

# COLLEGE AND CAREER ACADEMIES CHARTER-RELATED QUESTIONS AND UPDATES

Discussion

Georgia College and Career Academies CEO Training

*July 14, 2014*



Dr. John D. Barge, State School Superintendent  
"Making Education Work for All Georgians"  
[www.gadoe.org](http://www.gadoe.org)

# Maximizing Charter Flexibility



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# Teacher Certification Waivers

- Equating education and industry experience to the state salary schedule
  - ✓ For certified teachers in traditional public schools, SBOE rule 160-5-2-.05 defines how experience is calculated for salary purposes
  - ✓ That information, along with the teachers years of services and certification level, is then factored into CPI to determine the appropriate amount of funding provided by the state for each teacher



# Teacher Certification Waivers

- Charter schools have broad flexibility and therefore do not have to hire certified teachers or use the state salary scale (HQT)
  - ✓ For data collection purposes, however, charter schools are still required to enter the same information as traditional schools for CPI purposes
  - ✓ This ensures that charter school teachers earn the allowable amount of funding for their teachers
  - ✓ The amount of funding allowed is not waivable



# Teacher Certification Waivers

- The difference between charter schools and traditional schools is that charter schools decide for themselves what to pay their teachers
  - ✓ The teachers themselves will only generate the allowable funding for their T&E levels
  - ✓ But a charter school can pay them any amount it wishes to pay them – or use the money for something else





# Teacher Certification Waivers

- In order for funding to be generated, the PSC has created a special code (CHW) for charter schools to report their teachers to the state
- The charter school must let their district's FTE coordinator know to code their teachers with the CHW code
- The school must also provide evidence of both a teacher's education level and years of experience in the relevant field



# Teacher Certification Waivers

- The district will then code the charter school's teachers with the CHW code and place them on the state salary schedule using the evidence provided by the charter school of each teacher's education level and years of experience in the relevant field
  - ✓ This will ensure that the charter school's teachers generate the allowable amount of funding for their T&E
- Scott Austensen will inform all district FTE coordinators of this arrangement



# Teacher Certification Waivers

- For example, if the CCA hires a Ph.D. with 20 years of experience as rocket scientist to teach physics, the district would place them on the salary schedule at the Ph.D. level with 20 years of experience
- Whether the CCA chose to pay their rocket scientist at the level on the salary schedule or not is up to the CCA – since they can pay the rocket scientist anything they can afford, or use the funds generated in any way they wish to use those funds





# Who is the Employer?

- Are the College and Career Academy staff and teachers considered employees of the School System or of the CCA?
  - ✓ The staff and teachers may be employees of the Georgia nonprofit corporation that holds the CCA charter or of the school system for purposes of back office operations (e.g., payroll, TRS).
  - ✓ The CCA will need to work this out with the school system
- However...



# Who is the Employer?

- However...your governing board should ultimately be making decisions regarding the staff and teachers of the CCA
- For the purpose of employment is the School System the fiscal agent only for the purpose of TRS?
- Per recent charter contracts, “the Charter school is responsible for making arrangements with TRS and making monthly contributions for its teachers in accordance with state requirements.”



# Who is the Employer?

- The School System is your fiscal agent in that all your state and federal funding flows through the school system
  - ✓ However, per your charter contract, your governing board is responsible for making financial decisions for the CCA
- As noted above, you might work out an arrangement with the school to let them handle back office operations for the CCA, which could include making TRS payments



# MOU With Your District

- If your CCA does not have an MOU with your School System that describes the responsibilities of both parties as it relates to such things as the issues mentioned above, you may wish to negotiate such an MOU
- New CCA charters and CCAs going through charter renewals are now required to have a signed MOU as part of their charter applications
  - ✓ This is to ensure the autonomy of the CCA



# MOU With Your District

- For example, in the charter contract for Troup County College and Career Academy,
  - ✓ Section 14c: Autonomy, it states that “The Governing Board shall exercise substantive control over such areas as personnel decisions, financial decisions, curriculum and instruction....the local district shall create guidance defining substantive control in each area listed above.”





# MOU With Your District

- For Troup County CCA
  - ✓ What is the meaning of and the intent of "substantive control" in this statement?
  - ✓ What "guidance defining substantive control" is the local district to provide?
  - ✓ To what extent is the Local Board expected to follow the "guidance defining substantive control"?
  - ✓ To what extent is the CCA to adhere to the guidance from the local district?



# MOU With Your District

- Ultimately, the CCA's Governing Board should have the final decision making authority in personnel decisions, financial decisions, curriculum and instruction, resource allocation, establishing and monitoring the achievement of school improvement goals, and school operations



# MOU With Your District

- It is important to note that as part of its exercise of substantive control, the Governing Board might elect to receive certain services and supports from the local district, such as having their employees' payroll handled by their school district or committing a portion of their per-pupil revenue to the local district to provide for their facility needs



# MOU With Your District

- The guidance from the local district should reflect the aforementioned points and provide details on the process by which decisions will be made and communicated
- As signatories to the charter contract, both the Local Board of Education and the CCA are expected to adhere to its terms, including any guidance that is developed in accordance with the contract



# MOU With Your District

- What are the parameters for the local district and CCA's decisions? In the event the local district doesn't agree with decisions and a compromise can't be reached, how are decisions finalized?
  - ✓ Ideally, the district-TCCCA MOU would outline the parameters and the guidance referenced above would provide additional details
  - ✓ As previously noted, the CCA's governing board should ultimately have final authority with regard to the areas listed above





# MOU With Your District

- ✓ However, as reflected in the district-TCCCA MOU, every effort should be made to pursue a resolution that considers the spirit of the partnership



# MOU With Your District

- According to the Charter and the MOU, it has been determined that the CEO is the sole employee of the Local Governing Board of THINC
- Who is the primary employer of all other personnel; particularly those funded by FTE?
  - ✓ Section 19 of the TCCCA Charter states that individuals employed at the Charter School shall not be considered employees of the State Board or the Department



# MOU With Your District

- ✓ The local board and TCCCA Governing Board decide how personnel will be employed.
- ✓ This is another area that might be outlined in MOU and in the local board guidance



# MOU With Your District

- It is critical that all CCAs should work through these issues with their school districts is critical if they have not already done so
- As mentioned above, new and renewed CCA charters must now do this as part of the application process



# CCAs Within Charter Systems

- Have the College and Career Academy governance teams that are part of Charter Systems received any of the QBE charter funds allocated to charter systems? If so, how has the governance teams spent the funds?
- Have any of the College and Career Academies that are part of charter systems changed graduation requirements? If so, how?





# CCAs Within Charter Systems

- Have any of the College and Career Academies that are part of charter systems added new courses? If so, what?
- Have any of the College and Career Academies that are part of charter systems hired non-certificated instructors (allowed under broad flexibility)? If so, what was their role?



# CCAs Within Charter Systems

- For College and Career Academies that are part of a high school, how do the College and Career Academy governance teams intersect/interact with the high school's governance teams?



# Equipment Grants and Purchases

- Broad Flexibility Waiver granted in a charter contract does not apply to GSFIC bond fund requirements
  - ✓ Cost Threshold and Useful Life of the item (IRS)
- Example 1: Construction program wants to purchase a gator in order to move the cement mixer which is allowed by the grant.
  - ✓ GSFIC will not reimburse funds used for a vehicle or golf cart
  - ✓ Put in place following the earlier misuse of grant funds when gators were used for football teams



# Equipment Grants and Purchases

- Example 2: Purchase of computer monitors separately from laptops and docking stations
  - ✓ GaDOE will work with CCAs to allow purchase of monitors alone – provided GSFIC allows their purchase as capital equipment
- Example 3: The \$100 limitation
  - ✓ GSFIC will not reimburse funds for items that do not have a useful life of five years and cost is related to life (e.g., \$79 drills)



# Equipment Grants and Purchases

- OPB Budget Process drives deadlines over the 11-month approval timeframe
  - ✓ May 15, 2014 grant application deadline
  - ✓ 10 weeks for GaDOE review
  - ✓ August 31, 2014 OPB deadline
  - ✓ January 2015 presentation of Governor's budget proposal
  - ✓ Spring 2015 approval of budget by General Assembly and signed by Governor





# Equipment Grants and Purchases

- Amount of funding for specific equipment is determined by the appropriation included in the budget signed by the Governor
- Planning ahead is important to request the amount needed down the road
- Using the funds appropriated within the fiscal year they are granted is also important
  - ✓ OPB typically deducts unspent funds from the Department's request made during the following fiscal year's grant request process



# Equipment Grants and Purchases

- Example: Support to help implement the Mechatronics program at Northwest Georgia CCA
- \$108,000 was provided
- The committee of business/industry/educators who worked on developing this pathway feels that \$175,000 would be a more appropriate funding amount for this type of lab
- The \$175,000 would be approximately 63% of the necessary cost for the minimum equipment



# Charter Contract Amendments



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# Amendment vs. Clarification

- Prior to submitting a charter amendment to the Charter Schools Division, charter schools must first contact the Division to determine if a *charter amendment* is necessary or if an *administrative clarification* is more appropriate
  - ✓ The charter amendment process is reserved for *major changes* to a charter's terms and conditions
  - ✓ The administrative clarification process is appropriate for certain changes that are not substantial enough to require a formal amendment



# Amendment vs. Clarification

- Administrative clarifications may be approved by the Department in appropriate cases
- Any proposed amendment or administrative clarification must comply with the current State Board of Education Charter Schools Rule and related law to be considered for approval
- If required, charter amendments must be agreed to and approved by all parties to the charter prior to implementation





# Amendment vs. Clarification

- When contacting the Division regarding a proposed change to a charter, please provide the following information:
  - ✓ The specific charter provision(s) that the charter school seeks to change;
  - ✓ The proposed change(s); and
  - ✓ The rationale for seeking the change(s)
- NOTE: Charter schools may not submit a proposed amendment during the last six months of the charter term



# Amendment vs. Clarification

- After considering this information, the Division will provide additional instruction regarding the required procedure for either the amendment or administrative clarification process.
  - ✓ Charter amendments require a justification statement and a red-lined and new version showing the proposed charter changes
- For communications regarding proposed charter amendments and administrative clarifications, please email Niya Hardin Kennedy at [nkennedy@doe.k12.ga.us](mailto:nkennedy@doe.k12.ga.us)



# Update on Charter Issues



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# 2014 Charter Renewal Memo

- The Charter 2014 Renewal Memo applies to Athens Community Career Academy and Newton College and Career Academy
- All charter schools should be aware of what it says since it will eventually affect them
- Contents:
  1. Establish Who Will Be Your Application Contact Person – And Keep Their Contact Information Updated



# 2014 Charter Renewal Memo

2. File a Renewal Letter of Intent Immediately
3. Use the most up-to-date charter renewal application materials
4. Submit your application as soon as possible!
5. CCRPI and Beating the Odds Goals Now Incorporated Into All Charters
6. Georgia Nonprofit Status Now Required For All Charter Schools – Including Conversion Schools





# 2014 Charter Renewal Memo

7. Charter School Autonomy is No Longer Optional
  - ✓ CCA autonomy is negotiated
8. Charter School Governance Matrix is Now Required of All Applicants
9. The Broad Flexibility Waiver is No Longer Optional
10. Charter Application Revenues Are Now Incorporated Into All Charters
11. Panel Interviews Are Now Required for All Renewal Applicants



# 2014 Charter Renewal Memo

12. What Preparations Should You Make Before Submitting Your Applications?
13. Which Applicant Group Will You Be In?
14. What Happens Once Your Charter Contract is Approvable?
15. What is the SBOE Process for Considering Your Charter Contract?
16. Email Niya with any additional questions you may have at [nkennedy@doe.k12.ga.us](mailto:nkennedy@doe.k12.ga.us)



# Required Board Training

New law O.C.G.A. 20-2-2072

- The members of the governing board of the nonprofit organization of each charter school shall participate in initial training for boards of newly approved charter schools and annual training thereafter, conducted or approved by the state board. The state board shall provide for or approve such initial and annual training.



# Required Board Training

O.C.G.A. 20-2-2072 (*continued*)

- For charter schools that are college and career academies, as defined in subsection (b) of Code Section 20-4-37, the state board shall provide or approve such training in conjunction with the Technical College System of Georgia.



# Required Board Training

O.C.G.A. 20-2-2072 (*concluded*)

- 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.





# Required Board Training

- Annual training will be from a provider selected by the governing board
- Similar to the governance training required for LBOEs
- Topics include:
  - ✓ Roles and Responsibilities
  - ✓ Open Records and Open Meetings Law
  - ✓ Avoiding Conflicts of Interest
  - ✓ Other Applicable Law



# Required Board Training

- We are developing the Rule and Guidelines that apply to charter schools for SBOE adoption in September 2014
- We are also developing the RFP process for governance training providers
- Once these items are drafted, we will work with TCSG to include the appropriate information for CCAs



# What is CCRPI for a CCA?

- DOE's Accountability Division is working with Assessment and Technology Services to create a "virtual" CCA school district composed of all the students in a CCA
  - Note that your students need to be tagged with your school's program code
- DOE will then run each CCA's CCRPI based on the students attending their school – and then conduct the BTO analysis



# Program Codes

	Created by 3-party Charter School Contract	School has "CCRPI" design.	Program	County / District	System Code	School Code	Program Code
1	Academy for Advanced Studies	No	Yes	Henry County	675	N/A	6002
2	Athens Community Career Academy	No	Yes	Clarke County	629	N/A	6021
3	Baldwin County Career Academy	No	Yes	Baldwin County	605	N/A	6004
4	Bartow County College and Career Academy	No	Yes	Bartow County	608	N/A	6004
5	Cairo College and Career Academy	Yes	No	Grady Cuntty	665	1050	N/A
6	Carroll County College and Career Academy	No	Yes	Carroll County	622	N/A	6003
7	Central Educational Center	No	Yes	Coweta County	638	N/A	6002
8	Douglas County College & Career Institute	No	Yes	Douglas County	648	N/A	6014
9	Effingham College and Career Academy	No	Yes	Effingham County	651	N/A	6005

# Program Codes

	Created by 3-party Charter School Contract	School has "CCRPI" designation	Program	County / District	System Code	School Code	Program Code
10	Floyd County Schools College & Career Academy	No	Yes	Floyd County	657	0109	6001
11	Golden Isles Career Academy	No	Yes	Glynn County	663	N/A	6008
12	Hapeville Charter Career Academy	Yes	No	Fulton County	660	0118	N/A
13	Heart of Georgia College and Career Academy	No	Yes	Dublin City, Bleckley, Laurens, Wheeler Counties	687	N/A	6009
14	Houston County Career Academy	Yes	Yes	Houston County	676	0300	N/A
15	Lamar County College and Career Academy	No	Yes	Lamar County	685	N/A	6004
16	Lanier Charter Career Academy	No	Yes	Hall County	669	N/A	6002
17	Liberty College and Career Academy	Yes	Yes	Liberty County	689	N/A	6004
18	Newton College and Career Academy	No	Yes	Newton County	707	N/A	6002





# Program Codes

	Created by 3-party Charter School Contract	School has "CCRPI" designation	Program	County / District	System Code	School Code	Program Code
19	Northwest Georgia College and Career Academy	Yes	Yes	Whitfield County (also serving Murray County)	755	0105	6005
20	Rockdale Career Academy	Yes	No	Rockdale County	722	0106	N/A
21	Southeastern Early College & Career Academy	No	Yes	Vidalia City, Toombs, Treutlen, & Montgomery Counties*	738	N/A	6004
22	Troup County College and Career Academy	No	Yes	Troup County Schools	741	N/A	N/A



# Program Codes

	Created by 2-party Charter System Contract	School has "CCRPI" designation	Program	County / District	System Code	School Code	Program Code
23	Barrow Co CCA	No	Yes	Barrow County	607	N/A	
24	Decatur Career Academy	No	Yes	Decatur City	773	N/A	
25	Gordon Co CCA	No	Yes	Gordon	664	N/A	6002
26	Putnam Co CCA	No	Yes	Putnam County	717	N/A	
27	Regional Advanced Agriculture Industry CCA	No	Yes	Madison County	695	N/A	
28	Warren Co Career Academy	No	Yes	Warren County	749	N/A	6002



# Pathway #9 Completers

- GaDOE is currently preparing the 2014 College and Career Ready Performance Index (CCRPI) for all Georgia schools.
- Indicator number nine on the high school CCRPI reads as follows:
  - ✓ *Percent of graduates completing a CTAE pathway, or an advanced academic pathway, or a fine arts pathway, or a world language pathway within their program of study*



# Pathway #9 Completers

- GaDOE is aware that some students complete pathways that are unique to your College and Career Academy and therefore are not captured in the CTAE pathway course reporting.
- GaDOE would like to include the students who attended your facility and completed a non-CTAE pathway within a given field of study.



# Pathway #9 Completers

- Jenny sent you an email with a template attached that we asked you to complete with a list of your 2014 graduates who completed a non-CTAE pathway at your Charter College and Career Academy Program.
  - ✓ *Due June 1, 2014*







# Pathway #9 Completers

- If you have not already done so, please provide the requested listing of the 2014 graduates who completed a non-CTAE pathway at your facility
- Double check the following data fields:
  - ✓ District ID – 3 digits
  - ✓ School ID – 4 digits
  - ✓ Student ID – 9 digits



# Pathway #9 Completers

- If the fields do not have the appropriate number of digits or if data are missing, Assessment will not be able to count the students as a pathway completer



# Pathway #9 Completers

SCHOOL	RESPONDED	2013 RESPONSES
Academy for Advanced Studies		
Athens Community Career Center		
Baldwin College and Career Academy		
Barrow Co CCA	N/A	
Bartow Co CCA		
Cairo College and Career Academy	All of our pathway completers, for this school year, will be captured in the CTAE pathway course reporting	
Carroll Co CCA		
CEC	YES	



# Pathway #9 Completers

SCHOOL	RESPONDED	2013 RESPONSES
Decatur Career Academy		Same as Decatur High School
Douglas Co College & Career Institute		No data
Effingham Co CCA	YES	
Floyd Co CCA		Does not offer a non-CTAE pathway.
Golden Isles Career Academy		
Gordon Co CCA	N/A	
Hapeville Charter Career Academy		
Heart of GA CCA		None





# Pathway #9 Completers

SCHOOL	RESPONDED	2013 RESPONSES
Houston Co Career Academy	YES but Student FTE ID (9-digit) was not included	N/A
Lamar Co CCA		
Lanier Charter Career Academy		
Liberty Co CCA		
Newton Co CCA	YES	N/A
Northwest Georgia	YES	N/A
Putnam Co CCA	N/A	N/A



# Pathway #9 Completers

SCHOOL	RESPONDED	2013 RESPONSES
Regional Advanced Agriculture Industry CCA	N/A	N/A
Rockdale Career Academy		
Southeastern Early College & Career Academy		
Troup County College and Career	N/A	N/A
Warren Co Career Academy	YES	Our students earned their academic pathway credits at the high school not the career academy. Also, the career academy is part of the high school and does not have a state ID of its own



# Additional Information

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