Cherokee County School District

AGENDA

School Board Meeting

School Board Auditorium
at the Dr. Frank R. Petruzielo Educational Services Facility

7:00 p.m.

January 18, 2018

- Call to Order
- Pledge of Allegiance/Inspiration
- Selection of School Board Vice-Chair
- Adoption of Superintendent's Recommended Agenda for January 18, 2018 School Board Meeting
- Approval of Minutes of December 14, 2017 School Board Meeting
- Approval of Consent Agenda for January 18, 2018 School Board Meeting
- Public Participation

A. Resolutions/Recognition

1. School Board Recognition of Holly Springs ES STEM Academy as Microsoft Showcase School

2. School Board Recognition of Cherokee County School District as Recipient of National Honor for "Employer Support of the Guard and Reserve Patriotic Employer Award"

3. School Board Recognition of Carmel ES Teacher Merry Willis and Holly Springs ES STEM Academy Teacher Lisa Lougheed as Global Minecraft Mentors

4. School Board Consideration of Superintendent's Recommendation to Approve Renewal of Existing Partnership Agreements with the Cherokee County Arts Council

B. School Board Members

1. School Board Adoption of Georgia Education Coalition (GEC) 2018 Legislative Priorities

C. School Board Policies

D. Financial Management

1. **School Board Consideration of Superintendent's Recommendation for Approval of December 2017 Financial Report and Sales Tax Update**

E. Curriculum and Instruction

1. **School Board Consideration of Superintendent's Recommendation for Approval of Out of State Travel**

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

F. Support Services

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

- **Adjournment**

CHEROKEE COUNTY BOARD OF EDUCATION

OFFICE OF THE SUPERINTENDENT

Thursday, December 14, 2017

MINUTES OF REGULAR BOARD MEETING
7:30 p.m.

The Cherokee County Board of Education called its regular meeting to order at 7:30 p.m. on Thursday, December 14, 2017 in the School Board Auditorium at the Dr. Frank R. Petruzielo Educational Services Facility, 1205 Bluffs Parkway, Canton, Georgia. Present were: School Board Chair Kyla Cromer; Vice-Chair Mike Chapman; Members John Harmon, Clark Menard, Patsy Jordan and Kelly Poole; Superintendent Dr. Brian V. Hightower; and, Attorney Tom Roach. Board Member Robert Rechsteiner was not in attendance.

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 the Creekview HS Cross Country Team.

A brief inspiration was provided by Patsy Jordan.

Approval of Agenda

On a motion by Mike Chapman seconded by Kelly Poole and carried, the Board unanimously adopted the Superintendent's recommended agenda *(6-0 vote)*.

Minutes for Approval

On a motion by Patsy Jordan seconded by Clark Menard and carried, the Board approved the minutes from the November 16, 2017 Public Input Session on 2018-19 School Attendance Areas and November 16, 2017 School Board Meeting *(6-0 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 Clark Menard, seconded by Kelly Poole and carried, to approve the Consent Agenda, for the remaining items - identified by asterisks *(6-0 vote)*.

PUBLIC PARTICIPATION

No members of the public signed up to address the School Board.

A. RESOLUTIONS/RECOGNITIONS/PARTNERSHIPS

A-1. School Board Recognition of CCSD Schools for CCRPI Progress and Achievement Awards

(Recognized)

A-2. School Board Recognition of Knox Elementary School as a Common Sense Certified School for Digital Citizenship

(Recognized)

A-3. School Board Recognition of Lead Nurse Jami Stefano -- Finalist for the March of Dimes 2017 Georgia Nurse of the Year Awards

(Recognized)

A-4. School Board Recognition of 2017-18 Reinhardt University/CCSD Mathematics Tournament Winners

(Recognized)

A-5. School Board Recognition of State and Regional Champions

(Recognized)

***A-6. School Board Consideration of Superintendent's Recommendation to Approve New Partnership Agreement with the Atlanta Braves Baseball Club and Renewal of Partnership Agreement with Cherokee Soccer Association**

(Approved)

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

B-1. GSBA/CCSD VILLA Program
B-2. Inclement Weather Dismissal
B-3. MUST Ministry Food Pantry at Hasty ES

C. SCHOOL BOARD POLICIES

D. FINANCIAL MANAGEMENT

***D-1. School Board Consideration of Superintendent's Recommendation for Approval of November 2017 Financial Report and Sales Tax Update**

(Approved)

E. EDUCATIONAL PROGRAMS, STUDENT SUPPORT AND STAFF DEVELOPMENT

***E-1. School Board Consideration of Superintendent's Recommendation for Approval of Out of State Travel**

(Approved)

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

(Approved)

F. SUPPORT SERVICES AND FACILITIES/CONSTRUCTION MANAGEMENT

***F-1. School Board Consideration of Superintendent's Recommendation for the Adoption of a Resolution to Certify Closeout for the New Dean Rusk Middle School (MS "F")**

(Approved)

***F-2. School Board Consideration of Superintendent's Recommendation for Approval of Special Lease Agreements**

(Approved)

G. PERSONNEL

***G-1. School Board Consideration of Superintendent's Recommendation for Approval of Recommendations, Resignations, Terminations 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 SY2018-19 Attendance Area Modifications

(Approved)

On a motion by John Harmon seconded by Patsy Jordan and carried, to Approve SY2018-19 Attendance Area Modifications *(6-0 vote)*.

I-2. School Board Authorization Relative to Superintendent of Schools Serving as an Education Research and Development Institute (ERDI) Superintendent Consultant/Education Fellow

(Approved)

On a motion by Patsy Jordan seconded by Clark Menard and carried, to Authorization Relative to Superintendent of Schools Serving as an Education Research and Development Institute (ERDI) Superintendent Consultant/Education Fellow, *(6-0 vote)*.

Informational Items:

- Make-up Days
- CCSD Downtown Center
- CHOICE Program
- Course Extension/Unit Recovery

ADJOURNMENT

Motion was made by Kelly Poole, seconded by Clark Menard and carried to adjourn to Executive Session to discuss Student Discipline Matters (O.C.G.A. Section 20-2-757) at 9:02 p.m. *(6-0 vote)*.

The Board returned to Open Session at 9:33 p.m. Mr. Menard was not in attendance.

Motion was made by Patsy Jordan, seconded by Kelly Poole and carried to Uphold the Findings and Disposition of the Discipline Tribunal Panel for Tribunal #18-108023, *(5-0 vote)*.

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 #18-120125, *(5-0 vote)*.

Motion was made by John Harmon, seconded by Mike Chapman and carried to Uphold the Findings and Disposition of the Discipline Tribunal Panel for Tribunal #18-155691, *(5-0 vote)*.

The School Board adjourned at 9:35 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 December 14, 2017. The only matter(s) considered or discussed during the closed executive session of its meeting is/are as checked below:

X 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 14 day of December, 2017.

Melissa Whatley

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

Notary Public
My Commission Expires: July 24, 2021

MELISSA WHATLEY NOTARY PUBLIC CHEROKEE COUNTY, GEORGIA MY COMMISSION EXPIRES JULY 24, 2021

Kyla Romero

Kelly Poole

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	A-1

Title

Recognition of Holly Springs ES STEM Academy as Microsoft Showcase School

Requested Action

School Board Recognition of Holly Springs ES STEM Academy as Microsoft Showcase School

Summary Explanation and Background

Holly Springs Elementary School STEM Academy is again being celebrated as a global leader in leveraging technology to improve teaching and learning!

The school has been selected by Microsoft as a 2017-2018 Microsoft Showcase School in recognition of its successes in integrating educational technology in the classroom to the benefit of both students and teachers. Only 27 schools nationwide were selected as Showcase Schools!

Showcase Schools receive access to special resources and benefits from Microsoft and are tapped to share their transformational educational practices with other schools.

Principal Donna Bertram and teacher Lauren Pittman have led the charge in achieving this honor.

Holly Springs ES STEM Academy during the 2014-15 school year became the first whole school ever to be Microsoft Innovative Educator (MIE) certified, and the following year was selected for the Showcase. In May, Ms. Pittman and her students were featured in an international Microsoft campaign promoting its educational products and their positive impact on teaching and learning.

Major System Priority

Attracting and Retaining the Best Teachers and Support Staff

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	A-2

Title

Recognition of Cherokee County School District as Recipient of National Honor for "Employer Support of the Guard and Reserve Patriotic Employer Award"

Requested Action

School Board Recognition of Cherokee County School District as Recipient of National Honor for "Employer Support of the Guard and Reserve Patriotic Employer Award"

Summary Explanation and Background

The Cherokee County School District has earned a National honor for its support of employees serving in the National Guard and Reserve.

The School District was nominated for the Employer Support of the Guard and Reserve Patriotic Employer Award by Teasley Middle School Assistant Principal John Carter. The Award recognize employers for "policies and practices that facilitate employee participation in the Guard and Reserve." Mr. Carter serves as a staff sergeant with the U.S. Army Reserve, and is a member of the 313th Army Band supporting the 81st Regional Support Command.

The award recently was presented to CCSD by First Sgt. (Ret.) Thomas "Randy" Hardin, representing the Georgia Committee for Employer Support of the Guard and Reserve. It was accepted on behalf of CCSD by Chief Human Resources Officer Rick Beaulieu and Director Adrian Thomason.

First Sgt. (Ret.) Thomas "Randy" Hardin, recently presented the Employer Support of the Guard and Reserve Patriotic Employer award to Chief Human Resources Officer Rick Beaulieu and CCSD Office of Human Resources Director Dr. Adrian Thomason.

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	A-3

Title

Recognition of Carmel ES Teacher Merry Willis and Holly Springs ES STEM Academy Teacher Lisa Lougheed as Global Minecraft Mentors

Requested Action

School Board Recognition of Carmel ES Teacher Merry Willis and Holly Springs ES STEM Academy Teacher Lisa Lougheed as Global Minecraft Mentors

Summary Explanation and Background

Two Cherokee County School District Teachers were recently selected for the Microsoft Education Global Minecraft Mentor Program. This is an extensive application process with representatives hand-selected from over 70 countries. Carmel ES Teacher Merry Willis and Holly Springs ES STEM Academy Teacher Lisa Lougheed were selected to join the elite group of 300 Mentors worldwide.

The main objectives for the Global Minecraft Mentor Program are to provide feedback on Minecraft: Education Edition and related products, support educators on their Minecraft journey, and connect with other like-minded educators to push game-based learning forward around the world. Mentors receive the following:

- Direct access to the Minecraft Education team for product feedback and support
- A Minecraft: Education Edition Mentor account
- Advance notice about and early access to upcoming product releases (Note this level of access will require each Mentor to sign a non-disclosure agreement)
- Priority access and selection for webinars, speaking engagements, and other opportunities
- A super-duper exclusive badge on education.minecraft.net
- Other double-secret surprises and delights along the way

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	A-4

Title

Renewal of Existing Partnership Agreement

Requested Action

School Board Consideration of Superintendent's Recommendation to Approve Renewal of Existing Partnership Agreement

Summary Explanation and Background

One of the School Board's Major System Priorities is increasing parental and community involvement through public engagement policies and practices that treat parents, businesses, community-based organizations and agencies, local institutions of higher learning and other public entities as true partners in the educational process.

The School Board is requested to consider the Superintendent's recommendation to approve the renewal of the existing Partnership Agreement with the Cherokee County Arts Council.

Major System Priority

Increasing parental and community involvement

Financial Impact

N/A

Exhibits: (List)

Draft Agreement Attached

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

PARTNERSHIP AGREEMENT

BETWEEN

THE CHEROKEE COUNTY BOARD OF EDUCATION

AND

CHEROKEE COUNTY ARTS COUNCIL

This agreement entered into on this ~~20th day of October, 2011~~ ~~19th day of October, 2017~~ 18th day of January, 2018 by and between the Cherokee County Board of Education, hereinafter referred to as the "School Board" and Cherokee County Arts Council, hereinafter referred to as "CCAC."

WHEREAS, the School Board's mission is to ~~enable all students to become contributing citizens who can communicate effectively, gather and use information, make responsible decisions and adapt to the challenges of the future~~ educate the emerging generation through learning environments designed to increase the performance of all students; and,

WHEREAS, one of the School Board's Major System Priorities is to increase parental and community involvement through public engagement policies and practices that treat parents, businesses, community-based organizations and agencies, local institutions of higher learning and other public entities as true partners in the educational process; and,

WHEREAS, CCAC's mission is to enrich the quality of life by promoting, developing and coordinating Excellence in the Arts; and,

WHEREAS, the CCAC recognizes arts education as central in the programming scope of the CCAC and further recognizes the need to increase arts education in Cherokee County.

Now therefore in consideration of the covenants and conditions set forth herein the parties agree as follows:

ARTICLE I

The parties agree that the foregoing recitals are true and correct and incorporated herein by reference.

ARTICLE II

The School Board will:

1. Promote CCAC programs and events through existing communication channels, as permitted by School Board policy, specifically the promotion of summer camp, ~~*Arts on Tour* to elementary and middle school principals~~ and additional offerings during break weeks under the modified school calendar.

2. Explore/pursue joint grant and professional development opportunities in both parties' best interest, with the goal of submitting at least two proposals a year.

3. Proclaim March as National Youth Art Month.

~~4. Will provide technological assistance to CCAC pursuant to relevant joint projects as described in Article III.~~

ARTICLE III

CCAC will:

1. Conduct ~~three~~ four (2 elementary, middle and high schools) youth art exhibits ~~during National Art Youth Month~~ starting in March and ending the first week of May.

~~2. Allow for the utilization of CCAC auditorium for Academy Street Theatre productions and high school one-act play productions. The Academy Street Theatre group representative will meet with CCAC officials prior to such use to mutually agree upon logistics and associated fees.~~

~~3. Conduct an annual High School Thespian Field Day Meeting at CCAC Facility.~~

4. Provide judges for the School System ~~Science Olympiad, Social Science Fair, Young Authors Fair, Governors Honors, Speech Contests~~ Reflections programs, Senior Projects and other related functions as requested.

~~5. Investigate the creation of a *Cherokee County Arts Resource Guide*.~~

~~6. Plan, develop and implement a comprehensive Arts Presenting Program with related field trips to CCAC Arts Center.~~

~~7. Create a Youth Arts Leadership Council (selecting four representatives from each high school from music, visual arts, drama and literary arts disciplines).~~

8. Explore/pursue joint grant and professional development opportunities in both parties' best interest.

9. Shall not discriminate against any partnership participant because of race, national origin, age or disability.

10. Will plan and conduct an annual appreciation ~~event~~ art show for area art teachers provided they are in agreement.

11. Accept all children/interested participants for participation within its programs without regard to their gender, race, political affiliation, age, national origin or handicapping condition or any other discrimination recognized and prohibited by State or Federal Law. Children/participants with handicaps must be provided all necessary levels of supervision and must be included within the activities of the partnering organization. As a result of this partnership agreement, CCAC must adhere to all local, State or Federal laws regarding education.

ARTICLE IV

The term of this contract is ~~October 20, 2011 through October 20, 2012 October 19, 2017 through October 19, 2018~~ January 18, 2018 through January 18, 2019. This contract shall automatically renew for additional terms not to exceed five years unless either party notifies the other at least 60 days prior to renewal date.

ARTICLE V

This contract may be terminated by either party upon thirty (30) days written notice to the other party with or without cause. All notice of this contract shall be given to the Superintendent of Cherokee County Schools at ~~110 Academy Street~~ PO Box 769, Canton, GA 30114, and to the ~~President~~ Executive Director of the Cherokee Arts Center at 94 North Street, Canton, GA 30114.

IN WITNESS WHEREOF the parties have executed this document the first date referred to herein.

CHEROKEE COUNTY ARTS COUNCIL

_____

By: Mary M. Akers, Executive Director

THE CHEROKEE COUNTY BOARD OF EDUCATION

_____

By: Kyla Cromer, Chairman

_____

By: Dr. Brian V. Hightower
Superintendent of Schools

Approved as to form:

_____

Tom Roach, Esquire

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	B-1

Title

Board Adoption of Georgia Education Coalition (GEC) 2018 Legislative Priorities

Requested Action

Board Adoption of Georgia Education Coalition (GEC) 2018 Legislative Priorities

Summary Explanation and Background

The Georgia Education Coalition (GEC), a consortium of nine large and growing public school districts in the State of Georgia created for the purpose of increasing collaboration and legislative/policy advocacy between and among large school systems unanimously approved the attached Legislative Priorities.

Also attached for your information are CCSD's 2018 Legislative Partnership Priorities unanimously approved by the School Board at its November 16, 2017 meeting.

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

GEC 2018 Legislative Priorities; CCSD 2018 Legislative Partnership Priorities

Board Action	Source of Additional Information
(For Official School Board Records Only)	Kyla Cromer, Chairman Dr. Brian V. Hightower Mike McGowan (770) 479-1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

GEC
Georgia Education Coalition
201 17th Street NW | Atlanta, Georgia | 30363
Cobb County · Cartersville City · Fulton County · Gwinnett County · Coweta County · Cherokee County · Henry County · DeKalb County · Atlanta Public Schools

2018 Legislative Priorities

1. Fully restore austerity cuts or provide for equivalent funding through alternative allocation of State revenue.
2. Formulate policy to help local districts contain costs, including contributions to health benefits and retirement.
3. Support efforts to maintain and increase local control, including flexibility in testing, school calendars, and curriculum.
4. Oppose efforts to divert public funds to private entities through vouchers and tuition tax credits.
5. Adopt legislation implementing the recommendations of the Joint Study Committee on Establishment of a Leadership Academy.
6. Encourage the Georgia Department of Education to comply with the provisions of Senate Bill 211.
7. Acknowledge the additional local costs of state allocations for “percent” salary increases.

2018 LEGISLATIVE PARTNERSHIP PRIORITIES

FUNDING

- Partner with K-12 public school districts by fully restoring "austerity budget cuts" or providing for the equivalent in new state revenue to the State's education funding formula... thereby empowering local School Boards to address continued student population growth, reducing class sizes and funding continued employer increases in health care premiums and retirement payment ratios.
- Partner with K-12 public school districts by opposing 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.



LOCAL CONTROL & GOVERNANCE

Partner with K-12 public school districts by ensuring proposed legislative initiatives strengthen provisions for the local control and management of schools (including the ability to set its own local school year calendar) . . . thereby empowering local School Boards to fulfill their Constitutional authority and responsibility to involve their local constituency, develop locally-derived educational policy and oversee continued performance improvements among their students.



EDUCATIONAL OPPORTUNITIES

Partner with K-12 public school districts by developing statutory provisions to further ensure workforce readiness skills and preparation by high school graduates for transitions directly into careers or secondary-level career educational opportunities by providing students in Georgia with an alternative diploma option in the area of Technical/Career Preparation.



Cherokee County School District

DR. BRIAN V. HIGHTOWER, SUPERINTENDENT OF SCHOOLS

CHEROKEE COUNTY BOARD OF EDUCATION

KYLA CROMER, CHAIR MIKE CHAPMAN, VICE CHAIR

SCHOOL BOARD MEMBERS: JOHN HARMON, PATSY JORDAN, CLARK MENARD, KELLY POOLE & ROBERT RECHSTEINER

2018 LEGISLATIVE PARTNERSHIP PRIORITIES

FACTS ON FUNDING:

- *The Quality Basic Education (QBE) formula for local school districts was fully funded by the Georgia General Assembly its first 15 years (1987-2002). However, from 2002-2017, $209.2M of funding earned by CCSD was withheld through austerity budget cuts, while CCSD student enrollment increased by more than 53.5% (15,057 students).*
- *The Teacher Retirement System of Georgia increased the employer (CCSD) contribution rate for 2017-18 from 14.27% to 16.81% (...and it is slated to increase to 20.9% for FY2019).*
- *While CCSD had approximately 350 fewer non-certified employees participating in SHBP in FY2017 compared to FY2009, CCSD contributions increased over $8M (from $3.6M to $11.7M) during that same time. As a result, CCSD has been forced to privatize custodial and grounds services and increase the use of part-time/temporary workers for non-certified staffing as cost-reduction measures during the past four years.*
- *The School District's employer contribution toward the annual cost of providing health insurance for a non-certified employee has risen from $2,000 in 2010 to $10,000 in 2017... yet another increase effective Jan. 2018 will inflate the cost of providing health insurance for a non-certified employee to $945 per month, more than $11,000 per year.*
- *CCSD benefit costs for non-certified employees are projected to be $13.9M for 2018; up from $11.7M in 2017; $10.7M in 2016; $8.2M in 2015 and $7.5M in 2014. Each $100 monthly increase in the employer contribution rate costs the District $1.5M annually, thereby potentially impacting funding availability for classroom instructional resources.*

FACTS ON GOVERNANCE:

- *CCSD and its highly-respected School Board have garnered multiple State and National awards relative to student achievement gains and innovative educational programs.*
- *More than 76% of residents polled rank CCSD schools as "excellent" or "good" in a recent Atlanta Regional Commission (ARC) report.*
- *The community overwhelmingly voted Nov. 8, 2016 to "Continue One Percent for Cherokee Schools:" 73% (78,796 voters) said "YES"... more than the four previous Education SPLOST successful renewals combined.*
- *CCSD achieved highly-distinguished ratings during its most recent accreditation visit/renewal by AdvancED.*

2018 CHEROKEE COUNTY LEGISLATIVE DELEGATION

State Representative, District 20
Michael Caldwell
3044 Lexington Avenue
Woodstock, GA 30189
michael@caldwellforhouse.com

State Representative, District 21
Scot Turner
508 Blue Ridge Terrace
Canton, GA 30114
scot.turner@house.ga.gov

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

State Representative, District 23
Mandi Ballinger
P.O. Box 5123
Canton, GA 30114
mandiballinger23@gmail.com

State Representative, District 46
John Carson
3605 Sandy Plains Rd Suite 240-123
Marietta, GA 30006
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
Brandon@beachforsenate.com

State Senator, District 56
John Albers
530 Junction Pt
Roswell, GA 30075-3007
john@votealbers.com

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	D-1

Title

December 2017 Financial Report and Sales Tax Update

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of December 2017 Financial Report and Sales Tax Update

Summary Explanation and Background

Financial Report for December 2017

See Attached Report

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

Financial Report and Sales Tax Update

Board Action	Source of Additional Information
(For Official School Board Records Only)	Kenneth Owen 770.479.1871 Dr. Brian V. Hightower 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

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

FINANCIAL REPORT
DECEMBER 2017

General Fund

For the month ending December 31, 2017, the sixth month of the 2017-18 Fiscal Year, the School District's Operating Account (General Fund) has received $120,585,168 in revenue (year-to-date) consisting of state funds of $73,433,903 (36% of budget), $32,603,209 local taxes (20% of budgeted amount), and other funds of $14,548,056 (82% of budget). All operating expenditures of $173,884,277 (45% of budget) are within the Board of Education's approved 2017-18 budget.

Capital Outlay

The Capital Outlay Fund balance of $2,063,857 as of December 31, 2017 reflects proceeds of bond sales for capital outlay purposes less refundings of bonds, bond issuance costs, and capital outlay expenses paid from fiscal year 2010 to December 31, 2017.

Current SPLOST

For Fiscal Year 2017-18, the Cherokee County School District received $3,189,025 in December 2017, for the month of November 2017, the 59th month of 60 monthly sales tax collections for the 2013-2017 SPLOST. Collections received were above projections (detail included) for the month by $448,980 and well above cumulative projections by $12,553,086. SPLOST sales tax collections are continuing to trend up and follow the regular cyclical collection patterns. While projections are level from month to month, actual collections vary greatly, due largely to regular consumer spending patterns and seasonal occurrences such as holidays. Excess SPLOST collections are added to the Debt Service fund balance as a safeguard against future negative economic conditions, assuring the School District can meet future bond payments.

Cherokee County School District
FINANCIAL REPORT
AS OF DECEMBER 31, 2017

BALANCE SHEET

	GENERAL FUND	BOND SPLOST	CAPITAL OUTLAY	FED FUNDS AND SCHOOL NUTRITION	TOTAL
ASSETS					
Cash	$ 8,460,006	$ 12,615,568	$ 2,063,857	$ 155,160	$ 23,294,591
Investments	657,237	16,837,923	-	-	17,495,160
Accounts Receivable	347,684	-	-	6,302,992	6,650,676
TOTAL ASSETS	$ 9,464,927	$ 29,453,491	$ 2,063,857	$ 6,458,152	$ 47,440,427
LIABILITIES					
Salaries and Benefits Payable	$ 16,729,534	$ -	$ -	$ 373,496	$ 17,103,030
Accounts Payable	-			318,041	318,041
FUND BALANCE					
Fund Balance 12/31/2017	(7,264,607)	29,453,491	2,063,857	5,766,615	30,019,356
TOTAL LIABILITIES AND FUND BALANCE	$ 9,464,927	$ 29,453,491	$ 2,063,857	$ 6,458,152	$ 47,440,427

REVENUE AND EXPENSE

Revenue	$ 120,585,168	$ 17,766,788	$ 270,807	$ 14,886,674	$ 153,509,437
Expense	173,884,277	30,761,731	8,142,754	14,886,674	227,675,436
Excess Revenue over Expense	(53,299,109)	(12,994,943)	(7,871,947)	-	$ (74,165,999)
BEGINNING FUND BALANCE 7/01/2017	46,034,502	42,448,434	9,935,804	5,766,615	104,185,355
ENDING FUND BALANCE 12/31/2017	**$ (7,264,607)**	**$ 29,453,491**	**$ 2,063,857**	**$ 5,766,615**	**$ 30,019,356**

General Fund
Comparison of Budget to Actual
December 2017

Description	2017-18 Budget	Year to Date	Available Budget
Revenue			
Federal	$ 168,238	$ 173,909	$ (5,671)
Local	161,384,263	32,603,209	128,781,054
State	206,164,454	73,433,903	132,730,551
Other	3,798,877	624,147	3,174,730
Tan	13,750,000	13,750,000	0
Total Revenue	**$ 385,265,832**	**$ 120,585,168**	$ 264,680,664
Expense			
Instruction	$ 261,317,750	$ 108,852,911	$ 152,464,839
Pupil Services	13,314,452	5,980,190	7,334,262
Imp. Instr. Svcs.	10,293,830	5,626,705	4,667,125
Media Svcs.	4,669,275	1,921,826	2,747,449
General Adm.	2,841,065	1,462,160	1,378,905
School Adm.	23,607,407	11,723,939	11,883,468
Business	2,678,499	1,244,101	1,434,398
Maintenance	24,276,398	11,380,536	12,895,862
Transportation	19,765,961	8,566,669	11,199,292
Support and Community Services	4,766,150	2,710,987	2,055,163
Facilities and Constr.	582,057	375,249	206,808
Transfers Out	935,000	250,000	685,000
Debt Service	13,780,068	13,789,004	(8,936)
Total Expense	**$ 382,827,912**	**$ 173,884,277**	$ 208,943,635
Excess Rev. over Exp.	**$ 2,437,920**	**$ (53,299,109)**	$ 55,737,029

1% SALES TAX (2013-2017)
COMPARISON OF COLLECTIONS
AS OF DECEMBER 2017

REPORTING MONTH	60 MONTH COLLECTION PERIOD	PROJECTED COLLECTIONS	BOE 1% COLLECTIONS	DIFFERENCE BETWEEN ACTUAL AND PROJECTED COLLECTIONS
February 2013	January 2013 (1)	$ 2,488,563	$ 2,269,305	$ (219,258)
March 2013	February 2013 (2)	2,488,563	2,563,313	74,750
April 2013	March 2013 (3)	2,488,563	2,425,620	(62,943)
May 2013	April 2013 (4)	2,488,563	2,381,702	(106,861)
June 2013	May 2013 (5)	2,488,563	2,454,181	(34,382)
July 2013	June 2013 (6)	2,488,563	2,427,504	(61,059)
August 2013	July 2013 (7)	2,488,563	2,510,632	22,069
September 2013	August 2013 (8)	2,488,563	2,605,297	116,734
October 2013	September 2013 (9)	2,488,563	2,493,932	5,369
November 2013	October 2013 (10)	2,488,563	2,428,645	(59,918)
December 2013	November 2013 (11)	2,488,563	2,596,337	107,774
January 2014	December 2013 (12)	2,488,563	3,175,864	687,301
February 2014	January 2014 (13)	2,532,113	2,322,123	(209,990)
March 2014	February 2014 (14)	2,532,113	2,351,488	(180,625)
April 2014	March 2014 (15)	2,532,113	2,627,301	95,188
May 2014	April 2014 (16)	2,532,113	2,602,365	70,252
June 2014	May 2014 (17)	2,532,113	2,699,208	167,095
July 2014	June 2014 (18)	2,532,113	2,721,371	189,258
August 2014	July 2014 (19)	2,532,113	2,782,520	250,407
September 2014	August 2014 (20)	2,532,113	2,684,587	152,474
October 2014	September 2014 (21)	2,532,113	2,706,244	174,131
November 2014	October 2014 (22)	2,532,113	2,574,209	42,096
December 2014	November 2014 (23)	2,532,113	2,828,394	296,281
January 2015	December 2014 (24)	2,532,113	3,574,420	1,042,307
February 2015	January 2015 (25)	2,582,755	2,582,194	(561)
March 2015	February 2015 (26)	2,582,755	2,529,255	(53,500)
April 2015	March 2015 (27)	2,582,755	2,677,568	94,813
May 2015	April 2015 (28)	2,582,755	2,859,845	277,090
June 2015	May 2015 (29)	2,582,755	2,866,891	284,136
July 2015	June 2015 (30)	2,582,755	2,938,783	356,028
August 2015	July 2015 (31)	2,582,755	2,954,492	371,737
September 2015	August 2015 (32)	2,582,755	2,869,196	286,441
October 2015	September 2015 (33)	2,582,755	2,754,073	171,318
November 2015	October 2015 (34)	2,582,755	2,734,219	151,464
December 2015	November 2015 (35)	2,582,755	2,930,681	347,926
January 2016	December 2015 (36)	2,582,755	3,599,489	1,016,734
February 2016	January 2016 (37)	2,660,238	2,557,703	(102,535)
March 2016	February 2016 (38)	2,660,238	2,601,849	(58,389)
April 2016	March 2016 (39)	2,660,238	3,008,167	347,929
May 2016	April 2016 (40)	2,660,238	2,857,397	197,159
June 2016	May 2016 (41)	2,660,238	2,955,324	295,086
July 2016	June 2016 (42)	2,660,238	3,076,205	415,967
August 2016	July 2016 (43)	2,660,238	3,021,630	361,392
September 2016	August 2016 (44)	2,660,238	2,882,723	222,485

1% SALES TAX (2013-2017)
COMPARISON OF COLLECTIONS
AS OF DECEMBER 2017

REPORTING MONTH	60 MONTH COLLECTION PERIOD	PROJECTED COLLECTIONS	BOE 1% COLLECTIONS	DIFFERENCE BETWEEN ACTUAL AND PROJECTED COLLECTIONS
October 2016	**September 2016 (45)**	2,660,238	3,000,520	340,282
November 2016	**October 2016 (46)**	2,660,238	3,005,831	345,593
December 2016	**November 2016 (47)**	2,660,238	3,044,250	384,012
January 2017	**December 2016 (48)**	2,660,238	3,719,194	1,058,956
February 2017	**January 2017 (49)**	2,740,045	2,690,919	(49,126)
March 2017	**February 2017 (50)**	2,740,045	2,642,101	(97,944)
April 2017	**March 2017 (51)**	2,740,045	2,997,418	257,373
May 2017	**April 2017 (52)**	2,740,045	2,974,744	234,699
June 2017	**May 2017 (53)**	2,740,045	3,101,557	361,512
July 2017	**June 2017 (54)**	2,740,045	3,049,027	308,982
August 2017	**July 2017 (55)**	2,740,045	3,318,077	578,032
September 2017	**August 2017 (56)**	2,740,045	3,019,841	279,796
October 2017	**September 2017 (57)**	2,740,045	3,113,497	373,452
November 2017	**October 2017 (58)**	2,740,045	2,927,362	187,317
December 2017	**November 2017 (59)**	2,740,045	3,189,025	448,980
		$ 153,304,523	$ 165,857,609	$ 12,553,086

CHEROKEE COUNTY SCHOOL DISTRICT
1% SALES TAX FOR 2013-2017
PROJECTED COLLECTIONS
June 21, 2012

	2013	2013-14	2014-15	2015-16	2016-17	2017
July	$ -	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045
August	$ -	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045
September	$ -	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045
October	$ -	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045
November	$ -	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045
December	$ -	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045
January	$ -	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045
February	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045	$ -
March	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045	$ -
April	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045	$ -
May	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045	$ -
June	$ 2,488,563	$ 2,532,113	$ 2,582,755	$ 2,660,238	$ 2,740,045	$ -
Total by Fiscal Year	$ 12,442,815	$ 30,080,506	$ 30,638,566	$ 31,380,475	$ 32,321,891	$ 19,180,315
Total Projected Collections						$ 156,044,568

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	E-1

Title

Out of State Travel Request

Requested Action

Board Consideration of Superintendent's Recommendation for Approval of Out of State Travel

Summary Explanation and Background

See attachment for out of state travel requests to attend professional conferences.

Major System Priority

Attracting, retaining, and training the best teachers, principals, and support staff

Financial Impact

See Legend on Attached Out of State Travel Requests

Exhibits: (List)

Attached Out of State Travel Requests

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Nicole H. Holmes 770.479.1871 Dr. Keith A. Bryant 770.479.1871 Jackie Miller 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

OUT OF STATE TRAVEL REQUESTS

Name	School	Dates	Reason	Place	Cost
Charlette M. Green, Executive Director	Curriculum and Instruction	1.22.18 – 1.23.18	*To attend and assist Georgia Design Team (Tiered Supports for Improving Schools)* ***Assist GaDOE***	Tallahassee, FL	$ 0 ◆
Charlette M. Green, Executive Director	Curriculum and Instruction	2.6.18 – 2.9.18	*To attend and represent GCASE at the Council for Exceptional Children (CEC) 2018 Special Education Convention and Expo* ***Representing GCASE***	Tampa, FL	$ 0 ✹
Dr. Keith A. Bryant, Executive Director Dr. Amanda Ruiz, Supervisor	Curriculum and Instruction	2.7.18 – 2.9.18	*To attend Southern Regional AP Forum 2018*	Orlando, FL	$1,005 ■ (for each participant)
Dr. Nicole H. Holmes, Chief Academic Officer Dr. Keith A. Bryant, Executive Director	Curriculum and Instruction	6.24.18 – 6.27.18	*To attend Model Schools Conference 2018* ***(Proposal Submitted to Present. If selected, one comp registration will be offered)***	Orlando, FL	$1,500 ■ (for each participant)

Tammy Castleberry, Supervisor Dr. Amanda Ruiz, Supervisor Beth Long, Executive Director (ES) Debra Murdock, Executive Director (MS/HS) Principals, Six IZ Leaders (TBD)	School Operations				

Legend

◆ - No Expense to Cherokee County School District (GaDOE)
✹- No Expense to Cherokee County School District
(Georgia Council of Administrators of Special Education, GCASE)
■ - State Staff Development Funds FY2017-18

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	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

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

See Attachment

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Dr. Nicole Holmes 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

ATTACHMENT: OVERNIGHT AND OUT-OF- STATE FIELD TRIPS

I. Curriculum-Based Trips

School	Grade	Date	Destination	Reason/Nature
Sequoyah HS	9-12	4.27.18 - 4.29.18	Copperhill, TN	Air Force JROTC cadets will participate in Team Building and Leadership Development at Whitewater Express.

II. Student Activities/Athletic-Based Trips

School	Grade	Date	Destination	Reason/Nature
Cherokee HS	9 - 12	02.08.18 – 02.10.18	Anniston, AL	Cherokee HS JROTC will travel to Alabama to compete in the Air Force JROTC Championships.
Cherokee HS	9 – 12	03.21.18 – 03.24.18	Camp Perry, OH	Cherokee HS JROTC will travel to Ohio to compete in the National JROTC Championships.
Woodstock HS	9 – 12	03.16.18 – 03.18.18	Rock Hill, SC	Woodstock HS Winter Guard will travel to South Carolina to compete in the WGI Power Regional Competition.

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
January 18, 2018	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 Transfers
3. Certified Resignations/Terminations of Employment
4. Classified Recommendations
5. Classified Transfers
6. Classified Resignations/Terminations of Employment

Major System Priority

Attracting, Retaining and Training the Best Teachers, Principals and Support Staff

Financial Impact

N/A

Exhibits: (List)

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Richard Beaulieu 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

CERTIFIED RECOMMENDATIONS 01/18/2018

Last	First	Position	Location	Start Date
Dufek	Michelle	Teacher	Ace Academy	01/08/18
Miles	Julie	Teacher	Ball Ground ES	01/08/18
Garcia	Kelly	Teacher	Bascomb ES	01/08/18
Richards	Kelsey	Teacher	Boston ES	01/08/18
Cunningham	Patricia	Speech Language Pathologist	Buffington ESC	01/08/18
Rasmituth	ClancyDee	Psychologist	Buffington ESC	01/16/18
Glaus	Lana	Teacher	Cherokee HS	01/08/18
Smith	Richard	Teacher	Cherokee HS	01/16/18
Ambles	Stacy	Counselor	River Ridge HS	01/08/18

CERTIFIED TRANSFERS 01/18/2018

Last	First	Position	Location	Start Date
May	Abigail	Principal to Principal	R.M. Moore ES	07/05/18

CERTIFIED RESIGNATIONS/TERMINATIONS OF EMPLOYMENT 01/18/2018

Last	First	Position	Location	End Date
Emery	Chelsea	Teacher	Bascomb ES	12/19/17
Taylor	Kimberly	Teacher	Hasty ES	01/31/18
Stevenson	LaDonna	Teacher	LR Tippens Center	12/22/17
Adams	Donna	Principal	Ralph Bunche Center	06/08/18
Hawk	Hilary	Teacher	Woodstock ES	05/31/18
Burke	Kelly	Teacher	Woodstock HS	05/31/18
Dodd	Anita	Teacher	Woodstock HS	05/31/18

CLASSIFIED RECOMMENDATIONS 01/18/2018

Last	First	Position	Location	Start Date
Naliwajka	Andrea	Paraprofessional	Bascomb ES	01/08/18
Jordan	Danielle	Paraprofessional	Canton ES	01/08/18
Bergman	David	School Nutrition Worker	Dean Rusk MS	01/08/18
Brannon	Haley	Paraprofessional	Hasty ES	01/08/18
Guinn	Amanda	Paraprofessional	Knox ES	01/08/18
Ezell	Maxine	Paraprofessional	LR Tippens Center	01/17/18
Capps	Carmen	Student Records Facilitator	Polaris Evening School	01/08/18
Bridle	Wendy	Bus Driver	Transportation	12/18/17
Floyd	Benita	Bus Driver	Transportation	12/18/17
Hodge	Kristie	Bus Driver	Transportation	12/18/17
Raatz	Tyler	Vehicle Technician	Transportation	01/09/18
Barnes	Clifford	Warehouseman	Warehouse	01/09/18
Carter	Kristy	Paraprofessional	Woodstock HS	01/08/18
Baker	Susan	Paraprofessional	Woodstock MS	01/08/18
Gentile	Barbara	School Secretary	Woodstock MS	01/08/18

CLASSIFIED TRANSFERS 01/18/2018

Last	First	Position	Location	Start Date
Watkins	Kristen	School Nutr. Worker to Assistant Manager	Arnold Mill ES	01/08/18
Nolan	Shaun	School Nutrition Worker to Paraprofessional	LR Tippens Center	01/08/18
Startt	Katie	Paraprofessional to Teacher	Mountain Road ES	01/08/18
Dubose	Mary	School Nutr. Asst. Mgr. to School Nutr. Manager	Oak Grove ES	01/08/18
Puccio	Sheryl	Clerk VI to Administrative Assistant	School Operations	01/16/18

CLASSIFIED RESIGNATIONS/TERMINATIONS OF EMPLOYMENT 01/18/2018

Last	First	Position	Location	End Date
Ducote	Terri	School Nutrition Worker	Carmel ES	12/21/17
Trejo	Kimberly	School Nutrition Worker	ET Booth MS	12/21/17
Cash	John	Police Officer	School Police	01/15/18
Chester	Christina	Bus Driver	Transportation	01/19/18
Miller	Shannon	Bus Driver	Transportation	12/21/17
Phillips	Pamela	Bus Attendant	Transportation	12/21/17
Stephens	Chesley	Bus Driver	Transportation	12/01/17
Fowler	Roxie	Secretary	Woodstock HS	05/31/18
Dyer	Shayna	Paraprofessional	Woodstock MS	12/21/17