS SUBJECT ARE STORED ON SCAFIS

DATE RECORD ENTERED--08/29/1990 DATE OF LAST UPDATE--01/02/1997

ADDITIONAL IDENTIFIERS

NAME

BIRTH

TONEY, LAURA

DATES MARKS

SOC SEC MISC NUM

CONTRIBUTOR/SUBJECT

DOA/RCVD CHARGE/DISPOSITION/ETC

TONEY, LAURA ANN

07/23/1990

SC0310000 LEE CNTY SO

CASE-L2836

WARR-C713712

COURT CHARGE 01-POINTING A
PISTOL
COURT DISP-NON-CONVICTION;
NOLLE PROCESSED
COURT DATE-09/28/1990

TONEY, LAURA

SC0430000 SUMTER CNTY SO

CASE-115676

CIT-16-3-1040

DOC-95GS4300514 WARR-E284968

COURT CHARGE 01-THREATENING
LIFE, PERSON OR FAMILY OF
OFFICIAL
COURT DISP-NON-CONVICTION;
NOLLE PROCESSED
COURT DATE-12/06/1996

CIT-16-3-1040

DOC-95GS4300514 WARR-E402964

COURT CHARGE 02-THREATENING
LIFE, PERSON OR FAMILY OF
OFFICIAL
COURT DISP-NON-CONVICTION;
NOLLE PROCESSED
COURT DATE-12/06/1996

BASED ON SEARCH OF SCLED CJICS CCH FILE USING SID/SC00754174
THIS IS PROVIDED FOR THE EXPRESS PURPOSE FOR MAKING LICENSING OR
EMPLOYMENT DECISION.

INQUIRY WILL BE FORWARDED TO S L E D W A N T E D P E R S O N S

** S C CJICS END OF RECORD **

ROA_01168

Zander, A. [unclear]

LEE COUNTY SCHOOL DISTRICT
POST OFFICE BOX 507
521 PARK STREET
BISHOPVILLE, SOUTH CAROLINA 29010-0507

The following items have been received by the personnel office:

Date(s)

1/14/97

☒ Completed Application

1/14/97

☒ College Transcript(s) (Duplicate copy)

12/11/97

☒ S. C. Teaching Certificate

2/5/97

1 (3) Letters of Recommendation

4/23/97

1

1/29/97

1 Resume (optional)

2/4/97

☒ Criminal Record History

Status of file

Date 1/14/97

Complete

☒ Incomplete

Date of Interview(s) _____

Interviewed by whom _____

Outcome of Interview _____

Status of Applicant: Hired _____ Not Hired _____

ROA_01169

CERTIFICATION

South Carolina Certificate Number _____

Type Professional Area(s) Psychology and Social Studies
Professional, Graduated, Warrent, Temporary

Expiration Date June 30, 1997 Years of Experience 8 NTE Score _____

State(s) in which you are certified SC

If you do not have a S. C. certificate please contact the South Carolina State Department of Education regarding certification requirements.

Subject(s) in which you hope to receive a S. C. certificate _____

EDUCATION

	Attended		Degree Rec'd	
	From	To	Type	Date
High School <u>Bishopville High School</u> Address	1970	1973	Diploma	1973
College <u>SC State College Orangeburg, SC</u> Address	1973	1975		
College <u>Coker College Hartsville, SC</u> Address	1981	1983	BA	
Other <u>University Of SC Sumter, SC</u>				
Undergraduate Major <u>Psychology</u>				
Undergraduate Minor _____				
Graduate Major _____				

Please list additional course work not appearing on your transcript(s):

STUDENT TEACHING:

Grades or Subjects	Supervising Teacher	School	Address	Date
<u>Social Studies</u>		<u>Alice Drive Middle</u> Sumter, SC		<u>1983</u>

TRANSCRIPT

Please forward immediately a transcript(s) (readable photo-copy is acceptable) from each college attended. All transcripts become the property of Lee County School District.

ROA_01171

TEACHING EXPERIENCE

STARTING WITH YOUR PRESENT POSITION, LIST ALL TEACHING EXPERIENCE

School or System	Address	Principal or Supervisor	Grade/Subject	Date	
Lee County Schools	Bishopville, SC	Porter Kennington	12th	From 1989	To 1990
Sumter District Two	Ebenezer Rd	W D Hamilton	8th	1990	1994

Military Experience

Branch _____ No _____ Date _____

RELATED WORK AND VOLUNTEER EXPERIENCE

Employer	Address	Supervisor	Position	Date	
			From	To	

REFERENCES

List at least three persons qualified to evaluate your teaching performance and/or educational experience such as a cooperating teacher, principal, college department chairman or subject area supervisor.

NAME	POSITION	PROFESSIONAL ADDRESS OF REFERENCE
Mrs. Inez Belin/ Teacher		
Mr. William Hamilton/ Principal		
Mrs. Mary Harvin/ Teacher		

Do you have current professional references on file at a college placement office? No

If yes please mark an asterisk (*) by the above listed references who have letters on file in your placement folder and arrange to have the placement folder sent to this district office.

VIEWPOINT

Please use this space to express in your own handwriting your views on a current development or issue in education or in your specific subject field.

The most current development that I have had to privilege of implementing in the classroom is encouraging Collaborative Skills. I feel that incorporating Collaborative skills into your weekly lesson plans will help students to become successful leaders, effective followers, and also motivate them to make productive contributions to a group.

After successfully completing a course in Collaborative skills, I was very impressed with this method because it gives students a strong sense of identity with group goals. It also develops in students the ability to respect the rights and opinions of other group members. Effective group members are also able to communicate successfully and to compromise and negotiate.

Finally, I feel that it is imperative for students to develop these skills in order to be good followers as well as good leaders.

AFFIRMATION

I understand that Lee County may contact any or all of the references as well as principals and supervisors listed on this application. I hereby affirm that the information given by me in this application is true and complete to the best of my knowledge and belief. I understand that any misrepresentation, falsification or omission will be sufficient cause for cancellation of the application, or discharge, if I have been employed. I further understand that this application and all materials related to it become the property of Lee County School District and are not available to the applicant.

SIGNATURE

Laura A. Torrey

DATE

ROA_01173

COKER COLLEGE
HARTSVILLE, S. C.

FILMED

MAR 27 1984

NAME LEWIS, LAURA ANN

DATE ADMITTED January 8, 1979

ADDRESS 1	MAJOR SUBJECT PSYCHOLOGY	DEGREE Bachelor of Arts	DATE May 11, 1980
	DATE OF BIRTH	WITHDRAWAL	DATE
FEMALE ☒ MALE ☐ SAT V. ☐ M ☐	PLACE OF BIRTH	Completed requirements December 20, 1979; degree to be conferred May 11, 1980	

Year	Dept. and Course No.	Descriptive Title	Grades		Sem. Hrs.	Grade Pts.	Year	Dept. and Course No.	Descriptive Title	Grades		Sem. Hrs.	Grade Pts.
			Fall	Spring						Fall	Spring		
		SOUTH CAROLINA STATE COLLEGE, ORANGEBURG, SOUTH CAROLINA			29117			SSII Art 105	Basic Drawing		C	3	6
	Eng 101-2	English Comp & Comm			6		1979	Psy 202	Adolescent Growth & Development		B	3	6
		General Psychology			3				SS 11 GPA 2.5 Cum GPA 2.43			6	
		Abnormal Psychology			3								
		Intro to Sociology			3		979	Ed 102	Introduction to Education		B	3	9
		Fundamentals of Math I & II			6		80	Hist 101	Western Civilization I		C	3	6
		Physical Science I & II			8			Po S 225	International Politics		C	3	6
		Elementary French I & II			6			Psy 340	Basic Guidance		C	3	6
		Intermediate French I & II			6				Sem GPA 2.25 Cum GPA 2.36			12	27
		Voice & Articulation			1								
		Personal & Community Health			3								
		Physical Education			4				TOTAL SEMESTER HOURS: 121				
		Oral Communication			1								
		Psychology of Learning			3								
		The Family			3								
		Physiological Psychology			3								
		Statistics in Psychology			3								
		Contemporary Systems in Psych			3								
		Experimental Psychology			3								
		General Humanities I, II, III			12								
		General Zoology			4								
		Intro Botany			4								
					88								
1979	Po S 201	American Government & Politics		C	3	6							
	Hist 212	Middle Ages		B	3	9							
	Eng 313	Renaissance Poetry		D	3	3							
	Psy 303	Appraisal of the Individual		C	3	6							
	Psy 350	Vocational & Occupational Info		A	3	12							
		Sem GPA 2.4			15	36							

**UNOFFICIAL
ISSUED TO STUDENT**

Grading system effective 1977-78: A, B, C, D, F system of evaluation or B, No Credit. GPA will be computed using the evaluations from all courses taken with the A-D system. A = 4, B = 3, C = 2, D = 1, F = 0.
In accordance with the Family Rights and Privacy Act of 1974, this transcript may not be released to any other party without the written consent of the student.

LAST NAME	FIRST NAME	MIDDLE NAME	PARENT OR GUARDIAN
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LEWIS

LAURA

ANN

Carrie Thomas

ROA 01174

COKER COLLEGE GRADING SYSTEMS

SEMESTER SYSTEM 1908-1969

- 1908 A = 6 A- = 5 B = 4 B- = 3 C = 2 C- = 1 D,E,F = 0
- 1926 A = 6 A- = 5 B = 4 B- = 3 C = 2 C- = 1 D,E,F,I = 0
- 1928 A = 5 A- = 4 B = 3 B- = 2 C = 1 D,E,F,I = 0
- 1930 A = 3 B = 2 C = 1 D,E,F,I = 0
- 1939 A = 3 B = 2 C = 1 D,F,I = 0
- 1967 A = 4 B = 3 C = 2 D = 1 F,I = 0

QUARTER SYSTEM 1970-1976

Quarter course units = 5 quarter hours or 3 semester hours
(exception: science lab courses = 6 quarter hours or 4 semester hours)

- 1970 no computation of grade point average
grading system option with each course:
1. A B C D F
2. O = Outstanding S = Satisfactory U = Unsatisfactory
- 1971 no computation of grade point average
grading system option with each course:
1. A B C NC
2. S = Satisfactory NC = No Credit
- 1974 no computation of grade point average
grading system option with each course:
1. A B C D F WP WF I
2. S = Satisfactory NR = No Record
- 1975 grading system option with each course:
1. A = 4 B = 3 C = 2 D = 1 F,WF,WP,I = 0
2. S = Satisfactory NR = No Record

SEMESTER SYSTEM 1977 - present

- 1977 grading system option with each course:
1. A = 4 B = 3 C = 2 D = 1 F,W,I = 0
2. S = Satisfactory NC = No Credit

SUPERVISORS OF LAURA TONEY

NAMES	POSITION	SCHOOL
1. Mr. Ron Webb	Principal	Lee Central High
2. Mrs. Tonya Addison	Assistant Principal	Lee Central High
3. Mrs. LeSane Howard	Assistant Principal	Lee Central High
4. Dr. Nathaniel Nelson	Principal	Lee Central High
5. Ms. Kwamine Simpson	Principal	Dennis Middle School
6. Mrs. Earline McClary	Principal	Lee Central High
7. Mr. Ennis Bryant	Principal	Lee Central High
8. Mrs. Bernice Wright	Principal	Lee Central High
9. Mrs. Virginia Stokes	Assistant Principal	Lee Central High
10. Mrs. Deitra Johnson	Principal	Mount Pleasant Middle
11. Ms. Ruth Richardson	Principal	Fleming Middle
12. Ms Lenora Scott	Principal	Mount Pleasant Middle
13 .Mr. Bryan	Assistant Principal	Lee Central High

Durant		
14. Mr. Porter Kennington	Principal	Dennis Middle
15.Mr. Martin	Principal	Dennis Middle
16.Mr. James Gary	Principal	Dennis Middle
17.Mr. Willie Jefferson	Principal	Mount Pleasant
18.Mr. Clifton Jefferson	Principal	Dennis High

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as Continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2013-2014. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2013-2014 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Lee Central High School. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2013, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

Loss or reduction in any amount of anticipated appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract (and pro-rata reduction of salary), or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial exigency or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the approval of the Superintendent after reasonable notice has been provided to the affected parties. Recommendations to reduce salary or to terminate contracts will be made only after all other remedies have been considered. Any compensation reduction will be made on an equitable basis and in accordance with state and local law governing such reduction. Any position eliminations will be handled in accordance with Board policy. No payment will be due or made to the Employee for days lost for such reduction.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for a hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: August 14, 2013 - June 6, 2014

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2013. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2013.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Laura Toney
Employee

4-22-13
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY
[Signature]
Superintendent

ROA_01178

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as Continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2012-2013. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2012-2013 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Lee Central High School. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2012, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

Loss or reduction in any amount of anticipated appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract (and pro-rata reduction of salary), or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial exigency or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the approval of the Superintendent after reasonable notice has been provided to the affected parties. Recommendations to reduce salary or to terminate contracts will be made only after all other remedies have been considered. Any compensation reduction will be made on an equitable basis and in accordance with state and local law governing such reduction. Any position eliminations will be handled in accordance with Board policy. No payment will be due or made to the Employee for days lost for such reduction.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

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Special Covenants: August 15, 2012 - June 7, 2013

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2012. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2012.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Laura Toney 3-29-12
Employee Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY
[Signature]
Superintendent

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Torrey, hereafter referred to as the Employee. This contract is issued as Continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2011-2012. The number of days if more or less than 190 is (185). This number includes five (5) days of in-service training. The Employee's position assignment for the 2011-2012 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Lee Central High School. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

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Special Covenant: August 11, 2011 - June 1, 2012

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

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The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Laura Torrey
Employee

4-13-11
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

[Signature]
Superintendent

ROA_01180

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as Continuing contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

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Special Covenant: August 11, 2010-June 2, 2011

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 26, 2010. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 26, 2010.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

4-20-10
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Superintendent

STATE OF SOUTH CAROLINA
COUNTY OF LEE

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney, hereafter referred to as the Employee. This contract is issued as Continuing/GBE contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2009-2010. The number of days if more or less than 190 is (185). This number includes five (5) days of in-service training. The Employee's position assignment for the 2009-2010 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Lee Central Middle School. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

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In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

Loss or reduction in any amount of anticipated appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract (and pro-rata reduction of salary), or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial exigency or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the approval of the Superintendent after reasonable notice has been provided to the affected parties. Recommendations to reduce salary or to terminate contracts will be made only after all other remedies have been considered. Any compensation reduction will be made on an equitable basis and in accordance with state and local law governing such reduction. Any position eliminations will be handled in accordance with Board policy. No payment will be due or made to the Employee for days lost for such reduction.

The Employee agrees to render acceptable services for 180 teaching days and 5 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: August 12, 2009-June 3, 2010

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through May 26, 2009. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before May 26, 2009.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Laura Toney
Employee

5-19-09
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY
[Signature]
Superintendent

ROA_01182

STATE OF SOUTH CAROLINA)
COUNTY OF LEE)

THE SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney hereafter referred to as the Employee. This contract is issued as Continuing/GBE contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2008-2009. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2008-2009 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Dennis Middle. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2008, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: Contract days - August 12, 2008 through June 5, 2009

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

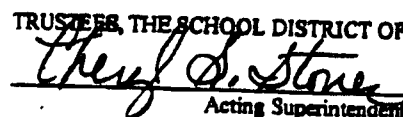
This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2008. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2008.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

4-25-08
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Acting Superintendent

ROA_01183

STATE OF SOUTH CAROLINA)
COUNTY OF LEE)

7... SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Toney hereafter referred to as the Employee. This contract is issued as Continuing/Formal contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2007-2008. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2007-2008 contract term is Teacher. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a Teacher by the laws of South Carolina. The employee is tentatively assigned to Dean's Middle. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2007, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: Contract days - August 14, 2007 through June 6, 2008

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

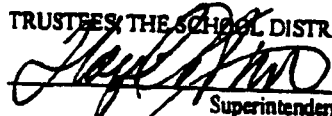
This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2007. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2007.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

4-25-07
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Superintendent

STATE OF SOUTH CAROLINA)
)
SERVICES COUNTY OF LEE)

3 SCHOOL DISTRICT OF LEE COUNTY
CONTRACT FOR PROFESSIONAL

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and LAURA TONEY hereafter referred to as the Employee. This contract is issued as a CONTINUING contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2006-2007. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2006-2007 contract term is TEACHER. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a TEACHER by the laws of South Carolina. Location assignments will be made on or before August 15, 2006. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2006, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable service for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract)

Special Covenants: Contract days - August 2, 2006 through May 25, 2007

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2006. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2006.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.


Employee

4-29-06
Date

TRUSTEES, THE SCHOOL DISTRICT OF LEE COUNTY

Superintendent

ROA_01185

**AGREEMENT TO REIMBURSE LEE COUNTY SCHOOL
DISTRICT FOR COST OF A
MASTER'S DEGREE IN LEARNING DISABILITIES**

Lee County School District ("the District") in an effort to increase the knowledge and skills of its faculty, agrees to loan funds for graduate tuition to Laura Toney ("Employee") to attend classes at Francis Marion University to earn a Master's Degree in Learning Disabilities. The loan funds will be payable directly to Francis Marion University at the time the employee enrolls. Employee understands and agrees that this offer may be rescinded by the District at any time due to the lack of availability of funds, or due to reasons of the District's financial exigency or where Employee no longer qualifies for participation in this plan. Employee also acknowledges and understands that the tuition loan plan in no way represents a guarantee of, or contract for, employment with the District, and that the terms of his/her employment are subject to the provisions of S.C. Code Ann. & 59-25-410 et seq. By accepting the tuition loan, Employee agrees to work for the District for at least the two (2) years immediately following the completion of his/her Master's degree, or to repay the District the loan sums as follows:

1. Employee agrees to repay the District 100% of the funds received for attending and participating in all coursework described above if the Employee, for any reason, does not work for the District for the entire calendar year immediately following achievement of the Master's degree.
2. Employee agrees to repay the District 50% of the funds received for attending and participating in all coursework described above, if the Employee works for the District for at least one calendar year, but less than the entire two (2) calendar years immediately following achievement of the Master's degree.
3. Employee agrees to pay \$100.00 towards the cost of each course in the Master's Degree Learning Disabilities Program at the time of each course offering.
4. In the event the employee leaves the district before completion of the program or does not remain in good academic standing at Francis Marion University, the employee shall be responsible for repaying the district all of the funds.
5. In the event the employee does not enroll in a course in the sequence that it is offered through this specified program, the employee shall be responsible for repaying the District all of the funds at the District's discretion.

If the Employee leaves his/her employment with the District due to the loss of funding to the District, or due to the District's financial condition, the employee shall not be responsible for repaying to the District any portion of the cost of the coursework described above.

To qualify for the tuition loan, the employee must be admitted and remain in good standing at Francis Marion University. To initially qualify for, and continue to qualify for the loan under this Agreement, Employee must at all times achieve District work performance ratings of "meets" or "exceed," possess a valid South Carolina teaching certificate, and not be on performance or behavior-related probation with the District or with the University.

The Master's Degree must be achieved within twenty-four (24) months of the date of this Agreement. Both parties agree that the total cost of all tuition advanced under this Agreement shall not exceed \$414.58 per course for a maximum of \$4,975.00 (Four thousand, nine hundred and seventy-five dollars and No/100).

I have read and understand this Agreement, and agree to the terms stated.

Laura Toney
Employee Signature

1-5-06
Date

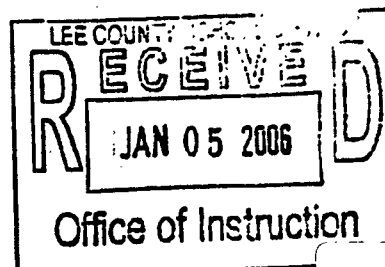
SWORN TO BEFORE ME THIS

5th Day of January, 2006

Shirley H. Howard
NOTARY PUBLIC OF SOUTH CAROLINA

My Commission Expires 3/28/20013

pc: Finance
Personnel File
Employee



ROA_01186

STATE OF SOUTH CAROLINA)
)
COUNTY OF LEE)

THE SCHOOL DISTRICT OF LEE COUNTY
CONTINUING CONTRACT
FOR PROFESSIONAL SERVICES

This agreement is entered into by and between the Lee County Board of Trustees, hereafter referred to as the Employer, and Laura Torrey, hereafter referred to as the Employee. This contract is issued as a CONTINUING contract under the provisions of Section 59-26-40 of the Code of Laws of South Carolina.

The Employer hereby notifies the Employee of his/her appointment to a professional position in the School District of Lee County for the academic year 2005-2006. The number of days if more or less than 190 is (190). This number includes ten (10) days of in-service training. The Employee's position assignment for the 2005-2006 contract term is TEACHER. Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the term of this agreement all the duties imposed on a TEACHER by the laws of South Carolina. Location assignments will be made on or before July 15, 2005. However, it is understood that all assignments are tentative and may be changed by the administration upon notice to and consultation with the Employee in accordance with Board policy. All personnel assignments are the responsibility of the administration and may be changed without affecting the validity of the contract. If, for reasons of financial exigency or budgetary constraint, the number of working days for the year is reduced below the number prescribed in this contract, no payment will be due or made to the employee for the days lost due to reduction.

The Employee will possess throughout the term of this agreement a valid and appropriate certificate to teach in the schools of the State of South Carolina. Proof of these qualifications shall be filed by Employee in the Superintendent's Office by July 1, 2005, or within fifteen (15) days of the Employee signing this contract whichever occurs later.

In consideration of this agreement, and pursuant to the salary schedule adopted by the Board, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state and federal allotments or any combination of these. The Employer represents that said schedule will be adopted and published as soon as practical.

In the event the Employer has a substantial, unanticipated loss or reduction in any amount of these funding sources, it shall at its discretion terminate this contract or reduce pro-rata the payment made for services rendered under this contract.

The Employee agrees to render acceptable services for 180 teaching days and 10 days of in-service in addition to regular staff development programs carried on in the individual schools and at the district or area levels during the year. If, for reasons of financial exigency or budgetary constraint, the number of teaching and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due or made to the Employee for days lost due to such a reduction. If a reduction in force is required, pursuant to conditions stated above, the order of separation of teachers shall be administered according to Board policy. If a reduction in salary is required, in accordance with the terms stated above, said reduction shall be applied uniformly to all professional personnel in the District.

In the event it becomes necessary to close schools temporarily because of severe weather conditions or on account of an epidemic disease or for any other reason, and the termination of the Employee's services occurs before the days lost are made-up, no payment will be due or made to the Employee for the days lost on account of the closing of the school to which the Employee is assigned.

The administration may assign reasonable extra-curricular activities to teachers. The assignment of such activities (including all coaching assignments) shall be for the school year for which the assignment is made and for that year only. No expectations are created concerning such assignments for future years. All extra-curricular assignments are discretionary with the administration. Accordingly, notice and opportunity for hearing shall not be required to terminate these assignments.

All personnel are responsible to their immediate supervisor. All personnel are expected to participate in professional development and in-service training as assigned and in accordance with Board policy. All personnel are covered under sick leave policy, vacations leave and personnel leave as defined by their term of contract, etc. (9, 10, 11, or 12-month contract).

Special Covenants: _____

This offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.

This contract is not valid unless authorized by the Board of Trustees and signed by the Superintendent. The Employer's offer shall remain open through April 25, 2005. This offer may be accepted by signing and depositing the original in the Office of the Superintendent or his designated agent, on or before April 25, 2005.

The Employee may be released from this contract upon 30 days' written notice; however, the District reserves the right not to release the Employee until a suitable replacement is found.

If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Laura Torrey
Employee

4-22-05
Date

TRUSTEES OF THE SCHOOL DISTRICT OF LEE COUNTY
[Signature]
Superintendent

ROA_01187

STAFF CONDUCT

Code GBEB Issued 3/03

Purpose: To establish the board's vision for appropriate staff conduct.

The board reaffirms one of the oldest beliefs in education: One of the best methods of instruction is that of setting a good example.

The board expects the staff of the district to strive to set the kind of example for students that will serve them well in their own conduct and behavior and subsequently contribute to an appropriate school atmosphere.

To that end, in dress, conduct and interpersonal relationships, all staff should recognize that they are being continuously observed by students and that their actions and demeanor will be reflected in the conduct of the students.

The personal life of an employee will be the concern of and warrant the attention of the board only as it may directly prevent the employee from effectively performing assigned functions during duty hours or as it violates local, state or federal law or contractual agreements.

Immoral conduct on the part of any employee will constitute grounds for immediate suspension. No employee will commit or attempt to induce students or others to commit an act or acts of immoral conduct which may be harmful to others or bring discredit to the district. If it appears an employee may have violated the law, the district will cooperate with law enforcement agencies.

Employees of the district, while on duty and in the presence of students, will not use profanity, will not use tobacco in any form, and will not consume or be under the influence of intoxicating beverages. They will not be involved in drug abuse or drug traffic.

Violations of this policy by employees will be grounds for immediate suspension and possible termination of employment. In such cases, an employee will be informed of his/her right to a hearing.

The following list includes some of the actions that are considered misconduct while on duty on or off district premises.

- possessing, using, manufacturing, distributing or dispensing any illegal drugs or alcohol while on duty or off district property
- fighting or deliberately harming another
- being absent without approval
- refusing to follow a supervisor's instructions and directions
- destroying school property intentionally
- using obscene language which is unsuitable in the school setting
- having any interaction/activity of a sexual nature or intent with a student
- possessing weapons on school property
- using school property without proper authorization
- behaving in any inappropriate manner to the extent of adversely affecting the employee's ability to perform his/her work
- planning, directing, encouraging, assisting or engaging in any hazing activity or permitting, condoning or tolerating any form of hazing

THE STATE OF SOUTH CAROLINA
In The Court Of Appeals

APPEAL FROM LEE COUNTY
Court of Common Pleas

Maité Murphy, Circuit Court Judge

Case No.: 2014-CP-31-0227

Laura Toney..... Respondent,

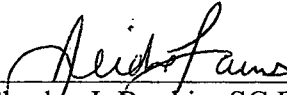
vs.

Lee County School District..... Appellant.

CERTIFICATE OF COUNSEL

The undersigned hereby certifies that the Record on Appeal contains all material proposed to be included by any of the parties and not any other material.

BOYKIN & DAVIS, LLC

By: 
Charles J. Boykin, SC Bar # 65149
Deidre D. Laws, SC Bar # 76986

P.O. Box 11844
Columbia, SC 29211
Telephone: (803) 254-0707
Facsimile: (803) 254-5609

Attorneys for Appellant Lee County
School District

September 9, 2015

THE STATE OF SOUTH CAROLINA
In The Court Of Appeals

RECEIVED

APPEAL FROM LEE COUNTY
Court of Common Pleas

SEP 09 2015
SC Court of Appeals

Maité Murphy, Circuit Court Judge

Case No.: 2014-CP-31-0227

Laura Toney.....Respondent,

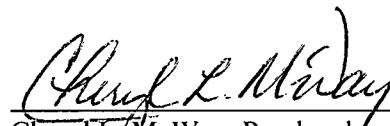
vs.

Lee County School District Appellant.

PROOF OF SERVICE

I certify that I have served the **RECORD ON APPEAL** in the above-referenced matter on all counsel of record, by mailing a copy of same, postage prepaid and return address clearly indicated, to the following on this 9th day of September 2015:

W. Allen Nickles, III, Esq.
Susan Fittipaldi, Esq.
Nickles Law Firm, LLC
1122 Lady Street, Suite 610
Columbia, South Carolina 29201


Cheryl L. McWay, Paralegal