Cherokee County School District

AGENDA

School Board Meeting

Dr. Frank R. Petruzielo Educational Services Facility

7:00 p.m.

November 19, 2020

- Call to Order
- Pledge of Allegiance/Inspiration
- Adoption of Superintendent's Recommended Agenda for November 19, 2020
- Approval of Minutes of the October 15, 2020 School Board Meeting
- Approval of Consent Agenda for November 19, 2020 School Board Meeting
- Public Participation

A. Resolutions/Recognition

1. School Board Recognition of Clark Creek Elementary School STEM Academy Teacher Karen Garland -- Named the 2020 Agriculture in the Classroom Teacher of the Year by Georgia Farm Bureau

2. School Board Recognition of Three Cherokee County School District Students -- Named to the State School Superintendent's 2020-21 Student Advisory Council

3. School Board Recognition of Georgia High School Association State and Regional Champions

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 Second Reading

D. Financial Management

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

2. **School Board Consideration of Superintendent's Recommendation for Approval of Declaring Surplus Property and Disposing of Said Property**

E. Curriculum and Instruction

1. **School Board Consideration of Superintendent's Recommendation for Approval of Health and Puberty, Sex Education and AIDS Education (PSEAE) Curriculum Resources Adoption for Grade 6**

2. **School Board Consideration of Superintendent's Recommendation for Approval of Out of State and Overnight Field Trips**

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 of the Special Lease Agreements**

3. **School Board Consideration of Superintendent's Recommendation for Approval of the Resolution to Certify Closeout for the Mill Creek Middle School Classroom Addition**

4. **School Board Consideration of Superintendent's Recommendation for Approval of the Resolution to Certify Closeout for the Sequoyah HS Healthcare Science Lab**

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

1. **School Board Consideration for Approval of Extension of Employment Contract with Superintendent of Schools**

I. Superintendent of Schools

1. **School Board Consideration of Superintendent's Recommendation for Approval of 2021 Legislative Partnership Priorities**

- **Adjournment**

CHEROKEE COUNTY BOARD OF EDUCATION

OFFICE OF THE SUPERINTENDENT

Thursday, October 15, 2020

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

The Cherokee County Board of Education called its regular meeting to order at 7:00 p.m. on Thursday, October 15, 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 Tom Roach.

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 School Board Chair Kyla Cromer.

A brief inspirational story was shared by Patsy Jordan.

Approval of Agenda

On a motion by Kelly Poole seconded by Mike Chapman and carried, the Board unanimously adopted the Superintendent's recommended 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 September 17, 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 Patsy Jordan seconded by Mike Chapman and carried, to approve the Consent Agenda, for the remaining items - identified by asterisks *(7-0 vote).*

PUBLIC PARTICIPATION

One member of the public signed up to address the School Board.

A. RESOLUTIONS/RECOGNITIONS/PARTNERSHIPS

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

(Recognized)

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

(Recognized)

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

(Approved)

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

School Board Member Comments:

- Remarked on the recent ribbon cutting at Mountain Ed Charter HS and shared that students now have an additional school choice as well as another avenue to graduate.
- Thankful for the continuation of the free lunch program for students and shared how some parents have offered to help in this regard.
- Commented about the recent School Board Luncheon at L.R. Tippens and recognized several of the staff (cafeteria manager, bus driver, bookkeeper and principal) for their readiness to meet the needs of these students.
- Reminded Board members that the Georgia School Boards Association will meet virtually on December 3 and 4. Training will be available on December 2.

C. SCHOOL BOARD POLICIES

***C-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**

(Approved)

D. FINANCIAL MANAGEMENT

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

(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)

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

(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

ADJOURNMENT

Motion was made by Kelly Poole seconded by John Harmon and carried to adjourn to Executive Session to discuss a Student Discipline Matter *(O.C.G.A. Section 20-2-757)*, a Personnel Matter and a Real Estate Matter *(O.C.G.A. Section 50-14-3 (4))* at 7:33 p.m. *(7-0 vote)*.

Upon return to open session, motion was made by Kelly Poole, seconded by Mike Chapman and carried to Uphold the findings and Disposition of the Discipline Tribunal Panel for Tribunal #20-185044 *(7-0 vote).*

The School Board adjourned at 8:19 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 October 15, 2020. 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 15th day of October, 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

Kelly Poole

Tyler Cooper

Jordan

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	A-1

Title

Recognition of Clark Creek Elementary School STEM Academy Teacher Karen Garland -- Named the 2020 Agriculture in the Classroom Teacher of the Year by Georgia Farm Bureau

Requested Action

School Board Recognition of Clark Creek Elementary School STEM Academy Teacher Karen Garland -- Named the 2020 Agriculture in the Classroom Teacher of the Year by Georgia Farm Bureau

Summary Explanation and Background

A Cherokee County School District teacher is the top agriculture educator in the State!

Clark Creek Elementary School STEM Academy teacher Karen Garland has been named the 2020 Agriculture in the Classroom Teacher of the Year by Georgia Farm Bureau.

Ms. Garland, who teaches science lab classes to students in kindergarten through fifth grade, earned the statewide honor for her successful efforts in teaching her students how agriculture impacts their daily lives. She earned a $500 cash prize and an expense-paid trip to the 2021 National Agriculture in the Classroom Conference to be held next summer in Des Moines, Iowa. She also is invited to present a workshop on her best practices at the Georgia Farm Bureau (GFB) Educational Leadership Conference.

The honor is the latest in a long list earned by Ms. Garland, who was named the Georgia Science Teachers Association 2020 Teacher of the Year for Elementary Schools in January, following earning her school's 2020 Teacher of the Year title and being named one four finalists for the Cherokee County School District title. She serves on the Environmental Education Alliance of Georgia's Board and has earned its Odum Lifetime Achievement Award. A past Department of Natural Resources' Georgia Conservation Teacher of the Year winner, Ms. Garland also has earned the title of Georgia Department of Education Science Ambassador. Prior to joining the faculty at Clark Creek, Ms. Garland served as the Georgia Conservancy's environmental education senior manager.

Priority Area

Quality Workforce

Financial Impact

N/A

Exhibits: (List)

N/A

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Barbara Jacoby	770.479.1871

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	A-2

Title

Recognition of Three Cherokee County School District Students -- Named to the State School Superintendent's 2020-21 Student Advisory Council

Requested Action

School Board Recognition of Three Cherokee County School District Students -- Named to the State School Superintendent's 2020-21 Student Advisory Council

Summary Explanation and Background

Three Cherokee County School District students have been named to the State School Superintendent's 2020-21 Student Advisory Council!

Creekview HS sophomore Kylie Buchanan and Woodstock HS junior Fawzan Khan are among the 64 high school and middle school students from across the state selected for the prestigious role. They were chosen by State School Superintendent Richard Woods from more than 1,400 applications statewide based on their answers to essay questions about improving public education. Additionally, Etowah HS sophomore Ila Prabhuram, who has served the last two school years, has been asked to serve again.

They will meet with Superintendent Woods throughout the school year, beginning with a virtual meeting this month, to talk about the impact of state policies in the classroom.

Priority Area

Student Achievement: Equity and Access

Financial Impact

N/A

Exhibits: (List)

N/A

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Barbara Jacoby	770.479.1871

Cherokee County School District

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	A-3

Title

Recognition of Georgia High School Association State and Regional Champions

Requested Action

School Board Recognition of Georgia High School Association State and Regional Champions

Summary Explanation and Background

Please see the attached list of Georgia High School Association State and Regional Champions.

Priority Area

Student Achievement: Equity and Access

Financial Impact

N/A

Exhibits: (List)

Region/State Champions

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Barbara Jacoby	770.479.1871

ATHLETIC/ACTIVITY RECOGNITIONS

Creekview High School	
Sport/Activity	Fast Pitch Softball
Coach/Director	Jennifer Maloney
	Chris Jeffreys
	Ansley Wilbanks
	Ben Greene
Team Recognition	AAAAAA 3rd Place in State
	7 AAAAAA Region Champions
Team Members	
	Sophie Baker
	Cassandra Brundage
	Ella Campbell
	Maggie English
	Peyton Fitzpatrick
	Hailey Gregorich
	Sofia Jimenez
	Mattie Lathem
	Julia Lehman
	Sammi Martin
	Sierra Paradis
	Anslie Pettit
	Alex Russo
	Ashton Schroyer
	Ashley Tippens
	Brooke Wildes
	Ari Wright

Creekview High School	
Sport/Activity	Cross Country
Coach/Director	Kirk Scharich
	Rachel Aiken
	Ansley Avera
	Kathryn McTyre
Team Recognition	AAAAAA State Champion
	7 AAAAAA Region Champion
Team Members	
	Makena Gates

Etowah High School

Sport/Activity	Fast Pitch Softball	
Coach/Director	Victoria Carter	
	Taylor Beckham	
	Nick Singleton	
	Wayne Brown	
Team Recognition	5 AAAAAAA Region Champions	
Team Members		
	Bella Adams	All Region
	Sydney Baker	
	Abby Billings	All Region
	Hannah Cintron	
	Brionna Condon	
	Jordan Curtis	
	Petra Deweese	
	Haylie Franz	
	Molly Frost	
	Cara Holland	
	Lily Hovanec	All Region
	Kiersten James	All Region
	Meghan McGarity	
	Jordan Morris	
	Kinsey Norton	All State and All Region
	Alaina Smith	All State and All Region
	Ansley Speegle	
	Emma Yanes	

Sequoyah High School

Sport/Activity	Volleyball	
Coach/Director	John Edwards	6A State Coach of the Year
	Matt Roberson	
	Brittnee Jones	
Team Recognition	7 AAAAAA Region Champions	
Team Members		
	Emma Bjerke	
	Catherine Brumbeloe	
	Callan Caldwell	

Molly Caldwell	
Kelsey Cedro	
Sayler Davies	
Rosa Fisher	
Sydney Huyck	
Martha Isley	
Skylar Martin	6A All State 1st Team
Taylor Pecht	6A All State 1st Team
	All Region 1st Team
Paige Powers	6A State Player of the Year
	All State 1st Team
	Region Offensive Player of the Year
	All Region 1st Team
Sara Siefert	6A All State Honorable Mention

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 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 Second 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 Second 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
November 19, 2020	D-1

Title

October 2020 Financial Report and Sales Tax Update

Requested Action

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

Summary Explanation and Background

Financial Report for October 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
OCTOBER 2020

General Fund

For the month ending October 31, 2020, the fourth month of the 2020-21 Fiscal Year, the School District's Operating Account (General Fund) has received $53,747,543 in revenue (year-to-date) consisting of state funds of $39,323,557 (18% of budget), $13,793,703 local taxes (7% of budgeted amount), and other funds of $630,283 (36% of budget). All operating expenditures of $108,287,789 (26% of budget) are within the Board of Education's approved 2020-21 budget.

Building Fund/EdSPLOST Collections

The Capital Outlay Fund balance of $40,604,294 as of October 31, 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 $4,013,861 in October 2020, for the month of September 2020, the 33rd month of 60 monthly sales tax collections for the 2018-2022 EdSPLOST. Collections received were above projections (detail included) for the month by $1,051,185 and above cumulative projections by $25,818,236.

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 October 31, 2020 is $62,545,830 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 $6,096,047 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 OCTOBER 31, 2020

BALANCE SHEET

	GENERAL FUND	DEBT SERVICE FUND	BUILDING FUND	FED FUNDS AND SCHOOL NUTRITION	TOTAL
ASSETS					
Cash	$ 31,589,821	$ 41,897,238	$ 41,631,673	$ 541,221	$ 115,659,953
Investments	1,023,746	20,648,592	-	-	21,672,338
Inventory	192,033	-	-	731,919	923,952
Accounts Receivable	427,337	-	-	6,274,960	6,702,297
TOTAL ASSETS	$ 33,232,937	$ 62,545,830	$ 41,631,673	$ 7,548,100	$ 144,958,540
LIABILITIES					
Salaries and Benefits Payable	$ 13,701,841	$ -	$ -	$ 408,615	$ 14,110,456
Accounts Payable	600,406	-	1,027,379	1,043,438	2,671,223
Loans Payable	9,500,000	-	-	-	9,500,000
FUND BALANCE					
Fund Balance 10/31/2020	9,430,690	62,545,830	40,604,294	6,096,047	118,676,861
TOTAL LIABILITIES AND FUND BALANCE	$ 33,232,937	$ 62,545,830	$ 41,631,673	$ 7,548,100	$ 144,958,540

REVENUE AND EXPENSE

Revenue	$ 53,747,543	$ 16,736,040	$ 14,448,889	$ 8,446,196	$ 93,378,668
Expense	108,287,789	30,772,646	24,210,149	8,534,619	171,805,203
Excess Revenue over Expense	(54,540,246)	(14,036,606)	(9,761,260)	(88,423)	$ (78,426,535)
BEGINNING FUND BALANCE 7/01/2020	63,970,936	76,582,436	50,365,554	6,184,470	197,103,396
ENDING FUND BALANCE 10/31/2020	**$ 9,430,690**	**$ 62,545,830**	**$ 40,604,294**	**$ 6,096,047**	**$ 118,676,861**

General Fund
Comparison of Budget to Actual
July 1, 2020 to October 31, 2020

Description	2020-21 Budget	Year to Date	Available Budget
Revenue			
Federal	$ 168,238	$ 199,090	$ (30,852)
Local	198,068,541	13,793,703	184,274,838
State	212,587,837	39,323,557	173,264,280
Other	1,591,951	431,193	1,160,758
Total Revenue	**$ 412,416,567**	**53,747,543**	$ 358,669,024
Expense			
Instructional Services	$ 282,077,241	$ 70,714,070	$ 211,363,171
Pupil Services	18,866,654	4,334,943	14,531,711
Improvement of Instructional Services	14,462,288	4,551,388	9,910,900
Instructional Staff Training	227,045	2,417	224,628
Educational Media Services	5,054,928	1,263,116	3,791,812
General Administration	3,245,486	1,165,635	2,079,851
School Administration	26,889,398	8,488,779	18,400,619
Support Services - Business	2,762,390	901,440	1,860,950
Maintenance & Operation of Plant	29,350,728	9,445,108	19,905,620
Student Transportation Services	22,740,587	5,561,893	17,178,694
Support Services - Central	4,257,245	1,477,132	2,780,113
School Nutrition Program	154,905	-	154,905
Facilities Acquisition and Construction Services	368,804	181,868	186,936
Outgoing Transfers	1,919,601	200,000	1,719,601
Debt Service	29,688	-	29,688
Total Expense	**$ 412,406,988**	**$ 108,287,789**	$ 304,119,199
Excess Revenue over Expense	**$ 9,579**	**$ (54,540,246)**	$ 54,549,825

1% SALES TAX (2018-2022)
COMPARISON OF COLLECTIONS
THROUGH OCTOBER 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 OCTOBER 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
October 2020	**September 2020 (33)**	2,962,676	4,013,861	1,051,185
		$ 94,885,544	$ 120,703,780	$ 25,818,236

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

Cherokee County School District

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	D-2

Title

Authorization to Declare Surplus Property and Dispose of Said Property

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Declaring Surplus Property and Disposing of Said Property

Summary Explanation and Background

Annually the Superintendent and staff identify School District property as surplus and seek School Board approval to dispose of surplus according to Board Policy DO - School Properties Disposal Procedures.

Rather than the usual in-person annual surplus sale, items will be advertised on the School District website and sent to registered vendors this year, along with instructions relative to submitting bids and a deadline for doing so. Sealed bids received prior to the published deadline will be reviewed by staff and the highest bid will be accepted for each item. The entire process will be completed prior to the end of the 2020-21 fiscal year. The property listed has been inspected by appropriate staff to ensure it is not usable for current CCSD educational programs.

School administration staff has the first opportunity to preview surplus property in order to determine if a need exists for it prior to the final sale date. Pursuant to written systemic partnership agreements, outside agencies will then be allowed to preview the surplus items prior to the sealed bid process.

Priority Area

Organizational and Operational Effectiveness

Financial Impact

2020-21 Budget Includes a Revenue Line Item of $12,634 for Inventory Adjustment.

Exhibits: (List)

Surplus Property Summary

Source of Additional Information

Kenneth Owen	770.479.1871
Jeff Waderich	770.479.1871

CCSD Surplus List

School Principals and Department Heads have determined inventory surplus items listed below are unusable primarily due to items being outdated or damaged and the cost to upgrade or repair exceeds the replacement cost.

The following items will be offered to the public via an online bidding process, date to be determined.

Equipment

Alcatel Lucent Telephone System (1,716 pieces)

Transportation

1998 Horse Trailer, Utility Trailer (year unknown)

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	E-1

Title

Health and Puberty, Sex Education and AIDS Education (PSEAE) Curriculum Resources Adoption for Grade 6

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Health and PSEAE Curriculum Resources Adoption for Grade 6

Summary Explanation and Background

The Superintendent's Annual Comprehensive Health and Physical Education Review Committee convened its annual meeting during October 2020. The Committee reviewed supplemental instructional videos about puberty and human reproductive systems for 6th grade students. The supplemental videos are included with the District's subscription to Discovery Education Experience.

Based on the findings of this review committee, the Superintendent recommends for School Board approval and adoption of the puberty and human reproductive systems lesson materials for students in grade 6 to meet statutory requirements and Georgia Department of Education Health curriculum standards.

Priority Area

Student Achievement: Equity and Access

Financial Impact

N/A

Exhibits: (List)

CCSD Puberty, Sex Education, and AIDS Education (PSEAE) Curriculum Overview

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Dr. Nicole H. Holmes	770.479.1871

Cherokee County School District

CCSD Puberty, Sex Education and AIDS Education (PSEAE) Curriculum Overview

**Students are separated by gender for all lessons taught in grades 5th -8th.*

	5th Grade 75-85 min of instruction	6th Grade Seven 45-minute class periods	7th Grade Eight 45-minute class periods	8th Grade Eight 45-minute class periods	9th Grade Eight 45-minute class periods
Focus	• My Body (Gender Specific) • Puberty in My Body (Gender Specific)	The *Choosing the Best* curriculum addresses critical topics in the following areas for each grade 6th-9th: • Relationship Education • Risks of Teen Sex • Risk Reduction	• Risk Elimination • Rewards of Healthy Decisions and Setting Goals	• Risks of Teen Alcohol Use • Refusal Skills • Character Development	• Parent Involvement • Building Self-Esteem
Lessons	• **Body Systems** *(reproductive)* • **Stages of Puberty** *(adolescence, maturity, hormones, age, developmental body changes, menstruation)* • **Anatomy** *(gender specific)* • **Mental, Social & Emotional Changes** *(maturity, empathy, self-control, reasoning)* • **Personal Hygiene** *(bathing, body odor, skin and hair changes, feminine protection products)*	• **Review of Puberty** *(physical, emotional, social)* • **General Anatomy and Functions of Reproductive and Endocrine Systems** *(both male & female)* • **Deciding on Your Future** *(making smart decisions and using determination to reach personal goals)* • **Figuring Out Friendships and Relationships** *(qualities of a good friend, learning respect for others)* • **Avoiding Unhealthy Relationships** *(building self-esteem by discovering personal uniqueness)* • **Identifying the Risks** *(examination of teen pregnancy, STDs, and emotional effects)* • **Choosing the Best Way** *(positive benefits of sexual delay on health and future)* • **Learning How to Say NO** *(dealing with peer pressure)*	• **Developing the Best Relationships** *(healthy relationships, how to identify and avoid unhealthy relationships, difference between infatuation and real love)* • **Avoiding STDs and HIV/AIDS** *(risks and health implications of common STDs and HIV/AIDs)* • **Preventing Teen Pregnancy** *(risks of teen pregnancy, limitations of contraceptive methods, sexual delay as the best choice for teens)* • **Dealing with Pressure** *(alcohol use and abuse, peer pressure, media and social media pressure, sexting)* • **Choosing the Best Path** *(delaying sexual activity positively benefits future health and goals)* • **Setting Boundaries** *(respecting personal values and goals, preventing sexual violence, consent, seeking help)* • **Speaking Up** *(resisting unwanted sexual pressures)* • **Being Assertive** *(how to say "no")*	• **Developing Healthy Relationships** *(healthy vs. unhealthy)* • **Preventing Sexual Violence** *(five key components of consent, seeking help, rape, internet sexual harassment)* • **Preventing STDs** *(symptoms, potential complications, spread, and treatments to common STDs)* • **Preventing Teen Pregnancy** *(value of delaying sex to benefit health and future goals)* • **Avoiding HIV/AIDS** *(myths versus facts)* • **Choosing the Best Life** *(delaying sexual activity positively benefits future health and goals)* • **Setting Limits** *(personal boundaries, handling sexual pressure from peers, dangers of sexting)* • **Resisting Pressure** *(verbal and nonverbal assertiveness skills to resist unwanted sexual pressure)*	• **Setting Goals** *(consequences of teen sexual behavior)* • **Making the Best Decisions** *(alcohol impairment, preventing child sexual abuse and date rape)* • **Avoiding Pregnancy** *(consequences of teen pregnancy)* • **Avoiding STDs** *(transmission and consequences, benefits and limitations of contraception)* • **Developing the Best Relationships** *(avoiding relational traps, building self-esteem)* • **Choosing the Best Journey** *(negative emotional effects of casual sex, benefits of sexual delay)* • **Overcoming the Pressure** *(media and peer pressure, pornography, sexting, self-discipline, setting sexual boundaries)* • **Being Assertive** *(overcoming sexual pressures)*
Videos	• *Always Changing for Girls* • *Always Changing for Boys*	• *Start Smart: Puberty for Boys* • *Start Smart: Puberty for Girls* • *Amazing Body Systems: Reproductive*	• Video vignettes included in lessons as part of the *Choosing the Best* curriculum		

October 2020

Cherokee County School District

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	E-2

Title

Out of State and Overnight Field Trips

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Out of State and Overnight Field Trips

Summary Explanation and Background

See Attached List of Field Trips

Priority Area

Organizational and Operational Effectiveness

Financial Impact

N/A

Exhibits: (List)

See Attachment

Source of Additional Information

Dr. Brian V. Hightower	770.479.1871
Dr. Nicole Holmes	770.479.1871

ATTACHMENT: OVERNIGHT AND OUT-OF- STATE FIELD TRIPS

I. Curriculum-Based Trips

School	Grade	Date	Destination	Reason/Nature
Creekview HS	9 – 12	06.06.22 – 06.14.22	Tokyo, Kamakura, Hakone, Kyoto, Nara, Japan	Social Studies Club students will experience culture and tour historical sites.
River Ridge HS	9 – 12	04.02.22 – 04.11.22	Berlin, Dresden, Germany; Prague, Czech Republic; Krakow, Poland; Budapest, Hungary	Advanced Placement, Honors English and History classes will experience culture and tour historical sites.
Woodstock HS	9 – 12	06.04.22 – 06.14.22	Dublin, Ireland; Edinburg, Scotland; London, England	9-12 Grade students will experience culture and tour historical sites.

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 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: 09 Novemer 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

- Installation of the fuel tanks and associated piping are underway.
- Rough grading for concrete paving has begun.
- Data conduit to connect to existing Bus Shop 1 is progressing.
- This project is scheduled for completion March 2021.

Creekview HS Agri-Science Lab

- Architect/Engineer punch list repairs have been finalized.
- All Cherokee County inspections have been completed.
- Anticipate receipt of the Certificate of Occupancy within the next week.
- Storage shelving installation is complete.
- Delivery of lab equipment is expected within 4-6 weeks.
- This project is scheduled for completion December 2020.

Etowah HS Athletic Facility Improvements

- Metal roof trusses at the baseball concessions are underway.
- Rough ins for plumbing and electrical continue at the baseball concessions.
- Sanitary sewer lift station and piping installation are ongoing.
- Modular wall construction at the visitor's fieldhouse has begun.
- Curb and gutter installation at the visitor's field house is complete.
- This project is scheduled for completion August 2021.

Woodstock MS Classroom Addition

- Classroom addition concrete slabs are in place.
- Structural steel erection is commencing.
- This project is scheduled for completion August 2021.

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

Woodstock HS Auxiliary Gym

- Pre-engineered metal building frame is in place.
- Installation of decking is underway.
- Under slab utilities for locker room area are complete.
- This project is scheduled for completion August 2021.

WJS

WJS/SW:mm
Attachments

Bus Shop I – Replacement Fuel Island



Aerial View

Etowah High School Athletic Facility Improvements

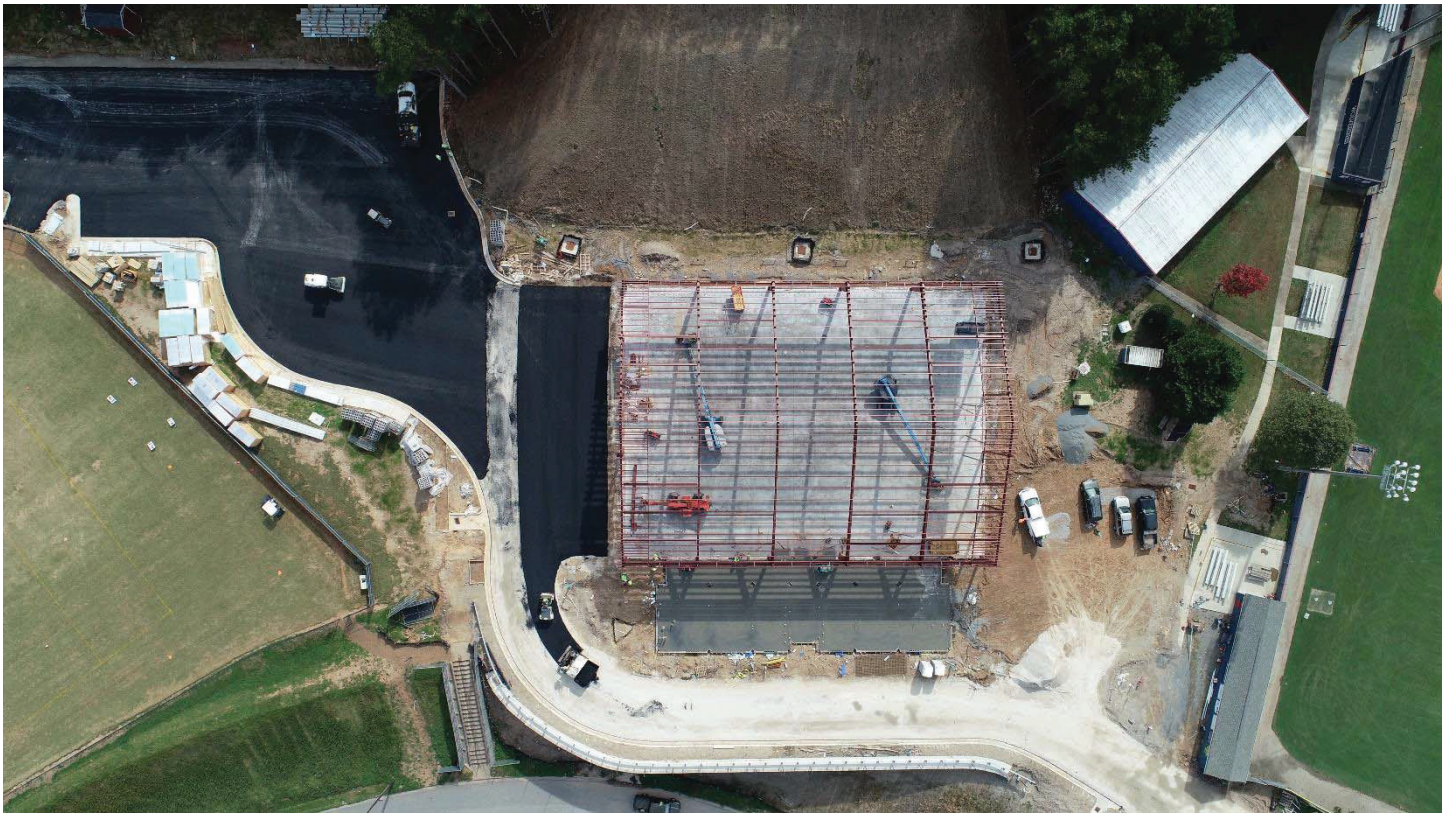


Aerial View – Visitor Field House

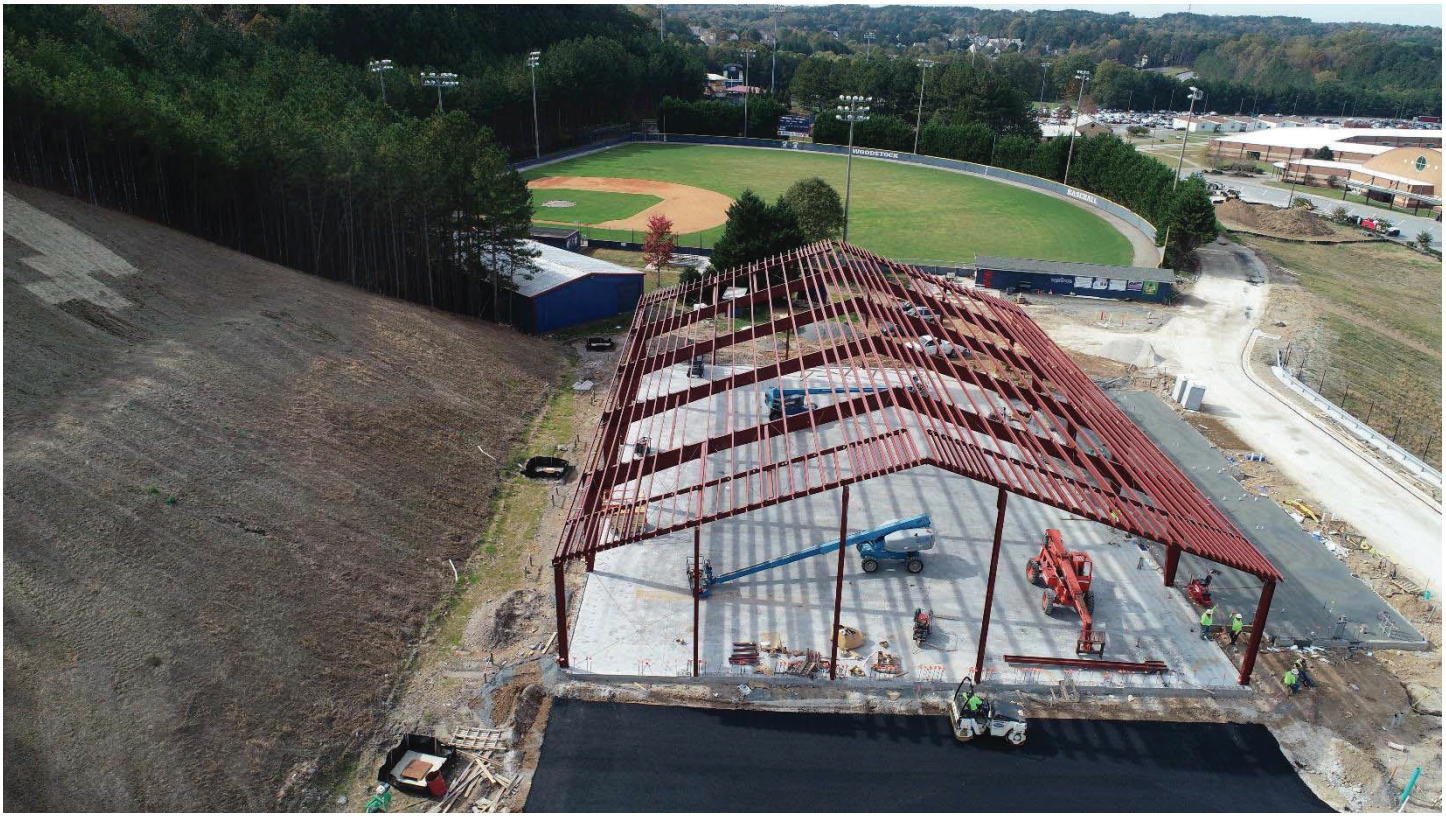


Aerial View – Baseball Concessions

Woodstock High School Auxiliary Gym



Aerial View



Side View

Woodstock Middle School Classroom Addition



Aerial View



Aerial View

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	F-2

Title

Special Lease Agreements

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of the Special Lease Agreements

Summary Explanation and Background

Pursuant to the School Board's Community Use of System Facilities Policy (KG), special lease agreements applicable to non-school allied groups (users applying for extended use of school facilities who are required to pay rental fees) and for-profit summer camps, summer recreational leagues and/or any activities where Cherokee County School District employees are compensated, must be recommended by the Principal to the Superintendent for consideration of approval by the School Board prior to use of the facility. Extended use is defined as an event involving four or more consecutive days or for recurring activities.

Attached detailed synopsis of the special lease agreements, which adhere to the guidelines stipulated for such use and which have been approved by the Principal and Superintendent.

The allowance of these special lease agreements to occur will ultimately be determined by the Superintendent. That determination will be based on current and emerging COVID-19 related guidance from Federal, State and Local health officials.

Priority Area

Organizational and Operational Effectiveness

Financial Impact

N/A

Exhibits: (List)

See Attachment

Source of Additional Information

William J. Sebring 770.479.1871

Special Lease Agreements November 2020

School Facility: Arnold Mill ES

Event Dates: Sundays – 1/1/21 -6/30/21

Name of Organization: Journey Christian Church

Director of Activity Name: Dusty Elmore

Object or purpose: Church Services

Term: Six months

Areas: Cafeteria, two classrooms

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	F-3

Title

Resolution to Certify Closeout for the Mill Creek Middle School Classroom Addition

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of the Resolution to Certify Closeout for the Mill Creek Middle School Classroom Addition

Summary Explanation and Background

The Georgia Department of Education requires local Boards of Education to adopt a resolution certifying that all accounts for Labor, Materials, and Services on new facility construction projects have been paid in full and there are no outstanding claims, or disputes.

The new Mill Creek Middle School Classroom Addition project finished on time and under budget. All construction costs have been paid in full; there are no outstanding claims or disputes.

Priority Area

Organizational and Operational Effectiveness

Financial Impact

N/A

Exhibits: (List)

Certificate of the Board of Education

Source of Additional Information

William J. Sebring	770.479.1871
Steve Werner	770.479.1871

CERTIFICATE OF THE BOARD OF EDUCATION

RESOLVED, that the Cherokee County School District, at a duly held meeting adopted a resolution that does hereby certify that all accounts for labor, materials, and services for the construction of the Mill Creek Middle School Classroom Addition, State Project Number 19-628-001, have been paid in full and that there are no claims of any nature outstanding, either liquidated or disputed; and RESOLVED FURTHER, that the School District's Office of Support Services is directed to furnish a certified copy of this resolution to the Georgia Department of Education, Facilities Services Section.

Dr. Brian V. Hightower, Superintendent
Cherokee County School District

Kyla Cromer, School Board Chair
Cherokee County School District

Sworn to and subscribed before me this
_____ day of November 2020.

Signature of Notary Public

Seal

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	F-4

Title

Resolution to Certify Closeout for the Sequoyah HS Healthcare Science Lab

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of the Resolution to Certify Closeout for the Sequoyah HS Healthcare Science Lab

Summary Explanation and Background

The Georgia Department of Education requires local Boards of Education to adopt a resolution certifying that all accounts for Labor, Materials, and Services on new facility construction projects have been paid in full and there are no outstanding claims, or disputes.

The new Sequoyah HS Healthcare Science Lab project finished on time and under budget. All construction costs have been paid in full; there are no outstanding claims or disputes.

Priority Area

Organizational and Operational Effectiveness

Financial Impact

N/A

Exhibits: (List)

Certificate of the Board of Education

Source of Additional Information

William J. Sebring	770.479.1871
Steve Werner	770.479.1871

CERTIFICATE OF THE BOARD OF EDUCATION

RESOLVED, that the Cherokee County School District, at a duly held meeting adopted a resolution that does hereby certify that all accounts for labor, materials, and services for the construction of the Sequoyah HS Healthcare Science Lab, State Project Number 21-628-001, have been paid in full and that there are no claims of any nature outstanding, either liquidated or disputed; and RESOLVED FURTHER, that the School District's Office of Support Services is directed to furnish a certified copy of this resolution to the Georgia Department of Education, Facilities Services Section.

Dr. Brian V. Hightower, Superintendent
Cherokee County School District

Kyla Cromer, School Board Chair
Cherokee County School District

Sworn to and subscribed before me this
_____ day of November 2020.

Signature of Notary Public

Seal

Cherokee County School District

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 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: 11/19/2020

Certified Recommendations

Name	Location	Position	Start Date
Rivera, Ashley	Arnold Mill Elem School	2nd Grade Teacher	10/26/2020
Harris, Shannon	Clayton Elem School	EIP Teacher	11/2/2020
Russell, Zachary	Creekland Mid School	Connections Teacher	10/30/2020
Crawford, Patricia	E.T. Booth Mid School	Sped MI-MOD Teacher	11/11/2020
Creel Burton, Christian	Mountain Road Elem School	Kindergarten Teacher	10/22/2020
Silva, Paige	Mountain Road Elem School	Media Specialist	11/17/2020
Allen, Megan	Student Services	Social Worker	10/21/2020
Grine, Alicia	Teasley Mid School	7th Grade Teacher	11/30/2020
Emery, Catherine	Teasley Mid School	ESOL Teacher	11/18/2020

Certified Transfers

Name	Location	Position	Start Date
No records found			

Certified Resignations/Terminations

Name	Location	Position	End Date
Keesee, William	Arnold Mill Elem School	Sped IRR Teacher	12/18/2020
Fuller, Ruth	Cherokee High School	Sped MI-MOD Teacher	10/16/2020
Roberts, Dennis	E.T. Booth Mid School	Sped MI-MOD Teacher	11/6/2020
Hussa, Jane	Free Home Elem School	Sped IRR Teacher	11/19/2020
O'Neil, Greta	Freedom Mid School	Sped IRR Teacher	11/6/2020
Mathews, Carolyn	Holly Springs Elem School	EIP Teacher	11/9/2020
Veltri, Joey	L.R. Tippens Center	PE Teacher	10/9/2020
Baker, Nancy	Macedonia Elem School	Kindergarten Teacher	1/8/2021
Mayes, Brooke	Mill Creek Mid School	6th Grade Teacher	12/18/2020
Gilstrap, Kelly	Mountain Road Elem School	Kindergarten Teacher	10/19/2020
Sheldon, Shelley	Mountain Road Elem School	Media Specialist	11/16/2020
Burton, Amanda	Sixes Elem School	3rd Grade Teacher	11/17/2020
Withers, Elizabeth	Special Education	Psychologist	10/26/2020
Ellerbee, Rebekah	Teasley Mid School	7th Grade Teacher	10/29/2020
De Luz, Cynthia	Teasley Mid School	Sped IRR Teacher	11/27/2020
Connelly, Gale	Woodstock Mid School	Connections Teacher	11/13/2020

Classified Recommendations

Name	Location	Position	Start Date
Hoffmann, Abigail	Arnold Mill Elem School	IEP ParaPro	10/21/2020
Beebe, Kim	Arnold Mill Elem School	School Nutrition Worker	11/18/2020
Yates, Christy	Avery Elem School	IEP ParaPro	10/19/2020
Robinson, Sara	Carmel Elem School	IEP ParaPro	10/21/2020
Adams, Kathryn	Carmel Elem School	School Nutrition Worker	11/9/2020
Vines, Gaylor	Clark Creek Elem School	School Nutrition Worker	10/21/2020
Sutton, Chanda	Clark Creek Elem School	School Nutrition Worker	10/26/2020
Brummer, Jessica	Creekland Mid School	School Nutrition Worker	10/21/2020
Peardon, Whitney	Creekland Mid School	School Nutrition Worker	11/4/2020
Miffitt, Barbara	E.T. Booth Mid School	IEP ParaPro	10/30/2020
Alcantara-Martinez, Imelda	E.T. Booth Mid School	School Nutrition Worker	10/19/2020
Hailu, Judit	E.T. Booth Mid School	School Nutrition Worker	10/19/2020

Cherokee County School District

G1 Summary Report

BOE Meeting Date: 11/19/2020

Classified Recommendations

Name	Location	Position	Start Date
Benson, Georgieann	Holly Springs Elem School	School Nutrition Worker	11/4/2020
Middleton, Amanda	Johnston Preschool	Head Start Asst Worker	11/2/2020
Foland, Debra	Liberty Elem School	AU ParaPro	10/26/2020
Scott, Collin	Maintenance	Maint Facility Tech	10/26/2020
Riehl, Sara	Mill Creek Mid School	IEP ParaPro	11/16/2020
Hawks, Melissa	River Ridge High School	Clerical 3	11/30/2020
West, Alece	Sixes Elem School	School Nutrition Worker	10/26/2020
Lugli, Catherine	Teasley Mid School	School Nutrition Worker	10/26/2020
Potter, Tim	Transportation	Bus Driver Relief	11/5/2020
Brown, Peter	Transportation	Bus Driver Relief	11/11/2020
Matthews, Deborah	Transportation	Bus Driver Relief	11/10/2020
Hartzell, Corissa	Woodstock Elem School	School Nutrition Worker	11/9/2020
Ellis, Jamie	Woodstock Elem School	School Nutrition Worker	11/9/2020
Arevelo, Josmairy	Woodstock High School	Clerical 3	10/30/2020

Classified Transfers

Name	Location	Position	Start Date
Estrada, Jenine	Bascomb Elem School	Clerical 4	12/1/2020
Rechsteiner, Deanna	Curriculum & Instruction	Clerical 5	12/1/2020
Ellis, Tara	Johnston Preschool	PK ParaPro	11/2/2020
Carden, Cameron	L.R. Tippens Center	PE Teacher	10/16/2020
Anderson, Macy	Sixes Elem School	3rd Grade Teacher	11/16/2020
Guarnieri, Leanne	Transportation	Bus Attendant	10/12/2020
Gutermann, Kathleen	Woodstock Mid School	Connections Teacher	11/16/2020

Classified Resignations/Terminations

Name	Location	Position	End Date
Koonts, Lucille	Arnold Mill Elem School	School Nutrition Worker	10/23/2020
Reed, Carol	Creekland Mid School	RN Nurse	11/5/2020
Sparks, Elizabeth	Creekview High School	School Nutrition Worker	10/2/2020
Spear, Hannah	Etowah High School	School Nutrition Asst	10/13/2020
Pharr, Austin	Freedom Mid School	IEP ParaPro	11/11/2020
Bonner, Adrienne	Holly Springs Elem School	EBD ParaPro	11/17/2020
Capozzi, Karen	Liberty Elem School	AU ParaPro	10/21/2020
Lay, Karen	Staffing	Coordinator	12/18/2020
Hendrix, Sarah	Transportation	Bus Attendant	5/29/2020
Waters, Allison	Transportation	Bus Driver	10/22/2020
Blackwell, Alicia	Transportation	Bus Driver	10/30/2020
WIlliams, Mariann	Transportation	Bus Driver	10/23/2020
Prater, Deborah	Transportation	Bus Driver	11/20/2020
Pennycuff, Christina	Woodstock Elem School	School Nutrition Worker	10/5/2020

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	H-1

Title

Extension of Employment Contract with Superintendent of Schools

Requested Action

School Board Consideration for Approval of Extension of Employment Contract with Superintendent of Schools

Summary Explanation and Background

Pursuant to contract renewal provisions in the current employment contract between the School Board and the Superintendent of Schools, the School Board is requested to extend the contract to run from June 30, 2021 through June 29, 2024.

Priority Area

Quality Workforce

Financial Impact

To be reflected in the employment contract

Exhibits: (List)

Employment contract to be executed pending approval

Source of Additional Information

Tom Roach, School Board Attorney 770.479.1406

Agenda Request Form

Meeting Date	Agenda Item Number
November 19, 2020	I-1

Title

2021 Legislative Partnership Priorities

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of 2021 Legislative Partnership Priorities

Summary Explanation and Background

Based upon discussion, feedback and input during the October 15, 2020 Superintendent/School Board Strategic Work Session, the Superintendent recommends the attached 2021 Legislative Partnership Priorities for the School Board's consideration and approval.

Priority Area

Organizational and Operational Effectiveness

Financial Impact

N/A

Exhibits: (List)

2021 Legislative Partnership Priorities

Source of Additional Information

Dr. Brian V. Hightower, Superintendent of Schools	770.479.1871
Mike McGowan, Chief of Staff	770.479.1871

DRAFT

2021 LEGISLATIVE PARTNERSHIP PRIORITIES

LOCAL CONTROL & GOVERNANCE

- Ensure proposed legislative initiatives strengthen provisions for the local control and management of schools (including the ability for a School Board to set its own local school year calendar, select its own delivery model and scheduling of daily recess) . . . thereby empowering local School Boards to fulfill their Constitutional mandate and corresponding responsibility to involve their local constituency, develop locally-derived educational policy and oversee continued performance improvements among their students.
- Oppose any effort to eliminate limited sovereign and official immunity . . . thereby protecting K-12 public school districts from lawsuits over day-to-day school operations (e.g., grades, discipline, classroom placements, etc.).
- Eliminate State-mandated use of schools as public polling locations during regular school days . . . thereby increasing safety and security for students, staff and buildings.

EDUCATIONAL OPPORTUNITIES

- Consider providing equitable Broadband Internet access for all Georgia families by legislating and funding a multi-year implementation strategy.
- Provide high school graduates in Georgia with an alternative diploma option in the area of Career/Technical Preparation . . . thereby further ensuring students' workforce readiness skills and preparation for transitions directly into careers or secondary-level career educational opportunities.

FUNDING

- Make public education in the State of Georgia a priority by ending State "austerity reductions" of the Quality Basic Education (QBE) Act and allocate to local school districts all funding earned under the statutorily required formula.
- Hold local school districts harmless in terms of formula funding of the FY22 Budget due to declining enrollment resulting from the COVID-19 pandemic.
- Consider reimbursement of extraordinary COVID-19 related expenditures such as PPE, cleaning supplies, additional custodial/staffing expenditures, etc.
- Consider modifications and update of the QBE formula to accurately reflect inflation, true costs of transportation; and, to include a funding weight for economically disadvantaged students, funding for safety and security and increased allocations for counselors, social workers, psychologists and nurses, including additional funding for critical Social Emotional Learning initiatives . . . thereby providing support for critically-needed student services functions.
- Continue to incorporate any teacher compensation increases into the State teacher salary schedule . . . thereby communicating the State's long-term commitment to providing competitive compensation for teachers and allowing local school districts to concentrate local revenues on offsetting State-required employer rate increases in health care premiums, local share of retirement plan contributions and locally-determined benefit plans (e.g., disability, life, dental, etc.).
- Oppose the continuation and/or expansion of existing programs that directly or indirectly use public funds to pay private school tuition for students or provide tax incentives for their parents . . . thereby ensuring a solid revenue base for state funding of public education, including tax incentive programs related to alternative educational delivery models due to COVID-19.
- Preserve investment in Georgia's Teacher's Retirement System (TRS) in order to ensure the longevity of the defined benefit plan.

CHEROKEE COUNTY BOARD OF EDUCATION

Kyla Cromer, Chair
Kelly Poole, Vice Chair
Mike Chapman
John Harmon
Patsy Jordan
Clark Menard
Robert Rechsteiner

SUPERINTENDENT OF SCHOOLS

Dr. Brian V. Hightower

Cherokee County School District

PO BOX 769
CANTON, GA 30169
WWW.CHEROKEEK12.NET

DRAFT

FACTS ON FUNDING PRESSURES

(impacting funding availability for classroom instruction)

COVID-19

CCSD absorbed a $23.3M austerity reduction in its FY21 Budget. If not held harmless, CCSD could see an additional shortfall of as much as $9M over the next two budget cycles due to COVID-19 related temporary enrollment declines. Additionally, CCSD has expended approximately $9M on extraordinary COVID-19 related needs this school year.

STUDENT TRANSPORTATION

CCSD will receive $2.2M in QBE funds for student transportation for FY21. The total budgeted cost for student transportation during this budget cycle is $22.7M.

EMPLOYEE RETIREMENT

The Teacher Retirement System of Georgia has increased the employer (CCSD) contribution rate from 14.27% (FY17) to an expected 19.81% in FY22. CCSD's annual payment to TRS on behalf of its employees for FY22 is expected to exceed $51.4M ($9.3M paid via local funds).

Due to the vision and commitment of Georgia leaders over the decades, TRS:

- Ranks in the top third of pension systems in the U.S., is actuarially sound, and has a proven record of sustainability.
- Provides a compelling recruitment and retention incentive for the education industry, supporting a life-long career path for high-quality teachers in Georgia schools.
- Positively impacts Georgia's economy and the economic success of our state, as pensions for over 128,000 TRS retirees are reinvested in local communities across the state each year.
- Affords a defined benefit plan as the last, best benefit for Georgia's dedicated teachers, who are diligently preparing the next generation of Georgia citizens.

As Georgia is recognized to be the #1 place to do business, it must also seek to be the #1 place to teach. Supporting TRS today ensures success for Georgia tomorrow.

EMPLOYEE HEALTH INSURANCE

Beginning in FY08, the State's contribution for non-certified employee health insurance premiums was reduced and then eliminated by FY12 (from over $500M statewide to $0), requiring local school districts to fully absorb the additional costs since that time. CCSD's employer contribution toward the annual cost of providing health insurance for a non-certified employee has risen from $2,000 in FY10 to $11,340 in FY21 and continuing for FY22... this cost, nearing $1,000 per month/per participating employee, represents a 467% increase.

CCSD's health insurance costs for non-certified employees are projected to be $14.5M for FY20 far exceeding and almost doubling the $7.5M cost in FY14. The extraordinary financial impact of continuing exorbitant employer contributions rates for State-mandated benefits without corresponding State funding continues to be of great concern. As such, CCSD continues to privatize custodial and grounds services and increase the use of part-time/temporary workers for non-certified staffing as cost-reduction measures.

2021 LEGISLATIVE DELEGATION

State Representative, District 20
Charlice Byrd
PO Box 505
Woodstock, GA 30189
charlice@charlicebyrd.com

State Representative, District 21
Brad Thomas
126 Millstone Manor Court
Woodstock, GA 30188
brad@electbradthomas.com

State Representative, District 22
Wes Cantrell
1044 Meadow Brook Drive
Woodstock, GA 30188
wes@cantrellforhouse.com

State Representative, District 23
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mandiballinger23@gmail.com

State Representative, District 46
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john.carson@house.ga.gov

State Senator, District 14
Bruce Thompson
25 Hawks Branch Lane
White, GA 30184
brucethompsonforsenate@gmail.com

State Senator, District 21
Brandon Beach
303-B Coverdell Legis. Office Bldg
Atlanta, GA 30334
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State Senator, District 56
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Cherokee County School District