Will D. Rustin

Butts County Board of Education
Jackson, Georgia

Dear Members of the Butts County Board of Education:

Please accept this letter as my formal application for the position of Superintendent of Butts County Schools. I have spent the last eleven years serving this school system as an assistant principal, principal, Assistant Superintendent of Operations, and now Interim Superintendent. I am proud of the progress we have made, but more importantly, I believe there is another level of success available to Butts County Schools.

Throughout my career, I have tried to keep one thing at the center of every decision: what is in the best interest of our students. My experiences as a principal and district leader have given me a broad understanding of what it takes to operate a successful school system. I have led in the areas of instruction, school safety, finance, facilities, personnel, student discipline, capital projects, and district operations. As Interim Superintendent, I have worked to provide stability during an unexpected transition while continuing to move forward with the priorities established in our five-year strategic plan.

If selected as Superintendent, I want our next phase of work to focus heavily on academic achievement. Simply put, I believe it is time for us to knock the lid off what we believe is possible academically in Butts County Schools. We have good teachers, strong leaders, supportive families, and students who are capable of achieving at extremely high levels. Our responsibility is to create the conditions for that success in every classroom and every school. We must establish high expectations, support our teachers, use data effectively, hold ourselves accountable, and refuse to accept that our current performance represents our ceiling.

At the same time, our responsibility extends beyond test scores. The ultimate goal of public education should be to develop productive citizens. Our students should leave Butts County Schools prepared for college, the workforce, military service, a skilled trade, or whatever path they choose. They should also leave us knowing how to communicate, solve problems, work with others, accept responsibility, overcome adversity, and contribute positively to their community.

I believe we can significantly improve academically while continuing to provide safe, orderly schools, support our employees, manage taxpayer resources responsibly, and strengthen our relationship with the community. Doing so will require us to recognize what we do well, be honest about where we need to improve, and be willing to make difficult decisions when those decisions are in the best interest of our students and school system.

I know our schools, our employees, our students, and our community. I believe in the direction of Butts County Schools, but I also believe our best work is still ahead of us. I would be honored to have the opportunity to lead that work as Superintendent and lead our school system to a level of success beyond what we have previously thought possible.

Thank you for your consideration.

Respectfully,



Will D. Rustin

William D. Rustin

EDUCATIONAL EXECUTIVE | DISTRICT OPERATIONS | SCHOOL SAFETY | STRATEGIC LEADERSHIP

EXECUTIVE PROFILE

Georgia educational leader with experience at every level of a school system - teacher and coach, assistant principal, principal, assistant superintendent, and Interim Superintendent. My leadership has focused on keeping students at the center of our decisions, supporting our principals and staff, improving school safety, strengthening district operations, managing resources responsibly, and making sure expectations are clear and consistent across our schools. I believe in addressing problems directly, communicating early, and building systems that help schools operate effectively while continuing to improve student achievement.

EXECUTIVE LEADERSHIP EXPERIENCE

2026-Present | Butts County Schools, Jackson, GA

Interim Superintendent of Schools

- Serve as the Board's Chief Executive Officer, carry out Board decisions and policy, keep the Board informed of significant issues, and work with our leadership team to address those issues.
- Lead the day-to-day work of the school system, including finance, student safety, personnel, instruction, operations, and student achievement, while continuing the priorities established in our five-year strategic plan.
- Lead the district budget process through public hearings, Board work sessions, and final adoption, while working with county government and the local tax office to ensure accurate millage-rate projections and clear communication with the Board.
- Provide district oversight of human resources, transportation, facilities, nutrition, technology, safety, special education, federal programs, finance, and instructional programs.
- Led the school system through an unexpected leadership transition while maintaining stability and providing an operationally and academically positive start to the 2026-27 school year.
- Re-established and updated administrative protocols and expectations for our school leaders with an emphasis on consistency, accountability, and compliance to Federal, State, and local policy and procedures.
- Continue to build community partnerships that provide additional support for student safety, academics, and school-system resources.
- Work to establish meaningful school-level governance teams as the next step toward district-level advisory teams outlined in our strategic plan.

2022-2026 | Butts County Schools, Jackson, GA

Assistant Superintendent of Operations

- Directed the operational work of BCSS and supervised Maintenance, Technology, Nutrition, and Transportation, with a focus on supporting our schools and carrying out the goals of the five-year strategic plan.
- Led districtwide safety and security work, including implementation of HB 268, BTAM, Code Red and statewide drills, active-shooter exercises, and school and district safety plans.

- Organized and led safety task force meetings with local first responders and state partners, including GEMA, and brought agencies together before major events to plan proactively for student and staff safety.
- Served as the school-system liaison for an intergovernmental active-shooter drill at Jackson High School and coordinated district responses to emergency events and severe weather.
- Organized assistant principal development meetings focused on legal updates, special education, attendance, discipline, budgets, and personnel procedures, and served as a first point of contact for principals dealing with difficult discipline, legal, safety, and parent issues.
- Wrote and Managed the BCSS five-year facility plan and worked directly with our Construction Manager at Risk, architect, and Maintenance Director to carry out capital projects and address facility needs.
- Led RFP and procurement processes for major district needs, including custodial and lawn services, intercom and video-security upgrades, student computers, elementary painting and playground projects, and selection of our Construction Manager at Risk.
- Helped develop the needs-based ESPLOST VII referendum in spring 2025, aligning proposed projects with identified school-system needs and our strategic plan.
- Served as tribunal moderator for student discipline cases involving potential expulsion or alternative-school placement.

2018-2022 | Jackson High School, Jackson, GA
Principal

- Led a high school of approximately 1,000 students and 85 staff members with responsibility for instruction, school culture, safety, budgets, personnel, and daily operations.
- Strengthened RTI processes and helped lead Jackson High School to the highest graduation rate in school history at 93.2%.
- Led the use of UBD, collaboration, and regular data sessions with formative and summative assessments, helping produce the school's highest EOC results and exceed state and local RESA averages in three areas for the first time in school history.
- Implemented #RD4L, a student-driven approach to building a positive school culture that helped decrease discipline and increase student and faculty attendance for three consecutive years; the work was highlighted at state and national PBS conferences.
- Maintained teacher retention above 90% while providing teachers and staff with regular formal and informal coaching and feedback.
- Expanded partnerships with the Griffin Regional College and Career Academy, Southern Crescent Technical College, and Gordon State College, providing access to 20 career pathways.
- Co-wrote the district's L4GA grant, managed the high school literacy grant award, and increased CCRPI from 65.0 to 72.5.

ADDITIONAL ADMINISTRATIVE EXPERIENCE

2017-2018 | Jackson High School, Jackson, GA
Assistant Principal & County Athletic Director

- Led student discipline, facility operations, athletics, Title IX compliance, instructional supervision, curriculum management, benchmark assessment processes, and school safety responsibilities.

2015-2017 | Henderson Middle School, Jackson, GA

Assistant Principal & Athletic Director

- Led 7th- and 8th-grade student discipline, facility operations, athletics, science instructional supervision/TKES evaluation, PBIS implementation, new-teacher support, and school safety responsibilities.

EARLIER EDUCATION & LEADERSHIP EXPERIENCE

2011-2015 | Lamar County High School - Teacher, Department Chair, Football and Track Coach, Safety Committee Chair, and Summer Session Administrator

2008-2011 | Spalding High School - Teacher, Head Track Coach, Credit Recovery Director, and Football Quality Control/Special Teams

2007-2008 | Americus Sumter High School South - Teacher and Coordinator and Head Track Coach

2005-2007 | Luella High School - Teacher and Offensive Coordinator and Track Coach; GPS Alignment Committee

2001-2005 | Lamar County High School - Teacher, Assistant Athletic Director, Department/Alignment Leadership, and Offensive Coordinator and Head Track Coach

1997-2001 | Lamar County Middle School - Middle School Teacher, Discipline Committee Chair, Science Department Chair, and Coach

EDUCATION

Education Specialist, Educational Leadership | Valdosta State University | May 2016

Master of Science, Instructional Technology | Valdosta State University | July 2013

Bachelor of Science, Middle Grades Education | Valdosta State University | December 1996

PROFESSIONAL DEVELOPMENT & AFFILIATIONS

GSSA Facilities and Capital Outlay Institute (2023) | GAEL Legal and Summer Conferences | GSBA Summer Conferences | GEMA Safety and BTAM Conferences | GASROE Spring Safety Conference

Board of Education work-session presenter | L4GA literacy attendee/implementer | County curriculum and instruction attendee/presenter

City of Jackson Chamber of Commerce Board Member | PAGE | GAEL | Butts County LET Board Member | Kiwanis | GACA | FCA Sponsor | Barnesville First Baptist Church

SELECTED PROFESSIONAL ACCOMPLISHMENTS

GASSP - Jackson High School Distinguished Breakout School (2022)

Region 4AA Coach of the Year - Track (2015, 2005, 2004, 2003) | Georgia AA Assistant Coach of the Year - Track (Team State Championship)

Region 4AA Assistant Coach of the Year - Football (2011, 2002, 2001) | Region 4AA Assistant Coach of the Year - Track (2014, 2013, 2012)

Sallie Mae Award (1997)

REFERENCES

Dr. Todd Simpson
Former Superintendent, Butts County School System
Current Position: Facility Planner for Parrish Construction

Mr. Robert Costley
Former Superintendent, Butts County School System
Current Position: CEO of SchoolDog

Mr. Shannon Christian
Former Assistant Superintendent, Butts County Schools
Current Position: Superintendent of Bremen City Schools

Skip to main content

Will Rustin

- Personal Information

Cell:
Home:
Work:

You **may not** contact my current employer.

I am available for employment after **8/18/2026**.

Current Base Salary	**$191,500**
Indicate how you prefer to be contacted confidentially:	**Home Phone**

2. Address

3. Education History

Valdosta State University
Attended from 2013 to 2015
Graduated: **Yes**
Course:
Degree: **Educational Leadership**

Major Area of Study or Concentration	**Educational Leadership**
Minor Area of Study or Concentration	**N/A**
Upload transcript	**Transcript.pdf**
Date Degree Awarded/Expected or if currently or formerly enrolled provide last date applicable	**2016-05-07**

Valdosta State University
Attended from 2011 to 2013
Graduated: **Yes**
Course:

Degree: **Masters of Science, Instructional Technology**

Major Area of Study or Concentration	**Instructional Technology**
Minor Area of Study or Concentration	**N/A**
Date Degree Awarded/Expected or if currently or formerly enrolled provide last date applicable	**2013-07-13**

Valdosta State University
Attended from 2011 to 2013
Graduated: **Yes**
Course:
Degree: **Masters of Instructional Technology**

Major Area of Study or Concentration	**Instructional Technology**
Minor Area of Study or Concentration	**N/A**
Date Degree Awarded/Expected or if currently or formerly enrolled provide last date applicable	**2013-07-13**

4. Employment History

Butts County Schools
Interim Superintendent
From 6/16/2026 to Present

Reason for leaving: Applying for the permanent position

Supervisor Name:	**Butts County Board of Education**
Supervisor Phone:	
Supervisor Email:	
Annual Salary	**191500**
Check here if we may contact this employer	**Yes**
Select one	**Full-time position**
Key Responsibilities	**Student Safety and Welfare, Keep advancing instructionally and academically, Protect the district's priorities by following the five year strategic plan, Board Governance and Leadership, District Operations, Personnel Leadership, Finance and Stewardship, Community and Crisis Communication, and Organizational Stability**
Key Accomplishments	**Provided stability during a tragic leadership transition, Successfully opened the 2026-27 school year (operationally and academically), Strengthened student safety and crisis response protocol, advanced districtwide administrative procedures, maintain and continue to increase focus on accountability and instructional improvement, addressed significant operational and financial decisions, completed the yearly budget process, strengthened board communication and governance, and hopefully maintained community confidence during difficult circumstances.**

Number of Persons Supervised	**531**
Budget Allocated for which you are responsible	**49.8 million**

Butts County Schools
Assistant Superintendent of Operations
From 7/1/2022 to 6/16/2026

Reason for leaving: Asked to become Interim Superintendent in lieu of his passing

Supervisor Name:	**Brent Lowe**
Supervisor Phone:	**NA**
Supervisor Email:	
Annual Salary	**144,000**
Check here if we may contact this employer	**No**
Select one	**Full-time position**
Key Responsibilities	**District Operations and Administration, School Safety and Security, Community liaison with all first responder groups, Student Discipline and Administrative Hearings, Alternative Education and Student Placement, Legal and Regulatory Compliance concerning Georgia Law, FERPA, IDEA, attendance enrollment, district policy and procedure, etc., Facilities, Maintenance and Capital Projects, Transportation and Operational Services, Administrative Procedures and Consistency, Public Relations from the District Office, Primary Principal and Administrator Supports**
Key Accomplishments	**I have built a more comprehensive district school safety system (HB 268 implementation, BTAM/Threat assessment, standardized investigations, discipline, alternative-school procedure, safety audits, emergency procedures, and addressed school level safety issues, standardized admin procedures across schools), improved legal and regulatory compliance, created stronger school safety accountability with audits, became the district level resource for difficult administrative situations.**
Number of Persons Supervised	**530**
Budget Allocated for which you are responsible	**approx. 30 million (ESPLOST)**

Jackson High School
Principal
From 7/2/2018 to 6/30/2022

Reason for leaving: Advanced to the Assistant Superintendent of Operations position

Supervisor Name:	**Dr. Todd Simpson**
Supervisor Phone:	

Supervisor Email:	
Annual Salary	**126,000**
Check here if we may contact this employer	**Yes**
Select one	**Full-time position**
Key Responsibilities	**Developed and oversaw all instructional programs while managing 85 staff members and approximately 1,000 students. Managed and implemented all safety and security protocols for JHS. Direct and manage the instructional and extra-curricular budget. Ensure that JHS meets and exceeds all state and local criteria.**
Key Accomplishments	**Increased CCRPI from 65 to 72.5 in one year, managed a school during the Covid Crisis, implemented proper RTI processes in an effort to reach highest grad rate on record (93.2%), led the utilization of UBD, collaboration, and implemented data session, implemented #RD4L (student driven organization to improve school culture and safety), Informal and Formal coaching for all staff**
Number of Persons Supervised	**85**
Budget Allocated for which you are responsible	**approx. 200,000**

5. References

Shannon Christian, Former Supervisor

Cell:

Years Known	**11**
Organization	**Bremen City Schools**
Current Position	**Superintendent of Schools**

Address

Todd Simpson, Former Supt.

Cell:

Years Known	**8**
Organization	**Parrish Construction**
Current Position	**Facility Planning for Parrish**

Address

Robert Costley, Former Supt.

Cell:

Reference Evaluation Form	**View Evaluation Form**
Years Known	**11**
Organization	**SchoolDog**
Current Position	**CEO of SchoolDog**

Address

6. Files

   Recommendation from Buddy Costley - Reference Letter

   Recommendation from Todd Simpson - Reference Letter

   Recommendation from Shannon Christian - Reference Letter

7. Certifications
   Georgia L6: 310054
   Active

   Jackson, GA
   United States

8. Additional Information
   Honors and Awards
   Results from my principalship - Jackson High School was named a Distinguished Breakout School (2022).
   Interests, Hobbies, Special Talents
   Traveling, Hunting, Salt Water Fishing, and Kayaking
   Community Outreach
   I am presently involved in the City of Jackson Chamber of Commerce (Board Member), Butts County Life Enrichment Team (Board Member), Board of Health, Butts County Comprehensive Plan Stakeholder, Volunteer - Great Day of Service, Member of First Baptist of Barnesville.
9. Other Training
   Institution, Program or Trainer/Consultant Providing Training
   GSSA Capitol Outlay and Facility Planning
   Training Location

   Macon, GA
   United States

   Duration of Training
   6 sessions
   Date
   Wed, 03/15/2023 - 12:00
10. Application Questions

When are you available to start this position?	2026-08-18

Indicators

Indicator 1, 2: Leadership Qualifications, Education, & Experience: Describe how your qualifications and measurable leadership achievements have prepared you to serve successfully as Superintendent of Butts County Schools.	I have “grown up” in Butts County administration, from Assistant Principal at HMS and JHS, Principal of JHS, Assistant Superintendent, and now Interim Superintendent. Along the way I have written policies and procedures, formed relationships inside and outside of our school system, and always kept a growth minded approach to reaching our school and system goals. In doing so, we have been preventative and proactive in meeting these successes. For example: in 2018 to 2019 my administration moved our CCRPI 7.2 point, throughout my time there we decreased discipline, increased attendance, increased graduation rate to a record high, and increased teacher retention. We also changed the systematic mindset to stop looking at graduation as our end goal but to look towards making our students productive citizens. As a principal of a one-system, high school is a microcosm of an entire district I learned many lessons. Probably the most important lesson is that the mark of a good leader is to build a strong team by recognizing your own weaknesses and finding strong leaders to lead in those areas. I have kept that mindset as I moved into the Assistant Superintendent seat. I have continually sought out trainings, mentors, and collaborations to enrich my knowledge and refine the processes with our school district. I will continue to grow as a leader throughout my tenure and I will always strive to not only improve myself but also everyone else around me.

Indicator 3, 4: Leadership Foundation: Discuss your ethical leadership and the manner in which it has advanced a shared vision and supported the success and well-being of every student.	Every day in this role and in the roles that I have held prior, ethical decision making takes place daily. The questions that I ask myself when facing a difficult decision. How much time do I have? - Do I have time or does this decision need to be made immediately. Do I have time to collect other information? Who does this effect? If students, is this in their best interest? - Does this effect students, parents, the board, and/or the community as a whole. - If student are effected, does this align with our mission and vision. Does is provide for their future success? Does this agree with my personal values? - Is this ethical? Can I defend the decision as fair? Can I be transparent about the reasons why this decision is being made? Is this decision legal, ethical, and consistent with Boards policy, commitments, and priorities? - There are legal and ethical non-negotiable lines that we can not cross when making decisions. - Are we doing what we said we would do? Does this meet our mission and vision? What resources do I have to address this issue? - Staff, board policy, legal counsel, financial resource, data, community partner – what can assist with the decision making process? What does the most good for the most people? - This is the common-good test for what is better for everyone? Can I publicly explain and defend this decision? - Ethical decisions made that can be explained to students, parents, the board, the media, and the community without having to change the message is a powerful way to prove that the decision was made for the right reasons. Is this a decision I will want to make part of my consistency of practice? - This is a strong litmus test for me. If I would not continue to make the same decision, no matter who it effects, time and time again – that would not meet the muster for an ethical decision. Shared vision and shared decision making builds collective efficacy. A great leader knows how to bring groups of people together, find common ground, and shape a mission and vision so that a organization can all strive towards common goals. Ethical decision making is not measured in how many people we make happy but what is right for our students and what gives them a better opportunity to be successful in life.

Indicator 5, 6, 7, 12: Leadership for Learning: How have you strengthened districtwide instruction, improved student outcomes, and addressed achievement gaps through ongoing monitoring and improvement?	As a high school principal, I was the instructional leader for Jackson High. Under my tenure we increased CCRPI from 65 to 72.5, increased our graduation rate to 93.5%, decreased discipline, increased attendance, highest EOC scores in school history, highest SAT scores in school history, and coming out of COVID we were awarded a “Breakout School” award. This award is based on collaborative leadership; academic growth based on strong instructional practices, use of assessment and data, and individualized student needs. The same approach I used there I have applied at the district level. We begin with a common mission and vision for each school, we provide structures and procedures to do our very best to provide a safe and positive learning environment, and we remove barriers and provide bridges to reach all learners. One of the key activities that I have led while principal is the deconstruction of standards and recognizing from resources and research what the power standards are, in regard to testing. In my short time as Interim Superintendent, I have attended Professional Learning Communities (PLC) at all schools, asked critical questions about collaborative planning, common formative assessments (CFAs), summative assessments, and resources that are being utilized. As superintendent, I will continually look for ways to continue to grow as an academically successful school system. Our data has improved over the past three years under the current five year strategic plan; however, we are nowhere close to the heights that we can reach.

Indicator 8, 9, 11: Leadership for Management: Highlight your philosophy with strategically developing district personnel while managing operations and budgets to align financial resources with staffing priorities, organizational effectiveness, and measurable results.	Financial stewardship for BCSS comes back to one of my key questions in my decision making process. Do students benefit from this decision? Every decision made in our district should have a clear connection to student success, organizational effectiveness, or the safe and efficient operation of the district. We must audit all programs and make the determination if our desired outcomes are being reached. If not, ask ourselves “why?” and be prepared for change if warranted. With the exception of safety, the top priority for leaders in our school system is to get the right personnel into the correct placement to do the most good for our system. I have always made an effort to grow our own leaders and make sure that we have the correct fit in all of our leadership positions. It is important for us to leverage our own personnel that understands not only the way that we operate but also state and federal guidance in academics, discipline, operations, etc. Building leadership capacity within our own staff has many positives. Being clear in our expectations, processes, and procedures enable all of our employees – paras, teachers, administrators, and district personnel, provides for a more sustainable organization and allows for professional growth throughout our district. Our district’s budget should reflect our priorities. Being strategic in staffing decisions and our organizational priorities should provide measurable results. Currently, we have positive data to support our previous decisions; however, we must continue to increase our expectations and continue to evaluate what is and is not working for the betterment of our students.

Indicator 10: Leadership for Engagement and Communication: Describe how you have built mutually beneficial partnerships with families and community members to support district priorities, including the approaches you used and the results achieved. Additionally, briefly explain if it is important to live where you serve.	Throughout my time in Butts County, I have always tried to champion the school systems' goals in our local community. Building partnerships with organization such as churches, the Chamber, and the Rotary have led to connections that benefited our students throughout our system. For example, due to these partnerships we have been able to partner students with local leaders and businesses for job shadowing day and for work based learning opportunities. Over the past four years, I have strengthen our relationships with our local and state first responders and law enforcement. We have bi-monthly meetings with our safety task force that include local leadership of county manager, city manager, mayor, BCSO, JPD, fire and rescue for Jackson and Butts County, and our local EMA director. This has resulted in large event safety at graduation and high school football games, interagency cooperation for information and operations, and the ability to hold joint session of training. In the realm of parental interaction, I make sure to be visible and approachable at our local and school level events. Having one on one conversations are important to build positive relationships with our primary stakeholders, our parents. My door has always been open and I have always been more than willing to have conversations with parents, no matter the subject, when they are wanting to know the "why?" behind a policy, procedure, or decision. I believe it has been a crucial move for my family and I to move to Butts County. We are presently trying out a couple of churches and I am able to be a more active member of the organizations that I am a member in due to this. The superintendent of a school system should live in the district that they lead for several reason: ability to connect to people and organizations, visibility in other places besides the school system, knowledge of the community and its history, and being a taxpayer in the district that the school board is setting the millage rate.

Indicator 13, 14: Leadership and Personal Qualities: When working with the Board how would you demonstrate integrity, adaptability, and empowerment during a challenging or changing circumstance? Include the actions taken, communication strategies used, and the impact on trust, decision-making, and Board-superintendent relations.	My relationship with the board is built on trust and transparency. In my short time as Interim Superintendent, throughout my time as Assistant Superintendent, and as Principal of JHS I believe that I have built that trust and the board and this community has witnessed my leadership through a plethora of situations, from Covid to bomb threats. One recent example is the emergency response of one of our HMS students. Butts County Schools prides ourselves in practicing safety, security, and response to situation on a routine basis. We also have important and productive relationships with all law enforcement entities in our county. This was on display, just recently, in the above-mentioned event. Due to our prior planning and practice, our school AED team reacted to horrible situation in under a minute and more than likely saved a young man's life. The ability to adapt to the on-going situation and the aftermath by our HMS teachers, administration, and transportation was efficient and as seamless as we could hope. Our school level leaders feel empowered in these circumstances because we have already worked and drilled through situations and they have the ability to initiate instead of follow due to that training. My communication strategy during challenging circumstance is straightforward: communicate early, accurately, maintain FERPA, provide consistent information to the entire Board, and follow up as facts become available. I do not believe in withholding difficult information, truthfulness is the key to trust. My responsibility is to make sure that the Board has the facts, understands the implications of the available options, and knows my recommendation and the reasoning behind it. This approach and expectation builds trust because the Board knows it will receive the same accurate information where the information is good or bad. The assurance that decision-making is based on facts, professional recommendations, and open discussion rather than assumptions should build trust between the Board, the superintendent, the school community, and all stakeholders. Most importantly, it strengthens the Board-Superintendent relationship by establishing clear roles and creating a partnership in which the Board governs, the Superintendent leads, and both remain focused on what is best for students and the district.
Provide any additional information that you believe will support your application for the superintendent's position for which you are applying.	
Personal Affirmation	

Have you ever been dismissed, suspended or terminated, resigned or given the opportunity to resign, withdrawn an employment offer, or not offered re-employment from any professional, educational or management employment position, OR while under investigation, left employment?	No
Please provide the date(s) address of the employer, fully stated reason(s), basis and circumstances for the adverse action(s).	
Do you understand that because of the nature of the position for which you are applying, that the school district employer may require a background check, including a search of fingerprint, criminal records and credit history?	Yes
Please explain.	
Do you agree and consent for such background search and investigation to be conducted and agree to hold the school district and Georgia School Boards Association (GSBA) and all officials, representatives, and employees of the foregoing, harmless from all claims for libel, slander, invasion of privacy, intentional infliction of emotional distress and similar claims?	Yes
Please explain.	
Have you ever had an adverse action (i.e. warning, reprimand, suspension, denial, voluntary surrender, disbarment, etc.) taken against a professional certificate, license or permit issued by any state agency?	No
Please explaining provide dates, agency and location	

Are you currently the subject of OR have you ever been the subject of any investigation involving a violation of a profession's laws, rules, standards, Code of Ethics or Conduct by any state agency and/or involving a criminal act, sexual misconduct or physical harm to a child?	No
Please explain, provide dates, agency and location	
Have you ever been convicted or pled to a lesser offense for any sexual offense or drug offense (felony or misdemeanor)?	No
Please explain and provide dates, location and other essential information.	
Have you ever received a less than honorable discharge from any branch of the armed services of the United States?	No
Please explain	
Please upload Form DD214	
Do you have a relative(s) on the Board of Education or relative(s) employed after July 1, 2009 as a school district administrator in the district for which you are making application?	No
If you answered yes, please explain	