

**Regular Session Board Meeting
Bulloch County Board of Education
William James Educational Complex
Board Room
Thursday, December 9, 2021
6:30 p.m.**

**Agenda
(The Board requests all cell phones be silenced.)**

Call to Order

Moment of Silence/Pledge of Allegiance

Amend/Adopt the Agenda

Board Member Comments

Public Participation

The public may address the Board of Education concerning issues other than specific student or individual matters. To participate in the Public Participation segment of the meeting, please sign in on the sign-in sheet located at the podium before the Board meeting begins at 6:30 p.m.; a three-minute time limit will be imposed for each speaker. A timer will be set and appear on the screen and a buzzer will sound when time expires. At this point, please conclude remarks. Passing unused time to another person is not allowed. Your cooperation in this matter will be appreciated.

No speaker shall indulge in personal attacks while speaking. All comments are to be addressed directly to the Board of Education. Personnel concerns may be addressed in writing to the Superintendent or Chairman of the Board of Education. The Board is not able to vote, comment or respond to issues or comments made during public participation. Please submit a copy of your written concerns to the Board Secretary.

Superintendent's Report

1. Engage2Learn Update

A. Consent Agenda

- | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none">1. Board Minutes: November 11, 2021 Regular Session
November 22, 2021 Called Session2. Board Member Payroll for November 20213. Financial Report for October 2021 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

B. Old Business

C. New Business for Approval

1. Resolution to Establish School Board District Boundaries

D. New Business to be placed on the table

1. New Policy - GARHB - Paid Parental Leave
2. New Policy - GBIA - Teacher Evaluation Appeals

E. Executive Session

F. Return to Open Session

G. Personnel Recommendations

H. Adjournment

Superintendent's Report

Consent Agenda

**Bulloch County Board of Education
Minutes of Regular Session
November 11, 2021**

The Bulloch County Board of Education met in a Regular Session Meeting on Thursday, November 11, 2021, at 6:30 p.m. in board room at the Central Office. Board members present were as follows: Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook, Maurice Hill and Superintendent Charles Wilson. Board Attorney Andrew Levoie was present. Glenn Womack was absent.

Chairman Sparks called the meeting to order at 6:30 p.m. and led the Moment of Silence and Pledge of Allegiance.

The Bulloch County Foundation for Public School Education hosted a reception for the REACH Scholars following their signing ceremony. During the board meeting Director of Social Work, Keith Wilkey introduced the following REACH Scholars for each school: Gabriella Lopez of WJMS; Alexis Morton of SEBMS; Ava Rooker of LCMS; Amelia Sander of SEBMS and Carmen Tillman of PMHS.

After review and recommendation by the superintendent, upon motion by Glennera Martin, and second by April Newkirk, the agenda was unanimously approved as presented. (7:0) Yes – Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill)

There was no public participation.

After review and recommendation by the superintendent, upon motion by Jay Cook, and second by April Newkirk, the Board approved the Consent Agenda that consisted of the following: Board Minutes for October 14, 2021 Regular Session and October 28, 2021 Work Session; Board Member Payroll for October 2021; and the Financial Report for September 2021. (7:0) Yes – Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill)

There was no old business.

After review and recommendation by the superintendent, upon motion by Maurice Hill, and second by Glennera Martin, the Board approved the amendment of the Minutes of the September 9, 2021 Board Meeting. The amendment is as follows: To amend the minutes of the September 9, 2021 board meeting to reflect the recorded votes of board member Maurice Hill as Abstain, rather than No, on item A. Consent Agenda 1. Board Minutes: August 12, 2021 Regular Session 2. Board Member Payroll for August 2021 3. Financial Report for July 2021 C. New Business 1. Acceptance of FY 22 21st Century Community Learning Center Grant Award for Langston Chapel Elementary 2. Local Board Training Plan for FY22 F. Personnel Recommendations G. Adjournment. The recorded votes on the above items of the September 9, 2021 Board Meeting Minutes will stand corrected as follows: 7:0:1 (7 Yes – Glenn Womack, Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook; 0 No; 1 Abstention – Maurice Hill) (7:0) Yes – Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill)

After review and recommendation by the superintendent, upon motion by Heather Mims, and second by April Newkirk, the Board approved the amendment of the date on the Board Member Payroll for the month of September 2021 October 2021 payroll to reflect the date of 9/9 rather than 9/12. (7:0) Yes – Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill)

There was no new business to be placed on the table.

Upon motion by April Newkirk, and second by Jay Cook, the Board voted to enter into executive session to discuss or deliberate upon the appointment, employment, compensation, hiring, disciplinary action of dismissal, or periodic evaluation or rating of a public officer or employee or to interview applicants for the position of superintendent; (O.C.G.A. §50-14-3(b)(2)); and 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. §50-14-2(1). (7:0) Yes – Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill) Board Members present at the time of Executive Session were as follows: Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill.

Upon motion by April Newkirk, and second by Stuart Tedders, the Board voted to return to open session. (7:0) Yes – Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill) Board Members present at the time of Return to Open Session were as follows: Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill.

After review and recommendation by the superintendent, upon motion by Heather Mims, and second by April Newkirk, the Board approved the Personnel Recommendations as revised and presented and are made a part of these minutes by reference. (Classified employees are employed at the will of the Board; certified employees are employed contingent upon the receipt of criminal background checks satisfactory to the Superintendent and Board.) (7:0) Yes – Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill)

There being no further business, upon motion by Heather Mims, and second by Maurice Hill, the Board unanimously voted to adjourn the meeting. (7:0) Yes – Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook and Maurice Hill)

Charles G. Wilson, Jr., Superintendent

Michael Alan Sparks, Board Chair

**Bulloch County Board of Education
Minutes of Special Session Board Meeting
November 22, 2021**

The Bulloch County Board of Education met in a Special Session on Monday, November 22, 2021 at 12:00 p.m. in the Board Room at the Central Office for a Student Disciplinary Hearing Appeal.

Board Chairman Mike Sparks called the meeting to order at 12:00 p.m. Board members present were as follows: Glenn Womack, Stuart Tedders, Mike Sparks, Heather Mims, Jay Cook, Glennera Martin, April Newkirk, Maurice Hill and Superintendent Charles Wilson. The Board Chairman served as the hearing officer. Maurice Hill arrived at 12:01 and Heather Mims arrived at 12:03

Upon motion by Stuart Tedders, and second by April Newkirk, the Board voted to enter into executive session to review an appeal from a Student Disciplinary Hearing; (O.C.G.A. § 20-2-757); To consider a matter involving the disclosure of personally identifiable information from a student's educational records; (20 USC § 1232g); and to discuss records that are otherwise protected from disclosure under the Open Records Act and there is no reasonable means to consider the records without closing the meeting; (O.C.G.A. § 50-14-3-(b)(4)) regarding D.C. (8:0) (Yes – Glenn Womack, Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook, Maurice Hill) Board members present at the time of executive session were as follows: Glenn Womack, Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook, and Maurice Hill.

Upon motion by Glenn Womack, and second by Jay Cook, the Board voted to return to open session. (8:0) (Yes - Glenn Womack, Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook, Maurice Hill) Board members in attendance upon return to open session were as follows: Glenn Womack, Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook, and Maurice Hill.

There being no further business, upon motion by Maurice Hill, and second by Glennera Martin, the Board voted to adjourn. (8:0) (Yes - Glenn Womack, Stuart Tedders, April Newkirk, Glennera Martin, Mike Sparks, Heather Mims, Jay Cook, Maurice Hill)

The Board affirmed (1) the student disciplinary hearing officer's decision finding J.H. guilty of the offense charged, and (2) the discipline of expulsion for the remainder of the students high school career, with the option to attend the Transitions Learning Center.

Charles Wilson, Jr., Superintendent

Michael Alan Sparks, Board Chair

BULLOCH COUNTY BOARD OF EDUCATION
BOARD MEMBER PAYROLL
FOR THE MONTH OF: November 2021
December 2021 Payroll

NAME	CSI#	DATES	AMOUNT
Jay Cook	6712	11-11; 11-22	200.00
April Newkirk	7882	11-11; 11-22	200.00
Maurice Hill	1452	11-11; 11-22	200.00
Glennera Martin	6713	11-11; 11-22	200.00
Heather Mims	5460	11-11; 11-22	200.00
Michael Alan Sparks	2986	11-11; 11-22	200.00
Stuart Tedders	7267	11-11; 11-22	200.00
Glenn Womack	8343	11/22	100.00
TOTAL			1,500.00

100-9990-2300-111-8010-0-06-000-00000

November 11, 2021 - Regular Session

November 22, 2021 - Special Called Session Student Disciplinary Hearing Appeal
Work Session was cancelled.

Bulloch County Board of Education
Board Meeting Attendance Form
Regular/Called/Work Session

Date November 11, 2021

Jay Cook

Jay Cook

Maurice Hill

Maurice Hill

Glennera Martin

Glennera Martin

Heather Mims

Heather Mims

April Newkirk

April Newkirk

Michael Alan Sparks

Michael Alan Sparks

Stuart Tedders

Stuart Tedders

Glenn Womack

- ABSENT -

Bulloch County Board of Education
Board Meeting Attendance Form
Regular/ Called / Work Session

Date November 22, 2021

Jay Cook

Jay Cook

Maurice Hill

Maurice Hill

Glennera Martin

Glennera Martin

Heather Mims

Heather Mims

April Newkirk

April C. Newkirk

Michael Alan Sparks

Michael Alan Sparks

Stuart Tedders

Stuart Tedders

Glenn Womack

Glenn Womack

Please let me know if you have any questions after reviewing the attached reports.

Bulloch County Board of Education
Statement of Revenues, Expenditures and Changes in Fund Balance
Budget vs. Actual
October 31, 2021
33.34 % Budget Completion

GENERAL FUND		Actual			
	Budget		Current Month	Year-To-Date	% of Budget
Revenues					
Local Taxes	\$ 35,965,000	\$	3,707,266	\$ 8,915,358	24.8%
Other Local Sources	\$ 1,048,050	\$	79,543	\$ 281,115	26.8%
State Sources	\$ 65,495,484	\$	5,352,663	\$ 21,456,299	32.8%
Federal Sources	\$ -	\$	-	\$ -	
Total Revenues	\$ 102,508,534	\$	9,139,472	\$ 30,652,772	29.9%
Other Sources	\$ -	\$	-	\$ -	0.0%
Total Revenues and Other Sources	\$ 102,508,534	\$	9,139,472	\$ 30,652,772	29.9%
Expenditures					
Instructional Services	\$ 49,543,206	\$	4,711,371	\$ 16,670,201	33.6%
Pupil Services	\$ 6,989,680	\$	595,402	\$ 2,320,183	33.2%
Improvement of Instructional Services	\$ 2,822,985	\$	248,276	\$ 908,270	32.2%
Educational Media Services	\$ 1,487,570	\$	209,020	\$ 593,753	39.9%
General Administration Services	\$ 827,610	\$	67,238	\$ 271,675	32.8%
School Administration Services	\$ 7,871,468	\$	659,217	\$ 2,662,166	33.8%
Business Support Services	\$ 1,098,496	\$	43,904	\$ 182,662	16.6%
Maintenance and Operation of Plant Services	\$ 9,605,790	\$	912,982	\$ 3,059,762	31.9%
Student Transportation Services	\$ 6,501,401	\$	603,540	\$ 1,744,272	26.8%
Central Support Services	\$ 2,134,388	\$	208,236	\$ 688,837	32.3%
Other Support Services	\$ 116,877	\$	2,880	\$ 34,209	29.3%
Total Expenditures	\$ 88,999,471	\$	8,262,069	\$ 29,135,990	32.7%
Other Uses	\$ 408,905	\$	-	\$ -	0.0%
Total Expenditures and Other Uses	\$ 89,408,376	\$	8,262,069	\$ 29,135,990	32.6%
Excess / (Deficiency) of Revenues and Other Sources over Expenditures and Other Uses					
	\$ 13,100,158	\$	877,404	\$ 1,516,782	
Beginning Fund Balance - Unrestricted	\$ 38,600,000			\$ 38,871,703	
Less: Reserved Fund Balance	\$ (5,200,000)				
Ending Fund Balance - Unrestricted	\$ 46,500,158			\$ 40,388,485	

Bulloch County Board of Education
Combined Balance Sheet
October 31, 2021
(Cash Basis - Unaudited)

ASSETS

Cash and Temporary Investments
Due from Other Funds
Due from State of Georgia
Accounts Receivable
Interest Receivable
Inventory
Fixed Assets
Amount available in Debt Service Fund
Amount to be provided for retirement
of long-term debt

General Fund	Special Revenue Funds	School Nutrition Fund	Debt Service Fund	Capital Projects Fund	School Activity Funds	Total All Funds
\$ 40,408,890	\$ (3,479,848)	\$ 606,168	\$ 17,257,514	\$ 17,878,374	\$ 1,431,684	\$ 74,102,781
\$ -	\$ 8,556	\$ 642,263	\$ -	-	-	-
						\$ 650,819
		\$ 209,105				-
						\$ 209,105
						-
						-
						-
						-
						\$ -
\$ 40,408,890	\$ (3,471,292)	\$ 1,457,537	\$ 17,257,514	\$ 17,878,374	\$ 1,431,684	\$ 74,962,706

Total Assets

LIABILITIES AND FUND EQUITY

Liabilities

Accounts Payable
Due To Other Funds
General Obligation Bonds Payable

\$ 20,404	\$ -	\$ 218,032	\$ 10,061	\$ 248,497
				\$ -
				\$ -

Total Liabilities

Fund Equity

Investment in Fixed Assets
Fund Equity

\$ 40,388,485	\$ (3,471,293)	\$ 1,239,506	\$ 17,257,514	\$ 17,868,313	\$ 1,431,684	\$ -	\$ 74,714,208
---------------	----------------	--------------	---------------	---------------	--------------	------	---------------

Total Fund Equity

Total Liabilities
and Fund Equity

\$ 40,388,485	\$ (3,471,293)	\$ 1,239,506	\$ 17,257,514	\$ 17,868,313	\$ 1,431,684	\$ 74,714,208
\$ 40,408,889	\$ (3,471,293)	\$ 1,457,537	\$ 17,257,514	\$ 17,878,374	\$ 1,431,684	\$ 74,962,705

Bulloch County Board of Education
Combined Statement of Revenues, Expenditures, and Changes in Fund Balance
Budget vs. Actual
October 31, 2021
(CASH BASIS UNAUDITED)

	Year-To-Date Actual						
	General Fund	Special Revenue Funds	School Nutrition Fund	Debt Service Fund	Capital Outlay Fund	School Activities Fund	YTD Actual All Funds
Revenues							
Local Taxes	\$ 8,915,358	\$ -	\$ -	\$ 4,948,242	\$ -	\$ -	\$ 13,863,600
Other Local Sources	\$ 281,115	\$ 3,839	\$ 52,622	\$ 256	\$ 23,940	\$ 601,820	\$ 963,592
State Sources	\$ 21,456,299	\$ 515,501	\$ 59,082	\$ -	\$ -	\$ -	\$ 22,030,882
Federal Sources	\$ -	\$ 112,155	\$ 2,240,718	\$ -	\$ -	\$ -	\$ 2,352,872
Total Revenues	\$ 30,652,772	\$ 631,494	\$ 2,352,422	\$ 4,948,498	\$ 23,940	\$ 601,820	\$ 39,210,946
Other Sources	\$ -	\$ (1,418)	\$ -	\$ -	\$ -	\$ 12,732	\$ 11,314
Total Revenues and Other Sources	\$ 30,652,772	\$ 630,077	\$ 2,352,422	\$ 4,948,498	\$ 23,940	\$ 614,552	\$ 39,222,261
Expenditures							
Instructional Services	\$ 16,670,201	\$ 6,928,359	\$ -	\$ -	\$ 1,829,096	\$ 563,483	\$ 25,991,140
Pupil Services	\$ 2,320,183	\$ 482,436	\$ -	\$ -	\$ 118,123	\$ -	\$ 2,920,742
Improvement of Instructional Services	\$ 908,270	\$ 522,054	\$ -	\$ -	\$ -	\$ -	\$ 1,430,324
Educational Media Services	\$ 593,753	\$ 545	\$ -	\$ -	\$ -	\$ -	\$ 594,298
General Administration Services	\$ 271,675	\$ 14,007	\$ -	\$ -	\$ -	\$ -	\$ 285,682
School Administration Services	\$ 2,662,166	\$ 17,415	\$ -	\$ -	\$ -	\$ -	\$ 2,679,580
Business Support Services	\$ 182,662	\$ -	\$ -	\$ -	\$ 750	\$ -	\$ 183,412
Maintenance and Operation of Plant Services	\$ 3,059,762	\$ 83,205	\$ -	\$ -	\$ 1,173,780	\$ -	\$ 4,316,747
Student Transportation Services	\$ 1,744,272	\$ 72,979	\$ -	\$ -	\$ 18,000	\$ -	\$ 1,835,250
Central Support Services	\$ 688,837	\$ 32,966	\$ -	\$ -	\$ 14,277	\$ -	\$ 736,080
Other Support Services	\$ 34,209	\$ 43,923	\$ -	\$ -	\$ -	\$ -	\$ 78,132
School Nutrition Program	\$ -	\$ -	\$ 1,570,376	\$ -	\$ -	\$ -	\$ 1,570,376
Facilities Acquisition and Construction	\$ -	\$ -	\$ -	\$ -	\$ 1,121,965	\$ -	\$ 1,121,965
Debt Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$ 29,135,990	\$ 8,197,889	\$ 1,570,376	\$ -	\$ 4,275,990	\$ 563,483	\$ 43,743,728
Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,732	\$ 12,732
Total Expenditures and Other Uses	\$ 29,135,990	\$ 8,197,889	\$ 1,570,376	\$ -	\$ 4,275,990	\$ 576,215	\$ 43,756,460
Excess / (Deficiency) of Revenues and Other Sources over Expenditures and Other Uses	\$ 1,516,782	\$ (7,567,812)	\$ 782,046	\$ 4,948,498	\$ (4,252,050)	\$ 38,337	\$ (4,534,200)
Beginning Fund Balance	\$ 38,871,703	\$ 4,096,519	\$ 457,459	\$ 12,309,015	\$ 22,120,363	\$ 1,393,347	\$ 79,248,407
Ending Fund Balance	\$ 40,388,485	\$ (3,471,293)	\$ 1,239,506	\$ 17,257,514	\$ 17,868,313	\$ 1,431,684	\$ 74,714,207
Encumbrances	\$ 2,007,480	\$ 521,433	\$ 130,038	\$ -	\$ 5,616,728	\$ 72,789	\$ 8,348,468

Old Business

New Business for Approval

**RESOLUTION OF THE BOARD OF EDUCATION OF BULLOCH
COUNTY RECOMMENDING LOCAL LEGISLATION TO ESTABLISH
SCHOOL BOARD DISTRICT BOUNDARIES**

WHEREAS, the results of the 2020 decennial census have been released showing the voting constituency of the districts of the Bulloch County School District; and

WHEREAS, the results demonstrate that adjustments to the current board district's boundaries are necessary to bring the Bulloch County School District into compliance with the Equal Protection Clause of the US Constitution and the Constitution of the State of Georgia;

NOW THEREFORE, be it resolved by the Board of Education in a meeting assembled that:

1. The new district lines as shown on the attached maps labeled "BullochSB-Draft-2021", prepared with the assistance of the State Legislative and Congressional Reapportionment Office, be adopted.
2. The Secretary of the Board of Education is hereby authorized to certify this resolution to Senator Billy R. Hickman and Representatives Jan Tankersley, Butch Parrish and Jon Burns to assist them in obtaining local legislation from the Georgia General Assembly to implement this resolution, pursuant to O.C.G.A. § 28-1-14.

APPROVED AND ADOPTED this 9th day of December, 2021.

MICHAEL ALAN SPARKS, Chair

GLENN WOMACK

HEATHER MIMS, Vice Chair

DR. STUART H. TEDDERS

APRIL C. NEWKIRK

MAURICE HILL

JIMMY "JAY" COOK, JR.

GLENNERA MARTIN

New Business

To be placed on the table

The Bulloch County Board of Education shall make paid parental leave for qualifying life events equally available to all eligible employees under the following terms:

1. "Eligible employees" are defined as:

(1) those employees of the Bulloch County Board of Education who are classified as full-time by the Bulloch County Board of Education, have at least six continuous months of employment with the Bulloch County Board of Education as of the date of the requested paid parental leave (or, in the case of employees paid on an hourly basis, have worked a minimum of 700 hours over the six-month period immediately preceding the requested paid parental leave), and are:

(a) a "public school teacher," "teacher," or "employee," meaning:

(i) a person employed not less than half time in a professionally certificated capacity or position in the Bulloch County public school system, or

(ii) a professionally certificated person who has acquired ten years or more of creditable service and who is being paid retirement benefits by the Teachers Retirement System of Georgia, Chapter 3 of Title 47, or by any other public school teacher retirement system in this state,

(iii) but excluding any emergency or temporary employees; or

(b) a "public school employee," meaning:

(i) a person employed by the Bulloch County Board of Education who is not eligible for membership in the Teachers Retirement System of Georgia or the Employees' Retirement System of Georgia (including, without limitation, school bus drivers, school lunchroom personnel, school maintenance personnel, and school custodial personnel, but excluding, without limitation, teachers or any school personnel who are now, or may hereafter become, covered by the Teachers Retirement System of Georgia or the Employees' Retirement System of Georgia, any person on the payroll of a third party with whom an employer has contracted for the provision of such person's services, or any person classified by an employer as other than a common law employee for federal tax purposes), or

(b) classroom aides, paraprofessionals, and noncertified administrative and clerical personnel,

8. Neither the Bulloch County Board of Education nor Bulloch County Schools shall discharge or in any other manner discriminate or retaliate against any eligible employee for lawfully exercising the provisions of O.C.G.A. § 45-20-17 or this Board policy. However, nothing shall prevent the Bulloch County Board of Education or Bulloch County Schools from taking an adverse employment action against an eligible employee who submits a false or fraudulent document or otherwise provides false or fraudulent information in an attempt to obtain paid parental leave under O.C.G.A. § 45-20-17 or this Board policy.

Board Policy
Teacher Evaluation Appeals

Descriptor Code: GBIA

The appeal process described in this policy shall be available to teachers who have accepted a full-time, full school year contract with the Board of Education for the fourth or subsequent consecutive school year. Such teachers may appeal summative performance ratings of "Unsatisfactory" or "Ineffective" contained in personnel evaluations conducted pursuant to Code Section 20-2-210, procedural deficiencies on the part of the school system [or charter school]¹ in conducting an evaluation, and job performance.

No more than 5 school days after the summative evaluation conference, the teacher shall provide a written notice of appeal to the responsible evaluator detailing every factual basis for the appeal. If the principal is the responsible evaluator, the principal shall respond in writing within 5 school days after the principal receives the appeal; if the responsible evaluator is not the principal, the appeal shall be forwarded to the principal, who shall conduct the first level of review. In either circumstance, a written response shall be provided to the teacher within 5 school days after the principal receives the appeal. The decision may be hand delivered to the teacher or sent by electronic mail.

If the teacher is dissatisfied with the principal's response, an appeal may be filed within 5 school days with a certified and TKES (Teacher Keys Evaluation System) trained administrator in the central office to be designated by the Superintendent (or in the discretion of the Superintendent, a qualified third party administrator from outside the District will be appointed). A written response shall be provided to the teacher within 5 school days of the appeal being received by the designated administrator. The decision may be hand delivered to the teacher or sent by electronic mail. The level two decision shall be final.

The appeal at either level must include a review of the complete evaluation record, including all documentation on the electronic platform, the original appeal and the response of the principal. In the discretion of the reviewer, a meeting may be scheduled with the teacher and, in the discretion of the reviewer, with the principal or original evaluator.

A teacher shall not be the subject of any reprisal as a result of filing an appeal under this policy. Any reprisal may be referred to the Professional Standards Commission.

This policy shall become effective on July 1, 2021.

¹ Only needed if District has a local charter school in its District.

Executive Session

Personnel Recommendations



MEMORANDUM

DATE: December 09, 2021
TO: Charles Wilson
FROM: Phillip Tremble
RE: Personnel Actions

VOLUNTARY SEPARATION

NAME	POSITION	REASON	EFFECTIVE DATE
Abraham, Tori	Custodian	Personal	12/15/2021
Baker, Leigh	Principal	Personal	12/17/2021
Lumpkin, Kenneth	Bus Driver	Personal	11/16/2021
O'Neal, Danny	Custodian	Personal	12/03/2021
Steele, Rakia	Pre-K Teacher	Personal	12/17/2021

RETIREMENTS

NAME	POSITION	ASSIGNMENT	EFFECTIVE DATE
Lindbergh, Idella	Custodian	PES	12/02/2021
Mikell, Mary	SFS Nutrition Assistant (7-Hr)	LCMS	11/30/2021
Walker, Willie	SFS Nutrition Assistant (7-Hr)	LCMS	11/30/2021

RECOMMENDATIONS

NAME	POSITION	EFFECTIVE DATE	Work Days
Baker, Kendall	Social and Emotional Learning Specialist	12/10/2021	200
*Braziel, Shemeka	Secretary	12/10/2021	200
Burrell, Anthony	Grounds Worker	12/10/2021	240
*Butler, Virgil	Social and Emotional Learning Specialist	01/03/2022	190
Coble, Jena	Parapro	12/10/2021	190
Ford, Cortavius	SPED Parapro	12/10/2021	190
Freeman, Holly	SPED Parapro	12/10/2021	190
Hucks, Crystal	Parapro	12/10/2021	190
Houston, Yaneashia	Parapro	12/10/2021	190
*Johnson, Tina	SFS Nutrition Bookkeeper	12/10/2021	240
Lane Teresa	Part-Time Records Clerk	12/10/2021	240
*Lundy, Una	SFS Manager	12/10/2021	190
McLendon, Hannah	Nurse	12/10/2021	190
Miller, Tessa	Bus Driver	12/10/2021	180
Pless, Kiley	Parapro	12/10/2021	190

Rolo, Rhonda	Parapro	12/10/2021	190
Smyth, Brooke	Parapro	12/10/2021	190
Williams, Victoria	School Social Worker	12/10/2021	190

RECOMMENDATIONS PENDING BACKGROUND CHECK

NAME	POSITION	EFFECTIVE DATE	Work Days
Morgan, Princess	Parapro	01/03/2022	190
Tharpe, Jodi	Parent and Family Engagement Specialist	01/05/2022	190

*Current Employee