

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

This Charter for Berrien Academy Performance Learning Center (“Charter”) is entered into by and between the Berrien County Collaborative, Inc. (“Petitioner”), the Berrien County Board of Education (“Local Board”) and the State Board of Education (“State Board”) (collectively referred to as “the parties”).

WHEREAS, the Petitioner submitted a petition to the Local Board proposing to renew a start-up charter school pursuant to O.C.G.A. § 20-2-2060 *et seq.*, the Charter Schools Act of 1998 (“Charter Schools Act”), and the Local Board approved the petition;

WHEREAS, the State Board finds that the petition complies with the provisions of the Charter Schools Act, and the rules, regulations, policies and procedures promulgated in accordance with O.C.G.A. § 20-2-2063 and further finds that the petition is in the public interest; and

WHEREAS, pursuant to O.C.G.A. § 20-2-2064.1, the State Board grants this Charter to permit Petitioner to operate Berrien Academy Performance Learning Center (“the Charter School”) in accordance with the terms and conditions of this Charter.

NOW THEREFORE, in consideration of the promises, mutual agreements, and covenants contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Definitions. The terms below will be interpreted in accordance with the following definitions, unless and until federal or state law, or the state accountability system, is amended otherwise:
 - a. Adequate Yearly Progress (AYP): Adequate Yearly Progress is a measurement based on a series of performance goals that every school, Local Educational Agency, and state must achieve within specified timeframes in order to meet the 100% proficiency goal established by the federal No Child Left Behind Act of 2001 (“NCLB”), subject to any amendment, waiver or reauthorization thereof.
 - b. Annual Measureable Objectives (AMOs): In defining Adequate Yearly Progress, each state sets the minimum levels of improvement, based on student performance on state standardized tests that school districts and schools must achieve within time frames specified in law in order to meet the 100% proficiency goal under No Child Left Behind. These levels of improvement are known as Annual Measurable Objectives, and they ensure

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

that all student groups, schools, school districts, and the State as a whole reach the 100% proficiency goal by 2013-2014, subject to any amendment, waiver or reauthorization of NCLB.

- c. Elementary and Secondary Education Act as Amended (ESEA as Amended): The federal education statute, originally passed by the U.S. Congress in 1965, that defines the role of the federal government in public education and authorizes many of the major federal education programs, including Title I. This Act was reauthorized by Congress in 2001 as the No Child Left Behind Act.
- d. College and Career Ready Performance Index (CCRPI): A comprehensive school improvement, accountability, and communication platform for all educational stakeholders that will promote college and career readiness for all Georgia public school students. CCRPI currently replaces AYP.
- e. Georgia Milestones Assessment System (Georgia Milestones): The Georgia Milestone Assessment System is a state-required assessment system to measure student acquisition of the knowledge and skills set forth in the state curriculum. Georgia Milestones is a consistent testing program that will be administered across grades three through twelve in the content areas of Reading, English/Language Arts, Mathematics, Science and Social Studies and Writing.
- f. Education Service Provider (ESP): A for-profit or nonprofit 3rd party managing a charter school.
- g. Georgia Department of Education (GaDOE or Department): The Georgia Department of Education is the state agency charged with the fiscal and administrative management of certain aspects of K – 12 public education, including the implementation of federal and state mandates. Such management is subject to supervision and oversight by the State Board of Education.
- h. Local Educational Agency (LEA): A Local Educational Agency is a local system pursuant to local board of education control and management.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- i. No Child Left Behind of 2001 (NCLB): No Child Left Behind is a reauthorization of the Elementary and Secondary Education Act (ESEA) of 1965 – the principal law affecting education from kindergarten through high school. NCLB is designed to improve student achievement and close achievement gaps. States are required to develop challenging academic standards, to educate all students to 100 percent proficiency by 2014, and to create and implement a single, statewide accountability system. NCLB is subject to amendment, waiver or reauthorization.
 - j. State Board of Education (SBOE or State Board): The State Board of Education is the constitutional authority that defines education policy for public K – 12 education agencies in Georgia.
 - k. State Performance Target: The state performance target is set using all students with the goal of decreasing the percentage of students who are not proficient by 50% by 2016-2017.
 - l. Subgroup: A Subgroup under No Child Left Behind is defined as one of the following subsets of students: race/ethnicity (American Indian/Alaskan native, Asian/Pacific Islander, Black, Hispanic, Multiracial, and White); disability; limited English proficiency (LEP); and socioeconomic status. To constitute a Subgroup in Georgia for a school's Adequate Yearly Progress determination, the Subgroup must have at least 40 students or constitute 10% of the assessed student population, whichever is greater, but not to exceed a total number of 75 students. The assessed student population is the total number of children whose test results are used to determine Adequate Yearly Progress.
 - m. Subgroup Performance Target: Individual subgroup performance targets set for each content area, statewide.
2. Charter Term. The State Board grants this Charter to Petitioner to operate the Charter School for a five-year term beginning on July 1, 2020 and expiring on June 30, 2025.
 3. Grade Range and Enrollment. The Charter School shall serve grades 9-12. The Charter School's total enrollment shall not exceed 75 during the term of the charter unless after reaching 75 the Charter School requests review by the Department. If the Department determines that the Charter School has met all compliance requirements and charter contract goals based on the most recent year of academic data available, the Charter School's total

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

enrollment may expand by an increment of no more than 15% annually, subject to annual review by the Department.

4. Mission Statement. The mission of the Charter School is to provide students with equal access to quality educational programs and the necessary social services in an environment that allows students the opportunity to achieve their maximum learning potential.
5. Essential or Innovative Features. The Charter School shall implement an alternative school structure that utilizes an Integrated Technology Instruction model, project-based learning, and an extended day after school program.
6. Maximum Flexibility Allowed By Law. In exchange for the Charter School's agreement to meet or exceed the performance-based goals and measurable objectives set forth in Section 8 below, the State Board shall grant the maximum flexibility allowed by law to the Charter School. Pursuant to O.C.G.A. § 20-2-2065(a), the Charter School shall be entitled to the maximum flexibility allowed by law from the provisions of Title 20 of the Official Code of Georgia Annotated and from any state or local rule, regulation, policy, or procedure established by a local board of education, the State Board of Education (State Board), or the Georgia Department of Education (Department). Notwithstanding this maximum flexibility, the Charter School shall comply with the terms of this Charter, the Charter Schools Act, including the provisions set forth in Section 16 below, and any rules, regulations, policies, or procedures established by the State Board consistent with the Charter Schools Act.
7. Accreditation. If the Charter School serves grades 8-12, the Charter School shall seek accreditation from an approved accrediting agency pursuant to O.C.G.A. § 20-3-519(6.1)(A) within the first three years of the initial charter term or prior to the graduation of the Charter School's first graduating class and shall retain accredited status thereafter. If applicable, a Charter School may use system accreditation to satisfy this requirement.
8. Performance-based Goals and Measurable Objectives. In exchange for the flexibility granted in Section 6 above, the Charter School agrees to meet or exceed the following performance-based goals and measurable objectives that are designed to result in improvement of student achievement as set forth in **Appendix A** incorporated into this charter. The Charter School agrees that the consequences set forth in **Appendix A** shall be triggered upon notification by GaDOE of the Charter School's failure to achieve the goals listed in **Appendix A**.
9. Assessment and Accountability. Notwithstanding Sections 6 and 8 above, the Charter School is subject to all accountability and assessment requirements set forth within Title 20 of the Official Code of Georgia Annotated and any corresponding State Board Rules, including but

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

not limited to the accountability provisions of O.C.G.A. §§ 20-14-30 through 41. The Charter School is further subject to all federal accountability requirements under the Elementary and Secondary Education Act, subject to any amendment, waiver or reauthorization thereof.

10. Annual Report. The Charter School shall submit an annual report by October 1 of each year to the Georgia Department of Education that complies with all requirements set forth in O.C.G.A. § 20-2-2067.1(c), including but not limited to an indication of the Charter School's progress towards the goals and objectives stated in Section 8 above and all state-mandated assessment and accountability scores from the previous year. The Charter School shall make available to the community copies of an annual report which shall indicate student performance for the previous year.
11. Open Enrollment and Admissions. The Charter School shall comply with the open enrollment and admissions provisions set forth in O.C.G.A. § 20-2-2066. Enrollment shall be open to any student in accordance with the following criteria:
 - a. Attendance Zone. The attendance zone for the Charter School shall be the Berrien County School District.
 - a. Application. To be eligible for enrollment at the Charter School students residing in the attendance zone must submit a timely application to the Charter School in accordance with the deadline set by the Charter School. The Charter School may not use admissions criteria or applications that would not otherwise be used at a traditional public school, including requests for letters of recommendation, essays, resumes, or information regarding a student's school or community activities, grades, test scores, attendance record, or disciplinary history. The Charter School may use applications for the purpose of verifying the student's residence within the school's attendance zone. The Charter School may gather relevant information from students after enrollment is determined.
 - b. Random Lottery. If the number of timely applicants received by the Charter School exceeds the capacity of a program, class, grade level, or building, the Charter School shall ensure that such applicants have an equal chance of being admitted through a random selection process in accordance with O.C.G.A. § 20-2-2066(a)(1)(A). The Charter School shall not conduct more than one lottery, per grade, per admissions cycle.
 - c. Statutory Enrollment Priorities.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

In accordance with O.C.G.A. § 20-2-2066(a)(1)(A), the Charter School may give enrollment priority to the following categories of applicants and in the following priority:

- i. A sibling of a student enrolled in the Charter School;
- ii. A sibling of a student enrolled in another local school designated in the charter; and
- iii. Students matriculating from a local school designated in the charter.

12. Withdrawal without Penalty. The Charter School shall comply with the provisions of O.C.G.A. § 20-2-2066(d) for withdrawing students. The Charter School agrees that a student may withdraw without penalty from the Charter School at any time and enroll in another public school in the local school system in which such student resides.

13. State and Federally Mandated Educational Services.

- a. Students with Disabilities. The Charter School shall comply with all federal special education laws and regulations, including Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, and the Individuals with Disabilities Education Act.
- b. English Language Learners. The Charter School shall comply with all applicable federal laws and regulations relating to the provision of educational services to English Language Learners.
- c. Supplemental Education. The Charter School shall provide supplemental education services in required cases pursuant to State Board of Education Rule 160-4-5-.03 and No Child Left Behind, subject to any amendment, waiver or reauthorization thereof.
- d. Remediation. The Charter School shall provide remediation in required cases pursuant to State Board of Education Rule 160-4-5-.01 and No Child Left Behind, subject to any amendment, waiver or reauthorization thereof

14. Governance Structure.

- a. Governing Board. The Charter School shall utilize an autonomous governing body in the form of a Governing Board, which shall operate in accordance with its bylaws and **Appendix B** (Locally-Approved Charter School Partners Roles and Responsibilities Chart) of this agreement and which shall be responsible for complying with and

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

carrying out the provisions of this Charter, including compliance with all applicable law.

- b. Function. It shall be the function of the Governing Board to uphold the Charter School's mission and vision, to set policy for the Charter School, to work collaboratively with school officials to ensure the Charter School complies with the performance goals enumerated in Section 8 above, to ensure effective organizational planning, and to ensure financial stability of the Charter School.
- c. Autonomy. The Governing Board shall exercise substantive control over such areas as personnel decisions, financial decisions, curriculum and instruction, resource allocation, establishing and monitoring the achievement of school improvement goals, and school operations, which are listed by way of example and not by limitation. The local district shall create guidance defining substantive control in each area listed above.
- d. Annual Training. The Governing Board shall receive initial training and annual training thereafter. Pursuant to O.C.G.A. §20-2-2072 and relevant State Board rules, the training shall include, but not be limited to, best practices on school governance, the constitutional and statutory requirements relating to public records and meetings, and the requirements of applicable statutes and rules and regulations.
- e. Public Meetings. The Governing Board is subject to and shall comply with the Open and Public Meetings Act, O.C.G.A. § 50-14-1 *et seq.*, and any subsequent amendment thereof. The Governing Board shall conduct regular meetings consistent with principles of transparency and avoidance of actual or apparent conflicts of interest in the governance of the Charter School.
- f. Public Records. The Governing Board is subject to and shall comply with the Georgia Open Records Act, O.C.G.A. § 50-18-70 *et seq.*, and any subsequent amendment thereof. The Governing Board shall maintain its adopted policies, budgets, meeting agendas, and minutes, and shall make such documents available for public inspection. The Charter School shall make the minutes of all Governing Board meetings available on its website within ten (10) business days after Governing Board approval and for the duration of the Charter.
- g. Conflicts of Interest. The Governing Board shall establish a formal policy to prevent and disclose conflicts of interest. Members of the Governing Board and all individuals employed at the Charter School shall abide by such conflicts of interest

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

policy. Upon request, the Charter School shall provide conflict of interest forms to the local district or Department demonstrating that governing board members are in compliance with the conflicts of interest policy.

- h. Public Status. Petitioner assures that the Charter School shall be a public, nonsectarian, nonreligious, nonprofit school organized and operated under the laws of the State of Georgia. Petitioner further assures that the Charter School shall not be home based.
- i. Director Compensation. Petitioner shall not compensate members of the Charter School's Governing Board in excess of reasonable expenses incurred in connection with actual attendance at board meetings or with performance of duties associated therewith.
- j. Contractual Interference. No party to this Charter may interfere with the legal right(s) and/or obligation(s) of another party to execute the provisions of this Charter.

15. Fiscal Control.

- a. Financial Reporting Requirements. The Charter School shall follow the financial requirements of the Charter Schools Section of the Department's Financial Management for Georgia Local Units of Administration Manual. The Charter School shall submit all information required by the State Accounting Office for inclusion in the State of Georgia Comprehensive Annual Financial Report.
- b. Annual Audit. The Charter School shall have an annual financial audit.
 - i. The financial audit shall be conducted by an independent certified public accountant licensed in the State of Georgia. The Charter School will submit its annual financial audit to the State of Georgia by October 1st each year.
 - ii. A separate audit shall not be required for a school if the Charter School is included in the local school system audit conducted pursuant to Code Section 50-6-6, but the Charter School will submit the system's audit to the State of Georgia by October 1st each year.
 - iii. If a conversion school charter is held by a nonprofit, the Charter School shall have an annual financial audit pursuant to subsection (i) of this paragraph.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- c. Chief Financial Officer. The Charter School shall designate a Chief Financial Officer, who shall possess the following minimum qualifications:
 - i. A baccalaureate or higher degree in business, accounting, or finance from an accredited college or university and a minimum of four (4) years experience in a field related to business or finance; or
 - ii. Documented experience of ten (10) or more years in the field of business and financial management.
- d. Federal Monitoring Requirements. The Charter School shall comply with all federal monitoring requirements related to the receipt of federal funds.
- e. Charter School Program Eligibility. In the event the Charter School seeks grant funds under the Federal Charter School Program, the Charter School must satisfy all federal eligibility requirements as a prerequisite to applying for and receiving such funds.
- f. Insurance. Prior to opening, the Charter School shall secure adequate insurance coverage and the Charter School shall maintain such coverage throughout the Charter term in accordance with the laws of the State of Georgia. The Charter School shall obtain and attach hereto a Certificate of Insurance which shall name the Local Board of Education and the State Board of Education as additional insureds.
- g. Surplus Funds. Any surplus funds remaining at the close of each fiscal year will be used to enhance the Charter School's academic program. Under no circumstances shall any surplus be distributed to the Charter School's employee(s), board member(s), educational service provider or educational management organization. Nothing in this section shall be construed to prevent the Charter School from setting aside surplus funds in a reserve account or budgeting and awarding performance bonuses as part of their annual operating expenses.
- h. Responsibility for Debts. The Charter School is solely responsible for all debts incurred by the Charter School and its Governing Board. Except as agreed hereto, the Local Board and the State Board shall not be contractually bound to the Charter School or to any third party with whom the Charter School has a contract or from whom the Charter School has purchased goods or services.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

16. Compliance with Other Laws, Rules, and Regulations. The Charter School shall operate in accordance with the United States Constitution, the Constitution of the State of Georgia, and all applicable federal, state, and local laws that may not be waived pursuant to O.C.G.A. § 20-2-2065, including the following, which are listed by way of example and not by way of limitation.
- a. Civil Rights, Insurance, Health, Safety, and Conflicting Interests. The Charter School shall operate in accordance with all applicable federal, state, and local rules, regulations, court orders and statutes relating to civil rights; insurance; the protection of the physical health and safety of students, employees, and visitors; conflicting interest transactions and the prevention of unlawful conduct.
 - b. Asbestos Remediation. The Charter School shall comply with the terms of any applicable asbestos remediation plan.
 - c. Unlawful Conduct. The Charter School shall be subject to all laws relating to unlawful conduct in or near a public school.
 - d. Student Conduct and Discipline. The Charter School shall maintain and implement a written policy regarding student discipline, which policy shall be consistent with due process.
 - e. State Board Rules. The Charter School shall operate in accordance with all State Board Rules promulgated in accordance with O.C.G.A. § 20-2-240 during the term herein that are not subject to any waiver granted in Section 6 above.
 - f. Prohibition on Discrimination. The Charter School shall not discriminate against students on the basis of disability, race, creed, color, gender, national origin, religion, ancestry, marital status, academic ability, the need for special educational services, or any other characteristic protected by local, state, or federal law.
 - g. Reporting Requirements. The Charter School shall be subject to all reporting requirements of O.C.G.A. §§ 20-2-160, 20-2-161(e), 20-2-320, and 20-2-740.
 - h. Tuition. The Charter School shall not charge tuition or fees to its students except as may be authorized for local boards pursuant to O.C.G.A. § 20-2-133.
 - i. Brief Period of Quiet Reflection. The Charter School shall comply with O.C.G.A. § 20-2-1050, which requires a brief period of quiet reflection.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- j. Individual Graduation Plans. The Charter school shall comply with O.C.G.A. § 20-2-327 related to Individual Graduation Plans.
 - k. Family Educational Rights and Privacy Act. The Charter School is subject to all provisions of the Federal Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g. In the event the Charter School closes, it shall transmit all official student records in the manner prescribed by the State Board.
 - l. QBE Formula Earnings. The Charter School acknowledges that criteria used to calculate Quality Basic Education (QBE) funding may not be waived.
17. Education Service Providers.
- a. If the Charter School does not contract with an Education Service Provider at the time of execution of this charter but later elects to contract with an Education Service Provider, such decision will require a charter amendment prior to execution of an agreement with an Education Service Provider.
 - b. If the Charter School contracts with an Education Service Provider at the time of execution of this charter, the Charter School shall provide reasonable notice to the Local Board and the State Board before agreeing to any material changes or amendments to any contract with an Education Service Provider. Reasonable notice shall mean the Charter School gives the Local Board and State Board at least thirty (30) days advanced notice and shall furnish the parties with a copy of the proposed changes and/or amendments.
18. Compliance with the Rules, Practices, Policies, and Procedures of the Department. The Charter School shall operate in accordance with the rules, practices, policies, and procedures established by the Department under the authority granted by O.C.G.A. §§ 20-2-2063 *et seq.*
19. Employment Matters. Individuals employed at the Charter School shall not be considered employees of the State Board or the Department.
- a. Background Checks. The Charter School shall adopt background check procedures and shall ensure that all prospective staff members or any individual that will have substantial contact with students undergo a fingerprinting and background check prior to beginning work at the Charter School or having contact with students.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- b. Teachers' Retirement System. All qualified teachers at the Charter School shall be members of the Teachers Retirement System of Georgia ("TRS") and subject to its requirements. The Charter School is responsible for making arrangements with TRS and making monthly contributions for its teachers in accordance with state requirements.
 - c. Teacher and Leader Evaluation. The Charter School shall implement the Teacher Keys Effectiveness System (TKES) and Leader Keys effectiveness System (LKES) in accordance with O.C.G.A §20-2-210(b)(1) and State Board Rule 160-5-1.37. The Charter School shall have at least two individuals credentialed in using TKES. If the most senior Charter School leader must be evaluated using LKES because he or she performs the duties of a principal as defined by State Board Rule 160-5-1-.37, a member of the governing board, who is credentialed in using LKES, shall serve as his or her evaluator.
20. Record Inspection. Subject to state and federal laws, the State Board, the Department and their agents, and the State Auditor's office shall have the right to examine and copy all records, reports, documents, and files relating to any activity, program, or student of the Charter School.
21. Facilities.
- a. Approval of Site and/or Facility. The Charter School shall obtain proper approval for all sites and/or facilities prior to committing to any certificate of lease or ownership, prior to commencing any construction and prior to student occupation. The Charter School shall contact the Georgia Department of Education's Facilities Services Division regarding the following:
 - i. Site Approval. Immediately upon approval, the Charter School shall contact the Facilities Services Division and obtain site approval. Once site approval has been granted, the Charter School will be issued a site code. The Charter School shall not commit to any certificate of lease or ownership, commence any construction, nor allow student occupation prior to site approval.
 - ii. Architectural Review. The Charter School shall submit and have approved by the Facilities Services Division all architectural plans for any facility that will house the Charter School during the charter term. The Charter School shall

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

not commit to any certificate of lease or ownership, commence any construction, nor allow student occupation prior to architectural review.

- iii. School Code Approval. After securing both site approval and architectural review approval a school code shall be obtained. A locally-approved Charter School shall contact their school system's facilities department and make a request for a school code. The Charter School shall properly obtain a school code prior to occupancy of the site and/or facility.
- b. Prior to opening the Charter School and prior to students occupying any proposed facility, the Charter School shall obtain and submit the following documents to the Department:
 - i. Documentation of Ownership or Lease Agreement. The Charter School shall obtain documentation of ownership or the lease agreement for the facility that will house the Charter School.
 - ii. Certificate of Occupancy. The Charter School shall obtain a Certificate of Occupancy for the facility in which the Charter School shall be located.
 - iii. Emergency Safety Plan. The Charter School shall prepare a safety plan in accordance with O.C.G.A. § 20-2-1185, which plan shall be submitted to the Georgia Emergency Management Agency.
22. Transportation. To the extent the Charter School offers a transportation program for its students, the Charter School shall ensure that the program complies with all applicable laws governing transportation of students.
23. Food Services. To the extent the Charter School offers a food service program, the Charter School shall ensure that the program complies with all applicable laws governing food service for students.
24. Termination of Charter.
- a. Termination Procedures. The parties acknowledge and agree that this Charter may be terminated following the procedures set forth in O.C.G.A. § 20-2-2068 and the accompanying State Board Rule.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- b. Requests for Termination. The termination of this Charter may be requested by a majority of the parents or guardians of the students enrolled in the Charter School, a majority of the faculty and instructional staff employed at the Charter School, the Local Board or the State Board following the procedures identified in Section 24(a).
- c. Termination Grounds. In accordance with Sections 24(a) and (b), the Charter School may be terminated based on any of the following grounds:
 - i. Breach of Charter. In the event the Charter School fails to comply with any material provision set forth in this Charter, they shall be notified by certified mail and be given thirty (30) days from receipt of notice to cure the breach. The nature and outcome of the breach shall be recorded in a memo and placed in the Charter School's file;
 - ii. The Charter School's failure to comply with any recommendation or direction of the State Board with respect to O.C.G.A. § 20-14-41;
 - iii. The Charter School's failure to adhere to any material term of this Charter, including but not limited to the performance goals set forth in Section 8 above;
 - iv. The Charter School's failure to meet generally accepted standards of fiscal management;
 - v. The Charter School's violation of applicable federal, state, or local laws, or court orders;
 - vi. The existence of competent substantial evidence that the continued operation of the Charter School would be contrary to the best interests of the students or the community;
 - vii. The Charter School's failure to comply with any provision of the Charter Schools Act; or
 - viii. The existence of conditions that place the health, safety, or welfare of students or staff of the Charter School in danger.
- d. Distribution of Funds and Assets. In the event the Charter School ceases operation for any reason, the Charter School and its Governing Board will be responsible for

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

concluding 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 and/or State Board, whichever is appropriate, within 30 days of ceasing operations. Any furniture and equipment purchased with public funds shall be delivered to the Local Board and/or State Board, whichever is appropriate, within 30 days of ceasing operations. Neither the Local Board nor the 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.

25. Pre-Opening Suspension. In the event the Charter School fails to comply with any material provision set forth in this Charter that requires compliance prior to the opening of the Charter School, the opening may be suspended until a time after all requirements have been fulfilled by the Charter School as determined by the local district and Department. Suspension shall not result in an extension of the Charter term set forth above in Section 2.

26. Renewal, Non-Renewal, and Probationary Term.

a. Renewal. The Charter may be renewed by agreement of the parties following the procedures set forth in the Charter Schools Act and accompanying State Board Rule.

b. Non-Renewal. Any grounds for termination stated in Section 24(c) above also may be grounds for non-renewal. In addition, the State Board or Local Board may elect not to renew the Charter if the petition for renewal does not comply with the Charter Schools Act and the rules, regulations, policies, and procedures promulgated in accordance with the Charter Schools Act or if the State Board or Local Board deems that the Charter School has not sufficiently increased student achievement or is no longer in the public interest.

c. Probationary Term. In the event the State Board or Local Board determines that the Charter School has failed to comply with any provision of this Charter, the State Board and Local Board may elect to grant a renewal for a probationary term, within which term the Charter School must come into compliance satisfactory to the State Board and Local Board.

27. Temporary Extension. At the discretion of the local district and the Department, a Charter may be extended for a grace period not exceeding sixty (60) days.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

28. Amendments to the Charter. Any material term of this Charter, to be determined by the local district and the Department, may be amended in writing upon the approval of the Local Board, the State Board and a majority of the Governing Board of the Charter School. Any proposed amendment shall be made in accordance with State Board Rule 160-4-9-.06 *et seq.*
29. Administrative Clarifications. Any clarification to a non-material term of this Charter, to be determined by the School District and Department, shall be submitted in writing to the local district and the Department for review. Any non-material term of this Charter may be clarified upon written approval of the School District and the Department.
30. Mandatory Training. The Department reserves the right to require the Charter School to attend any training related to the responsibilities of a Charter School.
31. Indemnification.
- a. The Petitioner and the Charter School agree to indemnify, defend and hold harmless the Local Board, the School District, the Department and the State Board, their officials, officers, employees, agents, volunteers, and assigns (all of whom hereinafter may collectively be referred to as "Indemnitees"), from any and all claims, demands, suits, actions, legal or administrative proceedings, losses, liabilities, costs, interest, and damages of every kind and description, including any attorneys' fees and/or litigation and investigative expenses, for bodily injury, personal injury, (including but not limited to the Charter School's employees), patent, copyright, or infringement on any intellectual property rights, or loss or destruction of property (including loss of use, damage or destruction of Indemnitee owned property) to the extent that any such claim or suit was caused by, arose out of, or contributed to, in whole or in part, by reason of any act, omission, professional error, fault, mistake, or negligence whether active, passive or imputed, of the Charter School or Petitioner, their employees, agents, representatives, or subcontractors, their employees, agents, or representatives in connection with or incidental to their performance of this Charter regardless of whether such liability, claim, damage, loss, cost or expense is caused in part by an Indemnitee.
 - b. The Charter School and Petitioner shall be excused from their indemnification obligations above: (a) If the claims, demands, suits, actions, proceedings, losses, liabilities arise solely and exclusively out of the negligence of the Indemnitee seeking indemnification; or (b) If the Indemnitee fails to (i) provide written notice of the third party claim or suit within a reasonable time, (ii) cooperate with reasonable

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

requests of the Charter School or Petitioner related to the indemnification; or (iii) assist the Charter School or Petitioner with the defense of such claim or suit.

- c. The Charter School's and Petitioners obligations to indemnify any Indemnitee shall survive the completion, expiration, or termination of this Agreement for any reason.
32. Non-Agency. The parties expressly acknowledge and agree that the Charter School is not acting as the agent of the Local Board, the State Board, or the Department except as required by law or this Charter. The Charter School acknowledges that it is without authority to, and will not, extend the faith and credit of the Local Board, the State Board, or the Department to any third party.
33. Delegation. The parties acknowledge and agree that the functions and powers of each party may be exercised only by each party and may not be delegated to a third party without written agreement by the parties.
34. Application of Amended Law. This Charter is subject to applicable federal and state laws, rules and regulations and shall be deemed amended to reflect applicable changes to those laws upon the effective date of any such change.
35. Non-Waiver. No waiver of any breach of this Charter shall be held as waiver of any other or subsequent breach.
36. Severability. If any provision of this Charter is determined to be unenforceable or invalid for any reason, the remainder of the Charter shall remain in full force and effect.
37. Contradicting or Conflicting Provisions. If any provision of the Charter is determined to contradict or conflict with any other provision of the Charter, the contradiction or conflict shall be resolved in favor of the broad flexibility guaranteed pursuant to O.C.G.A. § 20-2-2065 *et seq.*
38. Governing Law and Venue. This Charter shall be governed by, subject to, and construed under the laws of the State of Georgia. This Charter shall be interpreted in accordance with O.C.G.A. §§ 20-2-2060 *et seq.* and §§ 20-2-2080 *et seq.*, as amended within the term of this Charter. Any action brought by one party to this Charter against another party shall be brought in the Superior Court of Fulton County.
39. Entire Agreement. This Charter sets forth the entire agreement between the Petitioner, the Local Board and the State Board with respect to the subject matter of this Charter. All prior

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

contracts, representations, statements, negotiations, understandings, and undertakings between the Petitioner, the Local Board and the State Board are superseded by this Charter. The Charter shall not preclude the Charter School from entering into or maintaining any agreement with the Local Board provided no such agreement supersedes, overrides or conflicts with any provision of this Charter. The petition submitted to the Local Board and the State Board serves only as the formal application for the Charter School and does not constitute a contract between the Local Board, the State Board and the Petitioner. This Charter supersedes and overrides any provisions contained in the petition that conflict with this Charter.

Chairperson,
GEORGIA STATE BOARD OF EDUCATION

(Date)

Authorized Representative,
BERRIEN COUNTY COLLABORATIVE, INC.

(Date)

Chairperson,
BERRIEN COUNTY BOARD OF EDUCATION

(Date)

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

Appendix A – Accountability and Consequences

The State Board shall hold the Charter School accountable for the full performance of each of the comprehensive performance framework standards listed below. The Charter School will receive a report on its performance on each of the standards below from the Georgia Department of Education as they become available. The report will include consequences that need to be implemented by the Charter School if standards are not met as described below.

Note: Accountability for the last year of the charter contract term will occur during the first year of a renewal charter, if granted.

I. ACADEMIC PERFORMANCE STANDARDS

Goal 1: During each year of its charter contract term the charter school shall meet at least one of the following Mission-Based, School Performance Gap Closure, School-District Comparisons, or School-Statewide Comparisons performance standards.

Mission-Based Standards. The primary academic outcome Georgia seeks from its local charter schools offering only non-traditional programs is that they achieve their mission-based standards. Achieving all three of the following mission-based standards constitutes having achieved Goal 1 for a given year.

- a. Increase by 5% per year the number of students who are employed in a job directly related to Technical Certificates received, enrolled in additional post-secondary education, or qualified for enlistment in desired branch of the military, within six months of graduation from high school

AND

- b. Increase by 3% per year the number of college credits earned via dual enrollment unless state funding for dual enrollment is reduced or eliminated

AND

- c. Increase by 5% per year the number of students in work-based learning programs.

School Performance Gap Closure. Another important academic outcome Georgia seeks from its local charter schools offering only non-traditional programs is that they *increase their College and Career Readiness Performance Index (CCRPI) score each year until they reach 100*. The School Performance Gap Closure standards measure growth in CCRPI itself and in its two major academic components, Content Mastery and Progress Score. Meeting any of the following CCRPI gap-closing measures constitutes having achieved Goal 1 for a given year.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- d. Maintain its CCRPI score in the 90-100 range in each grade band the school will offer in the following year (elementary, middle, and/or high school) if its CCRPI is 90 or above in the grade band

or

- e. Increase its CCRPI score by at least 10% of the gap between 100 and the school's previous year CCRPI score in each grade band the school will offer in the following year (elementary, middle, and/or high school) if its CCRPI is between 50 and 90 in the grade band

or

- f. Increase its CCRPI score by at least 20% of the gap between 100 and the school's previous year CCRPI score in each grade band the school will offer in the following year (elementary, middle, and/or high school) if its CCRPI is below 50 in the grade band

OR

- g. Maintain its CCRPI Content Mastery in the 90-100 range in each grade band the school will offer in the following year (elementary, middle, and/or high school)

or

- h. Increase its CCRPI Content Mastery score by at least 10% of the gap between 100 and its previous year CCRPI Content Mastery score in each grade band the school will offer in the following year (elementary, middle, and/or high school) while Content Mastery is between 50 and 90

or

- i. Increase its CCRPI Content Mastery score by at least 20% of the gap between 100 and its previous year CCRPI Progress score in each grade band the school will offer in the following year (elementary, middle, and/or high school) while Progress is below 50

OR

- j. Maintain its CCRPI Progress score in the 90-100 range in each grade band the school will offer in the following year (elementary, middle, and/or high school)

or

- k. Increase its CCRPI Progress score by at least 10% of the gap between 100 and its previous year CCRPI Progress score in each grade band the school will offer in the following year (elementary, middle, and/or high school) while Progress is between 50 and 90

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

or

1. Increase its CCRPI Progress score by at least 20% of the gap between 100 and its previous year CCRPI Progress score in each grade band the school will offer in the following year (elementary, middle, and/or high school) while Progress is below 50

School-District Comparisons. Another third academic outcome Georgia seeks from its local charter schools offering only non-traditional programs is that they *do better than the district schools their students would otherwise attend*. School-district comparison standards include whether they exceeded the CCRPI single score of their district or of the schools to which the charter school's students would otherwise attend, or whether they exceeded CCRPI, Content Mastery, Progress, or Closing Gaps in all grade bands of their district or of the schools to which the charter school's students would otherwise attend. Meeting any one of the following school-district comparison standards constitutes having achieved Goal 1 for a given year.

- m. Exceed the CCRPI single score of its school district

or

- n. Exceed the CCRPI single score of the district schools its students would otherwise attend

or

- o. Exceed the CCRPI scores of its school district in each grade band the school will offer in the following year (elementary, middle, and/or high school)

or

- p. Exceed the CCRPI scores of the district schools its students would otherwise attend in each grade band the school will offer in the following year (elementary, middle, and/or high school)

OR

- q. Exceed the CCRPI Content Mastery scores of its school district in each grade band served (elementary, middle, and/or high school)

or

- r. Exceed the CCRPI Content Mastery scores of the district schools its students would otherwise attend in each grade band the school will offer in the following year (elementary, middle, and/or high school)

OR

- s. Exceed the CCRPI Progress scores of its school district in each grade band served (elementary, middle, and/or high school)

or

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- t. Exceed the CCRPI Progress scores of the district schools its students would otherwise attend in each grade band the school will offer in the following year (elementary, middle, and/or high school)

OR

- u. Exceed the CCRPI Closing Gaps scores of its school district in each grade band served (elementary, middle, and/or high school)

or

- v. Exceed the CCRPI Closing Gaps scores of the district schools its students would otherwise attend in each grade band the school will offer in the following year (elementary, middle, and/or high school)

School-Statewide Comparisons. The final academic outcome Georgia seeks from its local charter schools offering only non-traditional programs is that *do better than similar schools throughout the state*. Meeting any one of the following school-statewide comparison standards constitutes having achieved Goal 1 for a given year.

- w. Achieve a positive statistically significant Value-Added Impact Score in each grade band served (elementary, middle, and/or high school)

OR

- x. Beat the Odds.

Goal 2: During each year of its charter contract term the school will perform at the level required to stay off the list of Tier II (TSI/Targeted Support and Improvement) and Tier III (CSI/Comprehensive Support and Improvement) schools published annually by GaDOE, and the Turnaround Eligible Schools List published annually by the Governor's Office of Student Achievement.

II. SCHOOL CLIMATE PERFORMANCE STANDARDS

Goal 3: During the first year of its charter contract term, the Charter School shall achieve a School Climate Star Rating of 3 or more stars.

Goal 4: During the second and each subsequent year of its charter contract term, the Charter School shall achieve a School Climate Star Rating of 4 or more stars.

III. FINANCIAL PERFORMANCE STANDARDS

Goal 5: During each year of its charter contract term, the Charter School shall achieve all six of the following financial performance standards.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- a. Not be in default of loan or bond covenant(s) and/or is not delinquent with debt services payments.

AND

- b. Achieve a Current Ratio (Working Capital Ratio) that is greater than 1.0 or greater and one-year trend is positive.

AND

- c. Possess a Debt to Asset Ratio that is less than 95 percent.

AND

- d. Unrestricted Days Cash (Total Expenses/365) is greater than 45 days and the one-year trend is positive.

AND

- e. Financial Efficiency Rating is 4 Stars or above.

AND

- f. The Charter School received and submitted to GaDOE by November 1 an annual independent audit with an opinion of the auditor as regards the accuracy of the Charter School's accounting records, financial position, change in financial position, compliance with rules of various governing entities, including GAGAS (Generally Accepted Government Auditing Standards (the "Yellow Book") or, for those schools not yet converted to GAGAS, compliance with GAAP (Generally Accepted Accounting Principles) that includes:

- An unmodified audit opinion;
- An audit devoid of significant findings and conditions, material weaknesses, or significant internal control weaknesses;
- An audit that does not include a going concern disclosure in the notes or an explanatory paragraph; and
- No other adverse statement indicating noncompliance with applicable laws, rules, regulations, and provisions of the charter contract relating to financial management and oversight.

IV. GOVERNANCE PERFORMANCE STANDARDS

Goal 6: During each year of its charter contract term, the Charter School shall achieve all six of the following governance performance standards.

- a. All governing board members complied with all applicable open governance requirements, including policies relating to the Georgia Open Meetings Act and open records requirements.

AND

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

- b. All governing board members attended all required training, including all training required for any new governing board members.

AND

- c. The Board met a minimum of seven (7) times.

AND

- d. Successful implementation of the Teacher and Leader Keys Effectiveness System as verified by GaDOE.

AND

- e. All governing board members acted in accordance with the Standards for Effective Governance of a Georgia Non-Profit School Governing Board as sworn to in the Legal Compliance Affidavit included in the Annual Report, and as evidenced by a lack of any evidence to the contrary received by GaDOE and the authorizing district(s).

AND

- f. The Board reflects the sociodemographic diversity of the community it serves.

Goal 7: The Charter School shall implement all Essential or Innovative Features as defined in Section 5 of the charter in all material respects.

V. LEGAL COMPLIANCE PERFORMANCE STANDARDS

Goal 8: During each year of its charter contract term, the Charter School shall implement all legal requirements included in federal and state law, rules, and regulations, and in this charter contract in all material respects.

Goal 9: The Charter School shall not do anything which results in GaDOE and the authorizing district(s) placing it on probation more than two times in a single school year (July 1 to June 30).

Goal 10: The Charter School shall not do anything which results in GaDOE and the authorizing district(s) placing it on probation more than three times during its charter contract term.

CONSEQUENCES

The State Board shall hold the Charter School accountable for the full performance of each of the consequences listed below. Failure to implement any consequence will lead to the Charter School being placed on probation; if the consequence is not implemented within 90 days of being placed on probation or within the remainder of the school year if the Charter is placed on

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

probation within the last 90 days of the school year, the Charter School agrees that its charter will be automatically terminated at the end of school year in which that 90-day period began. If GaDOE and the authorizing district(s) agree that the Charter School has successfully implemented the consequences below, the Charter School shall be removed from probation.

1. Academic Performance Consequences

Goal 1 Consequences: If the Charter School did not meet Goal 1, the Charter School shall produce a root cause analysis within 30 days of the release of Goal 1 results and implement immediately a targeted school improvement plan based on that analysis. The root cause analysis and targeted school improvement plan shall be available for inspection by GaDOE and the authorizing district(s) at the end of the 30-day period for producing it. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

Goal 2 Consequences: If the Charter School did not meet Goal 2, the Charter School shall produce a root cause analysis within 30 days of the release of Goal 2 results and implement immediately a targeted school improvement plan based on that analysis. The root cause analysis and targeted school improvement plan shall be available for inspection by GaDOE and the authorizing district(s) at the end of the 30-day period for producing it. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

2. School Climate Performance Consequences

Goal 3 Consequences: If the Charter School did not meet Goal 3, the Charter School shall produce a root cause analysis within 30 days of the release of Goal 3 results and implement immediately a targeted school climate improvement plan based on that analysis. If the Charter School is subject to a targeted school improvement plan for failure to meet Goal 1, the targeted school climate improvement plan will be embedded within the targeted school improvement plan. The root cause analysis and targeted school climate plan shall be available for inspection by GaDOE and the authorizing district(s) at the end of the 30-day period for producing it. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

Goal 4 Consequences: If the Charter School did not meet Goal 4, the Charter School shall produce a root cause analysis within 30 days of the release of Goal 4 results and implement immediately a targeted school climate improvement plan based on that analysis. If the Charter School is subject to a targeted school improvement plan for failure to meet Goal 2, the targeted school climate improvement plan will be embedded within the targeted school improvement plan. The root cause analysis and targeted school climate plan shall be available for inspection by GaDOE and the authorizing district(s) at the end of the 30-

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

day period for producing it. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

3. **Financial Performance Consequences**

Goal 5 Consequences: If the Charter School did not meet Goal 5, the Charter School shall produce a root cause analysis within 30 days of the release of Goal 5 results and implement immediately a targeted financial improvement plan based on that analysis. The root cause analysis and targeted financial improvement plan shall be available for inspection by GaDOE and the authorizing district(s) at the end of the 30-day period for producing it. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

4. **Governance Performance Consequences**

Goal 6 Consequences: If the Charter School did not meet Goal 6, the Charter School shall produce a root cause analysis within 30 days of the release of Goal 6 results and implement immediately a targeted governance improvement plan based on that analysis. The root cause analysis and targeted governance improvement plan shall be available for inspection by GaDOE and the authorizing district(s) at the end of the 30-day period for producing it. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

Goal 7 Consequences: If the Charter School did not meet Goal 7, the Charter School shall produce a root cause analysis within 30 days of the release of Goal 7 results and implement an improvement plan based on that analysis. The root cause analysis and related plan shall be available for inspection by GaDOE and the authorizing district(s) at the end of the 30-day period for producing it. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

5. **Legal Compliance Consequences**

Goal 8 Consequences: If the Charter School fails to implement any legal requirement included in its charter in all material respects, the Charter School may be placed on probation by GaDOE and/or its authorizing district. If it is placed on probation for such a violation, the Charter School shall produce and submit to GaDOE and its authorizing district within 30 days a root cause analysis and a remedial plan based on that analysis. If the legal requirement is not implemented by the Charter School within 90 days of the Charter School being placed on probation or within the remainder of the school year if the Charter is placed on probation within the last 90 days of the school year, the Charter School agrees that its charter will be automatically terminated at the end of school year in which that 90-day period began.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

Goal 9 Consequences: If the Charter School is placed on probation by GaDOE and its authorizing district(s) more than two times in a single school year (from July 1 to June 30), the Charter School agrees that its charter will be automatically terminated at the end of school year in which it was placed on probation two times.

Goal 10 Consequences: If the Charter School is placed on probation by GaDOE and its authorizing district(s) more than three times during its charter contract term, the Charter School agrees that its charter contract will be automatically terminated at the end of school year in which it was placed on probation for the third time.

6. Charter Contract Renewal Consequences.

The Charter School also agrees to the following:

- If the Charter School meets Goals 1 through 10 above, it will receive a five-year charter contract renewal.
 - If the Charter School fails to meet either Goal 1, Goal 2, Goal 3, or Goal 4 above, but meets the remaining three of those four Goals along with Goals 5 through 10, it will receive a three-year charter contract renewal during which one of the following will occur:
 - The Charter School will meet the Goals included in the three-year charter contract required to earn a subsequent five-year charter contract, and a new five-year charter contract will be granted
- OR**
- The Charter School will fail to meet the Goals included in the three-year charter contract required to earn a subsequent five-year charter contract, and the Charter School will be closed upon the expiration of the three-year charter contract.
 - In making its decision regarding charter contract renewal, the Department of Education may consider and the State Board of Education may examine dynamic external events that are not within control of the Charter School.

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

Appendix B – Locally- Approved Charter School Partner Roles and Responsibilities Chart

Introduction: Locally-approved charter school non-profit governing boards must have decision-making authority in all areas, including personnel decisions, financial decisions and resource allocation, curriculum and instruction, establishing and monitoring the achievement of school improvement goals, and school operations. The columns in the chart below describe the authority that must be exercised by a charter school's governing board, management, and school district respectively. There are also columns provided for other common charter school partners (if applicable).						
Instructions: Applicants must submit a proposed version of this chart that shows how roles and responsibilities are and/or will be shared for their particular charter school. If any checkmarks are deleted or added, applicants must highlight in yellow those cells where a checkmark was deleted or added.						
Locally-Approved Charter School Partners Roles and Responsibilities Chart						
Personnel Decisions	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Select, retain, transfer, promote, demote, and/or terminate the principal or school leader	✓					
Evaluate the principal or school leader (LKES)	✓					
Select, retain, transfer, promote, demote, and/or terminate faculty and all other staff		✓				
Evaluate the teachers (TKES) and all other staff		✓				
Determine whether teacher certification will be required	✓	✓				
Plan professional development for staff		✓				
Financial Decisions and Resource Allocation	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Determine number and type of personnel positions budgeted, including qualifications, roles, and job descriptions	✓	✓				
Establish compensation model including salary ranges, bonus or performance-based increases, supplements, and personal and professional leave, health, dental, disability, and other benefit plans offered (other than TRS, which is mandated) for all employees	✓	✓	✓			
Set budget priorities with funds received that are aligned with school improvement plan, including personnel, curriculum, supply, equipment, maintenance, operations, and all other costs	✓	✓				
Ensure school receives all per-pupil and other funding to which it is entitled by agreement with the local district (its fiscal agent)	✓	✓	✓			
Raise additional funds through fundraising efforts	✓	✓				
Exercise discretion over expenditure for all state and local funds and, as permissible, federal funds		✓				
Final school budget approval	✓					
Establish financial policies and standard operating procedures	✓					

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

Locally-Approved Charter School Partners Roles and Responsibilities Chart						
Maintain a reserve fund	✓		✓			
Determine facility uses	✓	✓				
Ensure sound fiscal management and monitor budget implementation	✓	✓	✓			
Curriculum and Instruction	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Recommend/Adopt instructional delivery model	✓	✓				
Recommend/Adopt curriculum, including any changes in curriculum as needed to improve student achievement	✓	✓				
Recommend/Adopt courses and programs to offer	✓	✓				
Recommend/Adopt textbooks, technology, and instructional materials	✓	✓				
Recommend/Establish additional graduation requirements	✓	✓				
Recommend/Adopt course and credit requirements, including technology and physical education skill requirements	✓	✓				
Recommend/Adopt seat time requirements	✓	✓				
Recommend/Adopt opportunities for student acceleration/remediation	✓	✓				
Create or modify Career Pathway curricula	✓	✓				
Choose dual enrollment options	✓	✓				
Choose credit recovery options	✓	✓				
Utilize online learning platforms (e.g., Georgia Virtual School)		✓				
Establish additional mastery level requirements for performance	✓	✓				
Select additional formative and/or summative assessments to determine student levels of mastery and growth	✓	✓				
Curriculum and Instruction (continued)	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Establish delivery model, scheduling, staffing, and supplemental services for English Learner (EL), special education (SPED), gifted, and remedial programs	✓	✓				
Establish curriculum maps, pacing charts, and methods for monitoring the curriculum		✓				
Establish lesson plan requirements for teachers		✓				
Establish placement and promotion criteria	✓	✓				
Set grading and reporting policies, plans, process, schedules, and formats	✓	✓				

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

Locally-Approved Charter School Partners Roles and Responsibilities Chart

Establishing and Monitoring the Achievement of School Improvement Goals	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Complete self-assessment based on Georgia School Performance Standards		✓				
Develop actions, strategies, and interventions with faculty and staff (i.e., school improvement plan)		✓				
Set a timeline for implementing school improvement timeline	✓	✓				
Set a budget for implementing school improvement timeline	✓	✓				
Recommend/Approve school improvement plan and provide oversight of its implementation	✓	✓				
Hold principal or school leader accountable for school improvement plan implementation and timeline	✓					
Hold faculty and staff accountable for school improvement plan implementation and timeline		✓				
Evaluate success of school improvement plan and recommend/make revisions as needed	✓	✓				
Regularly communicate student and school performance data to all stakeholders		✓				
School Operations	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Provide input into school operations that are consistent with school improvement and charter goals, including establishing human resources policies, procedures, and handbooks	✓	✓				
Establish work schedules of faculty and staff (e.g., hours per day, days per year, calendars)		✓				
Establish experience, training, and other matters related to substitute teachers		✓				
Recommend/Set school daily, weekly, and annual school calendar and class schedules, including length of school year, holidays, early release days, etc.	✓	✓				
Recommend/Approve professional development vendors and resources	✓	✓				
Manage day-to-day human resources		✓				
HR processing, including employment contracts and benefits administration		✓				
Recommend/Select co-curricular and extracurricular activities	✓	✓				
Establish after-school and Saturday programs as needed	✓	✓				
Set enrichment and/or advisory periods as needed		✓				
Establish field trips, including locations and date		✓				

CHARTER FOR BERRIEN ACADEMY PERFORMANCE LEARNING CENTER

Locally-Approved Charter School Partners Roles and Responsibilities Chart

Set class size and student-teacher ratios	✓	✓				
Set staff-to-student ratios for non-class times (e.g., lunch, recess, specials, transitions)	✓	✓				
Establish school partnerships for school growth	✓	✓				
Develop communications strategies, including stakeholder surveys, parent involvement, volunteer support	✓	✓				
Select/Approve vendors aligned with school needs	✓	✓				
Manage transportation decisions, including authority to contract for transportation service	✓	✓				
Select information systems (e.g., Student Information System, financial information systems)	✓	✓				
Manage the facility or facilities that are owned and operated by the school system for use by the charter school	✓	✓				
Approve/manage the food service agreement with a vendor or the school system	✓	✓				
Establish school size	✓	✓				
Establish school grade span different from typical primary, elementary, middle, and high public school models (e.g., 4-8, K-8, K-12)	✓	✓				
Establish attendance policies	✓	✓				
Establish student code of conduct and behavior policies, plans, processes, and formats	✓	✓				
Adopt and implement a marketing plan that is inclusive in its recruitment and retention of all students	✓	✓				
Ensure access to support to address the physical, social, financial, and emotional needs of students in the school	✓	✓				

*The LBOE retains its constitutional authority