

CHARTER SCHOOL/PETITIONER INFORMATION

On July 8, 2008, Houston County Career Academy, Inc. was approved by the Houston County Board of Education to operate the Houston County Career Academy. Until such time as a CEO is hired, the following is the primary contact for the petitioner authorized by the Board of Education to execute the charter contract:

Mr. David Carpenter, Superintendent

Houston County Schools

P.O. Box 1850

Perry, GA 30116

(478) 988-6200

Ages and Grades Served

The Charter School may provide instruction to pupils in grades 9 through 12. The range in ages of students of the Charter School may be 13 through 20.

Charter Term

The charter term will be for ten (10) years, commencing on July 1, 2009 and expiring at midnight, June 30, 2019.

STATEMENT OF MISSION

Houston County Career Academy's mission is taken from research done in the local community and commissioned by the Houston County Board of Education and Middle Georgia Technical College. That mission is "to ensure a viable 21st century workforce." An expected result of the Charter School's focus on this mission is a district-wide improvement in student achievement, in keeping with the mission statement for the Houston County School System.

Supporting Legislative Intent

Houston County Career Academy is being developed by following the school development process disseminated by Georgia's nationally-recognized model school for workforce development – Central Educational Center (CEC) in Newnan, Georgia. As such, the Charter School represents a cooperative partnership among the Warner Robins and Perry Area Chambers of Commerce, Houston County Development Authority, Warner Robins Industry Now Group, Robins Air Force Base, Houston County Schools, and Middle Georgia Technical College. Other partners may be added, during the term of this Agreement, upon approval by the Houston County Career Academy Board of Directors.

Houston County Career Academy's planners have incorporated as Houston County Career Academy, Inc., a Georgia nonprofit corporation (see Articles of Incorporation and By-Laws in Exhibit II), and since 2007, first the district, and then a public-private Steering Committee have been using CEC's ADDIE process (Analyze, Design, Develop, Implement, and Evaluate) outlined in Central Educational Center's Dissemination Manual. That manual was prepared and published using federal and state charter dissemination grant funds, following State Board

policies based on state law drafted and amended by the Georgia legislature, and supported by two Georgia governors.

To support the legislative intent to “increase student achievement through academic and organizational innovation,” Houston County Career Academy will follow the same process used to create and refine CEC. Houston County Career Academy will be organized as an extension of the programs of the then-existing high schools in Houston County, and as an off-campus center of Middle Georgia Technical College (a participating partner under agreement with the Local Board), with a focus toward integrating academics and advanced career/technical education programs.

EDUCATIONAL PROGRAM

Focus of Curriculum

The focus of the curriculum shall be the integration of academics and advanced career/technical education. Students shall be advised toward a career pathway, and secondary and postsecondary programs shall be seamlessly linked.

Instructional Methods

Instructional methods shall have a bias toward “project-based” instruction and will benefit from the alignment and seamless blending of academic courses with career, technical and agricultural education courses, the blending of high school with the rigor and expectations of college coursework, and the relevance resulting from the blending of public education with the priorities and expectations of business and industry. The secondary curriculum shall lead both to post-secondary curriculum choices and to work-based learning opportunities, including job-shadowing, internships, co-op jobs and apprenticeships. Students will also have the opportunity to earn a Georgia Work-Ready Certificate.

Student-Teacher Ratio

The teacher-to-student ratio shall not exceed the allowable standards required in Houston County high schools.

Students Served (Including Special Needs, Disabled, Gifted/Talented)

Students in grades 9-12 (ages 13-20) are the students who may be served with an emphasis on students in grades 10-12. In meeting the district’s requirement of providing “free and appropriate public education,” the Charter School shall enroll any student (including students

with disabilities and ESOL students) who resides in the designated attendance zone and who submits a timely application, unless the number of applications exceeds the capacity of a program, class, grade level or building. In such case, all such applicants shall have an equal chance of being admitted through a random selection process unless otherwise prohibited by law; provided, however, that the Charter School shall give enrollment preference to students who reside in the attendance zone. The charter school will not have a separate gifted/talented program, though students identified as gifted and talented will have the same chance of enrollment as other students.

Extracurricular Activities

The Charter School will not offer extracurricular activities related to athletics or the arts, as such are already provided by the base high schools and outside the mission of the Charter School.

The Charter School will house such Career and Technical Student Organizations (CTSOs) as deemed necessary and expedient by the Local Board and the Directors, considering the focus of the instructional program of the Charter School.

Credits and Graduation (Completion)

The Charter School will grant units or completion credentials to students who are enrolled fulltime. Credits will be awarded as Carnegie Units and as high school diplomas by the Houston County high schools in which each student is enrolled; i.e., courses taken at the Charter School will result in Carnegie Units being awarded to the student either by the Charter School (if the student is enrolled fulltime) or, if the student is enrolled part time at the Charter School, by a Houston County high school. In addition, students shall be awarded technical certificates of credit, diplomas and/or associate degrees based on standards established by the Technical

College System of Georgia and Middle Georgia Technical College. Students will be encouraged to take high school and post-secondary dual-enrollment courses based on selected career pathways and career counseling provided by Houston County high schools, the Charter School and post-secondary staff. Such counseling will be biased towards on-time completion of high school and the receipt, at a minimum, of a high school Diploma by each student. Charter School students will meet the same graduation requirements set by the Houston County Board of Education as any other Houston County high school student. The Charter School will not use its waiver to ease graduation requirements and will comply with the statewide graduation rule.

STATE AND FEDERALLY MANDATED SERVICES

Students with Disabilities

Students with special needs and disabilities will be served by the Houston County School System, as directed by the Local Board, with appropriate services provided at the Charter School by district staff in keeping with the Charter School's mission and the resources provided by the Local Board. Special education staff at the Charter School will collaborate with Special Education staff at the high schools to meet individual student needs.

For students with disabilities, the Charter School will provide state and federally mandated services through paraprofessionals who assist students with Individualized Educational Programs (IEP), upon review by a committee including credentialed professionals from Houston County Schools and representatives from the Charter School, to excel in the Charter School. The provision of these services will follow, at a minimum, district policies using district procedures.

English Language Learners

For English Language Learners (ESOL), the Charter School will provide state and federally mandated services by extending programs already offered at the base high schools in Houston County, under the supervision of the Local Board.

Compliance with Laws and Regulations

The Charter School shall comply with all federal, state and local rules, regulations, court orders, and statutes relating to funding; civil rights; insurance; the protection of the physical health and safety of school students, employees, and visitors; conflicting interest transactions; and the prevention of unlawful conduct. Furthermore, the Charter School shall be subject to all laws

relating to unlawful conduct in or near a public school; the provisions of Part 3 of Article 2 of Charter 14 of this title; and all reporting requirement of O.C.G.A. § 20-2-320.

Supplemental Educational Services and Remediation

The Charter School will offer such supplemental educational services and remediation in required cases pursuant to SBOE Rule 160-4-5-.03 and 160-4-5-.01 as deemed necessary and expedient by the Local Board and the Directors, considering the focus of the instructional program of the Charter School.

GOALS AND OBJECTIVES

The Charter School's performance-based goals will be the following:

1. The Charter School will help Houston County high schools to exceed the majority of USDE benchmarks in Perkins's accountability measures annually during the term of this Agreement.
2. The Charter School will help Houston County high schools increase the number of students graduating annually who meet the requirements of the new State Graduation Rule. This improvement will be calculated by comparing the graduation rates of students who attend the Charter School against the average graduation rate of all Houston County high school students who do not attend the Charter School. Since all students attending the Charter School are receiving diplomas from Houston County high schools, if the Charter School graduation rate exceeds the average of all high schools, and if the Charter School graduation rate increases annually, the Charter School will be assumed to be helping increase Houston County's high school graduation rate.
3. The Charter School will cause the percentage of Houston County students dual-enrolled in career and technical post-secondary programs to increase by 2.5% per year during the term of this Agreement.
4. The Charter School will increase the number of Houston County students in work-based learning programs by 2.5% per year during the term of this Agreement.
5. The Charter School will increase the number of Houston County seniors who earn Work Ready Certificates by 2% per year.

Public Interest and Improvement

The above goals were considered and approved by a large number of community planners, as well as by the Local Board. Approval by these stakeholders indicates certainty on the part of the local planners and authorizers that the achievement of these goals is in the public interest.

Further, the planners and authorizers believe and hope that the achievement of these goals will help the community achieve other measures of individual, community and economic success.

WAIVERS

Except for The Charter Schools Act of 1998 and O.C.G.A. 20-2-211(e) (fingerprinting and criminal background check), the Charter School shall be exempt from all Local Board of Education and State Board of Education Policies, Regulations, and Procedures and from provisions of Title 20 of the Official Code of Georgia Annotated that are in conflict with the provisions of this agreement, thus utilizing the broad flexibility from law, rule and regulation listed in O.C.G.A. § 20-2-2065(a). The Charter School will comply with all the requirements of the Single Statewide Accountability System.

Accountability Compliance

The Charter School shall comply with all federal, state and local rules, regulations, court orders, and statutes relating to funding; civil rights; insurance; the protection of the physical health and safety of school students, employees, and visitors; conflicting interest transactions; and the prevention of unlawful conduct. Furthermore, the Charter School shall be subject to all laws relating to unlawful conduct in or near a public school; the provisions of Part 3 of Article 2 of Charter 14 of this title; and all reporting requirement of O.C.G.A. § 20-2-320.

Exceeding Expectations

The Charter School Board of Directors expects that the Charter School will exceed expectations, in part because of the flexibility granted by Georgia's Charter School Law and the above waiver. When considering approval of the annual report, the Directors will specifically ask the CEO to state whether or not the school has exceeded expectations, and if so, to what degree it has done so.

ASSESSMENT METHODS

Student Performance Data Assessment Plan

The Charter School will assess individual and aggregate student performance each semester using an accountability system approved by the Directors. This system will involve the creation of a database unique to the Charter School to track traditional student achievement measures (enrollment, grades, demographics, etc.) as well as measures of achievement not traditionally associated with academic success that are relevant to the Charter School's mission (standardized test scores, placement in work-based learning and college programs, etc.). The data will be available to administrators, counselors and teachers as they collaborate to enhance each student's success, and the data will be available to students and parents upon request as permitted by state law. The data will also be included in the report to be prepared and submitted to the State Board annually by October 1. This report will comply with all requirements set out in O.C.G.A. § 20-2-2067.1(c)(1)-(6), including all State-mandated assessment and accountability scores.

The Charter School will have a "school number" and a fulltime enrollment, but some students will attend the Charter School on a part-time basis and their base high school the remainder of the time. Those who attend the Charter School fulltime will be reported under the school number of the Charter School, and those who attend part time will be counted in the AYP report of their base schools; however, the CEO will report to the Directors the Charter School's overall impact on the district and all high schools meeting AYP.

Cooperation on State-Mandated Assessments

The Directors will consider this data annually as they assess the challenges and successes of the school, consider opportunities for continuous improvement of the Charter School, and prepare the state-mandated annual report.

The collection of student performance data will complement data collection methods and procedures used by Houston County high schools

Measuring Student Improvement and Achievement

Assigning course credit, determining whether or not students meet graduation requirements, and granting of diplomas and technical certificates of credit will be the responsibility of Houston County Schools and Middle Georgia Technical College. Students who attend the Charter School fulltime will earn a high school diploma from the Charter School.

Federal and State Accountability

The Charter School will not waive the accountability provisions of O.C.G.A. § 20-14-30 through § 20-14-41 and federal accountability requirements.

For accountability purposes, the Charter School will generate a separate report using the same test data and subgroups as the No Child Left Behind Accountability report for those students who attend the Charter School each year. The impact of the educational program of this charter school will not just effect the data of the charter school but is expected to impact the performance of the entire school system.

SCHOOL OPERATIONS

Management

The CEO is directly accountable to the Directors for the performance of the Charter School. The CEO's primary role shall be the continuous improvement of the partnership that creates the Charter School and of the programs included as a part of the Charter School. The CEO's compensation and benefits will be determined by the Local Board after discussion with the Directors. The CEO will have responsibility for managing the assets of the Charter School, which will be kept entirely separate from public funds audited by the school system and college. The CEO will also be accountable for the use of said public funds, but only to the extent that the CEO is involved by the public education partners in developing budgets, given authority to manage said funds, and given access to audit results regarding said funds.

The CEO shall be directly responsible for secondary personnel, scheduling of classes, and such other duties as may from time to time be deemed necessary through consultation with the Houston County School System.

When the CEO and Superintendent agree fiscal resources are available, a Business-Community Director may be hired to be directly responsible for describing the Charter School to the business community, gathering the support of the business community, overseeing the Work-Based Learning Program, and such other duties as may from time to time be assigned by the CEO in consultation with the Houston County School System.

A Chief Liaison who reports directly to Middle Georgia Technical College will serve the career academy students for dual-enrollment opportunities.

Attendance Zone

The attendance zone for the Charter School shall be the Houston County School System.

Admissions Rules and Procedures and Enrollment Priorities

The Charter School shall follow the admission policies of the Houston County School System. Students shall enroll in the Charter School by enrolling in a Houston County school. Selection will be based on providing preference to those previously enrolled. The Charter School will have a “school number” and a fulltime enrollment, but some students will attend the Charter School on a part-time basis and their base high school the remainder of the time. Those who attend the Charter School fulltime will be reported under the school number of the Charter School, and those who attend part time will be counted in the AYP report of their base schools; however, the CEO will report to the Directors the Charter School’s overall impact on the district and all high schools meeting AYP.

Racial And Socioeconomic Diversity

The Charter School shall not discriminate against students on the basis of disability, race, creed, color, gender, national origin, religion, ancestry, marital status or for special educational services. Furthermore, the Charter School shall not discriminate on any basis that would be illegal if used by a school system. The Charter School’s recruitment plan (see below) will require the CEO to track and report to the Directors the Charter School’s enrollment percentages by demographic groups and subgroups. The CEO and Directors will consider this information

and, if the racial and socioeconomic diversity of the district is not substantially similar to the diversity of the Charter School's enrollment, will revise the recruitment plan to improve any and all necessary percentages.

Recruiting Students And For Maintaining/Increasing Enrollment

The CEO and Directors will cooperate with the authorizing districts and College to develop a recruitment plan that involves administrators, counselors, teachers, parents, business partners, alumni and students. The CEO will state current enrollment and enrollment trends in the annual report, as well as in interim reports at every meeting of the Directors. The Directors will hold the CEO accountable for enrollment levels. The CEO will establish and report to the Directors on recruitment priorities, including but not limited to students whose graduation is jeopardized because their high school programs of study will be incomplete without being admitted to attendance.

Student Discipline And Student Dismissal

The Charter School's rules and procedures concerning student discipline will be modeled after those created by Central Educational Center, as recommended by the Directors and approved by the Local Board. These rules and procedures will be established in light of the needs assessment and its focus on "Work Ethic." The community has asked the Charter School to make work ethic a primary focus, alongside curriculum, and the Charter School will respond. Since the Charter School is an extension of Houston County high schools, as previously described, there is no "dismissal" but merely a prohibition against enjoying the use of the Charter School. In addition to following the student discipline rules and procedures of the Charter School, students will also be responsible for adhering to the discipline rules and procedures of their base high schools.

Administrators from the Charter School and the high schools will communicate and collaborate on student discipline issues regularly and as needed.

Grievances And Complaints

The CEO will also be responsible for resolving grievances and conflicts following the grievance process of the respective hiring institution. In the event that the CEO must recuse himself or herself from the process, the Directors may consider and resolve such grievances or conflicts following the grievance process of the respective hiring institution.

Employment Procedures And Policies

The Houston County School System will assist the CEO in the recruitment of secondary staff. The CEO shall be responsible for recommending to the Local Board personnel decisions as related to school system employees and shall report such decisions to the Directors. Hiring, compensation, evaluation, and termination of system employees are functions of the Local Board as recommended by the CEO and the Superintendent. The CEO shall be advised of personnel decisions made by Middle Georgia Technical College and shall have discussions with the College about such decisions as practical.

Secondary teachers shall be employed on the payroll of the Houston County School System with such salaries and benefits as may be provided to any comparable School System teachers. The Houston County School System will assist in the recruitment, hiring, compensation, evaluation and termination of such teachers. The Houston County School System may not place or remove teachers or staff at the Charter School without providing notification

and explanation to the CEO, which shall be written notice and explanation if requested by the CEO.

Certification

Certification may not be a requirement for career technical teaching positions as long as appropriate work experience shall be substituted. Where appropriate work experience is substituted, and consistent with the Charter Schools Act, the Houston County School System shall report each teacher to the State as if the teacher had at least a Bachelor Degree (if less than a Bachelor Degree is held by the teacher) plus appropriate years of work experience (up to the maximum years of experience upon which the State typically reimburses the Houston County School System for teachers). Where an advanced degree is held by the non-certificated teacher, and consistent with Charter Schools Act, the Houston County School System shall report each teacher to the State as having such a degree plus appropriate years of work experience. The State shall reimburse the Houston County School System for the administrative position known as CEO as being the high school principal of the Charter School.

Personnel employed by Middle Georgia Technical College, and working at the Charter School, shall meet the requirements of the Middle Georgia Technical College for employment. Middle Georgia Technical College shall be responsible for recruitment, hiring, compensation, evaluation and termination of such teachers.

Salary Schedule

Secondary teachers employed at the Charter School will be compensated with such salaries and benefits as may be provided to any comparable School System teachers through the district's salary schedule.

Fingerprinting And Background Checks

All personnel employed at the Charter School shall be fingerprinted and have a criminal record check prior to employment.

Insurance

Without waiving any protections afforded public school employees under the doctrine of sovereign immunity or as otherwise provided by law, the Charter School shall be insured as follows: The Houston County School System shall provide all such insurance provided for any school in the Houston County School System. In addition, Directors of the Charter School shall be made a part of liability insurance provided to members of the Local Board.

Transportation Services

The Houston County School System shall provide bus service between the high schools in Houston County and the Charter School. Charter School students shall have access to this service, which will comply with applicable law. Students who have proper documentation signed and on file with the Charter School will be allowed to drive to the Charter School.

Food Services

The Houston County School System shall provide food service at the Charter School and at all high schools in Houston County. Charter School students shall have access to such food service either at the high schools, at the Charter School, or at their choice of either location.

FACILITIES

Location

The main facilities for the Charter School shall be located in that facility known as Houston County Career Academy, located at 1311 Corder Road, Warner Robins, Georgia 31088. This facility will meet standards of the Local Board's facilities department and may be altered or expanded by the Charter School. Such alteration or expansion shall be in compliance with then existing occupancy rules and codes. Upon approval by the Directors and the Local Board, satellite facilities may be utilized for the operation of the Charter School when such facilities are in compliance with then existing occupancy rules and codes.

Ownership

This facility is owned by Middle Georgia Technical College (see Exhibit I).

Certificate of Occupancy

A certificate of occupancy is attached as part of Exhibit I.

Emergency Safety Plan

The CEO shall prepare and the Directors shall evaluate and recommend to the Local Board a safety plan for the Charter School in accordance with O.C.G.A. § 20-2-1185 before the school opens. The plan will also be approved prior to this deadline by the Georgia Emergency Management Agency.

PARENT AND COMMUNITY INVOLVEMENT

Developing Petition

During the years 2007-2008, members of the community, parents and other interested parties were directly and substantially involved in developing this petition. Highlights of this involvement include the following:

Planning for a career academy began formally in 2004, as business leaders, educators and community leaders visited CEC on different occasions to gain a better understanding of career academies and how a career academy can be implemented in Houston County. The most recent visit to CEC by citizens of Houston County was December 4, 2007. In July 2007, Barbara Wall, past-president of Georgia Association of Career and Technical Educators (GACTE) was hired as Houston County School System's Director of Career, Technical and Agricultural Education. She came on board with a solid working knowledge of career academies and a network of contacts for career academies at the national, state, and local levels. In April 2008, Houston County hired Dr. Wanda Creel as the Assistant Superintendent of Teaching and Learning. Dr. Creel most recently worked with the Georgia Department of Education over School Improvement. Prior to her experience at GDOE, she worked with the Coweta County School System, home of CEC. Dr. Creel serves on the Curriculum Subcommittee. The Houston County School System was awarded a \$5,000 Career Academy Planning Grant in January 2008. A community-based group (the "Steering Committee") was formed in April 2008 to begin a replication of CEC. Funds from this grant were used to hire a consultant, Russ Moore with Seamless Education Associates, Inc. – the former CEO of CEC who uses his real-life experiences to guide the efforts of the career academy planners in Houston County.

A Georgia nonprofit corporation, Houston County Career Academy Inc., was established in July 2008 to begin raising charitable contributions and to fund the planning work of the Steering Committee (see Articles and By-Laws in Exhibit II).

The partnership performed a needs assessment of local business and industry. That needs assessment survey (the “survey”) was funded equally by Houston County Schools and Middle Georgia Technical College, was developed by a Needs Assessment Subcommittee, was approved by the public/private Steering Committee, and was promoted by a Marketing Subcommittee. The survey was administered online and via mail from June through July 2008 to gauge the community’s desire for the inclusion of particular programs in Houston County Career Academy’s curriculum. Results from the survey will be the basis for the work of Curriculum and Facilities Subcommittees to determine what career technical education programs and facility improvements Houston County Career Academy will develop.

This charter was written by a Charter Authoring Subcommittee from May 2008 through June 2008, approved by the full Steering Committee in June 2008 and, after additional revisions, approved by the Houston County Board of Education in July 2008.

Ongoing Involvement

Parents, members of the community and other interested parties will be involved in the school through changes and additions to the Houston County Career Academy Board of Directors and by gathering data from the community, parents, students and faculty. In addition, Houston County Career Academy will market its programs directly to parents, students and business partners. Resulting enrollment figures of Houston County Career Academy will be compared

against school system demographics for racial and socioeconomic subgroups to ensure that enrollment percentages substantially mirror school system enrollment demographics.

Additional data will be gathered through regular updates of the needs assessment, parent surveys, and student surveys – using protocols developed by CEC as a guide and authorized by the Directors.

FISCAL FEASIBILITY AND CONTROLS

Autonomy

The Charter School shall be an extension of the then-existing high school programs in Houston County (for the purpose of gaining full FTE funding) and so, while a start-up, under the law as it currently exists, the Charter School planners have incorporated as Houston County Career Academy, Inc., a Georgia nonprofit corporation (see Articles of Incorporation and By-Laws in Exhibit II).

The financial policies, procedures and controls for public education funds spent by or on behalf of the Charter School shall be provided by the Houston County School System and by Middle Georgia Technical College. The Charter School shall be operated, within such financial policies, procedures and controls as a satellite location for the School System and for the College. Funds shall be distributed to the Charter School on a pro-rata basis based on the share of time a student attends the Charter School during the school day.

The Charter School has only been assigned such public education assets as are needed to operate according to its current Charter Agreement. Such assets are owned by the Houston County School System or by Middle Georgia Technical College for the specific benefit of the Charter School.

Exhibit IV provides for the budget for the full term of this Agreement, including: a monthly cash flow projection detailing revenues and expenditures for the first year of operation; spreadsheets projecting cash flow statements, revenue estimates, budgets and expenditures on an annual basis

for the first five (5) years of the charter term; an estimate of all public and private dollars available per student; and an itemized list of working capital and assets, including cash, bonds and real estate.

The Local Board and the Charter School may enter into a purchase agreement or agreements providing for the purchase by the Charter School from the Local Board of certain goods, services and materials in connection with the operation of the Charter School.

The Charter School shall not charge tuition or fees to any student except as may be authorized for local boards by O.C.G.A. § 20-2-133. Tuition and/or fees may be charged for after-school programs.

In the event the Charter School ceases operation for any reason, the Charter School and its policymaking body will be responsible for winding up the business and affairs of the Charter School and will cooperate with the Local Board and State Board to the extent necessary to provide an orderly return of the students to their local school. Any public surplus remaining at the time the Charter School ceases operation shall be remitted to the Local Board, the College, and/or State Board, whichever is appropriate, within 30 days of the day students no longer attend the charter school. Any furniture and equipment purchased with public funds shall be delivered to the Local Board, College, and/or State Board, whichever is appropriate, within 30 days of the day students no longer attend the Charter School.

Neither the Local Board, College nor State Board shall be responsible for the Charter School's unpaid debts in the event the Charter School does not have sufficient funds to pay all of its debts at the time it ceases operation.

Audit

Financial audits will be conducted annually by the Houston County School System following procedures established by the Local Board and under the supervision of the Chief Financial Officer of Houston County Schools.

Chief Financial Officer

No school in the Houston County School System has a separate Chief Financial Officer; instead, all schools are served by the system's CFO, who is a CPA. In the same manner, the school system CFO will serve as the default CFO for the Charter School's K-12 revenue and expenses.

Enrollment Count

The Annual Funding Amount and Per-Pupil Allocation: The State Board will allow the Charter School to report its FTE as an extension of high schools in Houston County for the purpose of gaining full FTE funding. Funding amounts and per-pupil allocations shall be the same as those provided to all Houston County high school students and shall be allocated to the Charter School based on the pro-rata share of the school day the student attends the Charter School.

Funding Timeline

The Charter School shall operate according to the budget attached hereto as Exhibit IV and as such budget may from time to time be revised by the Local Board. Such budget includes secondary program dollars provided by the Houston County School System.

The Houston County School System will handle all payroll for secondary employees and so the Charter School, will, of necessity, be paid from both State and Local Boards as is any other Houston County school.

Federal Funds Monitoring

The Charter School will be accountable for the spending of federal funds through the Houston County School System.

Other Funding Sources

The Directors have received IRS 501(c)(3) status in order to accept charitable contributions from private individuals, foundations, and other organizations. The CEO and Directors will use these assets to create and manage an endowment to support the Charter School's operations and its pursuit of continuous improvement of the Charter School's programs and partnership.

GOVERNANCE STRUCTURE

Governing Board

The Charter School shall utilize a policymaking board – specifically the nonprofit Board of Directors.

Open and Public Meetings and Public Records

The Directors shall be subject to the provisions of O.C.G.A. § 50-14-1 et seq. (Open and Public Meetings) and O.C.G.A. § 50-18-70 et seq. (Inspection of Public Records).

Control and Management

The Directors will be the governing body of the Charter School, subject to the control and management of the Local Board, and subject to the spirit of the partnership among Middle Georgia Technical College; among local business and industry as represented by the Warner Robins and Perry Area Chambers of Commerce, Houston County Development Authority, Warner Robins Industry Now Group, and Robins Air Force Base. The spirit of the partnership is partially defined as being such that no partner(s) mentioned above may interfere with the legal right or obligation of the Directors to execute duties required or permitted by O.C.G.A. § 14-3-101 et seq. (Georgia Nonprofit Corporation Code).

The Charter School Board of Directors will operate as a subordinate body of the Houston County School Board. As such it will adopt the Liability and Bonding procedures in place for the School Board. Insurance policies will be extended to provide for like coverage. The Houston County School System will extend liability coverage to school system employees as it does for all other schools within its system. The Charter School acknowledges that it is without authority to, and

will not, extend the faith and credit of the Local Board or State Board to any third party except as properly authorized to do so.

Board Functions, Duties, Composition

The composition of the board shall be as follows:

- Two parents
- Two business representatives
- Two education representatives
- One representative at-large

The Directors shall meet at least six times annually in regularly scheduled session. The Directors shall, at such meetings, and in such other sessions as may be called from time to time, focus on the achievement of the measurements indicated in this Agreement. As well, the Directors shall focus on the establishment and enforcement of Charter School policies and the development and achievement of strategic objectives. The Directors and the Superintendent shall be responsible for the selection and annual evaluation of the CEO and shall inform the Local Board of such decisions.

Board Selection, Service, Removal

The CEO and high school principals shall be responsible to nominate two parents to the Board of Directors. Nominations shall be approved by the Superintendent and CEO and then by a majority vote of the Directors.

The Warner Robins Chamber of Commerce shall be responsible to nominate a business representative to the Board of Directors, and the Perry Area Chamber of Commerce shall be responsible to nominate a business representative to the Board of Directors. Nominations shall be approved by the Superintendent and CEO, and then by a majority vote of the Directors.

The Superintendent of the Houston County School System with the approval of the Local Board shall be responsible to nominate a representative to the Board of Directors. The CEO shall approve the nomination and present it to the Board of Directors for approval by a majority vote. The Superintendent shall not self-nominate.

The President of Middle Georgia Technical College shall be responsible to nominate a representative to the Board of Directors. The Superintendent and CEO shall approve the nomination and present it to the Board of Directors for approval by a majority vote. The President shall not self-nominate.

The CEO shall be responsible to nominate an at-large representative to the Board of Directors. The Superintendent shall approve the nomination and present it to the Board of Directors for approval by a majority vote. The CEO shall not self-nominate.

Upon approval of this charter, Directors shall be nominated for approval at the earliest possible time. Prior to the hiring of a CEO, the CEO's responsibility in the above selection process shall be the responsibility of the public/private Steering Committee and the Superintendent, who shall

approve the nominations and elect the Directors. Upon establishment of the Board of Directors, those Directors shall succeed the existing Directors of Houston County Career Academy, Inc.

Staggered terms will be established as follows for this first election only: one parent, one business representative, and one educator will be selected by lottery to serve two-year terms each. The remaining three Directors will serve three-year terms. After this establishment of staggered terms, all Directors shall serve two-year terms. The term limit for parents shall extend for four years as long as the parents have children who attend the Charter School. The term limit for business representatives shall extend for six years. The term limit for educators shall extend for four years.

Officers of the Directors shall be elected at the first meeting, or after the first year, at the August meeting during which new Board members are joining the Board. Officers shall serve for a one-year term and can succeed themselves for one additional year. Following a year not serving as an officer, a previously elected officer can be re-nominated to serve in an officer role. There shall be a Chair, a Vice-Chair, and a Recording Secretary elected among officers of the Directors.

At the first meeting of the Directors following the commencement period of this Agreement, the Directors shall adopt By-laws that shall describe the duties of the officers and such other particulars as deemed relevant by the Directors as long as such By-laws are consistent with this Agreement. Among other things, the By-laws shall describe cause for removing a Director, a process for accepting the resignation of a Director, and ways to replace such Directors. In all

cases, the above-described nominating process shall be utilized, as possible, in replacing Directors who have been removed or resigned.

Conflicts of Interest

As an extension of the existing high school program in Houston County, the Charter School will be considered in partnership with all schools under the control and management of the Local Board, especially of middle schools and high schools. The Charter School will also be considered in partnership with all the organizations listed in the first paragraph of this agreement, and of every business or industry associated with said organizations. As the mission of the school is “to ensure a viable 21st century workforce” for these partners and for the community, every entity considered a partner will be expected and encouraged to participate in programs and policy-making that impact that mission, and no partner will be considered under a conflict of interest so long as the benefits provided by any program or policy of the Charter School benefit multiple partners and help achieve the above mission.

Upholding Mission and Vision

The Directors will focus on the achievement of the measurements indicated in this Agreement.

Performance Appraisal

The Directors shall be responsible for the selection of the CEO upon the recommendation of the Executive Board. The Executive Board shall be responsible for the annual evaluation of the CEO.

Effective Organizational Planning And Financial Stability

The Directors shall focus on the establishment and enforcement of Charter School policies and the development and achievement of strategic objectives.

Grievance and Conflict Resolution

The CEO will also be responsible for resolving grievances and conflicts following the grievance process of the respective hiring institution. In the event that the CEO must recuse himself or herself from the process, the Directors may consider and resolve such grievances or conflicts following the grievance process of the respective hiring institution

Stakeholder Involvement

The Directors will represent the Charter School's stakeholders, and those stakeholders may petition to address the Directors during any Board meeting, following the adopted procedures of the Directors.

Business Arrangements

As a non-profit Board, the Directors will be able to make any legal and/or contractual arrangements as are made by a typical non-profit business. No Director shall use his or her position on the governing body for personal profit.

Conflict Resolution With Local Board

In the event that a grievance or conflict involves the Local Board, the parties will pursue a resolution that considers that the Local Board retains control and management over the Directors and the Charter School; however, the Local Board will also consider the spirit of the partnership.

Education Management Agency Contract

The Charter School will not contract with for-profit educational management agencies to manage all or part of the operations of the Charter School. The Directors may enter into agreements with the partners listed in the first paragraph of this agreement to assist with the funding and maintenance of the Charter School's facilities and operations.

ANNUAL REPORT

The Charter School shall, by October 1, submit an annual report that includes all State-mandated assessment and accountability scores and complies with all requirements set out in O.C.G.A. § 20-2-2067.1(c)(1)-(6). The report will also be made available to the community and all stakeholders.

ATTACHMENTS/APPENDICES

Exhibit I - Ownership Documents

Exhibit II - Articles of Incorporation and By-Laws (to be submitted once filed)

Exhibit III - Annual Calendar and Daily Schedule

Exhibit IV – Budget Documents (Year One Monthly Cash Flow and Five Year Budget Projections)