

Exhibit B – Flexibility Component of Contract

For the Grady County School District

Under O.C.G.A. § 20-2-80 and SBOE Rule 160-5-1-.33, The Grady County School District is seeking flexibility for all its schools from the following state statutes and associated rules in exchange for greater accountability (as outlined in the SWSS/IE2 Partnership Contract) over the life of a five-year contract which allows for six years of flexibility between the Grady County School District Board of Education and the Georgia State Board of Education, except as prohibited in O.C.G.A. § 20-2-82(e).

Financial Flexibility

- **QBE Financing** except to the extent it relates to funding (O.C.G.A. § 20-2-160, O.C.G.A. § 20-2-161)
- **Salary Schedule requirements** (O.C.G.A. § 20-2-188(b), O.C.G.A. § 20-2-212, O.C.G.A. § 20-2-212.1, O.C.G.A. § 20-2-212.2, O.C.G.A. § 20-2-212.5, O.C.G.A. § 20-2-214, O.C.G.A. § 20-2-214.1)
GCSS could utilize this flexibility from the required use of the current state salary schedule to provide for flexible compensation based on teacher skills and system needs.
- **Direct Classroom Expenditures and Expenditure Controls** (O.C.G.A. § 20-2-171)
GCSS would like flexibility to spend dollars where it supports the system's strategic plan rather than in required categories.
- **Categorical Allotment requirements**, Article 6 of Chapter 2 of Title 20 (O.C.G.A. § 20-2-167, O.C.G.A. § 20-2-183 to 20-2-186)
GCSS seeks flexibility to develop a system budget based on the system strategic plan and the needs of our students, rather than basing the system budget on current categorical allotments.
- **Instructional Extension** (O.C.G.A. § 20-2-184.1)
GCSS desires the flexibility to determine how funding for additional days of instruction can be spent.
- **Common Minimum Facility Requirements** to the extent the square footage requirements are not waived in situations where the health and safety of students is jeopardized and only after consultation with Georgia Department of Education Director of Facilities Services, and to the extent that the waiver does not affect state capital outlay funding determinations (O.C.G.A. § 20-2-260)
GCSS desires the flexibility when adding additional classrooms or other space not state funded, currently, if additional classroom space is added the cafeteria and media center has to be enlarged to accommodate the additional students that the new space academic space will accommodate. GCSS student growth has been minimal for years.

Mr. Richard Woods, State School Superintendent

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Academic Flexibility

- **Class-size and Reporting** requirements (O.C.G.A. § 20-2-182)
GCSS would like to waive the requirements related to class size, staffing allotments, caseload, and utilization to increase learning opportunities for all students.
- **Scheduling for Instruction/Program Enrollment and Appropriation** except to the extent it relates to funding (O.C.G.A. § 20-2-160, O.C.G.A. § 20-2-165, O.C.G.A. § 20-2-168(c), O.C.G.A. § 20-2-168(d))
- **Educational Programs to include but not be limited to Gifted, ELL, Alternative and Traditional** (O.C.G.A. § 20-2-151, O.C.G.A. § 20-2-151.2, O.C.G.A. § 20-2-153, O.C.G.A. § 20-2-154, O.C.G.A. § 20-2-154.1, O.C.G.A. § 20-2-155, O.C.G.A. § 20-2-156)
- **Education Program for Gifted Students** (SBOE Rule 160-4-2-.38)
GCSS could use the flexibility to allow schools to use different structures (class size, staffing, program delivery/time requirements, and models) for these programs that would better fit individual student needs.
- **Competencies and Core Curriculum, Online Learning** (O.C.G.A. § 20-2-140.1, O.C.G.A. § 20-2-142)
GCSS could exempt the new requirement that prescribes a certain percentage of students graduating must do so with at least one online learning class.
- **Graduation Requirements** for the purpose of substitution of equivalent or higher level requirements which will assist students in acquiring the knowledge and skills necessary to be successful as students continue their education at the postsecondary level and/or enter the workforce (SBOE Rules 160-4-2-.47 and 160-4-2-.48)
Currently, students must have 150 seat hours to earn a Carnegie Unit credit. GCSS could waive that requirement enabling the district to award credit once standards have been mastered at any time during the semester/year with our ALPHA program at the middle school.
- **Organization of Schools; Middle School Programs; Schedule** (O.C.G.A. § 20-2-290)
GCSS could use freedom from the requirement of five hours of middle school instructional time to try different scheduling models. GCSS could offer other items such as focused advisement time for all students or increase time for academic intervention periods at the middle school level.
- **Program Enrollment & Appropriation** except to the extent it relates to funding (O.C.G.A. § 20-2-160, O.C.G.A. § 20-2-165, O.C.G.A. § 20-2-168(c))
GCSS believes that scheduling for instruction should be based on the needs of the students and that students should be able to move on when ready.
- **Health and Physical Education Program** except as prohibited by O.C.G.A. § 20-2-82(e) (SBOE Rule 160-4-2-.12)

Flexibility will allow the GCSS to manage certain instructional time and program requirements, and may provide the opportunity to develop alternative paths for students to meet state standards for these courses of study.

- **Media Programs** (SBOE Rule 160-4-4-.01)
GCSS would like the flexibility to use the media specialist to perform teaching duties for a portion of the day if administration and central office staff determine there is a need to assist with student achievement.
- **Guidance Counselor** (SBOE Rule 160-4-8-.05)
GCSS seeks flexibility in the use of Guidance Counselors to provide additional student support not currently identified as “counseling.”
- **Promotion and Retention** (O.C.G.A. § 20-2-283, O.C.G.A. § 20-2-284)
GCSS could use this flexibility for students who did not meet standards in grades 3, 5, and 8 to hold meetings to design a student’s instructional plan as soon as the initial assessment results are received rather than waiting until the end of the summer following a retest.
- **School Attendance, Compulsory Attendance** as it relates to the attendance protocol (O.C.G.A. § 20-2-690.2)
GCSS seeks flexibility from requirements for making charges against students who are deemed truant annually. An example of how Grady County could utilize this waiver would be to take individual student needs and cases into account.
- **Statewide Passing Score** (SBOE Rule 160-4-2-.13(2)(a) and (2)(c))
GCSS seeks the ability to determine the minimum passing score a student can make to meet the requirements for completion of a subject or grade.
- **School Councils as related to strengthening the process** (O.C.G.A. § 20-2-85, O.C.G.A. § 20-2-86)
- **State Funded K-8 Subjects and 9-12 Course for Students Entering 9th Grade in 2008 and Subsequent Years** (O.C.G.A. § 20-2-142, O.C.G.A. § 20-2-151, O.C.G.A. § 20-2-160 (except to the extent it relates to funding))
- **Public School Choice** (O.C.G.A. § 20-2-2131)
- **School Day and School Year for Students and Employees** (O.C.G.A. § 20-2-151, O.C.G.A. § 20-2-160(a), O.C.G.A. § 20-2-168(c), O.C.G.A. § 20-2-221)
GCSS would like to explore flexibility in how the 180 days for students is scheduled to meet the individual needs of students. The flexibility to offer a different schedule for specific educational programs would be of great benefit to students. GCSS would like to waive the allotted requirements of instructional time at each level to allow schools to focus time on areas that are a priority for improving student achievement.

HR Flexibility

- **Certification requirements** (O.C.G.A. § 20-2-108, O.C.G.A. § 20-2-200, O.C.G.A. § 20-2-201 and O.C.G.A. § 20-2-204)
GCSS seeks flexibility from state certification requirements for certificated staff to allow for the selection of qualified applicants based on content expertise and knowledge.
- **Personnel Required** (SBOE Rule 160-5-1-.22)
GCSS desires the flexibility to determine personnel needs based on student needs instead of state allotment sheet.
- **Substitute Teachers requirements** (O.C.G.A. § 20-2-216, to the extent it allows for the employment of teachers certified by another state)
GCSS borders the state of Florida to our south. We would like the flexibility of employing retired/former teachers from other states as substitutes, short and long term assignments.
- **Employment Conditions of Employment as it relates to Duty Free Lunch** (O.C.G.A. § 20-2-218)

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