



**Rockdale County
Public Schools**

EMPLOYEE HANDBOOK

2026-2027

Rockdale County Public Schools
960 Pine Street NE
Conyers, GA 30012
770-483-4713
rockdaleschools.org

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WELCOME TO ROCKDALE COUNTY PUBLIC SCHOOLS!



Rockdale County Public Schools

VISION

All students will become productive and thriving members of our global society who can advocate for themselves and others.

MISSION

To educate and empower all students by meeting their individual academic, behavioral, emotional, and social needs.

ACCREDITATION

Internationally Accredited by Cognia

STUDENT HOURS

- Elementary School, 7:35 a.m. - 2:10 p.m.
- Middle School, 8:45 a.m. - 3:55 p.m.
- High School, 8:05 a.m. - 3:05 p.m.
- Non-Traditional Schools (check with school)

ENROLLMENT

14,500+ students

LOCATION

22 miles east of Atlanta

FOUR-YEAR GRADUATION RATE

89.52% . RCPS ranks above the state graduation rate average for the last five years.

ONE-TO-ONE TECHNOLOGY

All students grades 2-12 equipped with laptops for learning and collaboration.



MORE ABOUT RCPS....

LOW TEACHER TO STUDENT RATIOS

- Elementary 21:1
- Middle 22:1
- High 19:1

SCHOOLS

- **11 Elementary Schools** – Barksdale Elementary, C.J. Hicks Elementary, Flat Shoals Elementary, Hightower Trail Elementary, Honey Creek Elementary, J.H. House Elementary, Lorraine Elementary, Peek's Chapel Elementary, Pine Street Elementary, Shoal Creek Elementary, and Sims Elementary
- **4 Middle Schools** – Conyers Middle, Davis Middle, Edwards Middle, and Memorial Middle
- **3 High Schools** – Heritage High, Rockdale County High, and Salem High
- **5 Non-Traditional Schools** - Rockdale Career Academy, Rockdale Magnet School 9-12, Rockdale Magnet School 4-8, Open Campus, and Alpha Academy
- **1 Virtual School (Grades 6-12)** – Rockdale Virtual Campus
- **14 Specialty and Choice Programs**

BOARD OF EDUCATION

The Rockdale County Board of Education holds the “Exemplary Board” distinction via Georgia School Boards Association (GSBA) and Georgia School Superintendents Association (GSSA) and operates as a standards driven Board.



Pictured left to right, top to bottom: Chariwoman Sandra Jackson-Lett, Vice Chairwoman Janie Jones, Board members Tonya Bloodworth, Pamela Brown, Larry Cox, Heather Duncan, Akita Parmer.

PROFESSIONAL GROWTH

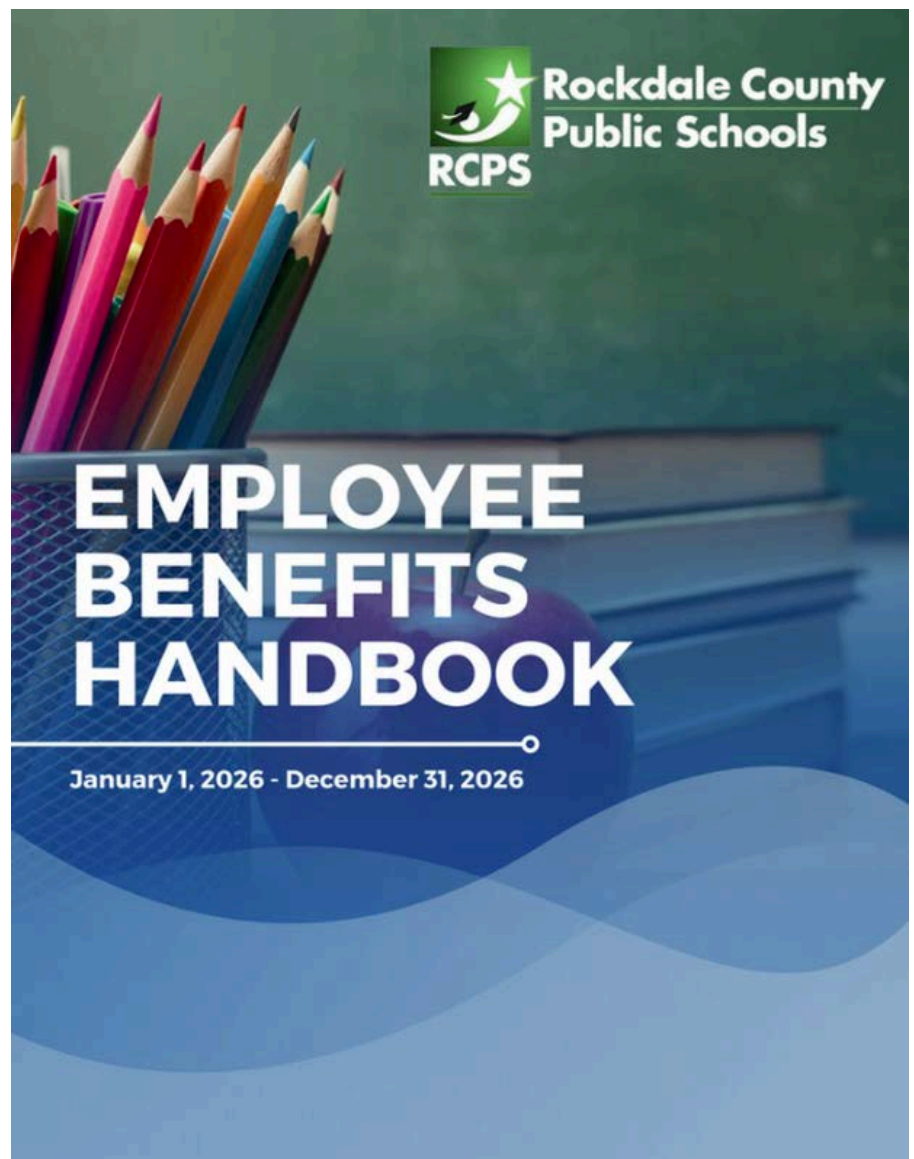


Rockdale County Public Schools is committed to supporting the continuous professional growth and development of all employees. Staff members have access to a variety of professional learning opportunities, including district-wide professional learning institutes throughout the year, job-embedded coaching, leadership development, certification and endorsement support, new teacher orientation and collaborative learning communities. RCPS also provides targeted training aligned to instructional best practices, district initiatives, and technology integration. Employees are encouraged to participate in school-based and in-district professional learning opportunities, state conferences, teacher induction mentoring programs, and ongoing learning experiences designed to strengthen professional practice and support student success.

BENEFITS ADMINISTRATION

[Benefits Guide, Rockdale County Public Schools](#)
[\(CLICK HERE\)](#)

As an RCPS employee, your benefits are a very important part of the “Total Compensation Package” you receive from RCPS and may add an additional 30% of your salary to your total compensation from the district. All full-time employees working at least 20 hours per week in a benefits-eligible position are eligible to enroll in any group supplemental benefit plan offered by RCPS.





Employee Assistance Program (EAP)

OneAmerica™
Financial

Personal issues, planning for life events or simply managing daily life can affect your work, health and family. Your GuidanceResources program provides support, resources and information for personal and work-life issues. The program is company-sponsored, confidential and provided at no charge to you and your dependents.

Confidential Counseling

6 Session Plan

This no-cost counseling service helps you address stress, relationship and other personal issues you and your family may face. It is staffed by GuidanceConsultants™—highly trained master's and doctoral level clinicians who will listen to your concerns and quickly refer you to in-person counseling (up to 6 sessions per issue per year) and other resources for:

- Stress, anxiety and depression
- Job pressures
- Relationship/marital conflicts
- Grief and loss
- Problems with children
- Substance abuse

Financial Information & Resources

Discover your best options

Speak by phone with our Certified Public Accountants and Certified Financial Planners on a wide range of financial issues, including:

- Getting out of debt
- Retirement & Estate planning
- Credit Card or loan problems
- Tax questions
- Saving for college

Legal Support & Resources

Expert info when you need it

Talk to our attorneys by phone. If you require representation, we'll refer you to a qualified attorney in your area for a free 30 minute consultation with a 25% reduction in customary legal fees thereafter. Call about:

- Divorce and family law
- Real estate transactions
- Debt and bankruptcy
- Civil and criminal actions
- Landlord/tenant issues
- Contracts



Work-Life Solutions

Delegate your "to-do" list

Our Work-Life specialists will do the research for you, providing qualified referrals & customized resources for:

- Child and elder care
- Moving and relocation
- Making major purchases
- College planning
- Pet care
- Home repair

GuidanceResources® Online

Knowledge at your fingertips

GuidanceResources Online is your one stop for expert information on the issues that matter most to you...relationships, work, school, children, wellness, legal, financial, free time and more.

- Timely articles, HelpSheets™, tutorials, streaming videos & self-assessments
- "Ask the Expert" personal responses to your questions
- Child care, elder care, attorney and financial planner searchers

Free Online Will Preparation

Get peace of mind

EstateGuidance® lets you quickly and easily write a will on your computer. Just go to www.guidanceresources.com and click on the EstateGuidance link. Follow the prompts to create and download your will at no cost. Online support and instructions for executing and filing your will are included. You can:

- Name an executor to manage your estate
- Choose a guardian for your children
- Specify your wishes for your property
- Provide funeral and burial instructions

Confidential Assistance

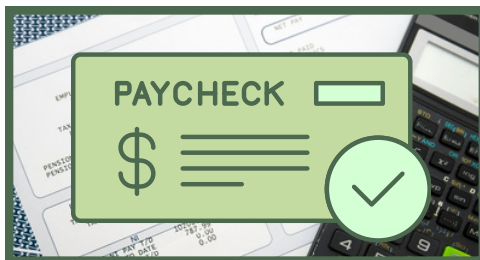
Call Your ComPsych® GuidanceResources® program anytime for confidential assistance.

Call: 855-387-9727 | TDD: 800-697-0353

Online: guidanceresources.com

Your company Web ID: ONEAMERICA3

COMPENSATION ADMINISTRATION



RCPS is committed to maintaining a fair, competitive, and transparent compensation program that supports the recruitment, retention, and motivation of highly qualified employees. Compensation practices are guided by applicable federal and State of Georgia laws, State Board of Education rules, and local Board of Education policies. Employees are paid semi-monthly as designated on the payroll processing calendar. Below is our current Payroll Processing Calendar.

[Twice-A-Month Payroll Processing Calendar \(CLICK HERE\)](#)

RCPS Salary Scales

Employees are compensated according to approved salary schedules adopted by the Board of Education. RCPS salary schedules include:

- Certified Salary Scale - [2026-2027FY27RCPSCertifiedSalaryScale.pdf](#)
- Classified Salary Scale - [2026-2027RCPSClassifiedSalaryScaleFY27rev07-06-26.pdf](#)
- Admin and Leadership Scale - [2026-2027FY27RCPSSchoolLeadershipandAdminScalesCombined.pdf](#)
- School Food Service Scale - [2026-2027FY27SFSSSalaryScale.pdf](#)
- Bus Driver / Monitor Scale - [2026-2027FY27BDandBMSalaryScale.pdf](#)
- Substitute Rates - [2026-2027FY27SubstitutePayRCPS.pdf](#)

Experience Credit

Certified Personnel – RCPS follows GaDOE Code: GBA – Experience for salary purposes:

- [GaDOE Code: GBA – Experience for salary purposes](#)
- [View Regulation GBA-R\(\): Professional Personnel Compensation Guides and Contracts](#)

Classified Personnel – RCPS follows Regulation GCA-R for placement of classified personnel on a salary grade and step. See regulation link below:

- [View Regulation GCA-R\(\): Classified Personnel Compensation](#)

LEAVE ADMINISTRATION

Family Medical Leave Act (FMLA) – RCPS employees who have been employed for at least 12 months and have worked at least 1,250 hours during the 12 month period are eligible to take unpaid leave under FMLA. An eligible employee may take up to 10 consecutive days of sick leave. If the eligible employee anticipates being absent more than 10 consecutive days, they may apply for FMLA.
[**View Regulation GBRIG-R\(1\): Federal Family and Medical Leave Act**](#)

Jury Duty – RCPS employees who have been summoned for jury duty will be allowed to serve on the jury without having to use their sick or personal leave.
[**View Board Policy GBRIA: Professional Personnel Emergency and Legal Leave**](#)

Military Leave – RCPS employees who are called to active military duty must supply their orders to Supervisor at least 5 work days in advance.
[**View Regulation GBRID-R\(\): Professional Personnel Military Leave**](#)

Paid Parental Leave – RCPS employees will be eligible for paid parental leave if they meet the qualifying life event criteria. Employees will receive 240 hours to be used in a 12 month period.
[**View Board Policy GARHB: Paid Parental Leave**](#)

Disability Leave – This employer-sponsored leave is available to employees with an employment contract who have a serious medical condition as defined by the federal Family & Medical Leave Act ("FMLA") but who do not qualify for FMLA or who have exhausted their FMLA. To qualify for this type of leave of absence, an employee must be personally disabled to perform the duties of his/her job or have an immediate family member disabled (for whom the employee is the primary caregiver), and as a result, be required to remain at home with the family member.
[**View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences**](#)

Personal Leave – RCPS employees may use up to five days per year of sick leave for personal reasons. This is subject to the Supervisor's approval.
[**View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences**](#)

Religious Leave – RCPS employees earn two days per year to be used for observances of religious holidays. This leave is combined with Bereavement Leave.
[**View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences**](#)

Bereavement Leave – RCPS employees earn two days per year to be used for bereavement due to illness or death of family or persons outside of family. This leave is combined with Religious Leave.
[**View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences**](#)

Sick Leave – All RCPS employees who work at least 30 hours a week will earn sick leave at the rate of one and one-quarter days per month of service.
[**View Regulation GBRIB-R\(\): Professional Personnel Sick Leave**](#)

LEAVE ADMINISTRATION

Critical Illness Leave Bank – This bank provides employees who suffer catastrophic illness with additional sick leave days upon depletion of all accrued leave. Membership to the bank is required and approval is determined by a pre-determined Board.

[View Regulation GBRI-B-R\(\): Professional Personnel Sick Leave](#)

Educational Leave – This type of leave is available to employee who has been employed three years with RCPS, pursuing studies in the field of education, and can show evidence of intent to pursue full time studies.

[View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences](#)

Returning from Leave – Upon returning from leave, employees are entitled to reinstatement to a position equivalent to the one the employee held before being on FMLA leave.

[View Regulation GBRI-R\(1\): Federal Family and Medical Leave Act](#)

Professional Leave for Certified Personnel – This type of leave is available to employees who choose to hold office in or continually involved with a professional group. Approval must be obtained by Supervisor.

[View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences](#)

Vacation Leave – RCPS employees who work 260 days earn this type of leave at the end of each month. The amount earned is determined by years of service.

[View Regulation GCRH-R\(\): Classified Personnel Vacations](#)

Paid Holidays – Certain work groups earn paid holidays during the year.

[View Board Policy GCRI: Classified Personnel Paid Holidays](#)

Critical Work Days – Considered the day before or the day after breaks or holiday periods, or for pre- or post-planning days, or for days deemed to be critical for instruction or student needs by the Supervisor or District Leadership. Personal leave will not be approved during these periods.

[View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences / Rockdale County Schools](#)



EMPLOYMENT POLICIES

Equal Employment Opportunity - [View Board Policy GAAA: Equal Opportunity Employment](#)

Rockdale County Public Schools is an equal opportunity employer and complies with all applicable federal, state, and local employment laws, rules, and procedures. The district strictly prohibits and does not discriminate on the basis of race, color, religion, creed, national origin or citizenship/ancestry, age, disability, ethnicity, services in the uniform services, genetic information, gender, sex, or any protected status recognized under Georgia or federal law in its employment practices, actions, activities, student programs, and dealings with the public. Any employee, applicant, or independent contractor who believes that he or she has been discriminated against or harassed in the workplace must make a complaint by the procedures outlined in the above policy.

Americans with Disabilities Act (ADA) – [View Board Policy GAAA: Equal Opportunity Employment](#)

It is the policy of Rockdale County Public Schools to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). Rockdale County Public Schools does not condone discrimination or retaliation against any employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. Employees who are in need of reasonable accommodations in order to perform the essential functions of their job must apply for an accommodation with the Human Resources Department.

Employment Contracts – [View Board Policy GBA: Professional Personnel Compensation Guides and Contracts](#)

Contracts for all certificated employees and other Board-approved employees are issued for no more than one school year. Employment contracts are issued for employment with Rockdale County Public Schools and not a specific location; therefore, an employee may be reassigned based on the needs of the school system. Employees are strongly encouraged to consider their commitment to the contractual agreement accepted when signing an employment contract, with the understanding that the contract is a mutually binding agreement.

Title IX Compliance - [View Board Policy GAEB: Sexual Harassment of Employees](#)

Rockdale County Public Schools prohibits unlawful discrimination based on sex in its education programs and activities, including admissions and employment. It does not tolerate any forms of sexual harassment, discrimination, or other unlawful treatment based on sex. It is the policy of the Board and Rockdale County Public Schools to comply fully with the requirements of Title IX of the Education Amendment of 1972 ("Title IX"). This Board policy establishes the Employee Title IX Policy and Complaint Procedure for sexual harassment. It shall apply to behaviors occurring on property owned, rented, or used by the District, at school-sponsored activities, while using District-provided equipment and technology, and while riding on district-provided transportation.

EMPLOYMENT POLICIES

Worker's Compensation - Employees may be entitled to workers' compensation benefits if injured on the job. The injury must arise out of and in the course of employment. All workers' compensation injuries will require a drug/alcohol test to be administered within two (2) hours of the reported injury. The employee may lose the right to receive benefits/compensation if work injuries are not reported immediately. Only those physicians listed on the posted panel will be authorized to provide medical care for work-related injuries. The Panel of Physicians should be posted in common places at all RCPS locations. If you have an injury and need to file a worker's compensation claim, employees should immediately report all work-related injuries and accidents to their supervisor.

[Worker's Compensation Incident Form \(CLICK HERE\)](#)

At Will Employment (Non-Contracted Employees) - Employment with RCPS is at-will for all employees who are not working under a written contract approved by the Board. This means that either the employee or RCPS may terminate the employment relationship at any time, with or without cause, and with or without notice, subject to applicable laws and Board policies.

Background Checks – RCPS is committed to providing a safe and secure environment for students, staff, and the community. To support this commitment, we conduct criminal background checks and related screenings on employees and applicants in accordance with Georgia law and State Board of Education requirements (Pre-Employment and Ongoing Monitoring). Employees are required to self-report to Human Resources any arrests, charges, or convictions (other than minor traffic violations). Failure to report may result in disciplinary action, up to and including termination.

Certification Requirements - RCPS employs qualified personnel in accordance with the requirements of the Georgia Professional Standards Commission (GaPSC). Employees in positions requiring certification must hold and maintain valid certification appropriate for their assignment as a condition of employment. It is the employees responsibility to maintain a valid and appropriate certification throughout their employment. Failure to meet certification requirements or maintain certification may affect employment status, including non-renewal of contract.



STANDARDS OF CONDUCT

Code of Ethics for Educators - [View Board Policy GBU: Professional Personnel Ethics | Rockdale County Schools](#)

The Code of Ethics for Educators defines the professional behavior of educators in Georgia and serves as a guide to ethical conduct. The Georgia Professional Standards Commission has adopted standards that represent the conduct generally accepted by the education profession. The code defines unethical conduct justifying disciplinary sanction and provides guidance for protecting the health, safety, and general welfare of students and educators, and assuring the citizens of Georgia a degree of accountability within the education profession.

GaPSC Code of Ethics for Educators [505-6-.01.pdf](#)

GaPSC Moral Turpitude definition - [moral_turpitude.pdf](#)

Attendance and Tardiness - [View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences | Rockdale County Schools](#)

Excessive absenteeism and/or excessive tardiness may not justify immediate discharge or suspension but are serious enough in nature to result in a written warning, counseling, and disciplinary action against the employee. Absences of six or more days, consistent or non-consistent, without a physician's certification over the course of a semester would be considered excessive.

Work Schedules - [View Regulation GBRB-R\(\): Professional Personnel Time Schedules | Rockdale County Schools](#)

[CLICK HERE for Work Calendars.](#)

260 work days – ex. Maintenance and Vehicle Maintenance

230 work days – ex. Central Office Personnel, School Principals, High School Assistant Principals

210 work days – ex. Middle School Assistant Principals, High School Band Directors

200 work days – ex. Elementary Assistant Principals, District Academic Coaches

198 work days – ex. School Food Service Managers

195 work days – ex. Childcare Technicians

190 work days – ex. Teachers, Counselors, Social Workers, Psychologists, School Food Service Workers

185 work days – ex. Paraprofessionals

180 work days – ex. Bus Drivers / Monitors

Approved Absences - [View Regulation GBRI-R\(\): Professional Personnel Personal Leaves and Absences | Rockdale County Schools](#)

Contract Abandonment - A certified employee who resigns or abandons their position after signing a contract and without being released by the School System may be reported to the Georgia Professional Standards Commission (GaPSC).

Violence in the Workplace - [View Regulation GBI-R\(\): Professional Personnel Evaluation | Rockdale County Schools](#)

Serious misconduct or violations of the Code of Ethics for Educators by an employee will justify immediate suspension or discharge without regard to the employee's length of service or prior

STANDARDS OF CONDUCT

conduct. The expectation of all RCPS employees is that they adhere to the standards of the Code of Ethics for Educators. Examples of gross misconduct are damage to or theft of school system-owned property, physical or verbal abuse of a student or employee, unprofessional involvement with a student or subordinate, fighting or threatening violence on RCPS property, possession of weapons or explosives in the workplace, insubordination, disclosure of confidential information related to students, or any breach of the Code of Ethics for Educators.

Dress Code - [View Regulation GBI-R\(\): Professional Personnel Evaluation | Rockdale County Schools](#)

At Rockdale County Public Schools, we are committed to maintaining a professional, respectful, and student-centered environment. Professional attire is an essential component of this commitment, as it reflects our dedication to excellence and sets a positive example for our students and community.

All employees are expected to report to work dressed in business or business-casual attire that is clean, neat, and appropriate for an educational setting. At a minimum, professional attire includes:

- Tops: Collared shirts, blouses, sweaters, or professional dresses. Items must be free of inappropriate graphics, slogans, or excessive logos.
- Bottoms: Slacks, khakis, skirts, or dresses of appropriate length (generally no shorter than two inches above the knee).
- Footwear: Closed-toe shoes or professional sandals that are safe and suitable for work responsibilities.
- Outerwear: Blazers, cardigans, or school-branded apparel may be worn as appropriate.

The following are not considered professional attire in most work settings: athletic wear (e.g., sweatpants, gym shorts, leggings worn as pants), ripped or distressed clothing, flip-flops, excessively tight or revealing garments, and hats or headwear not required for religious or medical purposes. If a principal or Supervisor finds that an employee falls short of this expectation, the employee may be sent home to change their attire.

Recognizing the diverse roles within our district, reasonable accommodations may be made for employees whose duties require specialized attire (e.g., physical education, maintenance, or field-based positions), provided the overall standard of professionalism is maintained.

By adhering to these guidelines, we reinforce a culture of professionalism, respect, and readiness to serve our students with excellence each day. By department, there may be a specific dress code that is more conducive to their specific line of work. Please see the department head or department specific handbook for additional information.

Tobacco Use – The use or display of tobacco is prohibited on all school properties.

[View Regulation GAN-R\(\): Employee Tobacco Use | Rockdale County Schools](#)

Non-School Employment - [View Board Policy GBRG: Professional Personnel Non-School Employment | Rockdale County Schools](#)

If outside employment is requiring excessive time and/or energy from their assignment or if a conflict of interest may result, the employee shall be asked to relinquish the outside employment.

STANDARDS OF CONDUCT



Emergency Closings - [View Regulation AFC-R\(\): Emergency Closings | Rockdale County Schools](#)
RCPS' schools may be closed in the event of any emergency, hazardous condition, epidemic, or any other event that might endanger the health or safety of students. The decision to close the schools shall be made by the Superintendent as the Chief School Officer and Executive Officer of the Board of Education. (Example – Biolab Fire)

Confidentiality - RCPS is committed to protecting the confidentiality of sensitive information related to students, employees, and district operations. Employees are expected to maintain the highest standards of confidentiality in accordance with federal and state [laws](#), including the Family Educational Rights and Privacy Act (FERPA) and applicable Georgia statutes.

Internet Acceptable Use - [View Board Policy IFBG: Internet Acceptable Use](#). Employees are expected to comply with Board Policy IFBG: Internet Acceptable Use and all applicable federal, state, and local laws related to privacy, data security, and child protection. Employees must use Rockdale County Public Schools (RCPS) technology resources in a responsible, ethical, and professional manner. Technology standards, procedures, and administrative bulletins issued by RCPS should be followed when purchasing technology resources and when determining appropriate uses of district technology. Employees should understand that RCPS-owned devices, networks, systems, and electronic resources are provided for district business purposes. Information created, stored, transmitted, or received using RCPS technology resources may be monitored, accessed, reviewed, or disclosed by RCPS in accordance with district policy and applicable law. Employees should have no expectation of privacy when using RCPS-owned technology resources.

RETIREMENT

Alternate Retirement

Rockdale County Public School partners with TIAA and Cannon Financial Strategists to provide supplemental Retirement options such as Voluntary 403(b), 457(b), and Roth plans.

Please access the TIAA website to ensure all your beneficiary information is up to date and accurate. You may make changes to your alternate retirement plan by contacting one of our designated financial strategists or by accessing the TIAA website at any time of the year.



Teachers Retirement of Georgia (TRSGA)

[Teachers Retirement System of Georgia \(TRS\) - CLICK HERE](#)
or go to trsga.org

Teachers, administrators, supervisors, clerical employees, paraprofessionals, transportation managers, school food service managers, and various Central Office staff are eligible to participate in the Teachers Retirement System of Georgia (TRS). Retirement benefits become available after 30 years of service regardless of age, 25 years of service with early retirement penalties, or age 60, after ten years of service. Employees with at least 10 years of service can earn disability retirement benefits if permanently disabled, as well as survivor benefits that are paid to a beneficiary. Eligible employees must contribute a percentage of their salary.

PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM OF GEORGIA (PSERS)

Public School Employees Retirement System - Employees' Retirement System of Georgia - [CLICK HERE](https://www.ers.ga.gov/public-school-employees-retirement-system)

or go to <https://www.ers.ga.gov/public-school-employees-retirement-system>

Maintenance employees, bus drivers and monitors, school food service workers, and other regular full-time employees that are not eligible for membership in TRS, are eligible for membership in the Public-School Employees Retirement System (PSERS). Normal retirement benefits are available for members who are 60 years of age with at least 10 years of creditable service. Members contribute four dollars if they joined before July 1, 2012, or if they joined after July 1, 2012, they contribute 10 dollars per month for nine months of each school year. And the state makes the employer's contribution. Additional information detailing the plan and retirement benefits are available on the PSERS website. Normal retirement benefit age is 65 with 10 years of service. Early retirement age is 60 with 10 years of service with a penalty.

RCPS Retirement Plans

VENDOR	PHONE NUMBER	WEBSITE INFORMATION
Teachers Retirement System Of GA	1-404-352-6500	https://www.trsga.com
Public School Employees Retirement (PSERS)	1-404-350-6300	https://www.ers.ga.gov
TIAA Alternate Retirement	1-706-548-4526	TIAA Secure Account Access (CLICK HERE)

MAP, CALENDARS, RESOURCES

- **RCPS Employee Links** (Work Email/Outlook, Employee Self Service/ESS, RCPS 411 for forms and more) - **[CLICK HERE](#)**
- **RCPS Work Calendars** - **[CLICK HERE](#)**
- **RCPS Calendars** (School Year, A/B Day Calendars for Grades 6-12, etc) - **[CLICK HERE](#)** or go to www.rockdaleschools.org/calendars
- **RCPS AI (Artificial Intelligence) Guidance for Teachers** - **[CLICK HERE](#)**
- **RCPS Parent Handbook** (English and Spanish) - **[CLICK HERE](#)** or go to www.rockdaleschools.org/handbook
- **Apps for RCPS Families** - **[CLICK HERE](#)**

MAP, CALENDARS, RESOURCES

ATTENDANCE MATTERS

Adopted | 2026-2027 School Year Calendar



www.rockdaleschools.org
960 Pine Street NE
Conyers, GA 30012

Rockdale County Schools - 2026-2027 Calendar																	
July 2026						August 2026						September 2026					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
			1	2	3	4	2	3	4	5	6	7	8	6	7	8	9
5	6	7	8	9	10	11	9	10	11	12	13	14	15	13	14	15	16
12	13	14	15	16	17	18	16	17	18	19	20	21	22	20	21	22	23
19	20	21	22	23	24	25	23	24	25	26	27	28	29	27	28	29	30
26	27	28	29	30	31		30	31									
October 2026						November 2026						December 2026					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
			1	2	3		1	2	3	4	5	6	7	6	7	8	9
4	5	6	7	8	9	10	8	9	10	11	12	13	14	13	14	15	16
11	12	13	14	15	16	17	15	16	17	18	19	20	21	20	21	22	23
18	19	20	21	22	23	24	22	23	24	25	26	27	28	27	28	29	30
25	26	27	28	29	30	31	29	30									
January 2027						February 2027						March 2027					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
					1	2	1	2	3	4	5	6		1	2	3	4
3	4	5	6	7	8	9	7	8	9	10	11	12	13	7	8	9	10
10	11	12	13	14	15	16	14	15	16	17	18	19	20	14	15	16	17
17	18	19	20	21	22	23	21	22	23	24	25	26	27	21	22	23	24
24	25	26	27	28	29	30	28							28	29	30	31
31																	
April 2027						May 2027						June 2027					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
					1	2						1		1	2	3	4
4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9
11	12	13	14	15	16	17	9	10	11	12	13	14	15	11	12	13	14
18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23
25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30
							30	31									

Important Staff Dates

New Teacher Orientation - July 20-23
Pre-Planning Days - July 24-31
Independent Learning / PL Days - Aug. 28, Oct. 30 & Feb. 15
Teacher Work Day & Conference Days - Nov. 11 & Mar. 26
Teacher Work Day/ Professional Learning Day - Jan. 4
Early Release Day/Last Day of School - May 27
Post Planning Day - May 28

	New Teacher Orientation
	First Day of School
	Intersessions / Weather Make-Up Days
	Independent Learning / PL Days
	Teacher Work Day / Planning / PL Days
	Teacher Work Day / Conference Day
	Holiday / Schools Closed
	Early Release Day for All Students
	Early Release /Last Day of School

Important Dates

First Day of School - Aug. 3
Labor Day - Sept. 7
Fall Break - Oct. 5 - 9
Thanksgiving Break - Nov. 23 - 27
Early Release - Dec. 18
December Break - Dec. 21 - Jan. 1 (Students return on Jan. 5)
Teacher Work Day/ Professional Learning Day - Jan. 4
MLK Day - Jan. 18
Winter Intersession - Feb. 16 - 19
Spring Break - Apr. 5 - 9
Last Day of School - May 27

Day 20	Aug. 28, 2026
Day 40	Sept. 28, 2026
Day 60	Nov. 2, 2026
Day 80	Dec. 8, 2026
Day 100	Jan. 21, 2027
Day 120	Feb. 24, 2027
Day 140	Mar. 24, 2027
Day 160	Apr. 29, 2027
Day 180	May 27, 2027

*Subject to modifications as deemed necessary by budget review process.

Inclement Weather Make-up Days: If school is cancelled due to inclement weather, make-up days may be used during intersession.

Adopted by the board: June 20, 2024

Get to school on time!

SCHOOL DAY

- Elementary Schools
7:35 a.m. - 2:10 p.m.
- Middle Schools
8:45 a.m. - 3:55 p.m.
- High Schools
8:05 a.m. - 3:05 p.m.

DID YOU KNOW

**2 days a month =
chronically absent!**

• Missing 10% or 2 days a month can make it harder to learn to read and impact your child's academic success.

• Students should miss no more than 9 days of school each year to stay engaged, successful and on track to graduate.

• Attendance is taken in each class for grades 6-12.

WHAT YOU CAN DO

• Schedule dental and non-urgent medical appointments **after the school day or during breaks.**

• Set a regular bedtime and morning routine. Lay out clothes and pack backpacks the night before.

• If your children are sick and must stay home, ask teachers for resources and materials to make up for the lost learning time in the classroom.

MAP, CALENDARS, RESOURCES

- 1** Barksdale Elementary School
596 Oglesby Bridge Road, Conyers, GA 30094
770-483-9514
- 2** C.J. Hicks Elementary School
1300 Pine Log Road, Conyers, GA 30012
770-483-4410
- 3** Flat Shoals Elementary School
1455 Flat Shoals Road, Conyers, GA 30013
770-483-5136
- 4** Hightower Trail Elementary School
2510 Highway 138, NE, Conyers, GA 30013
770-388-0751
- 5** Honey Creek Elementary School
700 Honey Creek Road, Conyers, GA 30094
770-483-5706
- 6** J.H. House Elementary School
3100 Zingara Road, Conyers, GA 30012
770-483-9504
- 7** Lorraine Elementary School
3343 East Fairview Road, SW, Stockbridge, GA 30281
770-483-0657
- 8** Peek's Chapel Elementary School
2800 Avalon Parkway, Conyers, GA 30013
770-761-1842
- 9** Pine Street Elementary School
500 Sigman Road, Conyers, GA 30012
770-483-8713
- 10** Shoal Creek Elementary School
1300 McWilliams Road, Conyers, GA 30094
770-929-1430
- 11** Sims Elementary School, Rockdale Magnet School 4-8
1821 Walker Road, Conyers, GA 30094
770-922-0666 / 770-918-2680
- 12** Conyers Middle School
400 Sigman Road, Conyers, GA 30012
770-483-3371
- 13** General Ray Davis Middle School
3375 East Fairview Road, SW, Stockbridge, GA 30281
770-388-5675
- 14** Edwards Middle School
2633 Stanton Road, Conyers, GA 30094
770-483-3255
- 15** Memorial Middle School
3205 Underwood Road, Conyers, GA 30013
770-922-0139
- 16** Heritage High School
2400 Granada Road, Conyers, GA 30094
770-483-5428
- 17** Rockdale County High School/Rockdale Magnet School
1174 Bulldog Circle, Conyers, GA 30012
770-483-8754 / 770-483-8737
- 18** Salem High School, Open Campus
3551 Underwood Road, Conyers, GA 30013
770-929-0176 / 770-388-5727
- 19** Rockdale Career Academy, RVC
1064 Culpepper Drive, Conyers, GA 30094
770-388-5677
- 20** Central Office
960 Pine Street, Conyers, GA 30012
770-483-4713

