**The Truth about the Druid Hills Public School Charter Cluster**

**Waiver Requests and Rationale**

1. ***Title 20***

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| **Title** | **Description** | **Rationale** |
| 20-2-60. | Consolidation of county schools | Ensures that cluster schools are not consolidated by the DCSD and that cluster schools’ organization may be managed by the cluster. Ensures specialized educational programs at each school stay intact. |
| 20-2-85 | Legislative findings; role of local boards of education and school councils | The cluster is recommending a greater level of "voice" by the school council than the law prescribes (section b. allows only advice, recommendations, and assistance). We believe this will foster increased parent involvement by allowing parents to be actively involved in the decision-making at the school level. |
| 20-2-86 | Operation of school councils; training programs; membership; management; roles and responsibilities | The cluster may wish to have some flexibility about the constitution of the council, training, terms, etc. The cluster will not waive the open meetings provisions outlined in (f, g, k, l), but may wish to meet at different intervals than the mandated 4x per year. |
| 20-2-153. | Early intervention program for students at risk of not reaching or maintaining academic grade level | The cluster will follow state mandates related to identification of remedial students, but requests waiver from the state on delivery models that best align with the cluster’s instructional pathways or student population. |
| 20-2-154 | Remedial education program | The cluster will follow state mandates related to identification of remedial students, but requests waiver from the state on delivery models that best align with the cluster’s instructional pathways or student population. |
| 20-2-154.1 | Alternative education programs; intent; description; funding | The cluster wishes to alter its alternative education program and placement policies to better align with the mission of the cluster. |
| 20-2-159.4 | Policies and guidelines for awarding units of high school credit based on demonstrated proficiency | To meet the needs of the cluster students and to increase opportunities for students, the cluster may have the need to raise this limit. |
| 20-2-167 | Funding for direct instructional, media center, and staff development costs; computerized uniform | The cluster wishes to have flexibility with resource allocation that meet the needs of the schools within the cluster and reach the greatest financial efficiency for use of funds. Other than the portion of the provisions related to resource allocation, all other parts of this statute will not be waived. |
| 20-2-168. | Distribution of federal funds; combined purchase of supplies and equipment; minimum school year | The cluster wishes to establish its own year and daily calendar to allow for full implementation of the instructional pathways and in particular, to provide for horizontal and vertical planning for teachers in buildings and across school levels. The cluster wishes to select its own instructional materials and technology to ensure proper materials for specialized teaching aligned with the pathways and methodologies. |
| 20-2-188 | Student transportation | For cost efficiency and to ensure choice options can be offered, the cluster may in the future employ its own transportation service employees, and if so, would have its own pay scale, making a portion of (b) and all of (j) the only portions of the statute that need to be waived. |
| 20-2-200 | Regulation of certificated professional personnel by Professional Standards Commission | Montessori or other specialty area teaches (i.e., biology, marketing, etc.) may not be initially certified. Charter teachers must, however, be highly qualified, and according to PSC provisions, must attain renewable certification within 3 years, so waiving this statute merely allows time. |
| 20-2-201 | Specific course requirements; in-service or continuing education; on-line offerings | The cluster will define its professional development requirements aligned with the mission, programming, and professional development needs of the schools. |
| 20-2-210 | Annual performance evaluation | Although the charter is mandated to follow the state's teacher and leader evaluation system through TKES and LKES, this waiver would allow the cluster to develop its own additional evaluation criteria that may be different from the district's. |
| 20-2-211 | Annual contract; disqualifying acts; job descriptions | The cluster may wish to develop its own recruitment strategy, hiring process, and policies not mandated by law to achieve its mission. The cluster has no reason to waive sections a and c of this statute. |
| 220-2-21 | Salary schedules | The cluster plans will follow, at a minimum, the state's salary schedule and a modified version of the district supplement; however, at a later date, the cluster may have a desire to adopt a different compensation model to attract and retain highly qualified staff. |
| 20-2-212.5 | Additional compensation for teachers in mathematics or science | The cluster plans to employ its own compensation plan and may wish to have the flexibility of determining additional compensation in a different manner. |
| 20-2-214 | Salary schedule for principals; supplements | The cluster plans to develop its own compensation plan, so there may be a desire to waive the adherence to higher pay for performance and the method outlined. |
| 20-2-214.1 | High Performance Principals program | The cluster plans to develop its own compensation plan, so there may be a desire to waive the adherence to higher pay for performance and the method outlined. |
| 20-2-216 | Substitute teachers | The cluster wants to waive the district's hiring of substitutes so that the cluster may choose and employ its own substitutes. Provisions included in the statute related to qualifications shall not be waived. |
| 20-2-220 | Limitations upon decreases in local salary supplements for school bus drivers and food service | Provision to prevent pay decreases for bus drivers & food service personnel below the state minimum - if the cluster employs its own compensation model, this may be irrelevant and a waiver would be needed. |
| 20-2-230 | Programs | Staff development should be aligned with cluster instructional pathways and needs based on data specific to the cluster. Cluster will participate in DCSD training related to SPED, ESOL, and other federal mandates. |
| 20-2-284 | Criteria for local boards of education; model placement and promotion policy | The cluster governing board will assume all powers enumerated to the local board under this statute. |
| 20-2-290 | Organization of schools; middle school programs; schedule | This is needed to provide Montessori in K-6 and to address school schedules to align across the cluster. The other components of this Code section (i.e., middle school program, administrative managers) would not need to be waived. |
| 20-2-294. | Permanent classrooms; student commuting distance; reassignment; cost of transportation | The cluster's attendance zone policies along with lottery system would override this requirement. |
| 20-2-390 | Power of county boards | The cluster governing board will assume any and all powers enumerated to the county school board under this statute. |
| 20-2-395 | Notes for money borrowed Money | The cluster governing board will assume any and all powers enumerated to the county school board under this statute. |
| 20-2-396 | Use of borrowed money | The cluster governing board will assume any and all powers enumerated to the county school board under this statute. |
| 20-2-504 | Authority to contract for pupil transportation | The cluster would like to reserve the right to contract for transportation with a vendor meeting state requirements for transporting public school students. |
| 20-2-520 | Acquiring and disposing of school sites; building, repairing, renting, and furnishing schoolhouses | The cluster does not seek to dispose of any buildings, but may in the future seek to acquire new buildings or repairing and furnishing current buildings is needed. |
| 20-2-694 | Administration and enforcement of subpart | The cluster governing board will assume any and all powers enumerated to the county school board under this statute. |
| 20-2-695 | Employing attendance officers in addition to visiting teachers; authority and duties | The cluster governing board will assume any and all powers enumerated to the local school board under this statute. |
| 20-2-696 | Duties of visiting teachers and attendance officers | As employers, visiting teachers and attendance officers serving cluster schools will report to the cluster governing board and not the local district. |
| 20-2-735 | Adoption of policies by local boards to improve student learning environment | The cluster will follow the DCSD's discipline code of conduct, but the cluster will modify how the policy is administered to align with the cluster’s positive discipline philosophy and organizational structure. The cluster will comply with all due process requirements. |
| 20-2-736 | Student codes of conduct; distribution; disciplinary action for violations; parental involvement | The cluster will follow the DCSD's discipline code of conduct, but the cluster will modify how the policy is administered to align with the cluster’s positive discipline philosophy and organizational structure. The cluster will comply with all due process requirements. The cluster has developed its own parental involvement compact to increase the engagement of parents in all cluster schools. |
| 20-2-751.3 | Student code of conduct; policy towards disruptive students | The cluster will follow the district's Code of Conduct; however, policies related to application that may be developed and authorized under this statute will be made by the cluster. Due process protecting students will be ensured. |
| 20-2-758 | Legal actions not prohibited, restricted, or limited by disciplinary hearing; rights to appeal | The cluster will follow the district's Code of Conduct; however, policies related to application that may be developed and authorized under this statute will be made by the cluster. Due process protecting students will be ensured. |
| 20-2-850 | Sick leave for teachers and other personnel; accumulation of sick and personal leave | The cluster will develop its own sick and personal leave policy and sick leave bank that attracts and retains the highest quality staff. |
| 20-2-851 | Use of accumulated sick leave for personal or professional reasons | The cluster will develop its own sick and personal leave policy and sick leave bank that attracts and retains the highest quality staff. |
| 20-2-852 | Maternity leave | As an employer, the cluster will establish its own policies and procedures. The cluster will comply with FMLA provisions. |
| 20-2-853 | Accumulation of and payment for additional days of unused sick leave | The cluster will employ its own policies related to sick and personal leave accumulation and payout that attracts and retains the highest quality staff. |
| 20-2-923 | Option of local boards as to coverage | This statute grants authority to boards to decide about coverage - the cluster board reserves the right to elect whether or not it will participate in order to meet the expressed desires of its stakeholders (i.e., stakeholder survey), to attract and retain high quality staff, and to ensure financial efficiency. |
| 20-2-930 | Professional liability insurance coverage for teachers and other school personnel | This statute is waived only because there is no mention of who bears the cost in the statute. The cluster, as employer will ensure professional liability insurance coverage is provided for teachers and other school personnel. |
| 20-2-942 | Procedure for non-renewal after acceptance by teacher of school year contract | The cluster governing board will assume any and all powers enumerated to the local school board under this statute and will develop its own policies and procedures related to such matters. |
| 20-2-943 | Powers of local boards of education | The cluster governing board will assume all powers enumerated to the local board under this statute. |
| 20-2-944. | Letters of reprimand | The cluster governing board will assume all powers enumerated to the local board under this statute. |
| 20-2-945 | Rules and regulations | The cluster governing board will assume all powers enumerated to the local board under this statute. |
| 20-2-946 | Boards of education subject to this part | The cluster governing board will assume all powers enumerated to the local board under this statute. |
| 20-2-947 | Part does not authorize contracts of employment | The cluster governing board will assume any and all powers enumerated to the local school board under this statute. |
| 20-2-962 | Quarterly reports by principals; audits by local boards | The cluster wishes to substitute charter governing board for local board, and would like flexibility to set financial reporting process and procedures that demonstrate autonomy and allow for school level decision making and local governance oversight. |
| 20-2-1000 | Limitation on civil damages for disciplining student; "educator" defined; frivolous or non meritorious | Any decision authority granted to the local Board of Education in this statute shall be transferred to the authority of the Governing Board of the cluster. |
| 20-2-1010 | State board to prescribe textbooks; choosing from multiple listings | The cluster wishes to have full autonomy over selection of textbooks and instructional materials that best align with the instructional pathways and methodologies adopted in the cluster. Not only does this support the instructional program, but it allows the cluster to seek the best available pricing for financial efficiency and cost controls. |
| 20-2-1071 | Transportation contracts | For financial efficiency yielding higher investment into instruction, the cluster desires the right to enter into contracts for transportation with the DCSD or other vendors meeting state requirements. |
| 20-2-1113 | Determining pay for substitute drivers | Pay scale would align with cluster's defined pay scale, not the local school board's if the cluster employed its own bus drivers in the future. |
| 20-2-1160 | Local boards to be tribunals to determine school law controversies; appeals | Any decision authority or responsibility granted to the local Board of Education in this statute shall be transferred to the authority or responsibility of the Governing Board of the cluster. |

***B. State Board of Education Rules***

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| 160-1-3-.04 | School Law Tribunals and Appeals | The cluster **will follow the tribunal due process listed herein**, but any reference to local board of education (LBOE) in this statute should be replaced by the Charter Cluster governing board and **appropriate modifications to align with the cluster’s organizational structure will be established in cluster policy.** |
| 160-4-2-.07 | Instruction in United States and Georgia History and Government | The cluster will follow state curriculum but desires full flexibility over the instructional program to accomplish its academic goals and objectives. |
| 160-4-2-.11 | Promotion, Placement, and Retention | Any powers and responsibilities vested to the local board of education in this statute shall be vested to the cluster governing board. The cluster board shall define a promotion, placement and retention policy that supports the needs of the students within the cluster. |
| 160-4-2-.12 | Comprehensive Health and Physical Education Program Plan | Any powers and responsibilities vested to the local board of education in this statute shall be vested to the cluster governing board. Furthermore, the cluster reserves the right to implement its own program requirements for health and PE to support the cluster’s desire to implement a Healthy Schools Program. |
| 160-4-2-.31 | Hospital/Home bound (HHB) Services | The cluster desires flexibility with choosing instructors best suited to support cluster students. The cluster may wish to contract with the DCSD for Hospital/Home bound services, but retains the right to make this determination as the need arises. |
| 160-4-2-.36 | High School Graduation Requirements | The cluster will maintain the requirements but any powers and responsibilities vested to the local board of education in this statute, shall be vested to the cluster governing board. The cluster retains the right to add additional high school graduation requirements (i.e., community service) in order to fulfill the mission of the cluster. |
| 160-4-2-.46  160-4-2-.47  160-4-2-.48 | High School Graduation Requirements for Students Enrolling in the Ninth Grade for the First Time in the 2008-09 School Year and Subsequent Years | See 160-4-2-.30, as well as 160-4-2-.30 and 160-4-2-.46, and 160-4-2-.47… which one is most current? Agree with most of the requirements but any powers and responsibilities vested to the local board of education in this statute, shall be vested to the cluster governing board. |
| 160-4-4-.01 | Media Programs | The cluster seeks to waive staffing requirements in order to meet our objectives. |
| 160-4-4-.10 | Textbook/Instructional Materials Selection and Recommendation | Waiver sought based on cluster’s need to determine which learning resources are best fit to meet the cluster’s academic objectives and to implement the instructional pathways with fidelity. |
| 160-4-8-.05 | Guidance Counselors | Any powers and responsibilities vested to the local board of education in this statute shall be vested to the cluster governing board. |
| 160-4-8-.15 | Student Discipline | Any powers and responsibilities vested to the local board of education in this statute shall be vested to the cluster governing board including the adoption of cluster specific discipline policies. **Due process provisions will not be waived**. The cluster will follow the DCSD’s Code of Conduct. |
| 160-5-1-.02 | School Day and School Year for Students and Employees | The cluster’s stakeholder survey indicated support for this. The cluster needs to align schedules and calendars with instructional program and to provide for adequate vertical and horizontal planning time for teachers within schools and across schools. |
| 160-5-1-.08 | Class Size | The cluster’s stakeholder survey indicated support of this. The cluster needs to ensure class sizes are conducive to implementing the instructional programs and are fiscally sustainable. Class size waivers also allow for greater creativity with structuring classes and personnel. |
| 160-5-1-.10 | Student Attendance | Any powers and responsibilities vested in the local board of education in this statute shall be vested in the cluster governing board. |
| 160-5-1-.15 | Acceptance of Transfer Credit and/or Grades | The cluster will comply, but any powers and responsibilities vested to the local board of education in this statute, shall be vested to the cluster governing board. |
| 160-5-1-.18 | Competitive Interscholastic Activities in Grades 6-12 | The cluster will comply, but any powers and responsibilities vested to the local board of education in this statute, shall be vested to the cluster governing board. |
| 160-5-1-.22 | Personnel Required | The cluster, as the employer, will establish personnel requirements in order to meet its goals and objectives and to implement the instructional pathways and charter plan with fidelity. |
| 160-5-1-.36 | Local School Board Governance | This rule is related to district level boards. The cluster will follow best practices and adopt a code of ethics policy for its Governing Board. |
| 160-5-3-.08 | School bus drivers | These requirements may be too restrictive, particularly as it relates to minimum salary requirements should the cluster seek alternate student transport services. The cluster will establish its own policies related to personnel; however, training mandates related to safety will not be waived. |
| 160-5-3-.11 | Standard Cost Development | The cluster is requesting flexibility related to transportation for future decision-making and may need different ways to expend funds tied to this. |
| 160-5-4-.08 | School Size | To implement programming and to make decisions related to sustainability, board cluster requires this waiver. Cluster understands it can't waive funding connected with it. |
| 160-5-6-.01 | Statewide School Nutrition Program | Any powers and responsibilities vested to the local board of education in this statute shall be vested to the cluster governing board in order to establish the cluster’s Healthy Schools Program. |
| 160-8-1-.01 | Georgia Virtual School Program | The cluster reserves the right to waive this rule if virtual schooling is ever added as a component of the instructional plan. |

***C. Dekalb County Board of Education Rules***

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| AD | School Attendance Areas | The policy is waived in order to "grandfather" the defined zone of the charter cluster at time of approval. |
| AEA | School Calendar | The cluster reserves the right to establish its own school calendar to align with instructional programming and to allow for collaboration between schools. |
| AEA-R(0) | School Calendar | The cluster reserves the right to establish its own school calendar to align with instructional programming and to allow for collaboration between schools. |
| AF | School Day | The cluster reserves the right to establish its own school day hours in order to implement instructional programs and to support school choice options for parents. |
| BBFA | Local School Councils | The cluster will define the operations of the school councils, which will provide for authority over defined areas in finance, instruction, and personnel, as well as composition, terms, and other matters. |
| BH | Board Code of Ethics | This rule pertains to the DCBOE and should have no impact to the cluster; the cluster Governing Board will **employ its own code of ethics compliant with public school ethics guidance and IRS guidance for non-profits.** |
| BHA | Board Member Conflict of Interest | This rule pertains to the DCBOE and should have no impact to the cluster; the cluster Governing Board will **employ its own code of ethics compliant with public school ethics guidance and IRS guidance for non-profits.** |
| BHC | Board Member Political Activity | This rule applies to the DCBOE and has no impact on the cluster. The cluster will define its policies related to board member political activity. |
| CA | Goals and Objectives | The cluster will develop its own strategic plan that complements the plan of the district. |
| CGA-R | Compensation Guides and Contracts | The cluster will follow the state salary schedule; however other compensation procedures and policies and the cluster's employment contract may differ from the district's in order to attract and retain a highly qualified staff. |
| CGB | Administrative Personnel Positions | The cluster will define and manage personnel that meet the needs of the schools and cluster and will ensure it attracts and retains a highly qualified staff. |
| CGBA | Administrative Personnel Qualifications and Duties | The cluster will define and manage personnel that meet the needs of the schools and cluster and will ensure it attracts and retains a highly qualified staff. |
| CGD | Administrative Personnel Hiring | The cluster will define and manage personnel that meet the needs of the schools and cluster and will ensure it attracts and retains a highly qualified staff. |
| CGE | Administrative Personnel Assignment | The cluster will define and manage personnel that meet the needs of the schools and cluster and will ensure it attracts and retains a highly qualified staff. |
| CGI | Administrative Personnel Evaluation | The cluster will define and manage personnel that meet the needs of the schools and cluster and will ensure it attracts and retains a highly qualified staff. |
| CI | Administrative Intern Program | The cluster will define and manage personnel that meet the needs of the schools and cluster and will ensure it attracts and retains a highly qualified staff. |
| CI-R(1) | Administrative Intern Program | The cluster will define and manage personnel that meet the needs of the schools and cluster and will ensure it attracts and retains a highly qualified staff. |
| CJ | Administrative Consultants | The cluster will define and manage contracted personnel (consultants) that meet the needs of the schools and cluster. |
| CN | Administrative Records | As an employer, the cluster will manage its own personnel records; however, if the charter is terminated, with a release from employees, the cluster would transfer copies of records to the district as applicable and allowable by law. |
| CN-R | Administrative Records | As an employer, the cluster will manage its own personnel records; however, if the charter is terminated, with a release from employees, the cluster would transfer copies of records to the district as applicable and allowable by law. |
| DC | **Annual Operating Budget** | The cluster will develop its own budget, in accordance with the state's Chart of Accounts, **which will be provided, along with the audit, to the district for consolidation**. Budget will directly support the cluster mission and implementation of the charter. |
| DCA | Fiscal Goals and Objectives | The cluster will develop its own goals and objectives that ensure fiscal stewardship and sustainability and that compliment the goals of the district. |
| DCL | Fund Balance | The cluster will develop its own policy related to fund balance that will also strive to ensure an annual reserve is preserved. |
| DE | Debt Limitation | The cluster will adopt its own policy for debt limitation that ensures sustainability. |
| DFE | Short Term Notes | The cluster Governing Board will authorize short term loans and develop its own financial policies related |
| DFK | Gifts and Bequests | Financial gifts and bequests other than those related to school buildings owned and operated by the DCSD will be made and received by the cluster and the cluster will develop its own policy around acceptance of gifts and bequests. Aligned with district policy DFL, any changes to the facility related to a gift or bequest will be approved by the DCSD superintendent or other designee. |
| DFL | Investment Earnings | The cluster will adopt the tenants of this policy, and the cluster Governing Board will adopt this in policy. |
| DG | Depository of Funds | The cluster Governing Board will direct the depositories for state and local funds for the cluster and will establish related policy. |
| DG-R | Depository of Funds | The cluster Governing Board will direct the depositories for state and local funds for the cluster and will establish related policy. |
| DIE | Fraud Prevention | According to Sarbanes-Oxley requirements, the non-profit cluster board will adopt a whistle blower policy and procedure. |
| DJ | Expenditure of Funds | The cluster Governing Board or designee will oversee the administration of cluster funds. |
| DJAA | Authorized Signatures | The cluster Governing Board or designee will develop its own policy related to authorized signatures. |
| DJC-R | Payroll Procedures | The cluster Governing Board or designee will oversee the administration of payroll and development of related policy. |
| DJCB | Salary Deductions | The cluster Governing Board or designee will oversee the administration of salary deductions and development of related policy. |
| DJE | Purchasing | The cluster Governing Board shall establish purchasing policies and guidelines that are independent of but in alignment with the DCSS policies. |
| DJE-E(1) | Purchasing | The cluster Governing Board shall establish purchasing policies and guidelines that are independent of but in alignment with the DCSS policies. |
| DJE-R(1) | Purchasing | The cluster Governing Board shall establish purchasing policies and guidelines that are independent of but in alignment with the DCSS policies. |
| DJEG | Purchase Orders and Contracts | The cluster Governing Board shall establish purchasing policies and guidelines that are independent of but in alignment with the DCSS policies. |
| DK | Student Activities Funds Management | The cluster will adopt the tenants of this policy with the cluster being responsible rather than the district. |
| EC-R(0) | Equipment and Supplies Management | The cluster Governing Board or designee will oversee the management of equipment and supplies and development of related policy. |
| ED | Student Transportation Management | The cluster Governing Board or designee will oversee the administration of transportation for cluster students and development of related policy. The cluster shall not waive any law or rule related to the health or safety in transporting public school students. |
| EEC | Food Services Records | The cluster Governing Board or designee will oversee the administration of food service for cluster students and development of related policy. The cluster shall not waive any law or rule related to the health or safety in providing food to public school students. |
| EEE | Wellness Program | The cluster will follow all provisions of this policy except the mandated annual health program. The cluster reserves the right to select a comparable program that meets the same objectives and is aligned with the mission of the cluster and the instructional programs and supports the cluster’s goals to create a Healthy Schools Program. |
| EGA | Staff Insurance Program | As the employer, the cluster will adopt a similar policy for provision of health and other benefits that attract and retain the highest quality staff. |
| EGAA | Workers' Compensation | Employees of the cluster will be eligible for workers compensation insurance, but the cluster will provide the insurance. |
| GA | General Personnel | The Governing Board of the cluster will employ certified and classified personnel and will oversee labor relations and human resources administration and policy development to attract and retain the highest quality staff and meet the needs of the schools and the cluster. Policies and practices will comply with all laws related to due process, civil rights, fair labor, and other federally mandated provisions. |
| GAAA | Equal Opportunity Employment | The Governing Board of the cluster will employ certified and classified personnel and will oversee labor relations and human resources administration and policy development to attract and retain the highest quality staff and meet the needs of the schools and the cluster. Policies and practices will comply with all laws related to due process, civil rights, fair labor, and other federally mandated provisions. |
| GAD | Professional Learning Opportunities | The cluster will provide its own professional learning opportunities that meet the needs of the schools and the cluster. The cluster staff will participate in DCSD trainings related to compliance and federal mandates (i.e., SPED, ESOL). |
| GAD-R(1) | Professional Learning Opportunities | The cluster will provide its own professional learning opportunities that meet the needs of the schools and the cluster. |
| GAE(2) | Professional Learning Opportunities | The cluster will provide its own professional learning opportunities that meet the needs of the schools and the cluster. |
| GAE(2) | Complaints and Grievances, Certified Employees | The cluster will adopt its own grievance policy for certified employees that are aligned with the cluster's organizational model. |
| GAE(2)-E(1) | Complaints and Grievances, Certified Employees - E(1) | The cluster will adopt its own grievance policy for certified employees that are aligned with the cluster's organizational model. |
| GAE(3) | Complaints and Grievances, Non-certified Employees | The cluster will adopt its own grievance policy for certified employees that are aligned with the cluster's organizational model. |
| GAE(3)-E(1) | Complaints and Grievances, Non-certified Employees - GAE(3)-E | The cluster will adopt its own grievance policy for certified employees that are aligned with the cluster's organizational model. |
| GAEB | Harassment | The cluster will adopt its own grievance policy for certified employees that are aligned with the cluster's organizational model. |
| GAEB-E(1) | Harassment - GAEB-E | The cluster will adopt its own grievance policy for certified employees that are aligned with the cluster's organizational model. |
| GAEB-R(1) | Harassment | The cluster will adopt its own grievance policy for certified employees that are aligned with the cluster's organizational model. |
| GAG | Staff Conflict of Interest | The cluster will adopt its own conflict of interest policy for employees that is aligned with the cluster's organizational model.& procedures if required |
| GAG-E(1) | Staff Conflict of Interest - Relative Disclosure Form | The cluster will adopt its own conflict of interest policy for employees that is aligned with the cluster's organizational model.& procedures if required. |
| GAG-R | Staff Conflict of Interest | The cluster will adopt its own conflict of interest policy for employees that is aligned with the cluster's organizational model.& procedures if required |
| GAGC | Employee Ethics | The cluster will adopt its own ethics policy for employees that are aligned with the Professional Standards Commission's code of ethics and non-profit ethical standards. |
| GAGC-R(1) | Employee Ethics | The cluster will adopt its own ethics policy for employees that are aligned with the Professional Standards Commission's code of ethics and non-profit ethical standards. |
| GAHB | Staff Political Activities | The cluster will adopt its own policy for employees as the cluster employer. |
| GAJ | Gifts | The cluster will adopt its own policy for employees as the cluster employer. |
| GAK | Personnel Records | The cluster will adopt its own policy for employees as the cluster employer. |
| GAK(1) | Criminal Background Check | The cluster will adopt its own policy for employees as the cluster employer. The Cluster's policy will adhere to requirements included in policy GAL related to background checks and to other relevant state laws mandating background checks. |
| GAL | Salary Deductions | The cluster will adopt its own policy for employees as the cluster employer. |
| GAM | Staff Rights and Responsibilities | The cluster will adopt its own policy for employees as the cluster employer. |
| GAMA | Drug-Free Workplace | The cluster will adopt its own policy for employees as the cluster employer. The cluster will adhere to the requirements included in policy GANA and other federal mandates related to a drug-free work place. |
| GANA | Professional Personnel Compensation Guides and Contracts | The cluster will adopt its own policy related to compensation for employees as the cluster employer that will attract and retain the highest quality staff. |
| GBA | Professional Personnel Compensation Guides and Contracts | The cluster will adopt its own policy related to compensation for employees as the cluster employer that will attract and retain the highest quality staff. |
| GBA-R | Professional Personnel Compensation Guides and Contracts | The cluster will adopt its own policy related to compensation for employees as the cluster employer that will attract and retain the highest quality staff. |
| GBB | Professional Personnel Positions | The cluster, as the employer, will identify the personnel positions that best meet the needs of the cluster to achieve its academic and financial goals and objectives outlined in the charter. |
| GBBA | Professional Personnel Qualifications and Duties | The cluster, as the employer, will identify the personnel qualifications and duties that best meet the needs of the cluster to achieve its academic goals and objectives outlined in the charter. The cluster will not waive highly qualified status. |
| GBC | Professional Personnel Recruitment | The cluster, as the employer, will establish its own process related to personnel recruitment that attracts the highest quality staff. |
| GBD | Professional Personnel Hiring | The cluster, as the employer, will establish its own process related to hiring that identifies the highest quality staff and is aligned with the cluster's organizational model. |
| GBE | Professional Personnel Assignment | The cluster, as the employer, will remain responsible for personnel assignment. |
| GBI | Professional Personnel Evaluation | The cluster, as the employer, will remain responsible for personnel evaluation; however the cluster will adhere to state mandates related to TKES and LKES and related reporting. |
| GBKA | Professional Personnel Lay-Off | The cluster, as the employer, will remain responsible for personnel policies. |
| GBO | Professional Personnel Resignation | The cluster, as the employer, will remain responsible for personnel policies. |
| GBQ | Professional Personnel Retirement | The cluster, as the employer, will remain responsible for personnel policies. The cluster will ensure all eligible employees participate in TRS and employer portions are borne by the cluster. |
| GBR | Professional Personnel Working Conditions | The cluster, as the employer, will remain responsible for personnel policies. |
| GBRB | Professional Personnel Time Schedules | The cluster, as the employer, will remain responsible for personnel policies. |
| GBRI | Professional Personnel Personal Leaves and Absences | The cluster, as the employer, will remain responsible for personnel policies. |
| GBRI-R(1) | Professional Personnel Personal Leaves and Absences | The cluster, as the employer, will remain responsible for personnel policies. |
| GBRL | Employee Dress Code | The cluster, as the employer, will remain responsible for personnel policies. |
| GBRL-R(2) | Employee Dress Code | The cluster, as the employer, will remain responsible for personnel policies. |
| GBS | Professional Organizations | The cluster, as the employer, will remain responsible for personnel policies. |
| GBU | Professional Personnel Ethics | The cluster, as the employer, will remain responsible for personnel policies. |
| GBU-E(1) | Professional Personnel Ethics - 1 | The cluster, as the employer, will remain responsible for personnel policies. |
| GBU-R(1) | Professional Personnel Ethics | The cluster, as the employer, will remain responsible for personnel policies. |
| GCA | Classified Personnel Compensation Guides and Contracts | The cluster will adopt its own policy related to compensation for employees as the cluster employer that will attract and retain the highest quality staff. |
| GCA-R | Classified Personnel Compensation Guides and Contracts | The cluster will adopt its own policy related to compensation for employees as the cluster employer that will attract and retain the highest quality staff. |
| GCB | Classified Personnel Positions | The cluster, as the employer, will identify the personnel positions that best meet the needs of the cluster to achieve its academic and financial goals and objectives outlined in the charter. |
| GCD | Classified Personnel Hiring | The cluster, as the employer, will establish its own process related to hiring that identifies the highest quality staff and is aligned with the cluster's organizational model. |
| GCE | Classified Personnel Assignment | The cluster, as the employer, will remain responsible for personnel assignment. |
| GCI | Classified Personnel Evaluation | The cluster, as the employer, will remain responsible for personnel evaluation. |
| GCR | Classified Personnel Working Conditions | The cluster, as the employer, will remain responsible for personnel policies. |
| GCRA | Classified Personnel Health Examinations | The cluster, as the employer, will remain responsible for personnel policies. |
| GCRB-R | Classified Personnel Time Schedules | The cluster, as the employer, will remain responsible for personnel policies in accordance with federal and state mandates. |
| GCRD | Classified Personnel Overtime Pay | The cluster, as the employer, will remain responsible for personnel policies in accordance with federal and state mandates. |
| GDB | Paraprofessional Positions | The cluster, as the employer, will identify the personnel positions that best meet the needs of the cluster to achieve its academic and financial goals and objectives outlined in the charter. |
| GDD | Paraprofessional Hiring | The cluster, as the employer, will establish its own process related to hiring that identifies the highest quality staff and is aligned with the cluster's organizational model. |
| GDE | Paraprofessional Assignment | The cluster, as the employer, will remain responsible for personnel assignment. |
| GDI | Paraprofessional Evaluation | The cluster, as the employer, will remain responsible for personnel evaluation. |
| GDRB-R | Paraprofessional Time Schedules | The cluster, as the employer, will remain responsible for personnel policies in accordance with federal and state mandates. |
| IC | Curriculum Development | The cluster will adopt the state curriculum and reserves the right to make instructional decisions that support the cluster mission, needs of the students served within the cluster, and assure the charter goals and objectives are met related to student achievement. |
| ICFA | Curriculum Guides and Course Outlines | The cluster will adopt the state curriculum and reserves the right to make instructional decisions that support the cluster mission, needs of the students served within the cluster, and assure the charter goals and objectives are met related to student achievement. |
| IDA | Basic Program | The cluster plans to comply with all provisions this rule other than modifying the graduation requirement related to P.E. credits, which the cluster reserves the right to replace with additional content, such as reading or math, to support at risk students. In addition the cluster reserves the right to expand the technical program to meet the interests and needs of the students served. |
| IDA-R(1) | Basic Program | I. Vested in the cluster's Governing board or designee; II. Vested in the cluster's Governing board or designee; III. Charter will comply; IV. Calendar and scheduling will be vested in the charter's Governing board or designee; Charter will comply with all except for A, B, and D related to class size. Waivers ensure the charter can be implemented to raise achievement. |
| IDA-R(3) | Basic Program | The cluster reserves the right to make changes based on the needs of its students or to align with its charter plan that will ensure its academic goals can be met. |
| IDA-R(4) | Basic Program | The cluster reserves the right to make changes based on the needs of its students or to align with its charter plan that will ensure its academic goals can be met. |
| IDA-R(5) | Basic Program - Mathematics IDA R(6) | The cluster reserves the right to make changes based on the needs of its students or to align with its charter plan that will ensure it's academic goals can be met. |
| IDB | Health Education | The cluster will follow all provisions of this policy except the mandated annual health program. The cluster reserves the right to select a comparable program that meets the same objectives and is aligned with the mission of the cluster and the instructional programs. |
| IDBA | Sex Education | The cluster desires autonomy over its instructional program to meet the needs of the students and to achieve academic goals. |
| IDCA | Summer School | The cluster reserves the right to provide summer school or other supplemental program to meet the needs of cluster students in closing the achievement gap. |
| IDCA-R | Summer School | The cluster reserves the right to provide summer school or other supplemental program to meet the needs of cluster students in closing the achievement gap. |
| IDCF | Work-Study Programs | The cluster desires autonomy over its instructional program to meet the needs of the students and to achieve academic goals. |
| IDCF-R(1) | Work-Study Programs | The cluster desires autonomy over its instructional program to meet the needs of the students and to achieve academic goals. |
| IDF | Interscholastic Activities | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to Interscholastic activities |
| IE | Instructional Arrangements | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to CSIP plans. |
| IE-R | Instructional Arrangements | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to course scheduling procedures |
| IFA | Instructional Materials | The cluster desires autonomy over its instructional program to implement the instructional pathways with fidelity. |
| IFA-E(2) | Instructional Materials | The cluster desires autonomy over its instructional program to implement the instructional pathways with fidelity. |
| IFA-R | Instructional Materials | The cluster desires autonomy over its instructional program to implement the instructional pathways with fidelity. |
| IFA-R(1) | Instructional Materials | The cluster desires autonomy over its instructional program to implement the instructional pathways with fidelity. |
| IFA-R(2) | Instructional Materials | The cluster desires autonomy over its instructional program to implement the instructional pathways with fidelity. |
| IFBGA | Electronic Communications | The cluster will set policy for cell phone usage if provided by the cluster. |
| IFBGA-R(1) | Electronic Communications | The cluster will set policy for cell phone usage if provided by the cluster. |
| IFBGB | Web Pages | The cluster will set policy related to web pages if needed. |
| IFCB-E(1) | Field Trips and Excursions | The cluster desires autonomy over its instructional program to implement the instructional pathways with fidelity. The cluster will not waive any requirement related to the health and safety of students, staff or chaperones. |
| IFCB-E(2) | Field Trips and Excursions | The cluster desires autonomy over its instructional program to implement the instructional pathways with fidelity. The cluster will not waive any requirement related to the health and safety of students, staff or chaperones. |
| IFCB-R | Field Trips and Excursions | The cluster desires autonomy over its instructional program to implement the instructional pathways with fidelity. The cluster will not waive any requirement related to the health and safety of students, staff or chaperones. |
| IGB | Student Support Teams | The cluster will adhere to SST guidelines as outlined in OCGA 20-02-0152 and will utilize district forms; however, the cluster may modify its processes to ensure that students’ needs are met in a timely and efficient manner. |
| IH | Student Achievement | The cluster will generally adhere to the requirements, but may need to create its own policy to make it specific to the cluster. |
| IH-R | Student Achievement | The cluster will generally adhere to the requirements, but may need to create its own policy to make it specific to the cluster. |
| IHE | Promotion and Retention | The cluster will develop its own promotion and retention policies that support the needs of the students. |
| IHE-R | Promotion and Retention | The cluster will develop its own promotion and retention policies that support the needs of the students. |
| IHEA-R | Academic Achievement | The cluster desires waiver to make policy over acceleration choices for K-8 and will need flexibility to design our own policies & procedures if required. |
| IHEB-R(0) | Academic Achievement | The cluster desires waiver to make policy over acceleration choices for K-8 and will need flexibility to design our own policies & procedures if required. |
| IHF(6) | Graduation Requirements - Entering Fall 2008-09 and thereafter | The cluster will follow state mandate (currently 24 units) to meet requirements for graduation; cluster retains the right to replace the PE requirement with a core content requirement for **remedial student** or to add additional requirements such as community service. |
| IHF-E(10) | Graduation Requirements | The cluster will follow state mandate (currently 24 units) to meet requirements for graduation; cluster retains the right to replace the PE requirement with a core content requirement for **remedial student** or to add additional requirements such as community service. |
| II-R(1) | Testing Programs - Student Assessment and District Accountability | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to testing procedures, reporting, and accountability on non-state mandated testing. Cluster's accountability is defined within its charter. |
| IJ | Evaluation of Instructional Program | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to program evaluations. |
| IJA | School Improvement Teams | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to school improvement plans (SIP). The Cluster Governing Board will approve all cluster SIPs and define policies related to developing SIP teams. Organizational structure of the cluster plays into the need for this waiver. |
| IKI | Lesson Plans | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to lesson planning that are aligned with the instructional programs offered at each school. |
| IKI-R | Lesson Plans | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to lesson planning. |
| JBCC | Student Assignment | The Governing Board of the Cluster will need to adopt attendance zone admission policies. |
| JCD | Student Conduct | The Governing Board of the Cluster will need flexibility to design policies & procedures if required. |
| JD | Student Discipline | The Governing Board of the Cluster will adopt the DCSD Code of Conduct but retains the right to implement procedures that best align with the positive discipline philosophy of the cluster. The cluster will uphold provisions of due process. |
| KEB | Solicitations | The Governing Board of the Cluster will need flexibility to design our own fund-raising policies & procedures if required to align with cluster needs. |
| KG | Use of School Facilities | The Governing Board of the Cluster will need the ability to use the school facilities in a manner that supports the charter and meets the needs of the broader community. |
| KG-R(1) | Use of School Facilities | The Governing Board of the Cluster will need the ability to use the school facilities in a manner that supports the charter and meets the needs of the broader community. |
| KIB-R | Special Interest Materials Distribution | The Governing Board of the Cluster will need flexibility to conduct research, surveys, and questionnaires with cluster governing board approval rather than the DCSD. |
| KJ | Advertising in the Schools | The Governing Board of the Cluster will need flexibility to design policies & procedures with respect to advertising in schools. |
| MFB | Student Teaching and Internships | The cluster will set its own student teaching policies aligned with the needs of the cluster and the charter. |
| MK | Educational Accreditation Agency Relations | The cluster desires flexibility to seek additional accreditation from other agencies besides SACS and wishes to invest the authority over decision making to the cluster’s Governing Board. |
| MK-R | Educational Accreditation Agency Relations | The cluster desires flexibility to seek additional accreditation from other agencies besides SACS and wishes to invest the authority over decision making to the cluster’s Governing Board. |