Cherokee County School District

AGENDA

School Board Meeting

Dr. Frank R. Petruzielo Educational Services Facility

7:00 p.m.

October 15, 2020

- **Call to Order**
- **Pledge of Allegiance/Inspiration**
- **Adoption of Superintendent's Recommended Agenda for October 15, 2020 School Board Meeting**
- **Approval of Minutes of the September 17, 2020 School Board Meeting**
- **Approval of Consent Agenda for October 15, 2020 School Board Meeting**
- **Public Participation**

A. Resolutions/Recognition

1. **School Board Recognition of Cherokee County School District's 2020 Support Staff Employee of the Year Honorees**

2. **School Board Recognition of Cherokee County School District's 2020 Partner of the Year Honorees**

3. **School Board Approval of Proclamation in Honor of Retired Educators Day**

B. School Board Members

C. School Board Policies

1. **School Board Consideration of Superintendent's Recommendation for Approval of Modification to School Board Policy JCAC regarding Harassment and Consideration of New School Board Policy JCAC II regarding Sexual Harassment under Title IX -- on First Reading**

D. Financial Management

1. **School Board Consideration of Superintendent's Recommendation for Approval of September 2020 Financial Report and Sales Tax Update**

E. Curriculum and Instruction

F. Support Services

1. **School Board Consideration of Superintendent's Recommendation for Approval of the Monthly Update on Capital Outlay Projects**

2. **School Board Consideration of Superintendent's Recommendation for Approval to Release Easements for Abandoned Sewer Outfall Line at Free Home ES**

G. Human Resources

1. **School Board Consideration of Superintendent's Recommendation for Approval of Recommendations, Resignations, Terminations of Employment and Transfers for Certified and Classified Personnel**

H. School Board Attorney

I. Superintendent of Schools

- **Executive Session**
  - -- **Student Discipline Matter**
  - -- **Personnel Matter**
  - -- **Real Estate Matter**

- **Adjournment**

CHEROKEE COUNTY BOARD OF EDUCATION

OFFICE OF THE SUPERINTENDENT

Thursday, September 17, 2020

MINUTES OF REGULAR BOARD MEETING
7:00 p.m.

The Cherokee County Board of Education called its regular meeting to order at 7:02 p.m. on Thursday, September 17, 2020 in the Dr. Frank R. Petruzielo Educational Services Facility, 1205 Bluffs Parkway, Canton, Georgia. The meeting was conducted in person and available to the public via live Internet streaming. Present were: School Board Chair Kyla Cromer; Vice-Chair Kelly Poole; Members Mike Chapman, John Harmon, Patsy Jordan, Clark Menard and Robert Rechsteiner; Superintendent Dr. Brian V. Hightower; and, Attorney Darrell Caudill.

Call to Order

The call to order by Kyla Cromer was followed by the Pledge of Allegiance to the Flag of the United States of America led by Creekview HS student Brinn Dameron.

Kelly Poole shared remarks and a brief video about the importance for our community to complete the 2020 census.

Approval of Agenda

On a motion by Mike Chapman seconded by Patsy Jordan and carried, the Board unanimously adopted the Superintendent's agenda (*7-0 vote).*

Minutes for Approval

On a motion by Clark Menard seconded by Patsy Jordan and carried, the Board approved the minutes from the August 20, 2020 School Board Meeting *(7-0 vote).*

Consent Agenda

Following identification of those agenda items, Board Members and members of the public indicated they would like considered separately, a motion was made by Mike Chapman seconded by Kelly Poole and carried, to approve the Consent Agenda, for the remaining items - identified by asterisks *(7-0 vote).*

PUBLIC PARTICIPATION

Two members of the public signed up to address the School Board.

A. RESOLUTIONS/RECOGNITIONS/PARTNERSHIPS

A-1. School Board Recognition of Cherokee County School District High School Seniors Named 2021 National Merit Scholarship Semifinalists

(Recognized)

A-2. School Board Recognition of Cherokee County School District's 2020 Volunteer of the Year Honorees

(Recognized)

A-3. School Board Recognition of Cherokee County School District's Georgia PTA Reflections Winners

(Recognized)

***A-4. School Board Approval of Proclamation in Honor of Constitution Week**

(Approved)

B. SCHOOL BOARD MEMBERS/STUDENT ADVISOR TO THE SCHOOL BOARD

School Board Member Comments:

- Congratulated CCSD 2020 Class for SAT scores that averaged higher than the Nation and the State of Georgia
- Thanked CCSD for pursuing grants that allow free meals for all students through December 2020
- Shared the School Board will continue to make their requests known in support of waivers for standardized testing which aligns with the GaDOE, and remarked the basic needs of students/teachers should come first before test taking
- Asked the Superintendent if CCSD plans to designate teachers as essential employees, and he responded that he did not feel it right to insist teachers report who had a contact risk but were non-symptomatic, thus becoming a potential health risk in the classroom.
- Expressed concerns regarding the hybrid model currently in place for three of our high schools:
    - Hybrid questioned as a desirable instructional delivery model
    - Hybrid raises issues with equitability when all schools not utilizing the same instructional delivery model
    - Hybrid can potentially negatively impact student grades

- The Superintendent was asked about the decision to move to a hybrid model for three of our high schools and he responded as follows:
    - We were close to closing schools completely and moving to a virtual model only as recommended by the Department of Public Health
    - Hybrid model allows affected schools the opportunity to quarantine students so they can get healthy
    - The model significantly reduces the number of students required to quarantine through contact tracing
    - This is a temporary solution, not permanent and not the preferred model when compared to the fulltime in-person instructional delivery model
- Congratulated the District in securing a lower interest rate for TAN than in previous years
- Remarked that we were the first major school district to open, and while there may have been some potholes along the way, very proud that most of our students are face to face.
- Commended the School Board for working together to keep students in schools

C. SCHOOL BOARD POLICIES

D. FINANCIAL MANAGEMENT

***D-1. School Board Consideration of Superintendent's Recommendation for Approval of August 2020 Financial Report and Sales Tax Update**

(Approved)

***D-2. School Board Consideration of Superintendent's Recommendation for Approval of Issuance of a Tax Anticipation Note (TAN)**

(Approved)

E. CURRICULUM AND INSTRUCTION

F. SUPPORT SERVICES

***F-1. School Board Consideration of Superintendent's Recommendation for Approval of the Monthly Update on Capital Outlay Projects**

(Approved)

G. HUMAN RESOURCES

***G-1. School Board Consideration of Superintendent's Recommendation for Approval of Recommendations, Resignations, Terminations of Employment and Transfers for Certified and Classified Personnel**

(Approved)

H. SCHOOL BOARD ATTORNEY

I. SUPERINTENDENT OF SCHOOLS

*** I-1. School Board Consideration of Superintendent's Recommendation for Approval of Contract and Memorandum of Understanding with Ninth District Opportunity, Inc. for October 1, 2020 through September 30, 2021**

(Approved)

Informational Items:

- CCSD Safety and Security Enhancements (Centegix) Update
- Speed Detection Cameras
- Mountain Ed Charter HS Open House September 30 @ 1:30 p.m.
- New Leadership Coaching Endorsement
- Georgia General Assembly likely not convening this Fall in a special session

ADJOURNMENT

Motion was made by Kelly Poole, seconded by Mike Chapman and carried to adjourn to Executive Session to discuss a Student Discipline Matter *(O.C.G.A.*

Section 20-2-757) and a Real Estate Matter *(O.C.G.A. Section 50-14-3 (4))* at 8:37 p.m. *(7-0 vote).*

Upon return to open session, motion was made by Kelly Poole, seconded by Clark Menard and carried to Uphold the findings and Disposition of the Discipline Tribunal Panel for Tribunal #20-174572 *(7-0 vote).*

Motion was made by John Harmon, seconded by Patsy Jordan and carried to authorize the Superintendent to enter into a real estate contract for the potential sale of property, denoted as 20-B, at an undisclosed location and amount *(7-0 vote).*

The School Board adjourned at 9:04 p.m.

_____ _____

School Board Chair Secretary

CHEROKEE COUNTY BOARD OF EDUCATION

AFFIDAVIT

The undersigned members of the Cherokee County Board of Education, under oath, certify that an Executive Session of the Board of Education was duly called and approved by majority vote in open session in accordance with O.C.G.A. §50-14-4 on Thursday, Sept 17. The only matter(s) considered or discussed during the closed executive session of its meeting is/are as checked below:

✓ To review an appeal from a Student Disciplinary Tribunal [Hearing Officer, Panel]; (O.C.G.A. Section 20-2-757)

____ To consider a matter involving the disclosure of personally identifiable information from a student's educational records; (20 U.S.C. Section 1232g.)

✓ To discuss the future acquisition of real estate; (O.C.G.A. Section 50-14-3 (4))

____ To discuss or deliberate upon appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a public officer or employee; (O.C.G.A. Section 50-14-3 (6))

____ To consult and meet with legal counsel pertaining to pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought or to be brought by or against the school district or an officer or employee or in which the officer or employee may be directly involved; (O.C.G.A. Section 50-14-2).

The members of the Board Of Education present for the executive session further certify and acknowledge that all discussions and proceeding conducted in executive session shall remain strictly confidential.

This 17th day of September, 2020.

Renee Coleman

Sworn to and subscribed before
me on the above indicated date:

Notary Public
My Commission Expires: Dec. 6, 2021

RENEE COLEMAN NOTARY PUBLIC CHEROKEE COUNTY, GEORGIA MY COMMISSION EXPIRES DECEMBER 06, 2021

Kyla Clower

Agenda Request Form

Meeting Date	Agenda Item Number
October 15, 2020	A-1

Title

Recognition of Cherokee County School District's 2020 Support Staff Employee of the Year Honorees

Requested Action

School Board Recognition of Cherokee County School District's 2020 Support Staff Employee of the Year Honorees

Summary Explanation and Background

The Cherokee County School District announced the overall winners of its second annual Support Staff Employees of the Year Awards!

The awards program honors one Support Staff Employee of the Year from each of CCSD's schools, centers and central office divisions, and one overall CCSD winner is selected for each of three categories: Elementary School; Middle School/High School/Centers; Central Office. These overall winners are selected by a committee of retired educators and community leaders. The overall winners are: for Elementary School: Ana Mirsajedin, parent facilitator for Oak Grove ES School Fine Arts Academy; for Middle School/High School/Centers: Linda Heinz, Principal's secretary for Creekview HS, who retired in May; for Central Office: Debra Basone, secretary for the CCSD Transportation Department.

While the traditional recognition ceremony could not be held this year, each honoree received gifts, thanks to the support of event sponsors: Presenting Sponsor, the Cherokee County Educational Foundation; Platinum Sponsors, ABM Industry Groups LLC, Guaranteed Seamless Gutters and Credit Union of Georgia; and Silver Sponsors, Cobb EMC and Children's Healthcare of Atlanta.

Priority Area

Positive Culture and Climate; Quality Workforce

Financial Impact

N/A

Exhibits: (List)

List of Winners

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Barbara Jacoby	770.479.1871

2020 CCSD Support Staff Employees of the Year

ACE Academy
Terri Glasok, Supportive Instruction Paraprofessional

Arnold Mill Elementary School
Robyn Wong, Instructional Lead Strategist

Avery Elementary School
Ellie Babb, Supportive Instruction Paraprofessional

Ball Ground Elementary School STEM Academy
Kim Bishop, School Nurse

Bascomb Elementary School
Robert Fortner, Lead Custodian

Boston Elementary School
Kelley Muller, School Nurse

Carmel Elementary School
Stacy Franks, Paraprofessional

CCSD Preschool Centers
Donna Chandler, School Secretary (Johnston Preschool Center)

Cherokee High School
Teri Potts, Principal's Secretary

Clark Creek Elementary School STEM Academy
Nancy Partin, Student Records Facilitator

Clayton Elementary School
Kim Sugar, Bookkeeper

Creekland Middle School
Rebecca Warren, Paraprofessional

Creekview High School
Linda Heinz, Principal's Secretary

Dean Rusk Middle School
Craig Lyttle, Lead Custodian

E.T. Booth Middle School
Sue King, Bookkeeper

Etowah High School
Bethany Reams, Athletic Director's Secretary

Free Home Elementary School
Vicki Wheeler, Bookkeeper

Freedom Middle School
Gina Nelson, School Secretary

Hasty Elementary School Fine Arts Academy
Gwen Freeman, Parent Facilitator

Hickory Flat Elementary School
Olivia Byess, Principal's Secretary

Holly Springs Elementary School STEM Academy
Kim Moody, Instructional Lead Strategist

Indian Knoll Elementary School
Jennifer Severson, ASP Bookkeeper

Johnston Elementary School
Joanne Waver, Student Records Facilitator

Knox Elementary School STEM Academy
Shay Langston, Bookkeeper

Liberty Elementary School
Daniela McBride, Receptionist

Little River Elementary School
Cheryl Rohmer, Annex Clerk

Macedonia Elementary School
Tracy Smith, Front Office Receptionist

Mill Creek Middle School
Lori Karnes, Principal's Secretary

Mountain Road Elementary School
Kim Rowland, Student Records Facilitator

Oak Grove Elementary School Fine Arts Academy
Ana Mirsajedin, Parent Facilitator

R.M. Moore Elementary School STEM Academy
Kayce Davidson, School Secretary

River Ridge High School
Laura Hardin, Athletic Director's Secretary

Sequoyah High School
Kelleye Greene, Athletic Director's Secretary

Sixes Elementary School
Angie Morgan, School Nutrition Cafeteria Manager

Teasley Middle School
Yesica Cruz, School Secretary

Tippens Education Center
Nancy Glozier, School Nutrition Assistant Cafeteria Manager

Woodstock Elementary School
Dawn Mueller, Paraprofessional

Woodstock High School
Alesia Register, Bookkeeper

Woodstock Middle School
Barbara Gentile, School Secretary

CCSD Office of Curriculum & Instruction
Cory Steinberg, Administrative Assistant to Director of Middle and High School Curriculum

CCSD Office of Financial Management
Sara Ezell, Accounting Clerk

CCSD Office of Human Resources
Cheryl Holcomb, Employee Benefits Specialist

2020 CCSD Support Staff Employees of the Year

CCSD Office of Safety & Security
Danielle Ross, Emergency Operations Facilitator

CCSD Office of School Operations
Sheryl Puccio, Administrative Assistant to Chief Operations Officer

CCSD Office of Support Services
Terry Cornelison, Lead Facility Technician

CCSD Office of Technology & Information Services
Goulal Tuboi, Systems Specialist

CCSD Transportation Department
Debra Basone, Transportation Department Secretary

Agenda Request Form

Meeting Date	Agenda Item Number
October 15, 2020	A-2

Title

Recognition of Cherokee County School District's 2020 Partner of the Year Honorees

Requested Action

School Board Recognition of Cherokee County School District's 2020 Partner of the Year Honorees

Summary Explanation and Background

The Cherokee County School District is celebrating outstanding school community partners through its Seventh Annual CCSD Partner of the Year awards!

Through the annual program, every CCSD school selects a Partner of the Year to honor. From that pool of outstanding partners, a committee of retired educators and community leaders selects an overall CCSD 2020 Partner of the Year. This year's winner is the Reinhardt University Football Team, the R.M. Moore Elementary School STEM Academy Partner of the Year!

While the traditional recognition ceremony could not be held this year, plaques were delivered to all of the school-level winners, thanks to the continuing sponsorship of the Cherokee County Educational Foundation. Every week, a different school Partner of the Year will be featured on CCSD social media platforms.

Priority Area

Family, Partner and Community Engagement

Financial Impact

N/A

Exhibits: (List)

List of Winners

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Barbara Jacoby	770.479.1871

2020 CCSD Partner of the Year

ACE Academy
Northside Hospital Cherokee

Arnold Mill Elementary School
EF2 Realty Team with Keller Williams Realty Partners

Avery Elementary School
Cherokee Farm Bureau

Ball Ground ES STEM Academy
Chick-fil-A, Riverstone

Bascomb Elementary School
Keller Williams Realty Partner Penny + Co

Boston Elementary School
Alma Coffee

Carmel Elementary School
Cherokee Theatre Company

Cherokee High School
MUST Ministries

CCSD Preschool Center – Johnston
Credit Union of Georgia

CCSD Preschool Center- Ralph Bunche
Christian Egner Foundation

Clark Creek ES STEM Academy
EF2 Realty Team with Keller Williams Realty Partners

Clayton Elementary School
Maria Sims Group and Zack Bobo Real Estate

Creekland Middle School
Northside Hospital Cherokee

Creekview High School
Las Palmas Mexican Restaurant, Macedonia

Dean Rusk Middle School
Modern Woodmen of America

E.T. Booth Middle School
The Premier Group

Etowah High School
Matiak Foundation

Free Home Elementary School
Canton Optimist Club

Freedom Middle School
Knox Bridge Dental Care

Hasty ES Fine Arts Academy
Rotary Club of Canton

Hickory Flat Elementary School
Buffalo's Café, Canton

Holly Springs ES STEM Academy
Modern Woodmen of America

Indian Knoll Elementary School
The Premier Group

Johnston Elementary School
NASA TopHat (NTH), Cherokee

Knox ES STEM Academy
J.M. Huber Corporation

Liberty Elementary School
Cherokee Children's Dentistry

Little River Elementary School
EF2 Realty Team with Keller Williams Realty Partners

Macedonia Elementary School
Las Palmas Mexican Restaurant, Macedonia

Mill Creek Middle School
Horace Mann Insurance, The Holman Agency

Mountain Road Elementary School
ACME Property Group

Oak Grove ES Fine Arts Academy
YANMAR EVO//Center

R.M. Moore ES STEM Academy
Reinhardt University - Eagles Football Team

River Ridge High School
LGE Community Credit Union

Sequoyah High School
AME Companies and The Foundation for Ashley's Dream

Sixes Elementary School
The Premier Group

Teasley Middle School
EF2 Realty Team with Keller Williams Realty Partners

Tippens Education Center
Allegro Business Products

Woodstock Elementary School
Kiwanis Club of Greater Cherokee

Woodstock High School
Tidwell Strimban Injury Lawyers

Woodstock Middle School
Chick-fil-A, Towne Lake

Agenda Request Form

Meeting Date	Agenda Item Number
October 15, 2020	A-3

Title

Approval of Proclamation in Honor of Retired Educators Day

Requested Action

School Board Approval of Proclamation in Honor of Retired Educators Day

Summary Explanation and Background

One of the School Board's Blueprint 2020-24 Five Priority Areas is increasing family, partner and community engagement. We believe the meaningful connections we forge with students, families and community partners positively influence how we teach, lead and prepare graduates for success in a knowledge-based, technology rich and culturally diverse world.

The Cherokee Retired Educators Association has requested that the School Board approve the attached proclamation in honor of Retired Educators Day on Sunday, November 1, 2020.

Priority Area

Family, Partner and Community Engagement

Financial Impact

N/A

Exhibits: (List)

Proclamation

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Barbara Jacoby	770.479.1871

Retired Educators Day 2020

WHEREAS: The Governor of the State of Georgia has proclaimed the day of Sunday, November 1, 2020 as Retired Educators Day in Georgia; and

WHEREAS: There are more than 128,000 retired educators in Georgia, 29,000 plus of whom are members of the Georgia Retired Educators Association; and

WHEREAS: The retired educators of Georgia donate thousands of hours of volunteer service and make invaluable contributions to the welfare of their respective communities across the state; and

WHEREAS: It is appropriate that a day be designated for citizens to express their appreciation for the contributions that retired educators have made and continue to make for the betterment of human lives and for society; and

WHEREAS: the Cherokee Retired Educators Association has made and continues to make outstanding contributions to the Cherokee County School District;

NOW, THEREFORE, we, the Cherokee County School Board, do hereby proclaim November 1, 2020 to be Retired Educators Day, and ask our students, staff and the community to reflect upon and show appreciation for the contributions of educators in their lives and to observe the day in an appropriate manner honoring retired educators.

IN WITNESS WHEREOF, I have hereunto set my hand on this 15th day of October in the year two thousand twenty and of the Independence of the United States of America the two hundred and forty-fifth.

_____

Kyla Cromer, School Board Chair

_____

Dr. Brian V. Hightower, Superintendent of Schools

Agenda Request Form

Meeting Date	Agenda Item Number
October 15, 2020	C-1

Title

Modification to School Board Policy JCAC regarding Harassment and Consideration of New School Board Policy JCAC II regarding Sexual Harassment under Title IX -- on First Reading

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Modification to School Board Policy JCAC regarding Harassment and Consideration of New School Board Policy JCAC II regarding Sexual Harassment under Title IX -- on First Reading

Summary Explanation and Background

During the Spring of 2020, the U.S. Department of Education (USED) issued new regulations governing the investigation and disposition of sexual harassment allegations for K-12 public schools. These USED regulations were finalized over the summer and released for implementation by local school districts on August 14, 2020. Accordingly, at the August 20, 2020 regular School Board Meeting, the Superintendent recommended, and the School Board passed, a resolution incorporating the new regulations inclusive of a sexual harassment definition and the standards for review of all sexual harassment allegations.

Subsequent to the aforementioned resolution, the Superintendent is now recommending modification to School Board Policy JCAC regarding Harassment whereby sexual harassment investigations are removed to be placed in a stand-alone School Board Policy. Accordingly, the new JCAC II School Board Policy regarding Sexual Harassment under Title IX has been developed to specifically address all investigations of sexual harassment allegations. In conjunction with this new School Board Policy, the Superintendent and staff will also develop necessary administrative guidelines to inform students, parents/guardians and employees of all School District procedures required by the new USED regulations.

Priority Area

Organizational and Operational Effectiveness

Financial Impact

n/a

Exhibits: (List)

Proposed JCAC
Proposed JCAC II

Source of Additional Information

Tom Roach, School Board Attorney	770.479.1406
Dr. Brian V. Hightower, Superintendent of Schools	770.479.1871
Dr. Debra Murdock, Chief Operations Officer	770.479.1871

Harassment

The Cherokee County Board of Education prohibits discrimination and harassment based upon "Constitutionally-Protected Differences" and other legally protected statuses (e.g., race, age, ~~gender, gender identity,~~ color, religion, national origin, disability or any other constitutionally protected class or status). As such, it is the policy of the School District to address such complaints at the lowest level of administration in order to quickly and efficiently resolve all such matters. Due to the May 6, 2020 amendment to Title IX, Board Policy JCAC will no longer address sexual harassment. For the Cherokee County Board of Education's Policy and Grievance Procedures on sexual harassment, please refer to JCAC (II), which specifically addresses sexual harassment as defined in Title IX.

All employees are responsible for prevention of harassment and discrimination against students/employees, including the responsibility to report any conduct which they believe to be in violation of this policy. No person will be subject to retaliation or reprisal for making a good faith complaint under this policy or for participating in an investigation.

This Policy establishes the role and responsibility of the applicable Title Coordinator(s) ("Coordinator") and the role of the Chief Operations Officer (COO) in action steps, and the collection and analysis of reporting data in this regard.

The Superintendent will also develop administrative checklists to aid investigations.

I. DEFINITION

Harassment and discrimination may include any conduct which has the effect of unreasonably interfering with a student's participation in an educational program or activity, including conduct by school employees, students or others. Examples may include racially offensive jokes, slurs or comments; ~~offensive touching or requests for dates or favors; unwelcome sexual conduct or unwelcome conduct on the basis of sex that effectively denies a student access to an educational program~~; different treatment of students based upon Constitutionally-Protected Differences and/or other legally protected statuses; display or communication of racially offensive photographs, writing or materials; or conditioning educational benefits on a student's participation in, or reaction to, such conduct. Discipline and/or supportive measures may be imposed for such conduct without regard to whether it rises to the level of a violation of law.

II. COMPLAINT PROCEDURES

Complaints made to the School District regarding alleged discrimination, harassment or retaliation for complaints about, or opposition to discrimination or harassment will be processed in accordance with the following procedure:

1. Any student or other person with a complaint alleging a violation as described above will promptly notify the Coordinator, as annually appointed by the Superintendent, and/or principal of the school or work site location supervisor attended by the person believed to have suffered discrimination/harassment. If a report is made to a principal or work location supervisor, the principal or work location supervisor will forward the

complaint to the Coordinator. The complainant need not be the victim of the discrimination/harassment, but may be any person aware of the conduct.

2. Upon receipt of a discrimination/harassment complaint, the Coordinator will (a) facilitate a prompt investigation of the complaint, (b) take any interim action necessary to protect students, staff or operations of the school or work location pending the result of the investigation, and (c) make any necessary reporting of the allegations. Said investigation will consist at a minimum of interviewing the complainant, accused person(s), and persons with direct knowledge of the alleged events. Said investigation will be concluded as soon as practicable, and generally within fifteen (15) business days (defined as days when the School District Central Office is open for business) of receipt of the complaint. Upon completion of the investigation the Coordinator will initiate such remedial actions as are necessary to prevent any further harassment. Such steps may include: counseling, suspension, expulsion, or any other remedial action deemed appropriate to address and eliminate further discrimination/harassment. Upon completion of the investigation the Coordinator will notify appropriate parties (which may include the alleged victim(s), accused, and/or their parents or legal guardians) in writing of the substance of the investigation and remedial measures to be taken pending any appeal. The Coordinator will retain, review and analyze the investigative file of each complaint and will report the results of the review and analysis annually to the Superintendent.

3. The complainant may seek a review of the initial decision by written request received by the Coordinator within five (5) business days of the date of the decision.

4. Upon timely written request, the Coordinator will forward a copy of the investigative file to the COO. The COO or designee will have up to fifteen (15) business days to review the appeal, investigative file and the previous decision and determine, if additional investigation is warranted, any change in the remedial action recommended. The COO or designee will promptly notify appropriate parties of the appeal decision.

5. The decision of the COO or his/her designee will be the final decision under this policy. Additional due process will be provided for any disciplinary measures as required by law.

The complainant retains at all times the right to contact the Office of Civil Rights or the Equal Employment Opportunity Commission with regard to any allegations that the School District has violated any law.

This Policy will be distributed to all students annually. Additionally, the Coordinator and other employees designated by the Superintendent will receive appropriate training in investigating, remediating and analyzing complaints of discrimination/harassment on an annual basis.

*Appropriate Federal agencies promulgate regulation from time-to-time to implement Federal Laws prohibiting discrimination in schools and the workplace. To the extent that this Policy is

inconsistent with or conflicts with any of those regulations, the current regulation controls, and the part or parts of this Policy inconsistent with or in conflict with those regulations will be rescinded.

ADOPTED: **August 2, 2001**
REVISED: **July 16, 2020**

Cherokee County Board of Education

BOARD POLICY **Descriptor Code: JCAC (II)**
Supplement School Board Policy JCAC
Sexual Harassment under Title IX

The Cherokee County Board of Education adheres to all federal, state and local civil rights laws prohibiting discrimination in education. As a recipient of federal financial assistance for educational activities, the School District is required by Title IX of the Education Amendments of 1972 to ensure that all of its educational programs and activities do not discriminate on the basis of sex, gender, or gender identity. The School District also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process.

This Policy is intended to reflect the requirements of the new federal regulations pertaining to Title IX of the Education Amendments Act of 1972, which became effective on August 14, 2020. The Grievance Procedures included in this supplemental Policy are structured according to requirements of the new Title IX regulations.

While all forms of discrimination and harassment are prohibited in the School District and addressed under Board Policy JCAC, the purpose of this supplemental policy is to address, and only to address, ***sexual harassment as defined in Title IX*** that occurs within the educational programs and activities of the School District, and to provide a grievance process for investigating and reaching a final determination of responsibility for a formal complaint of sexual harassment.

This Policy establishes the roles and responsibilities of the applicable Title IX Investigator(s), Title IX Coordinator, Decision-Maker, and Appeals Decision-Maker. The Superintendent of Schools will also develop administrative guidelines and checklists to aid investigations.

I. DEFINITION

Sexual harassment (Title IX Prohibited Conduct) is conduct on the basis of sex (including, without limitation, gender, sexual orientation, and/or gender identity), occurring in the School District's educational programs or activities that satisfies one or more of the following:

1. Unwelcome sex-based/related conduct occurring in the United States determined by a reasonable person to be so severe, pervasive, **AND** objectively offensive that it effectively denies a person equal access to the education program or activity (this standard requires consideration of all the facts and circumstances, including, but not limited to, the ages and disability statuses of the harasser and victim and the number of individuals involved and their authority); **OR**,
2. Sexual assault, dating violence, domestic violence or stalking as defined in the United States as defined in state or federal law.

Behaviors that constitute sexual harassment may include, but are not limited to: Sexually suggestive remarks or jokes; verbal harassment or abuse; displaying or distributing sexually suggestive pictures, in whatever form (e.g., drawings, photographs, videos, irrespective of format); sexually suggestive gesturing, including touching oneself in a sexually suggestive manner in front of others; harassing or sexually suggestive or offensive messages that are

written or electronic; subtle or direct propositions for sexual favors or activities; touching of a sexual nature or groping; and teasing or name-calling related to sexual characteristics or the belief or perception that an individual is not conforming to expected gender roles or conduct. Note: incidents of the above conduct would still need to satisfy one or both of the criteria in paragraphs 1-2 of this definition.

II. GRIEVANCE PROCEDURES

The Title IX Grievance Process is initiated by way of a Formal Complaint ("complaint" or "formal complaint") filed by the Complainant, the Complainant's parent/guardian or the Title IX Coordinator.

A. Formal Complaint Requirements

At a minimum, a formal complaint must:

1. Contain the name and address of the Complainant and the student's parent or guardian if the complainant is a minor student;
2. Describe the alleged sexual harassment in sufficient detail to include the known identities of persons involved, the conduct allegedly constituting sexual harassment, and the date and location of the incident;
3. Request an investigation of the matter; and,
4. Be signed by the Complainant, Complainant's parent or Title IX Coordinator, as applicable.

The complaint may be filed with the Title IX Coordinator in person, by mail, or by email. Complaint forms may be obtained from the Title IX Coordinator, the School District's Student Code of Conduct, or on the School District's websites. The Title IX Coordinator may be contacted in person, by mail, by telephone, or by email, using the contact information contained within the Student Code of Conduct or posted on the School District's website. Unless otherwise designated by the Superintendent and posted on the School District's Title IX website notice, the School District Title IX Coordinator will be the **Executive Director of Administrative Leadership (EDAL) whose office is located at 1205 Bluffs Parkway, Canton, GA 30114, general phone number (770) 479-1871.**

B. Initial Steps and Notice of Formal Complaint.

1. The Title IX Coordinator will provide a Notice of Formal Complaint to the Complainant and the Complainant's parent/guardian, and to the Respondent (if known) and the Respondent's parent/guardian within **five calendar days** of receiving a Formal Complaint, which will include the following:

    a. The School District's Title IX Grievance Process Administrative Guidelines;
    b. A notice of the right to pursue informal resolution provided both the Complainant and Respondent agree;

c. The Rights and Responsibilities of Parties and Witnesses in Title IX Investigation;
d. The specific allegations of sexual harassment including any additional information obtained by the Title IX Coordinator;
e. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;
f. Notice that each party may have an advisor of their choice, who may be, but is not required to be an attorney;
g. Notice that each party is entitled to inspect and review evidence; and
h. A reference to the School District's Code of Conduct that prohibits knowingly making false statements or knowingly submitting false information.

2. The Title IX Coordinator will then examine the allegations in the Formal Complaint, to determine whether even if assumed true, the allegations are sufficient to sustain a finding of sexual harassment under this Policy.

3. The Title IX Coordinator will contact the Complainant to discuss and offer supportive measures. The Title IX Coordinator may contact the Respondent to discuss, and or impose, non-disciplinary supportive measures.

4. If the Formal Complaint fails to satisfy the definition of sexual harassment in this Policy, the Complaint will be dismissed by the Title Coordinator. If a Compliant is dismissed, the decision to dismiss the Compliant may be appealed in accordance with the procedures described in Section E. Appeals of this policy to the **Chief Operations Officer of the School District (COO) who will act as the Appeals Decision-Maker. The COO's office is located at 1205 Bluffs Parkway, Canton, GA 30114, general phone number (770) 479-1871**.

5. If the Formal Complaint is not dismissed or informally resolved, the Title IX Coordinator will designate a school-based Title IX Investigator (Title Investigator), to conduct an investigation into the allegations. The School Principal or his/her designee will serve as the Title Investigator.

C. Investigation.

1. The Title Investigator will:

   a. Provide an equal opportunity for the parties to present witnesses, and other inculpatory and exculpatory evidence;
   b. Provide the parties with the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice;
   c. Provide, to a party (e.g., Respondent, Complainant, parent/guardian, and/or advisor, as appropriate), written notice of the date, time, location, participants, and purpose of investigative interviews or other meetings, with sufficient time

for the party to prepare to participate within the timeframes established within this Policy; and,

d. Provide both parties an equal opportunity to inspect and review any evidence submitted and/or obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint.

2. The Title Investigator may collect relevant evidence, other information and may also interview parties and/or witnesses. In addition, a Complainant or Respondent may:

   a. Submit evidence to the Title Investigator;
   b. Submit a list of witnesses to be interviewed by the Title Investigator; and/or
   c. Request that the Title Investigator attempt to collect non-privileged information not accessible to the requesting Party.

3. At the conclusion of the investigation and response timeline, the Title Investigator will prepare a written investigative report.

4. The Title Investigator will provide the investigative report to the Title IX Coordinator, to each party, and each party's advisor, if any.

5. The Title Investigator will endeavor to complete the investigation and provide the Investigative Report within **one calendar month** of the date the Written Notice of Formal Complaint is sent to the Parties. With the Title IX Coordinator's express permission, this timeframe may be extended in complex matters or matters with multiple witnesses to give the Title Investigator enough time to gather relevant evidence and schedule witness interviews.

6. The Title IX Coordinator will forward the investigative report and all evidence collected by the Title Investigator to the Decision-Maker for consideration and decision.

D. Decision-Maker

1. The Decision-Maker is the individual with the responsibility of making determinations of responsibility with respect to formal complaints of sexual harassment in accordance with the Title IX Grievance Process. The Decision-Maker will have adequate training and will not be the Appeal Decision-Maker, the Title Investigator(s), or the Title IX Coordinator. Unless otherwise designated by the Superintendent and posted on the School District Title IX website notice, the School District's Title IX **Decision-Maker** will be the other **Executive Director of Administrative Leadership (EDAL II) whose office is located at 1205 Bluffs Parkway, Canton, GA 30114, general phone number (770) 479-1871.**

2. After the Title Investigator has concluded the collection of evidence and provided the Investigative Report, the Decision-Maker will afford each party **10 calendar days** to submit written, relevant questions to the Decision-Maker for any party or witness.

3. The Decision-Maker may omit any questions as not relevant. Should the Decision-Maker exclude a question, the Decision-Maker will explain to the party proposing the questions why the question(s) was not relevant.

4. Questions and answers considered by the Decision-Maker should be included in the Decision-Maker's Written Determination of Responsibility. Questions not posed as being irrelevant along with a rationale regarding the question's relevance will also be included in the Decision-Maker's Written Determination of Responsibility.

5. The Decision-Maker will then provide the relevant questions to the party/witness, with copies to each party, and provide no less than **10 calendar days** for written responses, likewise to be provided to each party.

6. The Decision-Maker will then provide **five calendar days** each for supplementary, limited follow-up questions and **five calendar days** for answers, and may provide for additional rounds of follow-up questions, as long as the provision is extended to both parties equally.

7. The standard of proof to be used for Formal Complaints in determining whether a violation has occurred and/or that the Respondent is responsible will be the preponderance of the evidence standard, which is only met when the Complainant convinces the Decision-Maker that there is a greater than 50% chance that the claim is true (i.e., more likely than not).

8. The Decision-Maker must issue a Written Determination of Responsibility within **10 calendar days** after the close of the period for responses to the last round of follow-up questions.

9. The Decision-Maker may impose disciplinary sanctions and remedies if the Written Determination of Responsibility substantiates the allegations contained in the Formal Complaint.

E. Appeals

Either party may appeal the Decision-Maker's Written Determination of Responsibility or the dismissal of a Formal Complaint by notifying the Chief Operations Officer (COO) in writing ("written appeal") with a copy of the appeal to the Title IX Coordinator. The written appeal must be received by the COO within **10 calendar days** of the Decision-Maker issuing the Written Determination of Responsibility or the written notice of dismissal being communicated to the parties.

The Appeals Decision-Maker has the responsibility to decide any appeal with respect to formal complaints of sexual harassment in accordance with the Title IX Grievance Process. The Appeals Decision-Maker will have adequate training, be free from conflict of interest, and will not be the Decision-Maker, the Title Investigator(s) or the Title IX Coordinator.

For the purpose of this Policy, unless otherwise designated by the Superintendent and posted on the School District's Title IX website notice, the School District' **Appeals Decision-Maker** will be the **Chief Operations Officer (COO) whose office is located at 1205 Bluffs Parkway, Canton, GA 30114, general phone number (770) 479-1871.**

1. Within **three school days** of receipt of the written appeal, the Appeals Decision-Maker will provide a Notice of Appeal to each party and to the Title IX Coordinator, with a copy of the written appeal.

2. Each party will have **five school days** from the date the Notice of Appeal is delivered to the parties to submit a written statement ("appeal statement") in support of or challenging, the determination of responsibility or dismissal with copies to Title IX Coordinator and other party.

3. The Appeals Decision-Maker may refer an appealed issue back to a prior point in the grievance process for clarification and/or further investigation with written notice to the parties and the Title IX Coordinator.

4. The Appeals Decision-Maker will provide a written appeals decision within **10 calendar days** after considering the record and the parties' appeal statements.

F. Timeframe of Grievance Process.

The School District will make a good faith effort to conduct a fair, impartial grievance process in a timely manner designed to provide all parties with a prompt and equitable resolution. It is expected that in most cases, the School District will seek to complete the investigation and make a determination within 80 calendar days from the filing of a Formal Complaint. In any event, the School District will not compromise a thorough and fair process in order to meet the 80-day timeframe from the filing of a Formal Complaint to the conclusion of the investigation and determination of responsibility by the Decision-Maker. If any party chooses to appeal the outcome, the timeframes below provide for an additional 30-day period to submit, respond to, and for the Appeals Decision-Maker to make a decision regarding the appeal. If any deadline under the guidelines set forth below falls on a weekend or holiday, there will be an automatic extension to the next business day.

If the Parties elect to engage in an Informal Resolution, the timeframes below will be suspended during the pendency of that process.

A person may also file a complaint with the appropriate federal, state or local agency within the time frame required by law. Depending upon the nature of the complaint, the appropriate agency may be the Federal Equal Employment Opportunity Commission (EEOC), Office for Civil Rights (OCR) of the U.S Department of Education, the Department of Justice and/or the Georgia Department of Education.

Office for Civil Rights, Atlanta Office U.S. Department of Education 61 Forsyth Street S.W., Suite 19T10 Atlanta, GA 30303-8927 Telephone: (404) 974-9406 Facsimile: (404) 974-9471 Email: OCR.Atlanta@ed.gov	Equal Employment Opportunity Commission Atlanta District Office Sam Nunn Atlanta Federal Center 100 Alabama Street, SW, Suite 4R30 Atlanta, GA 30303 United States
U.S. Department of Justice Civil Rights Division 950 Pennsylvania Avenue, N.W. Housing and Civil Enforcement Section, NWB Washington, D.C. 20530	Georgia Department of Education 205 Jesse Hill Jr. Drive SE Atlanta, GA 30334 Local (404) 656-2800 Toll-Free: (800) 311-3627 (GA) Fax: (404) 651-8737 Email: askdoe@gadoe.org

Within any resolution process related to this Policy, the School District will provide reasonable accommodations to persons with disabilities and religious accommodations, when that accommodation is consistent with state and federal law.

This Policy will be distributed to all students annually. Additionally, the Title IX Investigator(s), Title IX Coordinator, Decision-Maker, and Appeals Decision-Maker and other employees designated by the Superintendent will receive appropriate training in investigating, remediating and analyzing complaints of sexual harassment on an annual basis.

Appropriate Federal agencies promulgate regulation from time-to-time to implement Federal Laws prohibiting discrimination in schools and the workplace. To the extent that this Policy is inconsistent with or conflicts with any of those regulations, the current regulation controls and the part or parts of this Policy inconsistent with or in conflict with those regulations will be rescinded.

APPROVED ON FIRST READING: October 15, 2020
Cherokee County Board of Education

Agenda Request Form

Meeting Date	Agenda Item Number
October 15, 2020	D-1

Title

September 2020 Financial Report and Sales Tax Update

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of September 2020 Financial Report and Sales Tax Update

Summary Explanation and Background

Financial Report for September 2020

See Attached Reports

Priority Area

Organizational and Operational Effectiveness

Financial Impact

N/A

Exhibits: (List)

Financial Report and Sales Tax Update

Source of Additional Information

Kenneth Owen	770.479.1871
Dr. Brian V. Hightower	770.479.1871

CHEROKEE COUNTY BOARD OF EDUCATION
Dr. Brian V. Hightower, Superintendent
Kenneth Owen, Chief Financial Officer

FINANCIAL REPORT
SEPTEMBER 2020

General Fund
For the month ending September 30, 2020, the third month of the 2020-21 Fiscal Year, the School District's Operating Account (General Fund) has received $26,804,423 in revenue (year-to-date) consisting of state funds of $22,189,994 (10% of budget), $4,268,193 local taxes (2% of budgeted amount), and other funds of $346,236 (20% of budget). All operating expenditures of $74,955,718 (18% of budget) are within the Board of Education's approved 2020-21 budget.

Building Fund/EdSPLOST Collections
The Capital Outlay Fund balance of $37,854,910 as of September 30, 2020 reflects Special Purpose Local Option Sales Tax for Education (EdSPLOST) collections, proceeds of bond sales for capital outlay purposes, and transfers from the General Fund less bond refundings, bond issuance costs, transfers of EdSPLOST to the Debt Service Fund and capital outlay expenses paid.

Cherokee County School District received $6,095,125 in September 2020, for the month of August 2020, the 32nd month of 60 monthly sales tax collections for the 2018-2022 EdSPLOST. Collections received were above projections (detail included) for the month by $1,030,827. An audit performed by the Georgia Department of Revenue (DOR) resulted in an additional $2,074,096 being distributed to Cherokee County School District during the period, bringing the total received to $3,104,923 over projection for August and $24,767,051 above cumulative projections. The audit focused on a 3-year period from late 2015 through early 2019 and found that a software program used by many retailers was calculating sales tax incorrectly. The bulk of the back taxes was received by DOR in September and immediately disbursed to impacted governmental entities across the State.

EdSPLOST collections are accumulated within the Building Fund to be used for specified capital outlay purchases (limited pay-as-you-go) and transferred to the Debt Service Fund at the appropriate time to meet annual bond obligations (January and July). Excess EdSPLOST collections above projections are used to meet critical capital outlay needs and/or transferred to the Debt Service Fund as a safeguard against future negative economic conditions, assuring the School District can meet future bond payments.

Debt Service Fund
The Debt Service Fund balance as of September 30, 2020 is $62,062,822 representing funds accumulated from EdSPLOST collections, collections from the one mill of property tax approved by the School Board, interest earned from investments and Invested Sinking Fund earnings. The Invested Sinking Fund is attached to the Series 2010B Bond issuance and is structured to fully pay the annual debt service on the Series 2010B bonds through January 2028. Annual Debt Service payments are made in February and August of each year, according to the Debt Service Schedule published annually in the Cherokee County School District Budget Book.

Federal/State/Competitive Grants and School Nutrition Funds
The School Nutrition Fund Balance as of September 30, 2020 is $5,748,992 and represents the difference between revenues from all sources and all expenditures. This amount is held in reserve to cover potential funding shortfalls or unexpected expenses.

Federal, State and Competitive grant funds are annually awarded to the School District based on funding formulas (Federal Title Programs) and/or program applications (State and competitive grants). As funds are expended, reimbursements are sought from the various programs. Local funds are not intended to cover shortfalls within grant programs nor are grants intended to carry a fund balance.

Cherokee County School District
FINANCIAL REPORT
AS OF SEPTEMBER 30, 2020

BALANCE SHEET

	GENERAL FUND	DEBT SERVICE FUND	BUILDING FUND	FED FUNDS AND SCHOOL NUTRITION	TOTAL
ASSETS					
Cash	$ 35,966,303	$ 41,478,996	$ 38,283,304	$ 11,478	$ 115,740,081
Investments	1,019,343	20,583,826	-	-	21,603,169
Inventory	225,426	-	-	857,240	1,082,666
Accounts Receivable	451,738	-	-	5,671,035	6,122,773
TOTAL ASSETS	$ 37,662,810	$ 62,062,822	$ 38,283,304	$ 6,539,753	$ 144,548,689
LIABILITIES					
Salaries and Benefits Payable	$ 12,627,248	$ -	$ -	$ 165,412	$ 12,792,660
Accounts Payable	628,112	-	428,394	625,349	1,681,855
Loans Payable	9,500,000	-	-	-	9,500,000
FUND BALANCE					
Fund Balance 9/30/2020	14,907,450	62,062,822	37,854,910	5,748,992	120,574,174
TOTAL LIABILITIES AND FUND BALANCE	$ 37,662,810	$ 62,062,822	$ 38,283,304	$ 6,539,753	$ 144,548,689

REVENUE AND EXPENSE

Revenue	$ 26,804,423	$ 17,502,948	$ 10,340,981	$ 4,616,922	$ 59,265,274
Expense	74,955,718	30,772,646	22,851,625	5,055,355	133,635,344
Excess Revenue over Expense	(48,151,295)	(13,269,698)	(12,510,644)	(438,433)	$ (74,370,070)
BEGINNING FUND BALANCE 7/01/2020	63,058,745	75,332,520	50,365,554	6,187,425	194,944,244
ENDING FUND BALANCE 9/30/2020	**$ 14,907,450**	**$ 62,062,822**	**$ 37,854,910**	**$ 5,748,992**	**$ 120,574,174**

General Fund
Comparison of Budget to Actual
July 1, 2020 to September 30, 2020

Description	2020-21 Budget	Year to Date	Available Budget
Revenue			
Federal	$ 168,238	$ -	$ 168,238
Local	198,068,541	4,268,193	193,800,348
State	212,587,837	22,189,994	190,397,843
Other	1,591,951	346,236	1,245,715
Total Revenue	**$ 412,416,567**	**26,804,423**	$ 385,612,144
Expense			
Instructional Services	$ 282,077,241	$ 47,580,766	$ 234,496,475
Pupil Services	18,866,654	2,858,334	16,008,320
Improvement of Instructional Services	14,462,288	3,297,433	11,164,855
Instructional Staff Training	227,045	414	226,631
Educational Media Services	5,054,928	818,371	4,236,557
General Administration	3,245,486	926,162	2,319,324
School Administration	26,889,398	6,276,879	20,612,519
Support Services - Business	2,762,390	682,153	2,080,237
Maintenance & Operation of Plant	29,350,728	7,047,922	22,302,806
Student Transportation Services	22,740,587	3,822,452	18,918,135
Support Services - Central	4,257,245	1,307,247	2,949,998
School Nutrition Program	154,905	-	154,905
Facilities Acquisition and Construction Services	368,804	137,585	231,219
Outgoing Transfers	1,919,601	200,000	1,719,601
Debt Service	29,688	-	29,688
Total Expense	**$ 412,406,988**	**$ 74,955,718**	$ 337,451,270
Excess Revenue over Expense	**$ 9,579**	**$ (48,151,295)**	$ 48,160,874

1% SALES TAX (2018-2022)
COMPARISON OF COLLECTIONS
THROUGH SEPTEMBER 2020

REPORTING MONTH	60 MONTH COLLECTION PERIOD	PROJECTED COLLECTIONS	BOE 1% COLLECTIONS	DIFFERENCE BETWEEN ACTUAL AND PROJECTED COLLECTIONS
February 2018	**January 2018 (1)**	$ 2,482,396	$ 2,974,362	$ 491,966
March 2018	**February 2018 (2)**	2,569,511	2,610,220	40,709
April 2018	**March 2018 (3)**	2,735,881	3,482,968	747,087
May 2018	**April 2018 (4)**	2,726,393	3,174,263	447,870
June 2018	**May 2018 (5)**	2,796,817	3,361,741	564,924
July 2018	**June 2018 (6)**	2,841,541	3,476,673	635,132
August 2018	**July 2018 (7)**	2,871,634	3,479,906	608,272
September 2018	**August 2018 (8)**	2,818,552	3,380,345	561,793
October 2018	**September 2018 (9)**	2,792,606	3,108,962	316,356
November 2018	**October 2018 (10)**	2,736,315	3,627,964	891,649
December 2018	**November 2018 (11)**	2,906,999	3,499,055	592,056
January 2019	**December 2018 (12)**	3,588,310	4,145,833	557,523
February 2019	**January 2019 (13)**	2,556,868	3,278,360	721,492
March 2019	**February 2019 (14)**	2,646,596	3,135,700	489,104
April 2019	**March 2019 (15)**	2,817,958	3,559,057	741,099
May 2019	**April 2019 (16)**	2,808,185	3,717,585	909,400
June 2019	**May 2019 (17)**	2,880,722	3,800,003	919,281
July 2019	**June 2019 (18)**	2,926,787	3,621,310	694,523
August 2019	**July 2019 (19)**	2,957,783	3,871,832	914,049
September 2019	**August 2019 (20)**	2,903,109	3,627,866	724,757

1% SALES TAX (2018-2022)
COMPARISON OF COLLECTIONS
THROUGH SEPTEMBER 2020

REPORTING MONTH	60 MONTH COLLECTION PERIOD	PROJECTED COLLECTIONS	BOE 1% COLLECTIONS	DIFFERENCE BETWEEN ACTUAL AND PROJECTED COLLECTIONS
October 2019	**September 2019 (21)**	2,876,384	3,587,669	711,285
November 2019	**October 2019 (22)**	2,818,405	3,686,737	868,332
December 2019	**November 2019 (23)**	2,994,209	3,760,601	766,392
January 2020	**December 2019 (24)**	3,695,959	4,469,659	773,700
February 2020	**January 2020 (25)**	2,633,574	3,457,342	823,768
March 2020	**February 2020 (26)**	2,725,994	3,283,286	557,292
April 2020	**March 2020 (27)**	2,902,497	3,504,562	602,065
May 2020	**April 2020 (28)**	2,892,430	3,609,128	716,698
June 2020	**May 2020 (29)**	2,967,144	4,030,403	1,063,259
July 2020	**June 2020 (30)**	3,014,591	4,125,359	1,110,768
August 2020	**July 2020 (31)**	3,046,516	4,146,043	1,099,527
September 2020	**August 2020 (32)**	2,990,202	6,095,125	3,104,923
		$ 91,922,868	$ 116,689,919	$ 24,767,051

CHEROKEE COUNTY SCHOOL DISTRICT
1% SPECIAL PURPOSE LOCAL OPTION SALES TAX (SPLOST)
2018-2022 PROJECTED COLLECTIONS

	2018	2018-19	2019-20	2020-21	2021-22	2022
July	$ -	$ 2,871,634	$ 2,957,783	$ 3,046,516	$ 3,137,912	$ 3,232,049
August	$ -	$ 2,818,552	$ 2,903,109	$ 2,990,202	$ 3,079,908	$ 3,172,306
September	$ -	$ 2,792,606	$ 2,876,384	$ 2,962,676	$ 3,051,556	$ 3,143,103
October	$ -	$ 2,736,315	$ 2,818,405	$ 2,902,957	$ 2,990,046	$ 3,079,747
November	$ -	$ 2,906,999	$ 2,994,209	$ 3,084,035	$ 3,176,556	$ 3,271,853
December	$ -	$ 3,588,310	$ 3,695,959	$ 3,806,838	$ 3,921,043	$ 4,038,675
January	$ 2,482,396	$ 2,556,868	$ 2,633,574	$ 2,712,581	$ 2,793,958	$ -
February	$ 2,569,511	$ 2,646,596	$ 2,725,994	$ 2,807,774	$ 2,892,007	$ -
March	$ 2,735,881	$ 2,817,958	$ 2,902,497	$ 2,989,571	$ 3,079,259	$ -
April	$ 2,726,393	$ 2,808,185	$ 2,892,430	$ 2,979,203	$ 3,068,579	$ -
May	$ 2,796,817	$ 2,880,722	$ 2,967,144	$ 3,056,158	$ 3,147,843	$ -
June	$ 2,841,541	$ 2,926,787	$ 3,014,591	$ 3,105,029	$ 3,198,180	$ -
Total by Fiscal Year	$ 16,152,539	$ 34,351,532	$ 35,382,079	$ 36,443,540	$ 37,536,847	$ 19,937,733
Total Projected Collections						$ 179,804,270

The amount shown in each month is the expected collection amount. Actual receipt would occur in the subsequent month.

Revised August 28, 2017

Agenda Request Form

Meeting Date	Agenda Item Number
October 15, 2020	F-1

Title

Monthly Update on Capital Outlay Projects

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of the Monthly Update on Capital Outlay Projects

Summary Explanation and Background

See the attached report from the Chief Support Services Officer regarding the status of the current Capital Outlay Projects.

Priority Area

Organizational and Operational Effectiveness

Financial Impact

N/A

Exhibits: (List)

See Attachment

Source of Additional Information

William J. Sebring	770.479.1871
Steve Werner	770.479.1871

Cherokee County School District

DATE: 05 October 2020

TO: Dr. Brian V. Hightower
Superintendent of Schools

FROM: William J. Sebring
Chief Support Services Officer

SUBJECT: Construction Status Reports

Capital Improvements staff has reviewed the architect's monthly status report on the current construction projects. A summary of the progress for each project is shown below:

Bus Shop I – New Fuel Island

- Tank delivery is expected by mid-October.
- Erosion control devices are in place.
- General Contractor is mobilizing.
- This project is scheduled for completion March 2021.

Creekview HS Agri-Science Lab

- Architect/Engineer punch list repairs are in progress.
- Anticipate receipt of the Certificate of Occupancy by the end of next week.
- Shelving and furniture installation are expected to be completed in early November.
- This project is scheduled for completion December 2020.

Etowah HS Athletic Facility Improvements

- Retaining wall at the baseball concessions is in place.
- Plumbing and electrical rough ins for baseball concessions are ongoing.
- Sanitary sewer lift station and piping installation continue.
- Grading for MSE wall at the visitor's fieldhouse continues.
- This project is scheduled for completion August 2021.

Woodstock MS Classroom Addition

- Retaining walls are in place and backfilled.
- Foundation/footings are underway.
- Structural steel is projected to be delivered by mid-October.
- This project is scheduled for completion August 2021.

1205 Bluffs Parkway
Canton, Georgia 30114
770.479.1871
www.cherokeek12.net

Woodstock HS Auxiliary Gym

- Building footings are in place.
- Foundation masonry is underway.
- Delivery of the pre-engineered metal building is anticipated by mid-October.
- This project is scheduled for completion August 2021.

WJS

WJS/SW:mm
Attachments

Creekview High School Agri-Science Lab



Aerial View



Exterior View – Animal Stalls

Etowah High School Athletic Facility Improvements



Aerial View



Aerial View – Baseball Concessions

Woodstock High School Auxiliary Gym



Aerial View

Woodstock Middle School Classroom Addition



Aerial View

Cherokee County School District

Agenda Request Form

Meeting Date	Agenda Item Number
October 15, 2020	F-2

Title

Abandoned Sewer Outfall Line at Free Home ES

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval to Release Easements for Abandoned Sewer Outfall Line at Free Home ES

Summary Explanation and Background

In 1975, Cherokee County School District (CCSD) received easements from Free Home community members Mr. and Mrs. E.W. Cochran and Ms. Cleo Milford for a sewer outfall line to serve Free Home ES. However, as infrastructure has changed and improved in that community and on the school campus, that sewer outfall line is no longer needed. Therefore, the Superintendent requests that the School Board authorize the release of the aforementioned easements back to the former owners or their assigns.

Priority Area

Organizational and Operational Effectivness

Financial Impact

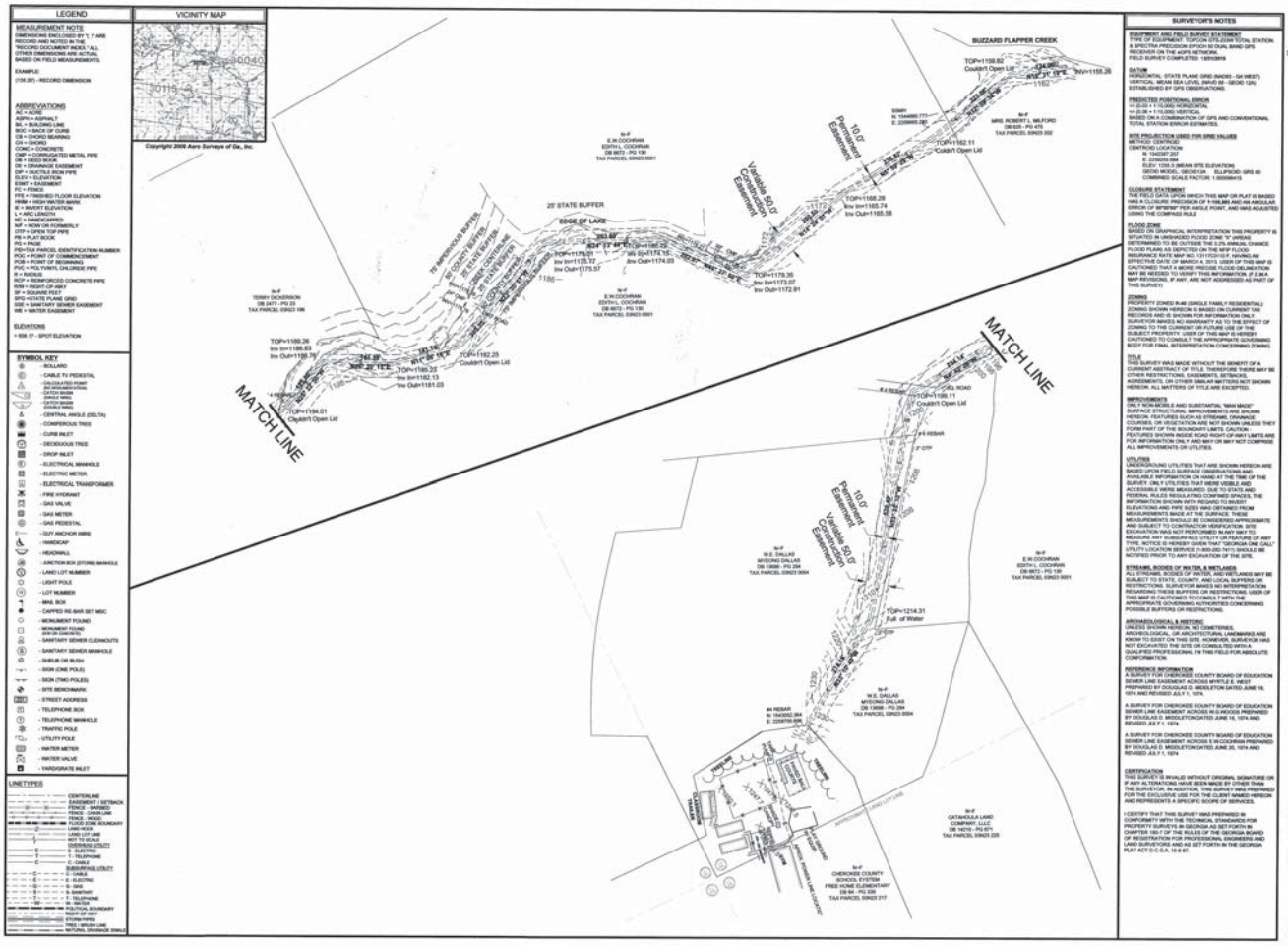
N/A

Exhibits: (List)

Survey Map and two Quit Claim Deeds

Source of Additional Information

Tom Roach, School Board Attorney	770.479.1406
William J. Sebring, Chief Support Services Officer	770.479.1871



MITCHELL SURVEYING & CONSULTING, LLC

Surveying • Construction Layout • Consulting
3201 South Cherokee Lane • Suite 310
Woodstock, GA 30188
Tel. 770-924-2955 Fax: 770-485-9073
Email: cmitchell@msc-survey.com

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TOPOGRAPHIC SURVEY

SITUATED IN
LAND LOTS 965 & 966
3rd DISTRICT - 2nd SECTION
CHEROKEE COUNTY, GEORGIA

PREPARED FOR

CHEROKEE COUNTY SCHOOL DISTRICT

STATE PLANE GRID

GA WEST

GRAPHIC SCALE

100 0 50 100 200

1 Inch = 100 ft.

Inch BELOW'S 1" LONG FOR SCALE SHOWN ON THIS SHEET. IF NOT 1" LONG ON THIS SHEET, ADJUST SCALE ACCORDINGLY

GEORGIA REGISTERED PROFESSIONAL SURVEYOR

1/07/2020

SHEET RECORD

DATE	DESCRIPTION
01/07/2020	ISSUED

DRAWING INFORMATION
CAD FILE: 16008-SEW OUTFALL-1.DWG
DRAWN BY: JDF CHECKED BY: CRM

SHEET NAME:
FREE HOME ELEMENTARY SCHOOL SANITARY SEWER SURVEY

PROJECT: 16008.00 SHEET 1 OF 1

RETURN TO:
ROACH, CAUDILL & FROST, LLP
111 West Main Street
Canton, GA 30114

QUIT CLAIM DEED

STATE OF GEORGIA

COUNTY OF CHEROKEE.

THIS INDENTURE, made the _____ day of _____, in the year of our Lord Two Thousand and Twenty between **CHEROKEE COUNTY SCHOOL SYSTEM, A/K/A CHEROKEE COUNTY SCHOOL DISTRICT, A/K/A CHEROKEE COUNTY BOARD OF EDUCATION,** (hereinafter referred to as "Grantor"), and **CLEO MILFORD,** Georgia, (hereinafter referred to as "Grantee"):

WITNESSETH:

That the said Grantor, for and in consideration of the sum of One Dollar ($1.00) and Other Valuable Consideration in hand paid, the receipt whereof is acknowledged, has bargained, sold and by these presents does remise, release and forever quit claim to the said Grantee, the heirs, assigns, and legatees, all the right, title, interest, claim or demand the said Grantor has or may have had in and to the property being more particularly described as follows:

> To release any and all interest owned by Grantor in Grantee's property as depicted at Plat Book 10, Page 260, Clerk of Superior Court Deed Records, Cherokee County, Georgia. Grantor further conveys, grants and abandons in place any sewerage outfall infrastructure.

With all the rights, members and appurtenances to the said described premises in anywise appertaining or belonging.

TO HAVE AND TOLD HOLD the said described premises unto the said Grantee, the heirs, assigns, and legatees so that neither the said Grantor nor its heirs, nor any other person or persons claiming under it shall at any time, by the means to ways, have, claim, or demand any right, title or interest in or to the aforesaid described premises or its appurtenances or any rights thereof.

IN WITNESS WHEREOF, the said **CHEROKEE COUNTY SCHOOL SYSTEM, A/K/A CHEROKEE COUNTY SCHOOL DISTRICT, A/K/A CHEROKEE COUNTY BOARD OF EDUCATION,** has hereunto set its hand and affixed its seal the day and year first above written.

Cherokee County School System
a/k/a Cherokee County School District
a/k/a Cherokee County Board of Education

By:_____
Dr. Brian V. Hightower
Superintendent of Schools, Cherokee County School District

Signed, seal and delivered in the presence of:

_____
Official Witness

_____(SEAL)
Notary Public

RETURN TO:
ROACH, CAUDILL & FROST, LLP
111 West Main Street
Canton, GA 30114

QUIT CLAIM DEED

STATE OF GEORGIA

COUNTY OF CHEROKEE.

THIS INDENTURE, made the _____ day of _____, in the year of our Lord Two Thousand and Twenty between **CHEROKEE COUNTY SCHOOL SYSTEM, A/K/A CHEROKEE COUNTY SCHOOL DISTRICT, A/K/A CHEROKEE COUNTY BOARD OF EDUCATION,** (hereinafter referred to as "Grantor"), and **E. W. COCHRAN and EDITH L. COCHRAN,** Georgia, (hereinafter referred to as "Grantees"):

WITNESSETH:

That the said Grantor, for and in consideration of the sum of One Dollar ($1.00) and Other Valuable Consideration in hand paid, the receipt whereof is acknowledged, has bargained, sold and by these presents does remise, release and forever quit claim to the said Grantees, the heirs, assigns, and legatees, all the right, title, interest, claim or demand the said Grantor has or may have had in and to the property being more particularly described as follows:

> To release any and all interest owned by Grantor in Grantees' property as depicted at Plat Book 10, Page 216, Clerk of Superior Court Deed Records, Cherokee County, Georgia. Grantor further conveys, grants and abandons in place any sewerage outfall infrastructure.

With all the rights, members and appurtenances to the said described premises in anywise appertaining or belonging.

TO HAVE AND TOLD HOLD the said described premises unto the said Grantees, the heirs, assigns, and legatees, so that neither the said Grantors nor its heirs, nor any other person or persons claiming under it shall at any time, by the means to ways, have, claim, or demand any right, title or interest in or to the aforesaid described premises or its appurtenances or any rights thereof.

IN WITNESS WHEREOF, the said **CHEROKEE COUNTY SCHOOL SYSTEM, A/K/A CHEROKEE COUNTY SCHOOL DISTRICT, A/K/A CHEROKEE COUNTY BOARD OF EDUCATION,** has hereunto set its hand and affixed its seal the day and year first above written.

Cherokee County School System
a/k/a Cherokee County School District
a/k/a Cherokee County Board of Education

By:_____
Dr. Brian V. Hightower
Superintendent of Schools, Cherokee County School District

Signed, seal and delivered in the presence of:

_____
Official Witness

_____(SEAL)
Notary Public

Cherokee County School District

Agenda Request Form

Meeting Date	Agenda Item Number
October 15, 2020	G-1

Title

Recommendations and Resignations/Terminations of Employment for Certified and Classified Personnel

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Recommendations, Resignations, Terminations of Employment and Transfers for Certified and Classified Personnel

Summary Explanation and Background

The recommendations include the following items:

1. Certified Recommendations
2. Certified Resignations/Terminations of Employment
3. Classified Recommendations
4. Classified Transfers
5. Classified Resignations/Terminations of Employment

Priority Area

Quality Workforce

Financial Impact

N/A

Exhibits: (List)

Summary List of Recommendations

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Rick Beaulieu	770.479.1871

Cherokee County School District

G1 Summary Report

BOE Meeting Date: 10/15/2020

Certified Recommendations

Name	Location	Position	Start Date
Barbosa, Sara	Ball Ground Elem School	1st Grade Teacher	10/19/2020
Beckman, Leah	Bascomb Elem School	3rd Grade Teacher	10/12/2020
Scoretz, LeAnn	Bascomb Elem School	EIP Teacher	10/12/2020
Martinez de Serrano, Sasky	Cherokee High School	Foreign Languages Teacher	10/5/2020
Puga, Eleuterio	Woodstock High School	Foreign Languages Teacher	9/28/2020
Hardin, Anna	Woodstock Mid School	6th Grade Teacher	9/28/2020

Certified Transfers

Name	Location	Position	Start Date
No records found			

Certified Resignations/Terminations

Name	Location	Position	End Date
Mason, Morgan	Arnold Mill Elem School	2nd Grade Teacher	10/6/2020
Pietrzak, Ashley	Arnold Mill Elem School	2nd Grade Teacher	10/23/2020
Sexton, Jonathan	Carmel Elem School	5th Grade Teacher	10/9/2020
Moreno, Claudia	Cherokee High School	Foreign Languages Teacher	9/30/2020
Velueta, Kathleen	Etowah High School	Math Teacher	12/18/2020
Vidal, Alison	Holly Springs Elem School	EIP Teacher	10/30/2020
DeSue, Karen	Teasley Mid School	Connections Teacher	11/30/2020

Classified Recommendations

Name	Location	Position	Start Date
Cox, Katherine	Johnston Elem School	RN Nurse	10/7/2020
Arendt, Stephanie	L.R. Tippens Center	IEP ParaPro	10/2/2020
Lester, Jennifer	L.R. Tippens Center	Sped ParaPro	10/5/2020
Crachi, Heather	Mountain Road Elem School	AU ParaPro	10/1/2020
Rolka, Samantha	Sequoyah High School	SID-PID ParaPro	10/7/2020

Classified Transfers

Name	Location	Position	Start Date
Poole, Natasha	Admin - Human Resources	Clerical 8	11/30/2020
Slone, Manderly	Admin - School Operations	Clerical 8	12/1/2020
Millwood, Patricia	Clark Creek Elem School	School Nutrition Asst Manager	9/29/2020
Gibson, Nichole	River Ridge High School	Career Path Teacher	11/30/2020
Guarnieri, Leanne	Transportation	Bus Driver Relief	10/12/2020

Classified Resignations/Terminations

Name	Location	Position	End Date
Wiss, Amy	Arnold Mill Elem School	School Nutrition Worker	10/2/2020
Cagle, Patricia	Ball Ground Elem School	SI ParaPro	12/18/2020
Blackwell, Chandra	Clark Creek Elem School	School Nutrition Asst Manager	9/18/2020
Surace-Partin, Tyna	E.T. Booth Mid School	IEP ParaPro	10/2/2020
Utley, Jacqueline	Johnston Elem School	RN Nurse	10/8/2020
Maendler, James	Transportation	Bus Attendant	10/12/2020
Blubaugh, Dawn	Transportation	Bus Driver	9/18/2020
Baker, Frances	Transportation	Bus Driver	12/18/2020

Cherokee County School District

G1 Summary Report

BOE Meeting Date: 10/15/2020

Classified Resignations/Terminations			
Name	Location	Position	End Date
Ledbetter, Amanda	**Transportation**	**Bus Driver**	**10/15/2020**
Todd, Pamela	**Transportation**	**Bus Driver Relief**	**9/23/2020**
Arotchas, Yonatan	**Transportation**	**Bus Driver Relief**	**9/18/2020**
Vega, Nastassia	**Woodstock High School**	**Clerical 3**	**10/16/2020**