

Exhibit B – Flexibility Component of Contract

For the Richmond County School System

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

Flexibility with regards to Class-size and Reporting requirements (O.C.G.A. § 20-2-182) related to class size, staffing allotments, and utilization. *RCSS seeks to waive the requirements related to class size, staffing allotments, student caseload, and utilization to increase learning opportunities for all students.*

Flexibility with regards to Expenditure Controls (O.C.G.A. §§ 20-2-171 and 20-2-167). *RCSS would like flexibility to spend allotted dollars to support the system's strategic plan rather than be confined to categories required by expenditure controls.*

Flexibility with regards to Salary Schedule requirements (O.C.G.A. §§ 20-2-212, 20-2-212.1, 20-2-212.2). *RCSS would like flexibility from the required use of the current state salary schedule to provide compensation based on teacher skills and system needs.*

Flexibility with regards to Certification requirements (O.C.G.A. §§ 20-2-108, 20-2-200, 20-2-201, 20-2-204). *RCSS seeks flexibility from state certification requirements to allow for the selection of qualified applicants based on content expertise and knowledge.*

Flexibility with regards to Educational Programs (O.C.G.A. §§ 20-2-151.2, 20-2-153, 20-2-154, 20-2-154.1, 20-2-155). *RCSS seeks flexibility in the requirements related to staffing, class size and program delivery/time requirements and models to offer a variety of delivery models including but not limited to advanced content at the elementary level, and to allow the system an opportunity to provide support to individual students based on need.*

Flexibility with regards to ELL Program requirements (O.C.G.A. § 20-2-156) related to staffing, class size and program delivery/time/requirements/models. *RCSS seeks flexibility from the requirements related to staffing, class size and program delivery/time requirements and models including but not limited to serving those students with Level 1 or 2 Language Proficiency via additional segments.*

Flexibility with regards to Education Program for Gifted Students (SBOE Rule 160-4-2-.38) related to staffing, class size, and program delivery/time/requirements/models. *RCSS seeks flexibility in the requirements related to staffing, class size and program delivery/time requirements and models to offer a variety of delivery models including but not limited to advanced content at the elementary level.*

Flexibility with regards to Comprehensive Health and Physical Education Program except as prohibited by O.C.G.A. § 20-2-82(e) (SBOE Rule 160-4-2-.12) related to scheduling and minutes of instruction. *RCSS seeks flexibility from the requirement to provide flexible pathways for students to meet*

the required physical education courses. RCSS seeks flexibility to waive Personal Fitness requirements for marching band members and eligible student athletes.

Flexibility with regards to School Day and School Year for Students and Employees (O.C.G.A. §§ 20-2-151, 20-2-160(a), 20-2-165 (except to the extent it relates to funding), 20-2-168(c), 20-2-290) related to requirements for minutes of instruction at each level, scheduling, and staffing. *RCSS seeks to waive allotted requirements of instruction time at each level to allow schools to focus time on areas that are a priority for improving student achievement including but not limited to flexibility in the structure of providing 180 school days for students. RCSS seeks flexibility to notify parents of student absences through digital tools.*

Flexibility with regards to Competencies and Core Curriculum, Online Learning, Alternative and Traditional Education Programs (O.C.G.A. § 20-2-140.1, O.C.G.A. § 20-2-142) *RCSS seeks flexibility in order to increase course offerings and program participation both inside and outside the system and scheduled school day.*

Flexibility with regards to Promotion and Retention: (O.C.G.A. §§ 20-2-283, 20-2-284) related to the timeline for decision making while preserving due process rights and with regards to Statewide Passing Score (SBOE Rule 160-4-2-.13(2)(a) and (2)(c)). *RCSS seeks flexibility to plan and place students for promotion, placement, and retention as soon as practicable. RCSS seeks flexibility to establish criteria for minimum passing scores for all courses, and determining how a student's performance on Georgia Milestones End-of-Course Tests may affect their final grade for the course.*

Flexibility with regards to Graduation Requirements and Awarding Credit for the purpose of substitution of equivalent or higher level requirements which will assist students in acquiring the knowledge and skills necessary to be successful as they continue their education at the postsecondary level and/or enter the workforce (SBOE Rules 160-5-1-.15, 160-4-2-.48, and 160-4-2-.47). *RCSS seeks flexibility with regards to graduation requirements and awarding credit.*

Flexibility with regards to Employment, Conditions of Employment as it relates to Duty Free Lunch (O.C.G.A. § 20-2-218). *RCSS seeks flexibility to allow the system to meet time and work requirements of each individual school site.*

Flexibility with regards to School Attendance, Compulsory Attendance as it relates to the attendance protocol (O.C.G.A. § 20-2-690.2). *RCSS seeks flexibility to encourage attendance and to address excessive absenteeism based on the circumstances of each case.*

Flexibility with regards to Categorical Allotment requirements, Article 6 of Chapter 2 of Title 20 (O.C.G.A. § 20-2-183 to 20-2-186) related to system earnings being expended based on system priorities and with regards to QBE Financing except to the extent it relates to funding (O.C.G.A. § 20-2-161). *RCSS seeks flexibility to develop a system budget based on the system strategic plan and the needs of our students, rather than basing the system budget on current categorical allotments and maintain the system's earnings while providing flexibility in its application for services as provided through SWSS.*

Flexibility with regards to Public School Choice (O.C.G.A. § 20-2-2131). *RCSS seeks flexibility to allow students greater public school choice based on the capacity of the school building, available space, programming needs, and conditions of transportation by parents and/or school system.*

Flexibility with regards to School Councils (O.C.G.A. §§ 20-2-85, 20-2-86). *RCSS seeks flexibility in how school councils are developed and implemented.*

Flexibility with regards to Use of Counselors (SBOE Rule 160-4-8-.05). *RCSS seeks flexibility to ensure that school counselors have 90% direct/indirect contact with students by providing academic, personal/social, and post-secondary guidance to aid students in becoming responsible and globally competitive citizens.*

Flexibility with regards to Organization of Schools; Middle School Programs; Schedule (SBOE Rule 160-4-2-.05). *RCSS seeks flexibility in the requirement of five hours of instructional time. An example of how RCSS could use this waiver would be to allow Middle Schools to offer a focused advisement time for all students grades 6-8 during the day based on best practices.*

Flexibility with regards to Personnel Required except as it relates to special education services (SBOE Rule 160-5-1-.22). *RCSS seeks flexibility for assigning personnel based on system needs rather than State requirements.*

Flexibility with regards to Media Programs (SBOE Rule 160-4-4-.01). *RCSS seeks flexibility for schools to manage their Media Program.*