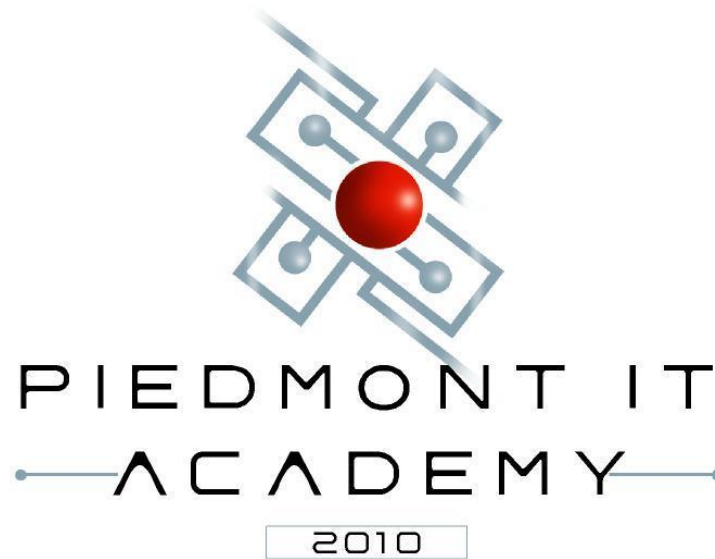


APPLICATION FOR A CHARTER SCHOOL
TO BEGIN IN FALL 2011



PIEDMONT IT ACADEMY

IT for Cyber Era

SUBMITTED TO

OFFICE OF CHARTER SCHOOLS
NORTH CAROLINA STATE BOARD OF EDUCATION

BY
THE BOARD OF DIRECTORS OF
PIEDMONT IT ACADEMY

FEBRUARY 19, 2010
RALEIGH, NC

TABLE OF CONTENTS

I. COVER PAGE	1
II. TABLE OF CONTENTS	2
III. BASIC INFORMATION FOR THE PROPOSED CHARTER SCHOOL.....	5
IV. GOVERNANCE.....	6
IV.A. PRIVATE NONPROFIT CORPORATION (G.S. 115C-238.29E).....	6
IV.B. TAX-EXEMPT STATUS (501(C)(3)) (G.S. 115C-238.29(B)(3)).....	6
IV.C. PROPOSED EDUCATIONAL MANAGEMENT ORGANIZATION	6
IV.D. ORGANIZATIONAL STRUCTURE OF PRIVATE NONPROFIT (G.S. 115- 238.29B(B)(3); G.S. 115C-238.29E(D))	7
IV.D.1. Organizational Chart	7
IV.D.2. List of the Board of Directors.....	7
IV.D.3. Proposed By-laws, Conflict of Interest Policy and Stated Commitment to NC Open Meetings Law (G.S. 143.318.9 et seq)	16
IV.D.4. Articles of Incorporation	26
V. MISSION, PURPOSES AND EDUCATIONAL FOCUS (G.S. 115C-238-29A) 29	
V.A. MISSION:.....	29
V.B. PURPOSES OF PROPOSED CHARTER SCHOOL:.....	29
V.B.1. Improve student learning	29
V.B.2. Increase learning opportunities with high expectations for all students, with special emphasis on expanded learning experiences for students who are identified as at risk of academic failure or academically gifted.....	31
V.B.3. Encourage the use of different and innovative teaching methods	31
V.B.4. Create new professional opportunities for teachers, including the opportunities to be responsible for the learning program at the school site	31
V.B.5. Provide parents and students with expanded choices in the types of educational opportunities that are available within the public school system; variety of electives, technology education, physical education, art, etc.	32
V.B.6. Hold the schools established under this Part accountable for meeting measurable student achievement results, and provide the schools with a method to change from rule based to performance based accountability systems	32
V.C. EDUCATIONAL FOCUS:	33
VI. EDUCATION PLAN	34
VI.A. INSTRUCTIONAL PROGRAM (G.S. 115C-238. 29F(D))	34
VI.A.1. Educational theory and foundation of the model.....	34
VI.A.2. Teaching approach and curriculum design and instructional methods, courses of study, etc.....	36
VI.A.2.1. TEACHING APPROACH AND INSTRUCTIONAL METHODS	36
VI.A.2.2. IT CERTIFICATION	48

VI.A.3. Compliance with Federal and State regulations for serving exceptional children.	51
VI.A.4. Entrance and exit requirements as well as graduation requirements (if the school is to be high school).	52
VI.A.5. The school calendar (must provide instruction for a minimum of 180 instructional days); (G.S.115C-238.29F(d)(1))	55
VI.A.6. A concise description of any evaluation tool or test that the proposed charter school will use in addition to any state or federally mandated tests.	56
VI.A.7. A description of the student achievement goals for the school's educational program and the method of demonstrating that students have attained the skills and knowledge specified for those goals.	58
VI.B.SPECIAL EDUCATION (G.S. 115C-106)	58
VI.C.ADMISSIONS POLICY (G.S.115C-238.29B(B)(4); G.S. 115C-238.29F(D)(1))	60
VI.D. STUDENT CONDUCT AND DISCIPLINE (G.S.115C-238.29B(B)(12); G.S. 115C-238.29F(D)(4 AND 5)).....	63
VII. BUSINESS PLAN	100
VII.A. PROJECTED STAFF	100
VII.B. QUALIFICATIONS REQUIRED FOR INDIVIDUAL POSITIONS: (G.S.115C-238.29F(E))	100
VII.B.1. JOB DESCRIPTIONS FOR INDIVIDUAL POSITIONS	101
VII.C. ENROLLMENT	103
VII.C.1. PROJECTED ENROLLMENT 2011-12 THROUGH 2015-16 (TABLE I)	105
VII.C.2. BUDGET: REVENUE PROJECTIONS 2011-12 THROUGH 2015-2016	107
VII.C.3. DETAILED BUDGET AND LONG TERM PLAN: 2011-12 THROUGH 2015-2016.....	112
VII.D. AUDITS: PROGRAM AND FINANCIALS.....	120
VII.D.1. Program Audits (G.S. 115C-238.29B(b)(6))	120
VII.D.2. Financial Audits (G.S. 115C-238.29F(f)(1))	120
VII.E. HEALTH AND SAFETY REQUIREMENTS (G.S. 115C-238.29F(A)).....	121
VII.E.1. Safety.....	121
VII.E.2. Immunization of Students.....	121
VII.E.3. Fire and Safety Regulations.....	122
VII.E.4. Food Inspections.....	122
VII.E.5. Hazardous Chemicals	122
VII.E.6. Bloodborne Pathogens.....	122
VII.F. CIVIL LIABILITY AND INSURANCE (G.S. 115C-238.29F(C))	122
VII.F.1. Comprehensive General Liability	122
VII.G. OFFICERS AND DIRECTORS/ERRORS AND OMISSIONS	122
VII.G.1. Property Insurance.....	122
VII.G.2. Motor Vehicle Liability	122
VII.G.3. Bonding	123
VII.H. TRANSPORTATION PLAN (G.S. 115C-238.29F(H))	123
VII.I.FACILITY DESCRIPTION (G.S. 115C-238.29D(C))	124
VII.J. MARKETING PLAN (G.S. 115C.238.29F(G)(1-7)).....	128
VII.J.1. Mass Media Resources	128
VII.J.2. Open-House Meetings.....	128
VII.J.3. Location.....	128

VII.J.4. Public Relations.....	128
VII.J.5. Internet	128
VII.J.6. Attracting Qualified Teachers	129
VIII.LOCAL EDUCATION AGENCY (LEA) IMPACT STATEMENT.....	130
IX. APPENDICES	131
IX.A. SUPPORT LETTERS.....	132
IX.B.SURVEYS.....	142
X. SIGNATURE PAGE.....	246

III. BASIC INFORMATION FOR THE PROPOSED CHARTER SCHOOL

Primary Contact Person: Ismail Yavuz Sakaoglu

Mailing Address: 4106 Bloomdale Dr., Apt E

City/State/ Zip: Charlotte, NC 28211

Phone Number: (224) 392-4146

Email: yavuzsaka@hotmail.com

Name of Proposed Charter School: Piedmont IT Academy (PIT ACADEMY)

Location Proposed Charter School (LEA): Union County, NC

Proposed Grade Levels: (K-12)

2011-12: K-6 **2012-13:** K-7 **2012-14:** K-8 **2014-15:** K-9 **2015-16:** K-10

Projected Enrollment:

2011-12: 276 **2012-13:** 348 **2012-14:** 420 **2014-15:** 472 **2015-16:** 520yg

Targeted Population: PIT ACADEMY targets general education students with no emphasis on any special subgroup.

Conversion:

No: ☒

Yes: ☐ If so, Public ☐ or Private: ☐

If a private school, give the name of the school being converted: N/A

If a public school, give the name and six-digit identifier of the school being converted: N/A

Summary of Educational Mission: The Mission of PIT Academy is to provide an excellent educational experience for elementary, middle, and high school students with a special focus on mathematics and information technologies. This mission will be accomplished by (1) implementing an innovative curriculum that reflects the increasing role of computers and technology in today's world, and (2) establishing a pact among students, parents, staff, and the community to provide a nurturing, safe, and dynamic learning environment.

IV. GOVERNANCE

IV.A. Private Nonprofit CORPORATION (G.S. 115C-238.29E)

Name of Private Nonprofit: Piedmont IT Academy

Mailing Address: 4106 Bloomdale Dr., Apt E

City/State/Zip: Charlotte, NC 28211

Street Address: 4106 Bloomdale Dr., Apt E, Charlotte, NC 28211

Phone: (980) 355-9872

Name of registered agent and address:

Ismail Yavuz Sakaoglu, 4106 Bloomdale Dr., Apt E, Charlotte, NC 28211

FEDERAL TAX ID: 27-1936470

IV.B. TAX-EXEMPT STATUS (501(c)(3)) (G.S. 115C-238.29(b)(3))

The private nonprofit listed as the responsible organization for the proposed charter school has 501 (c)(3) status:

- ☐ Yes (copy of letter from federal government attached)
☒ No

Although PIEDMONT IT Academy does not currently have Federal Tax Exempt Status under 501(c)(3), an application for tax-exempt status will be submitted immediately following the final approval of the Charter Application by the NC State Board of Education.

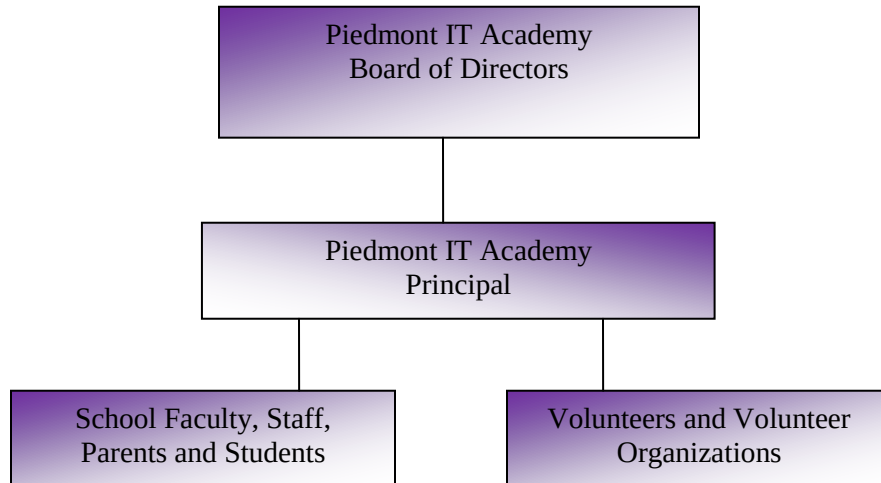
IV.C. PROPOSED Educational Management Organization

Piedmont IT Academy does not currently intend to contract for services with an educational management organization at the moment, yet reserves the right to do so in the future should it be deemed appropriate by the Board of Directors.

IV.D. ORGANIZATIONAL STRUCTURE OF PRIVATE NONPROFIT (G.S. 115-238.29B(b)(3); G.S. 115C-238.29E(d))

IV.D.1. Organizational Chart

The organizational chart of Piedmont IT Academy is given below. A Board of Directors will be governing PIT Academy. The Board will hire a Principal, and the Principal will oversee daily operations of the school. The Principal will coordinate the faculty, staff, students, parents, volunteers, and volunteer organizations.



IV.D.2. List of the Board of Directors

The list of the Board of Directors and their resumes are given below:

- 1. Kenan Caglar**
Present Occupation: VP, Open Systems Server Delivery, Wachovia Corporation, Charlotte, NC
Address: 12018 Dolomite Drive, Pineville, NC 28134
Phone: 704-491-9570
e-mail: kenan@usa.com
- 2. Carlton L. Cammon**
Present Occupation: Internal Auditor, Compass Group, Americas Division, Charlotte, NC
Address: 12843 Spirit Bound Way, Charlotte, NC 28273
Phone: (704) 299-1050
e-mail: carlton.cammon@gmail.com

3. Jordan Fish

Present Occupation: Home Department Manager, Anthropologie, Charlotte, NC

Address: 4300 Sharon Rd Unit 205, Charlotte, NC 28211

Phone: (704) 778-0007

e-mail: JordanSapan@gmail.com

4. Adem Kaya

Present Occupation: Owner, Head Wrestling Coach, Champions Wrestling School, Charlotte, NC

Address: 7125 Marcel Lane # 638 Charlotte, NC 28226

Phone: (704)-737-3309

e-mail: adem332@gmail.com

5. Ismail Y. Sakaoglu (PRIMARY CONTACT)

Present Occupation: Database Administrator and Maintenance Manager, Stainless Valve Company, Monroe, NC

Address: Bloomdale Dr., Apt E, Charlotte, NC 28211

Phone: (224) 392-4146

e-mail: yavuzsaka@hotmail.com

6. Gary L. Lebby, PhD

Present Occupation: Professor and Director of Machine Intelligence, Department of Electrical Engineering, Greensboro, NC

Address: North Carolina A&T State University, MCNAIR HALL, Greensboro, NC 27411

Phone: (910) 334 7761

e-mail: lebby@ncat.edu

7. Alper Tekten

Present Occupation: Assistant Principal, Triad Math and Science Academy, Greensboro NC

Address: 123 Shore Lake Dr. Apt. G Greensboro NC 27455

Phone: (678) 677-2348

e-mail: alpertekten@hotmail.com

Kenan Caglar

12018 Dolomite drive • Pineville, NC 28134 • kenan@usa.com • 704-491-9570

TECHNOLOGY DELIVERY MANAGER

Solutions-oriented support supervisor with success directing a group of technology support personnel with planning, implementation and direct support of multiple corporate IT initiatives to meet lines of business objectives.

- ♦ Track record of increasing responsibility in server infrastructure support, managing personnel, systems design and deployment, and full lifecycle project management.
- ♦ Demonstrated capacity to perform in a highly demanding environment, dealing with a diverse set of personalities and skill set levels.
- ♦ Hands-on experience leading all stages of server infrastructure and application deployment efforts, including requirements definition, design, architecture, testing, and support.
- ♦ Significant leadership abilities and experience; able to coordinate and direct all phases of both project-based and day-to-day support efforts while managing, motivating, and leading teams.
- ♦ Adept at developing effective policies and procedures, project documentation and milestones, and technical/business specifications.

PROFESSIONAL EXPERIENCE

Wachovia Corporation, Charlotte, North Carolina

VP, Open Systems Server Delivery

12/2004 – Present

Senior Unix Systems Administrator

5/2000 – 12/2004

First Union Corporation, Richmond, Virginia

Supervisor, Trading Floor Support

4/1997 – 5/2000

EDUCATION AND CREDENTIALS

Bachelor of Science Degree in Business Administration

UNIVERSITY OF MARMARA – Istanbul, Turkey

Certificate, Information Systems

VIRGINIA COMMONWEALTH UNIVERSITY GRADUATE SCHOOL OF BUSINESS – Richmond, Virginia

Carlton L. Cammon

12843 SPIRIT BOUND WAY • CHARLOTTE, NORTH CAROLINA 28273 • 704-299-1050 •
carlton.cammon@gmail.com

EXPERIENCE:

02/00 - Present COMPASS GROUP, AMERICAS DIVISION (CONTRACT FOODSERVICE)
CHARLOTTE, NORTH CAROLINA

Internal Auditor (07/03 – Present)
Bank Reconciliation Supervisor (02/00 – 07/03)

03/99 - 11/99 DELOITTE CONSULTING (MANAGEMENT CONSULTING)
CHADDS FORD, PENNSYLVANIA

Information Technology Contractor

06/97 – 03/99 ONYX SERVICES (CONTRACT FOODSERVICE)
CHADDS FORD, PENNSYLVANIA

Director of Client Services

11/96 - 06/97 CONCESSIONS INTERNATIONAL (CONTRACT FOODSERVICE)
ATLANTA, GEORGIA

Director, Information Systems

05/94 - 11/96 FINE HOST CORPORATION (CONTRACT FOODSERVICE)
GREENWICH, CONNECTICUT

Network Administration Manager (11/95 - 11/96)

01/91 - 05/94 *Senior Accountant (05/94 - 11/95)*
IVF AMERICA, INC. (HEALTHCARE SERVICES)
PURCHASE, NEW YORK

Financial Assistant

EDUCATION:

PFEIFFER UNIVERSITY
Misenheimer, North Carolina
Bachelor of Science, Business Administration
Bachelor of Science, Management Information Systems

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE
Charlotte, North Carolina
Enrolled in Masters of Accountancy Program

SKILLS/TRAINING: Microsoft Office Suite, SAP Financial, ReconNet (proprietary reconciliation database application), Developing Dynamic Leadership I, Diversity: Power of Many, Spirit of One. Knowledge of Hewlett Packard NetServer and Compaq Proliant Server products running Novell and NT in a networked environment, Cheyenne Netware ServerSuite, Citrix Winframe, MacOS, Windows (all versions). Member of the Institute of Internal Auditors (IIA).

AWARDS: Compass Group 2002 Corporate Associate of the Year, Compass Group November 2001 Associate of the Month

Jordan Fish

4300 Sharon Rd Unit 205, Charlotte, NC 28211 • (704) 778-0007 • JordanSapan@gmail.com

Experience

Anthropologie, Charlotte, NC
Home Department Manager

10/08 – Present

Continuously motivates associates to meet sales goals through positive reinforcement and store meetings. Develops different merchandising standards to improve profitability. Provide business reports and manage payroll. Interview and train new employees. Ensures strong customer relationships with excellent employee morale to better improve business. Maintain frequent communication with corporate to ensure the best business procedures are being enforced. Consistently meet monthly and quarterly sales goals.

J.Crew, Charlotte, NC
Visual Merchandiser

2/07 – 10/08

Results-oriented Fashion Industry Professional with record turning around an organization ensuring survival and growth during economic downturns. Proven leadership capabilities in revitalizing and launching products, devising effective advertising campaigns, and remerchandising for maximum profitability. Ensures a team atmosphere and positive employee relations. Created window displays, oversee rollout procedures, style mannequins and ensure product detailing. Create floor plans for \$9 million store. Promoted quickly, 3 times within 2 years.

E.Gluck Corp., Charlotte, NC
Vendor Representative

10/04 – 07/07

Stabilized sales in a declining market by renovating store locations, implementing retail education for sales staff, initiating a new client basis and growing a positive company image. Improved merchandising strategies and service quality. Fostered and maintained strong communications and business relations with all suppliers. Visit stores to ensure maximum profitability and merchandising standards. Oversaw brands such as: *Anne Klein, Armitron, Nine West*, and *Warner Bros.*

Education and Credentials

The Art Institute of Charlotte, Charlotte, NC
Bachelor of Arts degree in Fashion Marketing & Management, September 2007; GPA 3.8
Presidents Award, NY Fashion Week, Charleston Fashion Week, Italy

Nuova Accademia Di Belle Arti, Milan, Italy
Fashion Marketing & Management, September 2006
International fashion experience in Europe.

ADEM KAYA

7125 Marcel Lane # 638 Charlotte, NC 28226 Phone: (704)-737-3309 adem332@gmail.com

WORK EXPERIENCE & ACHIEVEMENTS

Owner, Head Wrestling Coach

Champions Wrestling School, Charlotte, NC Jan 2008-Current)

Asst. Sales & Marketing Manager, Sales and Marketing

Turmar Marble Systems Inc. Charlotte, NC,USA, (Jan 2008- Jan 2009)

Sales & Marketing Coordinator, Sales and Marketing

Turmar Natural Stone and Tile Inc, Charlotte, NC, USA, (May 2007 –Jan 2008)

Field Marketing Specialist, Marketing

IRWIN Industrial Tools of Newell Rubbermaid, Charlotte, NC USA, (Oct 2005 – May 2007)

Field Sales Representative, Sales, Home Depot Division

Newell Rubbermaid, Raleigh, NC, USA, (Feb 2004- Oct 2005)

Sports Event Marketing Manager, Event Marketing

Newell Rubbermaid, Chapel Hill, NC USA, (June 2003 –Feb 2004)

Assistant Wrestling Coach

University of North Carolina, Chapel Hill, NC, USA, (January 2002- August 2004)

Assistant Wrestling Coach

Lock Haven University of Pennsylvania, PA (September 2000 – January 2002)

EDUCATION

- Master of Business Administration, Pfeiffer University, Charlotte, NC, USA , May 2009
- Bachelor of Science – Gazi University in Ankara, Turkey, awarded in 1997

Technical Skill:

- Advance level of Microsoft Office (Word, Excel, Access, Power Point and Outlook)
- Completed the Professional Sales& Marketing Training Program by William & Associates, considered to be one of the best sales and marketing training companies in the country.

HONORS & RECOGNITION

Turkish National Wrestler for 10 years (1990 -2000)

- Five Time Turkish National Champion (3 senior, 2 junior)
- Bronze Medalist at Good Will Games 1998
- Silver Medalist at University World Championship 1997
- Bronze Medalist at World Cup in 1997 and 1995
- Gold Medalist at Junior World Championship 1991
- Participated in over 25 Major Tournaments throughout the world
- National Team Captain for five years .

Yavuz Sakaoglu

4106 Bloomdale Dr. Apt: E, Charlotte, NC 28211
(224) 392-4146 yavuzsaka@hotmail.com

Certification 09/2003 – 01/2004 Cisco Certification

CCNA

Computer Skills

- VBA, C# and ASP.Net programming languages
- SQL 2005 and 2000, Access
- Computer Hardware and troubleshooting / Advanced Level.
- Computer Network, System Administration, Configuration and Setup.
- VPN , PCAnywhere ,Linux, MS Windows and MS Office (All versions),
- Windows NT, Active Directory, Exchange server.
- Delphi, Pascal, C, VHDL programming language / Advanced Level.
- Java, HTML programming language

Experience

01/2008 – Present

Monroe, NC Stainless Valve Company

IT support, Database administration, Maintenance Manager and MBA intern

12/2006 – 12/2007

CODANK Web developments Internship Charlotte, NC

Web Development and Administration

01/2000 – 06/2005

SAKA Computer Industry Izmit, Turkey

Network Technician and Administration

07/2004- 10/2004

Pirelli (Kocaeli) Izmit, Turkey

Information Technology Intern

07/2003-10/2003

IBM-SABANCI (I-BIMSA) Izmit, Turkey

Program Application Development Intern

Certification & Education

2007-... **Pfeiffer University** Charlotte, NC

- ❖ Master of Business Administration

2001 – 2005 **Kocaeli University** Izmit, Turkey

- ❖ Bachelors Degree Computer Engineering

2003 -2005 **AKUT Search and Rescue Association** Izmit, Turkey

- ❖ Leadership Training

2005 – 2006 **UNC Charlotte** Charlotte, NC

- ❖ English Language Training Institute

Thesis

- FPGA Circuit Control Cart / Control with VHDL Programming Language
- Wireless LAN Usage and Wireless LAN Security

Activity

- 2004-2005 Kocaeli University Student Council President
- 2003 AKUT SAR Association Noble Member and Operational team
- 2004-2005 Science and Techniques Club IT president

Gary L. Lebby

Professor and Director of Machine Intelligence

Department of Electrical Engineering, North Carolina A&T State University

Phone: (910) 334 7761; Fax: (910) 334-7716 E-mail: lebby@ncat.edu

EDUCATION:

Ph.D. Electrical and Computer Engineering, 1985, Clemson University, Spec. Power Systems Modeling and Artificial Intelligence Clemson, South Carolina.
M.S. Physics, 1982, University of South Carolina, Spec. Software Simulations and Modeling of Optical Systems, Columbia, South Carolina.
B.S. Physics, 1980, University of South Carolina, Columbia, South Carolina.
Mathematics, 1980, University of South Carolina Columbia, South Carolina.
B.S. Minor Computer Science, 1980, University of South Carolina, Columbia, South Carolina.

EXPERIENCE:

2/99 – Present Research Professor, Department of Electrical Engineering - Chair of Research Excellence, North Carolina A&T State University, Greensboro, North Carolina.
6/96 – 2/99 Professor of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
1/95 – 1/99 Chairperson, Department of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
2/94 -1/95 Interim Chairperson, Department of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
5/92 – 5/96 Associate Professor of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
8/92 – 1/96 Area Director for Power Systems and Controls, Department of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
1/86 - 4/92 Assistant Professor of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
8/82 - 8/85 Research Associate, Clemson University Electric Power Research Association - Modeling southeastern utilities power system load transients. Clemson, South Carolina.
8/82 – 8/85 Research Associate, J. F. Leathrum, Chair of Software Engineering – Theoretic Software Physics and Proof of correctness of a military-grade ADA Compiler. Clemson, South Carolina.
5/83 - 8/83 Telecommunications and Software Engineer, Operations Management, South Carolina Electric & Gas Company - Installation and maintenance of computer data links for the Columbia and Charleston computer data links. Columbia, South Carolina.
12/80 - 5/82 Graduate Researcher - Digitally simulated holograms University of South Carolina Vision Research Group, Columbia, South Carolina.
5/80 - 8/80 Engineering Trainee - Detector Logic Circuit Design, Real-time Hardware/Software Integration and System Simulation Design, Fermi National Accelerator Laboratory, Batavia, Illinois.
5/84 SCE&G Company, Inc., Coordinated the installation of the GENESIS Power System Load Modeling Software on the IBM 3081 Mainframe at the Load Management Site. Columbia, South Carolina.

RESEARCH:

- *Minority Institution Technology Support Services-II (DISA-MITSS II)*, Defense Information Systems Agency. Funding: \$3,200,000. 2005 - 2009.
- *Minority Institution Technology Support Services (DISA-MITSS)*, Defense Information Systems Agency. Funding: \$24,000,000. 1999-2004.
- *15 More available upon request*

PUBLICATIONS AND PRESENTATIONS:

Over 46 publications

ALPER TEK TEN

123 Shore lake Drive Apt. G, Greensboro NC 27455 | (678) 677-2348 |
alperTekten@hotmail.com

EDUCATION

- ❖ Bogazici University, Istanbul, TURKEY
B.S. in Math 2005
- ❖ Georgia Institute of Technology
Professional Development and Business English 2006
- ❖ Michigan State University
Connected Mathematics Project 2 Training June 2007
- ❖ Georgia Teaching License
Mathematics 6-12 2007
- ❖ Differentiated Teaching for Talented and Gifted Students
Training in Fulton Science Academy 2007

AWARDS

Ediff May Sliffe National Math Teacher Award, AMC January 2008

EXPERIENCE

Triad Math and Science Academy, Greensboro NC

Assistant Principal July 2008 – Present

Supervising academics and discipline in the school. Managing schools network system, website, interactive parent-teacher platform, and student data services.

Fulton Science Academy, Alpharetta GA

Math Teacher August 2007 – June 2008

Taught math to below, on, and advanced level students using CMP and CPM

Coached Math Olympiad Team, Future City Design Team and Science Olympiad Team

Fulton Science Academy, Alpharetta GA

Teaching and Administrative Intern May 2006 – June 2007

Taught math classes and received training in academics and discipline parts of administration.

Charter School Consulting

Charter School Application and Establishment Consultant January 2006 – Present

Consulted several charter schools during their application process and start up in GA, FL, TN, SC, DE, and NC

IV.D.3. Proposed By-laws, Conflict of Interest Policy and Stated Commitment to NC Open Meetings Law (G.S. 143.318.9 et seq)

The proposed bylaws are presented below. The Conflict of Interest Policy for Board members is included in Article IV, Section 14 and the stated commitment to NC Open Meetings Law is included in Article VII, Section 6 of the proposed by-laws.

ARTICLE I: NAME

Section 1: Name

The name of the nonprofit corporation is PIEDMONT IT ACADEMY (sometimes referred herein as “The Corporation”).

Section 2: Principal Office and Registered Agent

The principal office of the Corporation is located in the City of Charlotte, in Union County, in the State of North Carolina. The street address of the initial registered office of the Corporation is Bloomdale Dr., Apt E, Charlotte, NC 28211 and the registered agent at such address is Ismail Yavuz Sakaoglu.

ARTICLE II: PURPOSE

Section 1: Purpose

The purpose of the Corporation is to apply for, establish, and govern a charter school under North Carolina Charter School Statutes and to pursue related educational endeavors. The name of the charter school is PIEDMONT IT ACADEMY or also known as “PIT ACADEMY”.

ARTICLE III: MEMBERSHIP

Section 1: Membership

The corporation shall have no members.

ARTICLE IV: BOARD OF DIRECTORS

Section 1: Powers

The activities, affairs and business of the Corporation shall be conducted by or under the direction of the Board of Directors (referred to herein as the “Board”).

Section 2: Mission

The mission of the Board of Directors is to make policy decisions regarding the operation of the Corporation and to provide it with oversight rather than day-to-day management of operations.

Section 3: Number, Qualifications, Election and Tenure

- a) The number of persons constituting the Board of Directors who have voting authority shall be seven (7).
- b) A person needs to be at least twenty-one (21) years old and in good standing to be qualified as a Director;
- c) Election procedures to the Board of Directors are outlined as follows:
 - Nominations may be made by any Board member;
 - Self nominations are also acceptable;
 - Vote to be taken publicly by show of hands;
 - A nominee is declared a Director as long as he/she receives the votes of the majority of the Directors.
- d) Directors shall serve for a term of two years, or until their successors are elected. A Director may be removed by a majority vote of the Board at any Board meeting. In order to be re-elected, a Director can be nominated by a Board member similar to any other nominee.

Section 4: Duties

The Board is committed to the education of all students to the best of their individual abilities; to a constant awareness of the concerns and desires of the community regarding the quality and performance of the School with the Board assuming an educational leadership role; and to the employment of school personnel who, under the direction of the Principal, will see that the school maintains an outstanding position and will carry out the policies of the Board with imagination and dedication.

Additionally, the Board's specific policy and direction goals are:

- To interpret the education needs and aspirations of the community through the formulation of policies which stimulate the learner and the learning process;
- To govern the school in accordance with federal and state laws;
- To provide leadership in order to carry out the goals and objectives of the school effectively;
- To facilitate communication with the community served by the school
- To develop and provide the data appropriate for the management functions of planning, evaluating, organizing, controlling and executing.

The Board should attempt to reflect the opinion of the community. However, Board members must look to the future more clearly than is required of the average citizen. The results of many of the decisions and actions of the Board may not be realized at once, but will set the course of education for future years. The Board should fearlessly support those educational philosophies and procedures needed to promote proper education for this community based upon the needs of the pupil population.

In addition,

- Directors shall meet at such times and places as required by these by-laws.
- The Board may consider a Director with three consecutive un-excused absences from regular meetings as having resigned.
- Directors shall register their home/business address, home/office/cellular phone numbers and e-mail addresses with the Secretary of the School.

Section 5: Meeting Procedures

All meetings of the Board shall be open to the public, including the news media, except when permitted or required by law to be closed. Visual and sound recordings shall be permitted during open meetings. The President of the Board shall preside at Board meetings and shall rule on questions of order. In the absence of the President, the Vice President shall preside. In the absence of both the President and Vice President, the attending members shall elect one of their numbers to preside. Meetings of the Board shall be formal enough to allow for the orderly conduct of business but informal enough to encourage free discussion among Board members and to promote group thinking and action.

Section 6: Meeting Schedule

The Board annually shall adopt a schedule for the upcoming year stating the date, time and place of its regular meetings. The meeting schedule shall be posted in a prominent place at the School's administration building and at any other locations where such scheduled meetings will be held. Electronic and other means of informing the public about the Board meetings shall be used where feasible. Any scheduled meeting may be cancelled, postponed or adjourned.

Section 7: Regular Meetings

Unless otherwise specified in the schedule or changed in a manner allowed by law, the Board's regular meetings shall be held regularly on the dates that will be publicized by the Board. The schedule shall call for the meetings to be held at the School's administration building. The board's regular meetings are legislative in nature. This is where most of the Board's formal actions are taken.

Section 8: Special or Called Meetings

In accordance with the state law, special meetings may be called by the Board President on the request of three or more Board members, or the Principal in accordance with state law. Due notice of such meetings shall be given to the public and shall include at a minimum the posting of a written notice for at least 24 hours at the place of regular meetings and by the giving of written or oral notice at least 24 hours in advance at the front door and Parent Information Center. Board members will be given at least 24 hours' notice of the meeting and the topics to be addressed. Notice to Board members may be by telephone, e-mail, fax or some other means to achieve notification.

Section 9: Emergency Meetings

When special circumstances occur and are so declared by the Board, the Board may meet on less than 24 hours notice. Board members and the public shall be given as much notice of the meeting and subjects expected to be considered as is reasonable under the circumstances, including the posting of a written notice at the place of regular meetings. The minutes of the meeting shall

reflect the reason for holding the meeting on the less than 24 hours notice and the nature of the notice given.

Section 10: Quorum

A majority (>50%) of the Board members having voting authority and currently in office shall constitute a quorum for the transaction of business. If a quorum is not present at the time and place of any meeting, the Directors present shall adjourn the meeting until a quorum shall be present.

Section 11: Voting

Except as otherwise expressly provided by statute, or by the Charter of the Corporation, or by these by-laws, the action of a majority of the Directors present at a meeting in which there is a quorum shall be the action of the Board of Directors. The President shall vote at Board meetings only when his or her vote is necessary to resolve what would otherwise cause a tie vote.

Section 12: Resignation of Directors

A Director may resign at any time by giving notice in writing to the President or Secretary of the Corporation. Such resignation shall take effect at the time specified, or if no time is specified, at the time the President or Secretary receives such resignation.

Section 13: Compensation

Directors shall serve without compensation for their services to the Board except travel and related expenses as may be authorized by the Board for in-state or national conferences.

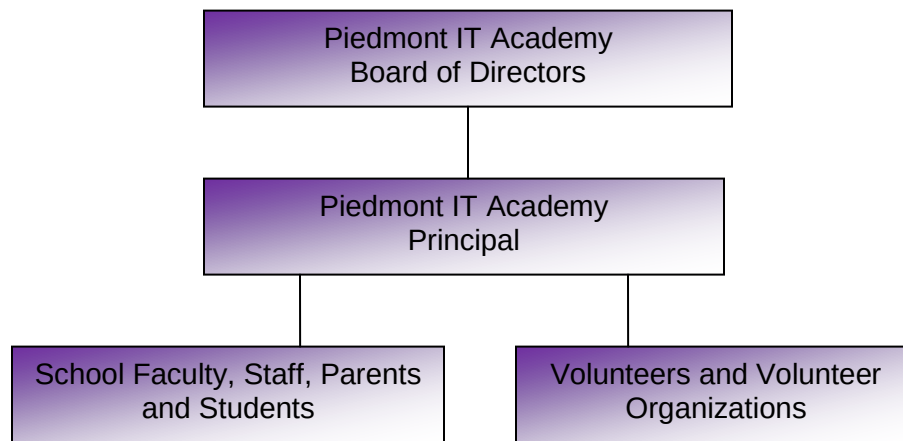
Section 14: Conflict of Interest

If any member of the Board faces a conflict of interest in a matter pending before the Board, such member shall make full disclosure to the Board of the nature of the conflict. Upon full disclosure, the Board may approve the transaction only by the majority vote of Board members having no conflict of interest. However, no such transaction may be approved if it would constitute self-dealing, prohibited under Section 4941 of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws, or if it would result in the imposition of any excise tax under any other provision of Chapter 49A of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws.

Section 15: Certain Director Liability

A member of the Board shall be subject to the liabilities imposed by law upon Board members of nonprofit corporations. In addition, all Board members who vote for or assent to any distribution of assets of the Corporation contrary to any restrictions imposed by the Nonprofit Corporation Act of North Carolina, the corporate articles of incorporation, charter, or by-laws, shall be jointly and severally liable to the Corporation for the amount of such distribution. Furthermore, such liabilities shall not exceed the debts, obligations and liabilities existing at the time of the vote or assent where the Board member relied on, and acted in good faith in the belief that, financial statements of the Corporation were correct and were based on generally accepted principles of sound accounting practice used by the president or the treasurer, or certified by an independent public accountant or firm of such accountants to fairly reflect the financial condition of the Corporation.

Section 16: Organizational Chart of School Governance



ARTICLE V: OFFICERS

Section 1: Designation of Officers

Officers of the Corporation shall be President, Vice President, Secretary and Treasurer. The Board may designate and fill other officers as needed. Any two offices except for the office of President may be held by one person. No officer shall sign or execute any document in more than one capacity.

Section 2: Election, Term of Office and Qualifications

At its regular annual meeting in September each year, the Board shall organize and elect officers among its own members. A President shall be elected to serve for a period of one year. A Vice President shall be elected to serve for a period of one year. The Secretary shall be elected to serve for a period of one year. The Treasurer shall be elected to serve for a period of one year. The President shall preside over the election of the vice president, secretary, and treasurer unless decided otherwise by majority of the Board members.

Section 3: Subordinate Officers and Agents

The Board may appoint other officers or agents to chair committees or perform certain other duties. Each such officer or agent shall hold office for such period, have such authority, and perform such duties as the Board determines. The Board may delegate to any officer or agent the authority to appoint subordinate officers or agents and to prescribe their respective authorities or duties.

Section 4: Duties

Officers shall stand in a fiduciary relation to the Corporation and shall discharge the duties of their respective positions in good faith, and with that diligence and care which reasonably prudent men and women would exercise in similar circumstances and like positions.

Section 5: Removal

The persons who are officers pursuant to Section 1 of this Article may be removed by majority vote of the Board with or without cause. The persons who are officers or agents pursuant to Section 3 of this Article may be removed by majority vote of the Board.

Section 6: Resignations

Any officer may resign at any time by giving written notice to the President or the Secretary of the Board, or, if that officer was appointed by an officer or agent in accordance with Section 3 of this Article, by giving written notice to the appointing officer or agent. Any such resignation shall take effect at the time specified or if no time is specified, at the time the President or the Secretary receives such resignation.

Section 7: Vacancies

A vacancy in any office because of death, resignation, removal or disqualification, or any other cause, shall be filled for the unexpired portion of the term of such office in the manner prescribed by these by-laws for regular appointments or elections to such offices. The Board may also reassign some or all of the duties of an absent officer as provided in Section 8 of this Article.

Section 8: Reassignment of Officer Duties

Should an office become vacant or should an officer of the Corporation be absent, or for any other reason the Board deems sufficient, the Board may reassign the duties of such officer to any other officer or to any member of the Board.

Section 9: Principal

The Board shall appoint the Principal by entering into a contract with a person to serve in that capacity. The contract shall specify the period of time for which the person is employed as Principal as well as his or her authority and duties. The Principal shall generally be responsible for the business and affairs of the Corporation and shall be authorized to hire and have control over its employees. In addition to the management of day-to-day operations of the Corporation, the Principal shall perform such other duties as are assigned by the Board.

Sections 10: President

The President shall be the principal person charged with supervising, organizing and managing the business of the Board and shall have the responsibility of conducting Board meetings. The president shall perform such other duties as are assigned by the Board.

Section 11: Vice President

At the request of the President, or in the absence or disability of the President, the Vice President shall perform the duties of the president and when so acting shall have all the powers of, and be subject to all the restrictions upon, the president.

Section 12: Secretary

The Secretary shall keep the minutes of the meetings of the Board and shall see that all notices are given in accordance with the provisions of these by-laws or as required by law. The Secretary shall also be the custodian of the statements, books, records, reports, certificates, and other documents of the Corporation and the seal of the Corporation, and shall see that the seal is affixed to all documents requiring such seal. The Secretary shall perform all duties and possess all authority incident to the office of the Secretary, and shall perform such other duties and have such other authority as may be assigned by the Board.

Section 13: Treasurer

The Treasurer is responsible to manage the funds, receipts, disbursements and securities of the Corporation. The treasurer shall perform such other duties and have such other authority as may be assigned or granted by the Board. The treasurer may be required to give a bond for the faithful performance of the duties of the office in such form and amount as the Board may determine.

ARTICLE VI: PROCEDURES AND RESTRICTIONS

Section 1: Contracts

Except as otherwise provided in these by-laws, the Board may authorize any officer or agent or the Principal to enter into any contract or to execute or deliver any instrument on behalf of the Corporation, and such authority may be general or confined to specific transactions.

Section 2: Loans

The Board must authorize in advance the borrowing of any funds by the Corporation and the issuance of any promissory notes or other evidence of indebtedness in the name of the Corporation. Any officer or agent of the Corporation authorized by the Board to do so may obtain loans or advances on behalf of the Corporation provided said authority has been granted by means of a majority vote of the Board of Directors affirming the indebtedness or obligation, and in order to obtain such loans and advances, may make, execute, and deliver promissory notes, bonds, or other evidences of indebtedness of the Corporation.

Section 3: Deposits

All funds of the Corporation shall be deposited to the credit of the Corporation in such banks or trust companies or with such bankers or other depositories as the Board may select, or as may be selected by any officer or agent of the Corporation authorized by the Board to do so.

Section 4: Checks, Drafts

All notes, drafts, acceptances, checks and endorsements or other evidences of indebtedness shall be signed by:

- any two Board members, or
- any Board member and the Principal, or
- the Principal and the Assistant Principal for recurring expenses and expenses not exceeding \$5,000, or
- in such other manner as the Board may determine.

Endorsements for deposit to the credit of the Corporation in any of its duly authorized depositories will be made by the Principal or treasurer or by any officer or agent who may be authorized by the Board to do so.

Section 5: Gifts

The Board may accept on behalf of the Corporation any contribution, gift, bequest, or devise granted for the benefit or perpetuation of the general educational or special educational purposes of the Corporation.

ARTICLE VII: GENERAL PROVISIONS

Section 1: Corporate Seal

The corporate seal shall be in such form as shall be approved by the Board.

Section 2: Fiscal Year

The fiscal year of the Corporation will commence on July 1 of each year and conclude on June 30 of the next year.

Section 3: Amendments to Bylaws

These by-laws may be altered, amended, or repealed, or new by-laws adopted at any regular or special meeting upon a super (2/3) majority vote of the Board members.

Section 4: Books and Records

The Corporation shall keep correct and complete books and records of accounts and shall keep minutes of the proceedings of its Board.

Section 5: Officer and Director Indemnification

The Corporation shall indemnify any present or former members of the Board, Officers, Principal or other employee or agent against liabilities and reasonable litigation expenses, including attorneys' fees, incurred in connection with any action, suit or proceeding in which that person is made or threatened to be made a party by reason of being or having been such Board member, Officer, Principal or other employee except in relation to matters as to which the person shall be adjudged in such action, suit or proceeding

- to have acted in bad faith,
- to have been liable or guilty by reason of willful misconduct in the performance of duty,
- to have taken actions known or believed by the person to be clearly in conflict with the best interests of the Corporation,
- to have received an improper personal benefit, or
- in connection with a proceeding by or in the right of the Corporation, where the person was adjudged liable to the Corporation.

The indemnification authorized by this section shall be in addition to that permitted by the North Carolina General Statutes or otherwise as authorized in these by-laws. The Corporation may

purchase and maintain insurance on behalf of any person who is or was a member of the Board, Officer, Principal or other employee or agent of the Corporation or is or was serving at the request of the Corporation as a Director, Officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, against any liability asserted against and incurred by the person in such capacity, or arising out of the person's (Board member's, Officer's, employee's or agent's) status as such, whether or not the Corporation would have the power to indemnify that person against such liability.

Expenses incurred by a Director, Officer, Principal or other employee or agent in defending a civil suit or criminal action or other proceeding may be paid by the Corporation in advance of the final disposition of such action, suit or proceeding as authorized by the Board upon receipt of an undertaking by or on behalf of the Board member, Officer, Principal or other employee or agent to repay such amount unless it shall ultimately be determined that the person is entitled to be indemnified by the Corporation as authorized by Section 55A- 17.2 or 55A- 17.3 of North Carolina General Statutes or as authorized in these by-laws.

Section 6: Meeting Regulation

All meetings of the Board shall be held in compliance with the North Carolina Open Meetings Law, Article 33C. While the Board may elect not to proceed in full compliance with the Robert's Rules of Order, it will serve as a guideline for the conduct of all meetings

Section 7: Gender

The masculine and feminine gender used in these by-laws shall include both the feminine and the masculine persons.

Section 8: Prohibited Activities

The Corporation shall comply with all prohibitions against substantial lobbying and involvement in political campaigns for public candidates, contained in Section 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws. No part of the net earnings of the Corporation shall inure to the benefit of or be distributable to, its Board members or Officers.

Notwithstanding any other provisions of these articles, the Corporation shall not carry on any other activities not permitted to be carried on

- by corporations exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws, or
- by a corporation, contributions to which are deductible under Section 17Q(c)(2) of the Code.

Section 9: Disposal of Assets

Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the Corporation as directed pursuant to North Carolina General Statutes.

The undersigned persons certify the foregoing by-laws have been adopted for the Corporation, in accordance with the requirements of the North Carolina Nonprofit Corporation Act.

MEMBERS OF THE INITIAL BOARD OF DIRECTORS

Member _____ Member _____

Member _____ Member _____

Member _____ Member _____

Member _____

Date of Adoption: February 19, 2010

IV.D.4. Articles of Incorporation

The officially authorized Articles of Incorporation is given below.

C201003600285

SOSID: 1136022
Date Filed: 2/11/2010 3:03:00 PM
Elaine F. Marshall
North Carolina Secretary of State
C201003600285

State of North Carolina
Department of the Secretary of State

ARTICLES OF INCORPORATION
NONPROFIT CORPORATION

Pursuant to §55A-2-02 of the General Statutes of North Carolina, the undersigned corporation does hereby submit these Articles of Incorporation for the purpose of forming a nonprofit corporation.

1. The name of the corporation is: PIEDMONT IT ACADEMY
2. ☒ (Check only if applicable.) The corporation is a charitable or religious corporation as defined in NCGS §55A-1-40(4).
3. The street address and county of the initial registered office of the corporation is:

Number and Street: 4106 BLOOMDALE DR. #E

City, State, Zip Code: CHARLOTTE, NC, 28211 County: MECKLENBURG
4. The mailing address *if different from the street address* of the initial registered office is:
SAME
5. The name of the initial registered agent is:

ISMAIL YAVUZ SAKAOGLU
4106 BLOOMDALE DR. # E
CHARLOTTE, NC, 28211
6. The name and address of each incorporator is as follows:

ISMAIL YAVUZ SAKAOGLU
4106 BLOOMDALE DR. # E
CHARLOTTE, NC, 28211
7. (Check either a or b below.)
a. ☐ The corporation will have members.
b. ☒ The corporation will not have members.
8. Attached are provisions regarding the distribution of the corporation's assets upon its dissolution.
9. Any other provisions which the corporation elects to include are attached.
10. The street address and county of the principal office of the corporation is:

Number and Street: 4106 BLOOMDALE DR. #E

City, State, Zip Code: CHARLOTTE, NC, 28211 County: MECKLENBURG
11. The mailing address *if different from the street address* of the principal office is:

Revised January 2000

Form N-01

CORPORATIONS DIVISION

P. O. BOX 29622

RALEIGH, NC 27626-0622

C201003600285

12. These articles will be effective upon filing, unless a later time and/or date is specified: _____

This is the 5th day of February, 2010.



Signature of Incorporator

Type or print Incorporator's name and title, if any

NOTES:

1. Filing fee is \$60. This document must be filed with the Secretary of State.

Revised January 2000

Form N-01

CORPORATIONS DIVISION

P. O. BOX 29622

RALEIGH, NC 27626-0622

C201003600285

8. Attached are provisions regarding the distribution of the corporation's assets upon its dissolution.

UPON THE DISSOLUTION OF THIS CORPORATION, ASSETS SHALL BE DISTRIBUTED FOR ONE OR MORE EXEMPT PURPOSES WITHIN THE MEANING OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (OR CORRESPONDING SECTION OF ANY FUTURE FEDERAL TAX CODE), OR SHALL BE DISTRIBUTED TO THE FEDERAL GOVERNMENT, OR TO A STATE OR LOCAL GOVERNMENT FOR PUBLIC PURPOSES. ANY SUCH ASSETS NOT SO DISPOSED OF SHALL BE DISPOSED OF BY THE SUPERIOR COURT OF THE COUNTY IN WHICH THE PRINCIPAL OFFICE OF THE CORPORATION IS THEN LOCATED, EXCLUSIVELY FOR SUCH PURPOSES OR TO SUCH ORGANIZATION OR ORGANIZATIONS, AS SAID COURT SHALL DETERMINE, WHICH ARE ORGANIZED AND OPERATED EXCLUSIVELY FOR SUCH PURPOSES.

9. Any other provisions which the corporation elects to include are attached.

THIS CORPORATION IS ORGANIZED EXCLUSIVELY FOR CHARITABLE AND EDUCATIONAL PURPOSES WITHIN THE MEANING OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE.

NOTWITHSTANDING ANY OTHER PROVISION OF THESE ARTICLES, THE CORPORATION SHALL NOT CARRY ON ANY OTHER ACTIVITIES NOT PERMITTED TO BE CARRIED ON (A) BY A CORPORATION EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE OF 1986 (OR THE CORRESPONDING PROVISION OF ANY FUTURE UNITED STATES INTERNAL REVENUE LAW) OR (B) BY A CORPORATION CONTRIBUTIONS TO WHICH ARE DEDUCTIBLE UNDER SECTION 170(C)(2) OF THE INTERNAL REVENUE CODE OF 1986 (OR CORRESPONDING PROVISION OF ANY FUTURE UNITED STATES INTERNAL REVENUE LAW).

V. MISSION, PURPOSES AND EDUCATIONAL FOCUS (G.S. 115C-238-29A)

V.A. MISSION:

The mission of the proposed charter school is as follows:

The Mission of PIT Academy is to provide 21st century education for elementary, middle, and high school students with an emphasis on mathematics and information technologies. In order to achieve this goal, PIT Academy will implement innovative curricula that reflects the increasing role of computers and technology in today's world and create PIT Academy Family among students, parents, staff, and the community to provide a nurturing, safe, and dynamic learning environment. PIT Academy will succeed these objectives by employing a hands-on, inquiry-based education program that utilizes research based proven teaching methods and performance based accountability measures. The vision of PIT Academy is to provide a unique opportunity for its students to pursue professional careers and college education in the high-paying and ever-growing field of information technologies.

V.B. PURPOSES OF PROPOSED CHARTER SCHOOL:

State the relationship between the six legislated purposes, as specifically addressed in the NC charter school statute GS 115C-238.29A, and the proposed school's operations.

V.B.1. Improve student learning

PIT Academy believes that learning rigorous math and technological developments at much earlier grades is an advantage for 21st century children who will observe global competition in information technology careers. Thus, PIT Academy's educational focus will help students perform better in high school math and information technology courses which will in turn motivate our students to pursue technical careers in the future. The educational programs at PIT Academy will integrate technology in learning process to encourage its students to be active learners. All of our students will experience the joy of learning math and information technologies with different and innovative techniques.

In addition PIT Academy faculty will use inquiry based instructional methods (i.e. project based learning, problem based learning, discovery learning) and strategies (i.e. indirect instruction) that enrich learning environment and enhance critical thinking skills of students rather than the traditional teaching methods (i.e. merely direct instruction). The following list outlines and

summarizes the instructional methods and strategies that will be utilized by the PIT Academy faculty.

Integration of Technology into Curriculum: PIT Academy will not only teach IT curriculum but also integrate IT methods into regular curriculum. Technology will contribute to student learning through involvement with authentic, challenging tasks and creation of a culture that supports learning both in the classroom and beyond the school walls. Concrete lesson outline samples for these applications can be found in the Education Plan section.

Constructivist Learning: The modern constructivist concepts of learning emphasize the students' responsibility for their own learning and their active role in seeking and using information. The role of the teacher changes from being an information-transmitter into being an instructor who guides the students.

Multi-sensory approach to learning: Students will be provided with opportunities to learn through auditory, visual, tactile, and kinesthetic activities. Students will be guided through the process of determining which learning style is best suited to their needs.

Alternative Assessments: Alternative forms of assessments provide more complete information about what students have learned and are able to do with their knowledge. Furthermore, it gives detailed and immediate necessary corrective feedback to students about the quality of their learning than traditional multiple-choice tests. Using alternative assessment, PIT Academy faculty will be able to capture how students think, reason, and apply their learning, rather than merely having students "tell" the exact ways to perform a task or carry out a procedure. Some of these alternative methods are described below:

- Portfolio assessment: The collection and evaluation of a carefully chosen selection of students' work. The number and types of selections included in a portfolio may vary, but are typically agreed upon by the teacher and student for the purpose of representing what that student has learned.
- Authentic assessment: A method of obtaining information about students' understanding in a context that reflects realistic situations, and that challenges students to use what they have learned in class in an authentic context.
- Performance assessment: Presenting students with a task, project, or investigation, and then evaluating the products to assess what students actually know and can do.
- Peer Tutoring, Mentoring: Schools may use peer pressure as a positive tool. At PIT Academy, high school students will tutor elementary and middle school students in core areas under the supervision of the PIT Academy faculty. This approach is similar to the Breakthrough Collaborative program (<http://www.breakthroughcollaborative.org>) where students teach students.
- Teachers as Homeroom Advisors: The middle school students will be assigned a homeroom teacher who will act as an advisor, helper, and immediate guide for the student.

V.B.2. Increase learning opportunities with high expectations for all students, with special emphasis on expanded learning experiences for students who are identified as at risk of academic failure or academically gifted.

One of the major goals of PIT Academy is to apply innovative instruction techniques to the education environment that will positively affect learning of both academically at risk and academically gifted students. To achieve this goal, PIT Academy will employ educational technology not only in IT classes but also in all subject areas of regular curriculum. These techniques include visual tools such as smart boards in classroom and online tools, which extend learning opportunities and make learning tools accessible at every time out of the school. Detailed examples of such technologies are given in the educational plan section of the proposal.

There are several theoretical and empirical evidence based studies that prove learning enhancement for at-risk students can be achieved by using instructional technologies. Technology helps students to perform more complex tasks, which then raises the student instinct motivation. The integration of such technologies into education at large public schools is a great challenge due to the size. However for a small size school like PIT Academy this will be less of an issue.

Furthermore, PIT Academy will try to enhance and extend student learning with free and proper extended educational programs through after school and weekend activities. In addition to the regular education program during the day, PIT Academy will endeavor to organize individual tutoring, group tutoring, after school activities and, student organizations. To realize these goals, working schedules of PIT Academy faculty and staff will be modified and these will become a part of the employment contract.

V.B.3. Encourage the use of different and innovative teaching methods

Application of aforementioned instructional technological methods at PIT Academy will be different and innovative in comparison to traditional public schools. Traditional education methods have been successful to bring us to this era of information and technology. On the other hand when designing new educational methods, it is important to realize the difference between us, i.e, parents and educators, and our students. We are adopting ourselves to the technology as we are growing; however the new generation is born into digital age settings environment. PIT Academy aims to tailor the instruction for the needs students of the 21st century.

V.B.4. Create new professional opportunities for teachers, including the opportunities to be responsible for the learning program at the school site

PIT Academy wants to be an example charter school by allowing its teachers flexibility to determine their teaching methods, thus not strictly attaching them to strict rules and regulations. In this context, teachers within their departments, grade levels, or teams will have authority to modify the learning program, as long as it is consistent with the school's mission. The following and other similar ideas and concepts will ensure that PIT Academy's faculty has new professional opportunities to advance and be responsible for the learning program:

- School Improvement Committee (SIC) will be created to include teachers, as well as parents and administrators. SIC will help with the accreditation process and will make

recommendations to the Principal in regards to the learning program or other aspects of the school.

- Successful teachers will be designated as department chairs, team leaders, or such after the first year.
- Evaluation of the teaching staff will include components that assess the faculty disposition about taking responsibility for the learning program at the school site.
- Faculty will be requested to attend the Governing Board meetings at least twice a year.
- Department meetings and faculty meetings will be designed to facilitate sharing resources and ideas. Daily school schedule will enable teachers to discuss ideas, as well as present them to other faculty at their common planning time.
- PIT Academy will provide its teachers with workshops that are great opportunities to participate in high-quality professional development. The design of these workshops will be mainly related with technological assistance. The design will promote increased cooperation within PIT Academy faculty needed to ensure academic success for all students.

V.B.5. Provide parents and students with expanded choices in the types of educational opportunities that are available within the public school system; variety of electives, technology education, physical education, art, etc.

PIT Academy will offer IT curriculum with multiple track options. The students will be guided to choose an appropriate IT curriculum depending on their interests and goals. This will give a choice to Union County youth to get a strong education in math and information technology. Graduates of PIT Academy will be able use this background in their advantage while applying to college programs in the fields of technology, natural sciences, and engineering.

V.B.6. Hold the schools established under this Part accountable for meeting measurable student achievement results, and provide the schools with a method to change from rule based to performance based accountability systems

PIT Academy, by law, is subject to performance based accountability through the accomplishment of set goals such as End of Grade (EOG) tests, End of Course (EOC) tests, SAT, graduation rates. PIT Academy will be following NCDPI's ABC's accountability program. PIT Academy's aim is to outperform comparable schools in the Union County Public Schools in all of these measures. Similar accountability systems will be used for the IT curriculum.

PIT Academy is also subject to performance based accountability before the parents and students by being a school of choice. In this category, number of students enrolled and parental satisfaction will be the measure of success. Parent and student satisfaction will be measured by annual satisfaction surveys. Results of the surveys will be reported to the Board of Directors in a public meeting and they will be used to better understand and improve the areas of concern.

Additionally, PIT Academy is subject to financial accountability through use of the allocated funds for its programs. Annual audits will be publicized by the Board of Directors to inform the public of the financial performance of the school. PIT Academy will craft a sound and balanced annual budget and will enact policy that requires adherence to the balanced budget.

V.C. EDUCATIONAL FOCUS:

Describe briefly, limited to one page, the focus of the proposed charter school. This description will be used in public releases of information to interested parties, such as: the media, the State Board of Education, parents, school systems, and in various documents produced by the Office of Charter Schools. It must be concise and relate directly to the mission of the school.

PIT Academy will be a K through 12 college-prep math and information technologies charter school in Union County. The mission of PIT Academy reflects the ever-increasing role of computers and technology in today's world and strives to provide a unique opportunity for Union County youth to pursue professional careers as well as college education in the field of information technologies, natural sciences, and engineering.

Today's generation live and multitask on a daily basis with popular IT tools such as quad-core PCs, Netbooks, iPods, Blackberries, iPhones, and wireless home networks. Moreover, all of those tools are soon likely to be replaced by new technologies with the current pace of innovations. We believe that today's schools should make substantial use of these technological tools in educating our children and preparing them to be an integral part of a digital global society.

We also believe that our schools should prepare our children not only for today's job market or for academic programs in today's colleges and universities, but also for those of at least five to ten years from now. In order to achieve this goal, PIT academy will start not only integrating cutting edge technology with learning in all classes but also teaching computer skills as early as kindergarten. Empowering both students and teacher with educational technology will enhance academic progress by helping students at risk to close the gap and high achiever students to be challenged more to expand their potential.

PIT Academy will create a collaborative environment among the stake holders; namely the students, parents, staff, and community members. Communication is a vital component of this collaboration. The school will utilize all tools necessary including but not limited to a website and a student information system updated on a regular basis, home visits, and meetings to create and sustain effective communication channels.

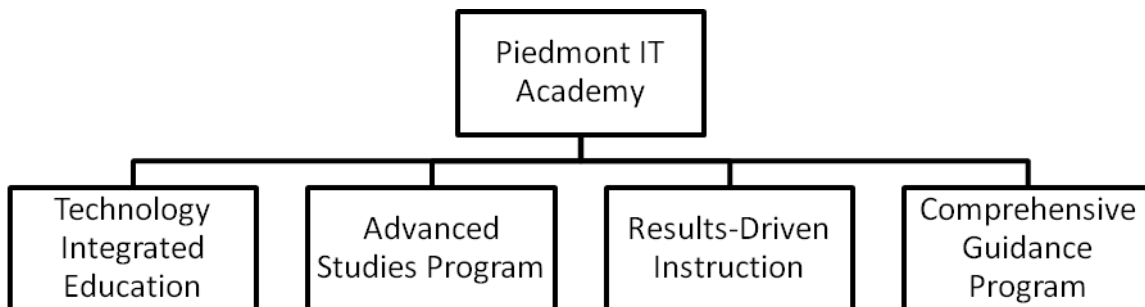
VI. EDUCATION PLAN

VI.A. INSTRUCTIONAL PROGRAM (G.S. 115C-238. 29F(d))

Provide a description of the overall instructional program, including the following:

VI.A.1. Educational theory and foundation of the model

Our educational model begins with a firm belief that all students can learn and more students will learn if material is presented in a variety of engaging ways. One method does not work for all students all the time. A variety of learning styles needs to be incorporated and students need to be captivated to achieve a productive learning environment. We strongly believe in a student-oriented experiential learning environment where students will have the opportunity to work collaboratively on reflective hands-on assignments. PIT Academy's main focus will be math and information technology education. Our educational foundation is based on four pillars, which are described below.



Technology Integrated Education: PIT Academy will focus on “learning with technology” as much as it focuses on “learning about technology”. Learning with technology is also well covered in an article by Marc Prensky titled “Digital Natives, Digital Immigrants”:

“Today’s students – K through college – represent the first generations to grow up with this new technology. They have spent their entire lives surrounded by and using computers, videogames, digital music players, video cams, cell phones, and all the other toys and tools of the digital age. Today’s average college grads have spent less than 5,000 hours of their lives reading, but over 10,000 hours playing video games (not to mention 20,000 hours watching TV). Computer games, email, the Internet, cell phones and instant messaging are integral parts of their lives.

It is now clear that as a result of this ubiquitous environment and the sheer volume of their interaction with it, today’s students think and process information fundamentally differently from their predecessors. These differences go far further and deeper than most educators suspect or realize. “Different kinds of experiences lead to different brain structures” says Dr. Bruce D.

Perry of Baylor College of Medicine. As we shall see in the next installment, it is very likely that our students' brains have physically changed – and are different from ours – as a result of how they grew up. But whether or not this is literally true, we can say with certainty that their thinking patterns have changed. I will get to how they have changed in a minute.

What should we call these “new” students of today? Some refer to them as the N-[for Net]-gen or D-[for digital]-gen. But the most useful designation I have found for them is Digital Natives. Our students today are all “native speakers” of the digital language of computers, video games and the Internet”.¹

PIT Academy will utilize multimedia and multi-sensorial education tools, relevant software, and other technologies to improve learning in all subject areas in the classroom. The curriculum of PIT Academy will cover and enhance existing curricular goals and objectives by use of innovative technologies. Based on the standards of the International Society for Technology in Education (ISTE), PIT Academy will allow teachers to engage and motivate all students using interactive learning tools by integrating technology in the classroom. At a minimum, all classrooms will have PCs, smart boards, data projectors, and online educational tools related to the coursework to provide a rich technological environment.

Advanced Studies Program: PIT Academy will expose students to advanced topics in earlier grades. The school will provide advanced mathematics and computer skills thorough its curriculum. Additionally, different IT certification tracks will be offered to our students. Based on our high expectation model for all students, students will be supported through in class and extra-curricular activities in addition to rigorous curriculum during their education in PIT Academy. We strongly believe that parents are an essential part of their children's formal education. PIT Academy will develop strong relationships with parents through face-to-face and online interactions. Innovative technologies will help us to ensure and strengthen those relations, interactions, and communications.

Results-Driven Instruction: PIT Academy will provide an online Student Information System (SIS) to monitor student progress. SIS will provide real-time updates on students' academics, attendance, and discipline status. With the help of SIS, PIT Academy faculty will be able to access and evaluate student progress, and make instructional plans to address the individual needs of each student. The assessment system that will be used in PIT Academy is explained in detail in the teaching and learning approach section.

Comprehensive Guidance Program: PIT Academy will provide a comprehensive guidance program where students who are at risk of academic failure will be offered after-school and weekend tutoring programs at no cost. These programs will be supported by volunteers; including teachers and parents.

¹ <http://www.marcprensky.com/writing/Prensky%20-%20Digital%20Natives,%20Digital%20Immigrants%20-%20Part1.pdf>

VI.A.2. Teaching approach and curriculum design and instructional methods, courses of study, etc.

VI.A.2.1. *TEACHING APPROACH AND INSTRUCTIONAL METHODS*

PIT Academy teaching approaches mainly roots in constructivism. Constructivist theory focuses on each student's unique way of learning and creating their own knowledge by integrating their existing knowledge with the new knowledge. To support students to form their personal understanding, PIT Academy will use teaching approaches that allow students to get involved in effective learning experiences such as indirect instruction, project-based learning, discovery learning, and student-based learning. We believe that our teachers will benefit from such instructional methods and related teaching approaches, and thus they will be able to sustain a high quality teaching and learning atmosphere in the classroom. Below is a brief description of these instructional methods and the related teaching approaches.

Indirect Instruction

Indirect instruction is a teaching and learning approach in which concepts, patterns, and abstractions are taught in the context of strategies that emphasize concept learning, inquiry, and problem solving. Constructivist teaching approach supports the usage of indirect instruction in the school settings. As PIT Academy, we believe that the best way to apply indirect instruction is to design and sequence constructivist lessons to encourage learners to use their own experiences to actively construct meaning. The nature of constructivist lessons in the PIT Academy will have the following characteristics:

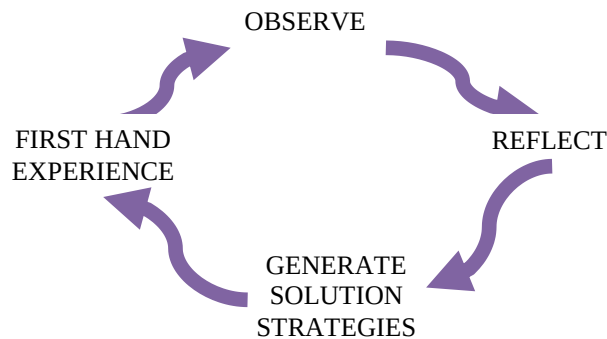
- Promoting development of higher level and abstract thinking
- Promoting critical thinking and questioning
- Promoting collaboration and cooperation within classroom
- Using of questions to guide investigation and discovery
- Encouraging students' self reflection and evaluation
- Using students' ideas to organize the lesson around each students needs and interests
- Encouraging students' positive attitudes towards the learning

Project Based Learning

PIT academy provides project based learning environment by utilizing the technological tools and authentic, challenging tasks embedded in course projects. The usage of technological tools in challenging projects embedded in PIT lessons can contribute to students' sense of authenticity and to the "real-life" quality of the task at hand. PIT academy lessons establish a learning environment which includes many connections with real life situations. These connections can construct using technology as simulations, virtual manipulative, computer software (e.g., Spreadsheet, fathom, thinkerplot, GSP). The accessibility of these technological tools that are used for challenging tasks in the project based learning allows PIT students to aspire to a level of effort and quality of product that more closely reflects what they see and know of the real world.

Discovery Learning

Students are more likely to remember concepts they discover on their own experiences. PIT teachers will provide an appropriate teaching and learning environment to better serve each student's understanding and learning abilities by acting as a facilitator and using appropriate instructional technology tools. Current technology allows creation of virtual environments for students to explore, examine, and investigate. PIT teachers will use innovative technological tools such as educational games, simulations, virtual world creation websites, and software like SimCity in classrooms to provide additional discovery learning opportunities. In this learning approach, students will have a chance to observe, reflect, first-hand experience and generate solution strategies. This process is illustrated in the chart below.



Discovery Learning Flow Chart

Student Centered Learning

At PIT Academy, learning and teaching activities will be focused on each student's learning style, interests, abilities, characteristics, and cultural settings. A student-centered learning environment will be established via creation of lesson activities that promote increased responsibility and accountability of the student in the classroom. These activities will be engineered to possess the following characteristics:

- Outside settings and classroom settings that enable each student to work consistent with their interest and abilities. For example, PIT teachers will use buzz group techniques for discussion in classroom so each individual has opportunity to express his/her thinking.
- Portfolio development so students have a chance to reflect their own way of learning.
- Technology integration in the activities. The PIT teachers will use technology to enhance the learning diversity for each student's characteristics, interests and needs.
- Technological assessment tools will be used after the activities. PIT will use diverse assessment tools (e.g., portfolio, self reflection, website creation) to address each student's individual learning styles and, assess and diagnose each student's learning level, needs, strengths, and weaknesses.

PIT Academy believes in the value and importance of integrating multimedia learning & teaching approaches and computer assisted instruction in all the learning and teaching approaches presented above. Both multimedia learning principles and computer assisted instruction facilitate students' learning. Mayer and Moreno (2007) states that students, who acquire any information as verbal, image-based, text-based, and visual by multimedia, learn more; because this way the information is following multiple cognitive processes that support enhanced learning. PIT Academy specifically believes that computer-assisted instruction improves education of all students due to the immediate feedback in the process. Computers also provide

wide range exploration opportunities for all students, especially for academically gifted students, this provides an opportunity for them to express their individual interests. In conclusion, multimedia learning and computer assisted instruction in PIT lesson plans will result in better educational environments for both the students and as well as the teachers.

VII.A.2.2 Curriculum Design

VII.A.2.2.1. General Introduction

Through its indirect student-centered model, PIT Academy aims to encourage students to construct their own knowledge. Curriculum of PIT Academy will ensure a corroborative context for students by supporting their questioning and problem-solving skills using interactive learning environment. The active use of innovative technologies in classroom activities; like educational games, simulations, virtual word creation websites; will also help student to acquire essential technology skills in work place and college education for 21st century students. Use of innovative technologies will promote classroom discourse, and communication and collaboration through students. It will also ensure meeting various needs of students. We believe that innovative technologies support our student-centered model enriching delivery of instruction by use of different technological tools.

The curriculum of PIT Academy surely will accomplish the goals of North Carolina IT Standards and National Educational Technology Standards described below. Sample lesson plans for different subject areas are provided in subsequent sections along with the assessment tools for those activities.

VII.A.2.2.2. NC IT standards

Via integration of innovative technologies into curriculum and through IT certificate tracks, PIT Academy will be aligned with NC K-12 Computer/Technology Skills Standard Course of Study's competency goals listed below:

- **Competency Goal 1:** The learner will understand important issues of a technology-based society and will exhibit ethical behavior in the use of computer and other technologies.
- **Competency Goal 2:** The learner will demonstrate knowledge and skills in the use of computer and other technologies.
- **Competency Goal 3:** The learner will use a variety of technologies to access, analyze, interpret, synthesize, apply, and communicate information.

VII.A.2.2.3. National Educational Technology Standards (NETS)

National Educational Technology Standards (NETS):

In addition to actualization of National Educational Technology Standards², PIT Academy students will gain essential technology and computer skills required for potential careers in the field of information technologies in Union County and Charlotte Metropolitan Area. Through the curriculum of PIT Academy, students will not only gain basic computer skills such as keyboarding and using Microsoft Office tools, but also they will use innovative technology tools in their classroom activities. Based on this foundation, students can easily develop more advanced skills and knowledge that they will need in their future career or work place.

The NETS Standards are presented below.

- 1) Creativity and Innovation:** Students demonstrate creative thinking, construct knowledge, and develop innovative products and processes using technology. Students:
 - a. apply existing knowledge to generate new ideas, products, or processes,
 - b. create original works as a means of personal or group expression,
 - c. use models and simulations to explore complex systems and issues, and
 - d. identify trends and forecast possibilities.
- 2) Communication and Collaboration:** Students use digital media and environments to communicate and work collaboratively, including at a distance, to support individual learning and contribute to the learning of others. Students:
 - a. interact, collaborate, and publish with peers, experts, or others employing a variety of digital environments and media,
 - b. communicate information and ideas effectively to multiple audiences using a variety of media and formats,
 - c. develop cultural understanding and global awareness by engaging with learners of other cultures, and
 - d. contribute to project teams to produce original works or solve problems.
- 3) Research and Information Fluency:** Students apply digital tools to gather, evaluate, and use information. Students:
 - a. plan strategies to guide inquiry,
 - b. locate, organize, analyze, evaluate, synthesize, and ethically use information from a variety of sources and media,
 - c. evaluate and select information sources and digital tools based on the appropriateness to specific tasks, and
 - d. process data and report results.
- 4) Critical Thinking, Problem Solving, and Decision Making:** Students use critical thinking skills to plan and conduct research, manage projects, solve problems, and make informed decisions using appropriate digital tools and resources. Students:
 - a. identify and define authentic problems and significant questions for investigation,
 - b. plan and manage activities to develop a solution or complete a project,
 - c. collect and analyze data to identify solutions and/or make informed decisions, and

² <http://www.iste.org/AM/Template.cfm?Section=NETS>

- d. use multiple processes and diverse perspectives to explore alternative solutions.
- 5) Digital Citizenship:** Students understand human, cultural, and societal issues related to technology and practice legal and ethical behavior. Students:
- a. advocate and practice safe, legal, and responsible use of information and technology,
 - b. exhibit a positive attitude toward using technology that supports collaboration, learning, and productivity.
 - c. demonstrate personal responsibility for lifelong learning, and
 - d. exhibit leadership for digital citizenship.
- 6) Technology Operations and Concepts:** Students demonstrate a sound understanding of technology concepts, systems, and operations. Students:
- a. understand and use technology systems,
 - b. select and use applications effectively and productively,
 - c. troubleshoot systems and applications, and
 - d. transfer current knowledge to learning of new technologies.

VII.A.2.2.4. NC Standard Curriculum & Activities**LESSON PLAN SAMPLES****TIE in Language Arts:****A Family Scrapbook³**

Grade Level	Subject	Course Title (secondary)	
7	English	English Grade 7	
Unit Title	Topic/Lesson Name	Software	
The Fabulous Form of Fiction	Home Sweet Home	Microsoft PowerPoint	
NCSCOS			
1.02 Explore expressive materials that are read, heard, and/or viewed by: • monitoring comprehension for understanding of what is read, heard and/or viewed. • analyzing the characteristics of expressive works. • determining the effect of literary devices and/or strategies on the reader/viewer/listener. • making connections between works, self and related topics. • comparing and/or contrasting information. • drawing inferences and/or conclusions. • determining the main idea and/or significance of events. • generating a learning log or journal. • creating an artistic interpretation that connects self to the work. • discussing print and non-print expressive works formally and informally.			
1.03 Interact appropriately in group settings by: • listening attentively. • showing empathy. • contributing relevant comments connecting personal experiences to content. • monitoring own understanding of the discussion and seeking clarification as needed.			
NETS Standards			
1. Communication and Collaboration 2. Research and Information Fluency 3. Critical Thinking, Problem Solving, and Decision Making 4. Technology Operations and Concepts			
<table border="1"><tr><td>Technology Use</td></tr></table> Present ideas and information in formats such as electronic presentations, web pages, graphic			Technology Use
Technology Use			

³ <http://www.bcps.org/apps/CBTIA/cbtia.aspx?id=4255>

organizers, or spreadsheets that are appropriate to a specific audience

Technology Skills Needed to Complete This Activity

1. Format text
2. Select slide transitions and animations
3. Insert graphics such as photos and clip art
4. Insert sound (optional)
5. Select and add text, graphics, and/or sound appropriate to purpose and audience

Objective

Students will analyze details in text about the setting in order to explain how the setting establishes mood and affects the characters.

Brief Description of the Activity

During the reading of "Maniac Magee", use the Carousel Brainstorming instructional strategy. Groups rotate throughout the room, brainstorming ideas about what information and memorabilia could be included in a family scrapbook. Find the Carousel Brainstorm topics in A Family Scrapbook Topics Resource (AFamilyScrapbookTopicsResource.doc). After discussing results as a class, groups complete A Family Scrapbook Multimedia Presentation, featuring either the Beale or McNab family as assigned by the teacher. Distribute A Family Scrapbook Multimedia Presentation Resource (AFamilyScrapbookMultimediaPresentationResource.ppt) to students in need of additional support. Distribute A Family Scrapbook Scoring Tool (AFamilyScrapbookScoringTool.doc) to all groups so that students know what to include in the scrapbook.

To differentiate, assign students one slide to complete, and then collate the group's project when done.

Instructional Technology Assessment

Use A Family Scrapbook Scoring Tool (AFamilyScrapbookScoringTool.doc) for assessment purposes.

TIE in Social Studies:

Collaborating With Current Events⁴

Grade Level	Subject	Course Title (secondary)
6	Social Studies	N/A
Unit Title	Topic/Lesson Name	Software
Current Events	Collaborating With Current Events	Microsoft Word
NCSCoS		

⁴ <http://www.bcps.org/apps/CBTIA/cbtia.aspx?id=4387>

Competency Goal 7: The learner will assess connections between historical events and contemporary issues.

Objectives

7.01 Identify historical events such as invasions, conquests, and migrations and evaluate their relationship to current issues.

7.02 Examine the causes of key historical events in selected areas of South America and Europe and analyze the short- and long-range effects on political, economic, and social institutions.

NETS Standards

1. Communication and Collaboration
2. Critical Thinking, Problem Solving, and Decision Making
3. Digital Citizenship
4. Technology Operations and Concepts

Technology Skills Needed to Complete This Activity

1. Use Track changes in Microsoft Word
2. Use Add Comments in Microsoft Word

Objective

Students will use media resources to deliberate and advocate issues and policies.

Brief Description of the Activity

Assign students to groups. Create a folder in the "Submit Your Work Here" folder for each group. With a mobile lab or in the computer lab, have the students log onto their username and change the Microsoft Word User Information. See the file CollaboratingOnCurrentEventsResource (CollaboratingWithCurrentEventsResource.doc) for a detailed explanation. Create a weekly current event or opposing viewpoint document (possible resources: <http://newzcrew.org/webx?allGuidedPostsPV@790.vNzOa1ElsN7.0@> or Opposing Viewpoint Fee-based Database) and post it in each group's folder. Have students take turns throughout the week using the classroom computer and the "Track Changes" feature to edit the document with their responses. Students should be encouraged to respond to other students' postings with the "Add Comment" feature.

Field Preference: Field Dependent

Learning Preference: Active, Reflective, Global

Level of Cognitive Demand: Level 2, Application/Analysis

Instructional Technology Assessment

Use CollaboratingWithCurrentEventsSample (CollaboratingWithCurrentEventsSample.doc) as a guide for student use for technology and use CollaboratingWithCurrentEventsScoringTool (CollaboratingWithCurrentEventsScoringTool.doc) to assess writing.

TIE in Mathematics:

Scatter Plot⁵

Grade Level	Subject	Course Title (secondary)
7 – 8	Mathematics	Pre-Algebra 2000
Unit Title	Topic/Lesson Name	Software
Functions and Graphing	Scatter Plots	Microsoft Excel
NCSCoS		
<u>7th Grade</u>		
COMPETENCY GOAL 4: The learner will understand and use graphs and data analysis.		
4.01 Collect, organize, analyze, and display data (including box plots and histograms) to solve problems.		
4.02 Calculate, use, and interpret the mean, median, mode, range, frequency distribution, and inter-quartile range for a set of data.		
4.03 Describe how the mean, median, mode, range, frequency distribution, and inter-quartile range of a set of data affect its graph.		
4.04 Identify outliers and determine their effect on the mean, median, mode, and range of a set of data.		
4.05 Solve problems involving two or more sets of data using appropriate statistical measures.		
<u>8th Grade</u>		
COMPETENCY GOAL 4: The learner will understand and use graphs and data analysis.		
4.01 Collect, organize, analyze, and display data (including scatterplots) to solve problems.		
4.02 Approximate a line of best fit for a given scatterplot; explain the meaning of the line as it relates to the problem and make predictions.		
4.03 Identify misuses of statistical and numerical data.		
NETS Standards		
1. Creativity and Innovation		

2. Communication and Collaboration
3. Critical Thinking, Problem Solving, and Decision Making

Technology Skills Needed to Complete This Activity

1. Enter text and data into cells
2. Format a chart

Objective

Students will be able to construct and interpret scatter plots with lines of best fit in Microsoft Excel.

In this activity, students will graph a scatter plot in Microsoft Excel and identify relationships represented in the scatter plot. Project the Scatter Plot PowerPoint (ScatterPlotsPowerPoint.ppt) and have students explain the relationships shown by data on different scatter plots. Use the Scatter Plot Sample (ScatterPlotSample.xls) to model the process of creating a scatter plot in Microsoft Excel. Direct students to open the Scatter Plot Resource (ScatterPlotResource.xls) and follow the directions to create a scatter plot showing the relationship between time spent studying and grade earned as well as TV time and grade earned. Students should print their product. Collect and review the student responses in preparation for the next lesson. If printing errors occur, the Scatter Plot Printing Parameters (ScatterPlotPrintingParameters.doc) outlines this process of modifying parameters of the Microsoft Excel file so that student work will print on a single page.

Field Preference: Field Independent

Learning Preference: Visual

Level of Cognitive Demand: Level 3, Synthesis/Evaluation

Instructional Technology Assessment

Use the Scatter Plot Scoring Tool (ScatterPlotScoringTool.doc) to assess student products.

TIE in Science:Journal Entries for Our Changing Chesapeake
Online Research Module⁶

Grade Level	Subject	Course Title (secondary)
6 – 8	Science	Environmental Science
Unit Title	Topic/Lesson Name	Software
Our Changing Chesapeake	Journal Entries for Unit	Microsoft PowerPoint and a drawing program such as Microsoft Paint
NCSCoS		
Nature of Science As a result of activities in grades 6-8, all students should develop an understanding of: • Science as a human endeavor. • Nature of scientific knowledge. • Historical perspectives. Science and Technology As a result of activities in grades 6-8, all students should develop an understanding of: • What technologies are. • Ability to perform technological design. • Understanding science and technology.		
NETS Standards		
1. Creativity and Innovation 2. Communication and Collaboration		
Technology Skills Needed to Complete This Activity		
1. Open and save a template 2. Use drawing tools in Microsoft Paint or other drawing program 3. Copy and paste drawings from Paint into PowerPoint presentation 4. Toggle between programs 5. Use keyboard efficiently		
Objective		
Students will use scientific skills and processes to explain the interactions of environmental factors (living and non-living) and analyze their impact from a local to a global perspective.		

Brief Description of the Activity
--

Students will complete the OurChangingPiedmontPresentation (OurChangingPiedmontPresentation.ppt) in place of the paper journal. The entries are identical to those found in the guide, but students may type and draw electronically. Students should work in the Normal (editing) view in PowerPoint so that they can type in the existing text boxes and/or paste graphics on the slides. Note that any drawing program may be used. Students may also use clipart, provided they follow all copyright guidelines. This activity is ideal for use in a computer lab, or for stations in the classroom.

Note: This presentation could be forwarded to ensuing grade levels as needed.
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Instructional Technology Assessment
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The content of journal entries is not necessarily assessed. Teachers should use the assessment suggestions in the guide for more information. The attached OurChangingPiedmontScoringTool (OurChangingPiedmontScoringTool.doc) assesses the technology only. If desired, save this file and add content-specific criteria.

VI.A.2.2. *IT CERTIFICATION*

PIT Academy is dedicated to providing rigorous and deliberate tracks as part of the information technology focus. PIT Academy places a great emphasis on future academic and professional careers of its students.

International Computer Driving License (ICDL): Teaching NETS will provide our students with a strong foundation in reference to advanced IT certifications. Starting with 8th grade, students will have an opportunity to take the International Computer Driving License (ICDL)⁷ certification exam. ICDL is the world's largest vendor-neutral end-user computer skills certification and is internationally recognized as the global benchmark in this area. Since ICDL is also NETS aligned⁸ students will easily demonstrate their qualifications in the following modules in order to earn their ICDL certification:

- Basic Concepts of Information Technology
- Using the Computer and Managing Files
- Word Processing
- Spreadsheets, Database, and Presentation
- Information and Communications

PIT Academy IT Tracks: Once the students earn their ICDL certification, they will be able to choose an IT track of their interest, each of which target more advanced IT certifications. According to their progress and interests, students may be guided at earlier grades into one of the three IT tracks: IT Specialist Track, Developers Track, and System/Network Administrators Track, which are described below in detail. At any time a student can enroll in one or more tracks or transfer from one track to another, depending on their background in that area. At the end of each quarter, students will be required to complete certain assignments to demonstrate their progress in the track they are pursuing. Students failing in the quarterly assignments may be required to repeat the current phase of the track, or they could be transferred to a track in which they could progress better. A high level representation of the IT tracks is depicted in Figure 1.

⁷ <http://www.icdlus.com/>

⁸ <http://www.iste.org/AM/Template.cfm?Section=Home&TEMPLATE=/CM/ContentDisplay.cfm&CONTENTID=853>

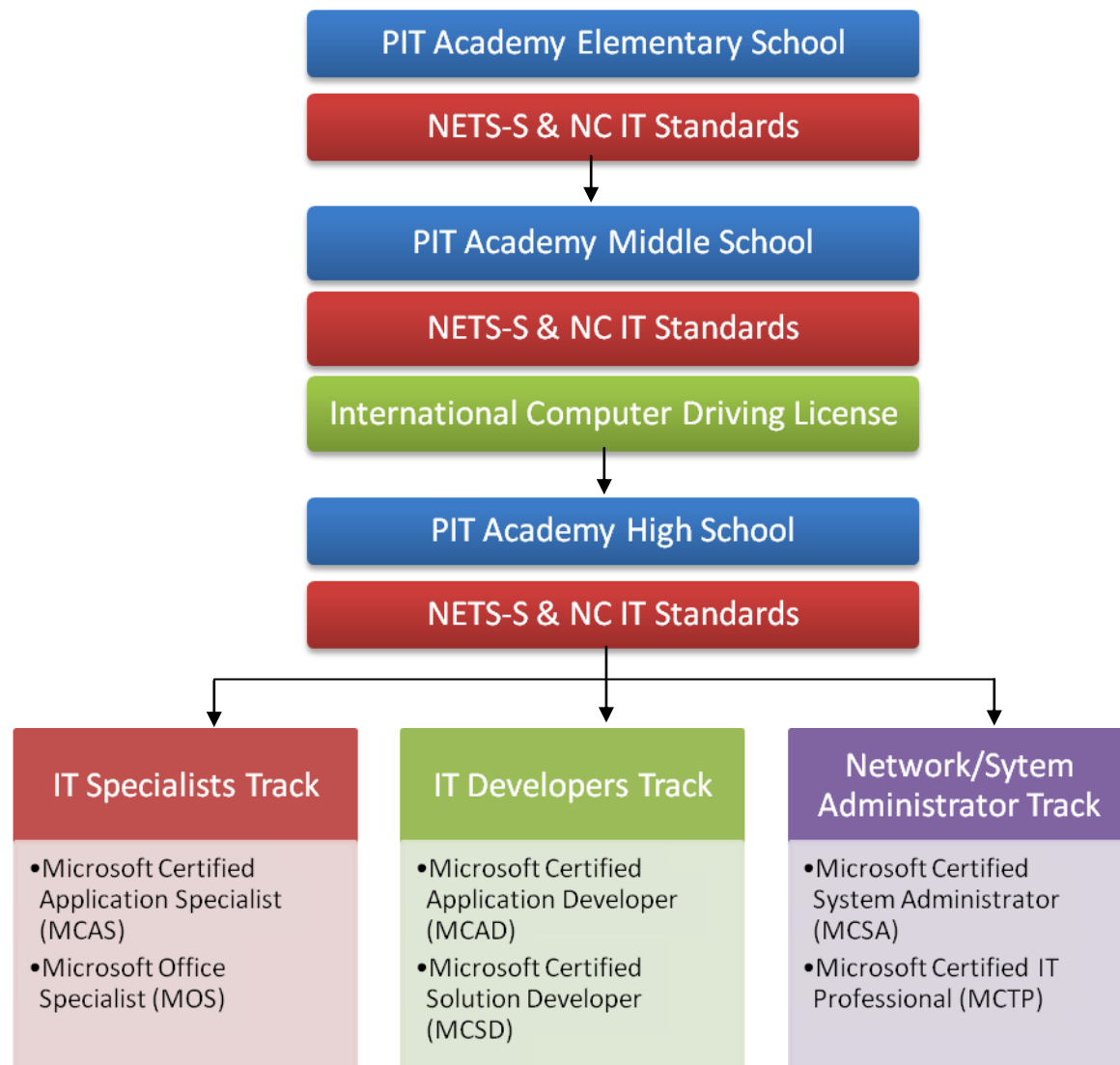


Figure 1. PIT Academy IT Tracks

The first track is the “*IT Specialists Track*”, where each student will study to earn either a Microsoft Certified Application Specialist (MCAS) or Microsoft Office Specialist (MOS) certification⁹. The MCAS credential validates skills in using the 2007 Microsoft Office system and the Windows Vista operating system, meeting the demand for the most up-to-date skills on the latest Microsoft technologies. MOS certification provides a valid and reliable measure of technical proficiency and expertise by evaluating students’ overall comprehension of Microsoft Office or Office Project programs. Students who earn a MCAS or a MOS in the earlier grades can be trained to become Microsoft Certified Technology Specialists (MCTS)¹⁰ in an area of their interest. By earning the MCTS credential, students will prove their ability to successfully implement, build, troubleshoot, and debug a particular Microsoft technology, such as the

⁹ <http://www.microsoft.com/learning/en/us/certification/mbc.aspx#tab2>

¹⁰ <http://www.microsoft.com/learning/en/us/certification/mcts.aspx>

Windows operating system, Microsoft Exchange Server, Microsoft SQL Server, or Microsoft Visual Studio.

The second track is “*Developers Track*”, where students pursue a course of study to become either a Microsoft Certified Application Developer (MCAD)¹¹ or a Microsoft Certified Solution Developer (MCSd)¹². MCAD certification enables students to demonstrate their ability to use Microsoft technologies to develop and maintain department-level applications, components, Web or desktop clients, or back-end data services. MCSd certification demonstrates students’ ability to design and develop leading-edge business solutions with Microsoft development tools, technologies, platforms, and the Windows operating system. Students who have earned MCAD or MCSd in earlier grades can also pursue a Microsoft Certified Professional Developer (MCPD) certification. MCPD credential validates a comprehensive set of skills that are necessary to deploy, build, optimize, and operate applications successfully by using Microsoft Visual Studio and the Microsoft .NET Framework.

The third track is “*System/Network Administrators Track*”, where students pursue a course of study to become a Microsoft Certified System Administrator (MCSA). The MCSA credential validates students’ ability to manage and troubleshoot network environments in the Windows operating system. It reflects a unique set of skills required to succeed in a variety of job roles, such as systems administrator, network administrator, information systems administrator, network operations analyst, network technician, and technical support specialist¹³. Once a strong foundation is established among the majority of the students, PIT Academy expects to be able to implement a more ambitious high school program like the Dunbar Academy for Technology Excellence (ATE), which has been certified by Microsoft as the first Microsoft Certified High School in the world¹⁴, and was recognized by former US Secretary of Education Margaret Spellings in 2007¹⁵. A fundamental characteristic of the Dunbar ATE program is the numerous IT certification courses made available to the students and the requirement of taking IT certification classes for graduation. Similar to Dunbar, PIT Academy will offer a wider variety of IT certification tracks so that its graduates will have the training to apply for many high paying IT jobs or to continue on to higher education.

¹¹ <http://www.microsoft.com/learning/en/us/certification/mcad.aspx>

¹² <http://www.microsoft.com/learning/en/us/certification/mcsd.aspx>

¹³ <http://www.microsoft.com/learning/en/us/certification/mcsa.aspx>

¹⁴ <http://www.microsoft.com/presspass/features/2009/jan09/01-12ITAcademy.mspx>

¹⁵ <http://www.ed.gov/news/pressreleases/2007/02/02222007a.html>

VI.A.3. Compliance with Federal and State regulations for serving exceptional children.

PIT Academy will have policies and procedures to ensure that all children with disabilities residing in the school's jurisdiction, regardless of the severity of their disability, and who are in need of special education and related services, are identified, located, and evaluated in accordance with NC Procedures Governing Programs and Services for Children With Disabilities¹⁶. PIT Academy will offer a full inclusion model as much as a student's needs and IEP allow. Research has shown evidence that students with exceptional needs whose educational needs can be met in a regular classroom setting benefit from remaining in that setting. We seek to offer students the least restrictive environment possible for their optimal learning. PIT Academy will provide this fully inclusive model in conjunction with a special education teacher who will make necessary modifications and supplement curriculum for identified students. Special education teacher will collaborate with classroom teachers to ensure that all accommodations and modifications are provided as required by a student's IEP. In addition to supporting students in the regular classroom, special educators will also pull students out of class, as needed, for additional support and assessment. In order to make sure that students are achieving all their IEP goals, PIT Academy's everyday instruction will be differentiated to meet various needs and learning levels. Some of the programs offered to exceptional children at PIT Academy may include the following:

- Extended Time On Assignments
- Multiple Sessions
- Individual Pull-Out Instruction
- In-Classroom Collaboration With The Special Education Teacher
- Preferential Seating
- Small Group Instruction
- Peer Tutoring
- Differentiated Assignments
- Enrichment Activities

¹⁶ <http://www.ncpublicschools.org/ec/policy/policies/procedures>

VI.A.4. Entrance and exit requirements as well as graduation requirements (if the school is to be high school).

Entrance Requirements: Any NC resident regardless of the county of residence and who is eligible to receive free public education under NC law is eligible for admission to PIT Academy. No application will be denied based on academic performance or special needs. PIT Academy seeks a population diverse in gender, race, creed, national origin, religion, and ancestry. As students enter PIT Academy, they will be required to provide evidence of the successful completion of the previous school year in the form of a fourth quarter report card, attendance records, and documentation of EOG scores where applicable. A birth certificate and a current immunization record will also be required. Students and families will need to sign and return the contract page of the Student and Parent Handbook verifying their commitment to follow and uphold the standards of Piedmont IT Academy.

Exit/Graduation Requirements: PIT Academy will follow the graduation requirements as set by the NC State Board of Education ¹⁷. Every North Carolina high school student must meet:

- Course and Credit Requirements
- Testing Requirements
- Local Requirements

COURSE & CREDIT REQUIREMENTS

For Ninth Graders Entering in 2009-10 and Later

CONTENT AREA	FUTURE-READY CORE
English	4 Credits I, II, III, IV
Mathematics	4 Credits (Algebra I, Geometry, Algebra II) OR (Integrated Math I, II, III) 4th Math Course to be aligned with the student's post high school plans <i>A student, in rare instances, may be able to take an alternative math course sequence as outlined under State Board of Education policy. Please see your school counselor for more details.</i>
Science	3 Credits A Physical Science course, Biology, Earth/ Environmental Science
Social Studies	3 Credits Civics and Economics, US History, World History
Second Language	Not required for graduation. Required to meet MAR (minimum application requirements) for UNC.
Computer Skills	No specific course required; students must demonstrate proficiency through

¹⁷ <http://www.ncpublicschools.org/curriculum/graduation/>

	state testing.
Health and Physical Education	1 Credit Health/Physical Education
Electives or other requirements	6 Credits required 2 Elective credits of any combination from either: – Career and Technical Education (CTE) * – Arts Education – Second Languages 4 Elective credits strongly recommended (four course concentration) from one of the following: – Career and Technical Education (CTE) * – JROTC – Arts Education (e.g. dance, music, theater arts, visual arts) – Any other subject area (e.g. mathematics, science, social studies, English)
Total	21 Credits plus any local requirements

* PIT Academy aims to empower all students to be successful citizens, workers and leaders in a global economy. For this reason, PIT Academy's career and technical elective courses will be designed according to NC Technology curriculum, NC Business and IT curriculum and the three IT tracks provided by the school. Students will be guided to be able to select the appropriate elective courses to successfully meet the requirements of the track and certification that they aim.

Testing Requirements: All students must demonstrate computer proficiency by passing the Computer Skills Test. This test is predominately given to students for the first time in the eighth grade. Students who do not pass the test the first time are given multiple opportunities in subsequent years to retake the test.

- For students entering high school for the first time as a ninth grader in 2006-07 or later, he or she must pass five essential end-of-course tests to receive a diploma:
 - Algebra I (unless exempted by their Individualized Education Program)
 - Biology
 - Civics and Economics
 - English I
 - U.S. History

A student who does not score at proficiency level III or above on the end-of-course assessment for any of these courses but who passes the course shall be offered the opportunity to retake the assessment no later than three weeks from the receipt of assessment results. If the student does not score at or above proficiency level III on the retest, school officials shall apply a review process to provide focused intervention, a second retest opportunity, and a review of the student's documentation to determine whether the student has met the exit standard for the

course. The principal shall make the final decision as to whether the student has met the exit standard.

A diagnostic test will be administered at the beginning of the 6th grade for proper placement. This way, students will be given an opportunity to take high school course(s) during middle school years. However, for each high school mathematics course completed in middle school, an additional mathematics course, with the appropriate prerequisites (Algebra 2 or Technical Mathematics 2 for the College Tech Prep Course of Study and Algebra 2 or Integrated Mathematics 3 for the College/University Prep Course of Study) is needed.

Union County Requirements (Local Requirements)¹⁸: The End-Of-Course (EOC) test results will count as 25 percent of a student's final grade. According to state testing guidelines, students may not withdraw from a course that has an End-of-Course (EOC) test after the first 10 days of instruction. Students enrolled in the EOC courses of Geometry, Algebra II and Physical Science must score at least a 70 on the state's adjusted score and meet all other course requirements (attendance, written work, test scores, homework, etc.) in order to receive credit for the course. A student who fails to score at least a 70 on the state EOC test may receive credit for the course if:

- The student chooses to retake the test before the end of the year and scores 70 or higher. (Explanation: If the student's final average (including the EOC score) is a D and the student chooses to re-take the EOC exam within 6 weeks of the end of the semester and scores a 70 or higher, the student can be given credit for the course. The recorded grade shall be the original final average.)
- The teacher and principal determine through documentation that the student is on grade level and is receiving a final grade of A, B, or C in the course. (Explanation: If the student's final average [including the failed EOC score] is an A, B, or C, the teacher and the principal can determine through documentation that the student has met all other course requirements and the student can be given credit for the course. The recorded grade for the course shall be the original final average.)
- The student attempts remediation through OdysseyWare or tutoring, retakes the test, and scores 70 or higher.
- The student retakes the course and receives a passing grade from the teacher both the first and second time, exclusive of the EOC score. (If the student retakes the course and receives a passing grade from the teacher (based on the average of the three six-weeks marking periods and exclusive of the EOC score) both the first and second time, the student may be given credit for the course. The recorded grade shall be the last grade earned).

¹⁸ http://seced.ucps.k12.nc.us/documents/POS2010_Web_Version.pdf

VI.A.5. The school calendar (must provide instruction for a minimum of 180 instructional days); (*G.S.115C-238.29F(d)(1)*)

PIT Academy will provide instruction for a minimum of 180 days by following the Union County Public School System's traditional school calendar. However, the school reserves the right to make any necessary changes in the calendar so long as said change(s) is/are in compliance with N.C.G.S.115C-238.29F(D)(1).

VI.A.6. A concise description of any evaluation tool or test that the proposed charter school will use in addition to any state or federally mandated tests.

Benchmark Assessments of the Standards: Benchmark assessments are short tests administered throughout the school year that give teachers immediate feedback on how students are meeting academic standards. Regular use of benchmark assessments is seen by many as a tool to measure student growth and design curriculum to meet individual learning needs¹⁹. These frequent, periodic assessments measure students' progress through the curriculum and/or on material in state exams. This is in alignment with PIT Academy's results-driven instruction method. Due to the critical factor of providing intervention as early and as focused as possible, PIT Academy will utilize benchmarks for the Student Accountability Standards. These benchmarks will be administered at grades 3- 8 in reading, writing, science, math, and in End Of Course (EOC) tested courses in high school in the proper sequence and frequency. For benchmark assessment, nationwide-known standardized achievement tests will be used such as Iowa Test of Basic Skills (ITBS), Cognitive Abilities Test (CoGAT), and Stanford Achievement Test (SAT).

Participation in North Carolina Testing Program: PIT Academy shall comply with the North Carolina Testing Program, including NC ABCs Accountability Model, EOG Tests, EOC Tests, and other federal and state mandated tests, writing assessments, computer skills assessment, and student portfolio requirements. Below is the summary of the program.

1. Elementary school students are required to take the following NCDPI assessments:

- Grade 3 Pretest in the first three weeks of the school,
- End of Grade Tests (EOGs) -Mathematics and Reading Comprehension at grades 3, 4 and 5
- End of Grade Test (EOG)- Science at grade 5.
- The North Carolina Writing Assessment at grade 4

2. Middle school students are required to take the following NCDPI assessments:

- End-of-Grade Assessments (EOGs) in Grades 6, 7, and 8 for Mathematics and Reading
- End-of-Grade Test (EOG) in Grade 8 Science
- The North Carolina Writing Assessment at Grade
- North Carolina Test of Computer Skills at Grade 8; (This test has been removed, but PIT Academy will follow state requirements should the test be reinstated)

In addition to meeting local promotion requirements, students in grade 5 and 8 shall demonstrate proficiency by having test scores at Level III or above on an end-of-grade test in both reading and mathematics. Additionally, the School shall use the grade 7 writing assessment as a screen to determine whether students are making adequate progress in developing writing skills. If a student has not scored at or above proficiency

¹⁹ "What Are Benchmark Assessments and How Do They Work?" Retrieved 13 May 2009 from EdEvidence: Newsletter of the Regional Educational Laboratory Northeast and Islands. Website: <http://www.relnei.org/newsletters.php?nlid=19&nlapno=6>

level 2.5 on the grade 7 writing assessment, the school shall provide intervention and assistance to develop writing skills.

3. High school students are required to take the following assessments:

- The North Carolina Writing Assessment at Grade 10
- American Diploma Project Algebra II End-of-Course Exam

Alternate assessments are available for many of the state tests for students with disabilities who have Individualized Education Programs (IEPs) and students with limited English proficiency who meet specific eligibility requirements.

4. High school students enrolled in the following courses are required to take the NC EOC Tests.

Algebra-I, Algebra-II, Biology, Chemistry, English, Geometry, Physical Science, Physics, Civics and Economics, and U.S. History. All students at grade 10 will take writing assessment.

VI.A.7. A description of the student achievement goals for the school's educational program and the method of demonstrating that students have attained the skills and knowledge specified for those goals.

PIT Academy will participate in the NC ABCs Accountability Model and conduct the statewide testing required as in all NC public schools, hence achievement goals will be based on the results obtained from the assessments in the ABCs Accountability Model. Specific achievement goals are given below:

- The percentage of PIT Academy students who score at Level 3 or above in reading tested in End of Grade (EOG) at any grade will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- The percentage of PIT Academy students who score at Level 3 or above in mathematics tested in End of Grade (EOG) at any grade will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- The percentage of PIT Academy students who score at Level 3 or above in writing tested in North Carolina Writing Assessments at grade 4*, 7*, and 10 will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system. (*These assessments are currently piloted state-wide.)
- The percentage of PIT Academy students who score at Level 3 or above in any subject tested in End of Course (EOC) at any grade will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- The percentage of PIT Academy students who are eligible for free and reduced lunch and who score at Level 3 and above in subjects tested in EOC or EOG will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- The mean score of PIT Academy Juniors and Seniors who take the SAT Test or American College Testing (ACT) will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- Student graduation rate at PIT Academy will be higher than the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- College acceptance rate of PIT Academy students will be higher than the same of 85% of non-charter public schools with similar demographics in Union County Public School system.

VI.B. Special Education (G.S. 115C-106)

The charter school must accept special needs children under the federal legislation Individuals with Disabilities Education Act (IDEA) (20 U.S.C. 1400 Et seq.) and the state

legislation (G.S. 115C-106 Et seq.). The proposed school will abide by the charter school legislation, G.S. 115C-238.29F(g)(5), as stated below:

A charter school shall not discriminate against any student on the basis of ethnicity, national origin, gender, or disability. Except as otherwise provided by law or the mission of the school as set out in the charter, the school shall not limit admission to students on the basis of intellectual ability, measures of achievement or aptitude, athletic ability, disability, race, creed, gender, national origin, religion, or ancestry.

Provide an explanation of the procedures the proposed charter will follow to insure compliance of the above laws:

PIT Academy shall not discriminate against any student on the basis of ethnicity, national origin, gender, or disability. Except as otherwise provided by law or the mission of the school as set out in the charter, the school shall not limit admission to students on the basis of intellectual ability, measures of achievement or aptitude, athletic ability, disability, race, creed, gender, national origin, religion, or ancestry.

The Board will ensure that PIT Academy will operate in accordance with all applicable federal and state regulations concerning special needs students. As stated in the Admissions Policy and Lottery Procedures, “no application will be denied based on academic performance or special needs.” PIT Academy seeks a population diverse in race, creed, national origin, religion, and ancestry. Students with an IEP will be provided a full-inclusion program with the input of the special education teacher as much as a student's needs and IEP allow. Special educators will also pull students out of class, as needed, for additional support and assessment. All efforts will be made to fulfill the mandates of the IEP.

VI.C. Admissions Policy (G.S.115C-238.29B(b)(4); G.S. 115C-238.29F(d)(1))

Provide a description of the policies and the procedures for admitting students to the proposed charter school, including specific details of the enrollment lottery plan.

PIT Academy's admission and lottery policies are given below:

- Any NC resident regardless of the county of residence and who is eligible to receive free public education under NC law is eligible to apply to PIT Academy. No application will be denied based on academic performance or special needs. PIT Academy seeks a population diverse in gender, race, creed, national origin, religion, and ancestry.
- The school will have an admissions process with pre-announced enrollment period, lottery dates, and deadlines. All student enrollment process and details, including deadlines for applications, lottery date, registration requirements and necessary documents, and waiting-list enrollment information, will be publicly available.
- PIT Academy will publicize all enrollment information throughout Union County via flyers, bulletins, newspaper ads, websites, mailings, town meetings, informational open house sessions, and/or presentations at other local schools and public institutions. The school will hold open houses and arrange presentations and publicity events at community centers, churches, public libraries, local schools, and alternate locations, where possible. In addition, PIT Academy will distribute the application forms during outreach programs. The applicants can also fill out the application on our website.
- Any student, once enrolled at PIT Academy, is automatically entitled to an enrollment slot until completion of the highest grade offered by the school provided that they showed their intention by submitting the necessary paperwork for upcoming year's enrollment by the deadlines announced by the school.
- Siblings of presently enrolled students, and children of faculty members are granted enrollment preference provided the number of students in this category does not exceed the number of available spots in a given grade, otherwise a lottery to be conducted among them. Children of the PIT Academy Board members during the opening year are also granted enrollment preference.
- All applicants for the upcoming year will be assigned an identification number for the lottery. Multiple birth siblings will be given the same identification number, and only one instance of the number will be included in the lottery.
- All applications of siblings of currently enrolled students, and children of faculty members, received before the application cut-off time, will be pre-selected and placed in open slots or on a waiting list. If there are more applicants than slots that fit this category, a priority lottery will be conducted before the full lottery.

- At least two members of the community (who are not among the PIT Academy staff or Board members) shall be present during the lottery for the purpose of witnessing that all procedures are conducted fairly and accurately.
- All identification numbers of applicants will be listed for each grade, and those numbers will be placed in a jar, bag or a similar container. One Number will be drawn at a time and placed into an open slot or on a waiting list per grade.
- After the lottery is drawn, parents of selected applicants will be notified through e-mail, phone, regular mail and/or other reliable means asking whether they will enroll their kid(s) or not. If the number belongs to multiple birth siblings, they are all eligible to be enrolled in the school.
 - If the parent doesn't respond by the time specified in the notice or responds as "NO", then that parent forfeits his/her open slot and the school will begin calling names from the waiting list. If that parent wants to come back later, he/she will be inserted at the end of the waiting list.
 - If the parent responds as "YES", then the parent will need to enroll his/her kid(s) by the time specified by the school.
 - If the enrolled student does not show up in the first day of the school without an approved excuse from the PIT Academy Principal prior to the first day of the school or a documented emergency from a physician, then PIT Academy reserves the right to give the open slot to the next person in the waiting list.
- After the lottery is conducted, if there are still open slots, they will be filled by the waiting list and then on a first-come-first-served basis.
- Waiting lists will be maintained throughout the entire school year, but are not used to fill slots for the following school year. Applicants on the waiting list must submit a new application during the open application time to be eligible for enrollment or entered in the lottery process for the following year.
- A draft admission timeline can be seen below:

ACTIVITY	TIME FRAME
Dissemination of Application forms (Marketing & Publicity Campaign)	January – continuous
Pre-applications are accepted	January- February
School open house(s)	February
Application Deadline	March 1
Lottery Date	Second week of March
Notification of lottery winners/parents	Third week of March
Registrations for lottery winners to be completed (in three weeks)	Until April 15
Invitations extended to waiting lists students, when applicable, in the order in which the application is received.	April 16 – May 1
Open vacancies to be filled on a first-come, first-served basis	May 1 – continuous
Parent Orientation	A week prior to first day of school
First Day of School	The same calendar as Union County Public Schools to be followed

VI.D. Student Conduct and Discipline (G.S.115C-238.29B(b)(12); G.S. 115C-238.29F(d)(4 and 5))

Provide drafts, included in this section (do not include as an appendices), of student handbooks and other policies governing student conduct and discipline. Include policies and procedures governing suspension and expulsion of students. Specifically address these policies with respect to exceptional children.

PIT Academy's draft Student and Parent Handbook is given starting with the next page. Within the Student and Parent Handbook, student conduct and discipline, and policies and procedures governing suspension and expulsion of students as well as how these policies address exceptional children are mentioned.

Piedmont IT Academy

Union County, NC

A Proposed North Carolina Charter School

<http://www.pitacademy.org>

Student & Parent Handbook
(DRAFT)

DUE PROCESS AND STUDENTS' RIGHTS & RESPONSIBILITIES

STUDENTS' RESPONSIBILITIES	STUDENTS' RIGHTS
• To be caring and honest, • To do his or her best to learn and master all he/she can, • To respect school rules, regulations, and policies, • To be sure that personal expressions do not interfere with the rights of others, • To follow state law and school policies concerning substance abuse, • To respect and protect the personal and property rights of others and of the school, • To treat all members of the community with full respect, fairness, and courtesy, • To abide by all the expectations of the school and its community, • To follow the prescribed guidelines for participation in school activities, AND • To adhere to due process procedures.	• To feel safe in the school environment, • To take full advantage of the learning opportunities, • To work in an environment free from disruptions, • To express his or her opinions, ideas, thoughts, and concerns, • To have a healthy environment that is smoke alcohol, and drug free, • To use school resources and facilities for self-betterment under appropriate supervision, • To expect courtesy, fairness, and respect from all members of the community, • To be informed of all expectations and responsibilities, • To take part in a variety of school activities, AND • To have the right to due process.

All students at PIT Academy are entitled to the rights guaranteed by the United States Constitution and Bill of Rights, and their rights will not knowingly be denied by the required code of conduct or by any disciplinary actions taken by the school. Any student, who exhibits any of the unacceptable student behaviors or Conduct Violations listed in this handbook, or added to this list at a later date, will suffer immediate consequences. These consequences range from notification of parents, isolation, detention, and emergency removal from a school activity, to suspension, expulsion, and criminal prosecution. In all instances, PIT Academy's policies and procedures governing due process for suspensions and expulsions will follow North Carolina Education Law. All students at PIT Academy have the right to feel physically, emotionally, and intellectually safe. Therefore, if at any time you feel you are the subject of harassment, hazing, threats, or other intimidating behavior, you should immediately speak to an administrator about the problem. The situation will be investigated as soon as possible. All reports will be kept completely confidential. Similarly, if you are concerned about the safety of a student who seems to be the subject of harassment, hazing, or threats, you should immediately speak to an

administrator about the problem. The situation will be investigated as soon as possible, and reports will be kept completely confidential.

CODE of CONDUCT

CONDUCT INFORMATION

It is our belief that good discipline is one of the cornerstones of a good education, and that to ensure good discipline a close, cooperative relationship must exist between the home and the school. It is our goal to provide close communication with parents at the onset of discipline problems, so that together we can find alternatives for students and they can experience success in relationships at home and school.

For this discipline program to be successful, the school will be teaching students all rules and procedures as well as good character traits. Students must make choices for themselves and **be responsible for their own behavior as well as for their academic performance**. Students who make poor choices cannot, and should not, place blame on the environment, parents, the school, and/or peers. While the school will help students develop good decision-making skills, ultimately, the future is determined by each student's own actions. The procedures in the discipline program will be followed in a fair and consistent manner.

RESPONSIBILITY FOR INDIVIDUAL ACTIONS OR CHOICES

It is expected that every individual will accept responsibility for his/her own actions, whether intentional or unintentional. Often harm caused to other persons or their possessions is unintentional, or the result of careless behavior. This, however, does not excuse or diminish the personal responsibility of the student (and/or his/her parent/guardian) to make appropriate restitution. When known and verified by an administrator, any harm caused to another will be reported to parents. Neither PIT Academy, its employees, nor the Board of Directors, assumes any liability for the intentional or unintentional harm caused by any student to another individual or his/her possessions.

PIT Academy has as its goal to help every student fulfill his/her intellectual, social, physical and emotional potential. Everything in and about the school has been designed to create an orderly and distraction-free environment in which all students can learn effectively and pleasantly. To foster this kind of learning environment, the PIT Academy administrators and teachers shall not allow inappropriate, distractive, or disorderly behaviors to occur during school, on school property, or at any school-sponsored activities. **Students who continuously disregard the code of conduct may be recommended to the Board of Directors for expulsion.**

Our ultimate goal is to develop in students a sense of responsibility and self-discipline. Firm but fair is the basis for this system wide discipline program. Guidelines are provided in order to foster mutual respect and cooperation within the school setting. PIT Academy takes seriously its responsibility to educate its students in a safe and drug free school where they are free from fear of harm or intimidation. Weapons, drugs and gang activity will not be tolerated. Students who violate PIT Academy rules, or State laws related to these offenses, will be suspended or expelled from school. Violators will also be reported to police and may be arrested. These rules apply to all students at school or school-sponsored activities, including field trips and on buses, athletic fields, stadiums, parking lots, official school bus stops, and other sites used for school-sponsored activities.

CONDUCT VIOLATIONS

Conduct violations referred to the office for disciplinary action may warrant possible consequences as specified in this code of conduct. The principal or his designee will make the final determination of consequences. Most consequences for violations will be administrative lunch detention, in-school suspension or out-of-school suspension. Offenses include but are not limited to:

Citations

Minor correctable misconduct reports issued to students in or outside of the classroom will be handled by the issuance of **Citations**. Any PIT Academy employee who observes a student engaged in inappropriate behavior outside of the classroom can issue a **Citation**. These **Citations** will not be noted on a student's permanent discipline transcript. However, they will be entered on PIT Academy-Connect for parental viewing, and students who receive more than three **Citations** in one semester may receive an **Office Referral Form** for excessive misconduct/violations.

Intervention Referrals

Minor disruptive conduct within the classroom shall be handled using the School-Wide Management Plan. First, the student will be given a **Verbal Warning**. Second, the student will be placed in **Isolation**. Should misbehavior continue after the first two steps, the teacher will complete an **Intervention Referral Form** and send the student to the Discipline Coordinator.

Students must bring the needed materials described in the course syllabus to class each day. Failure to do so will result in an immediate referral to the Intervention Room with an **Intervention Referral Form** describing the manner in which the student was not prepared for class.

These **Intervention Referral Forms** will not be noted on a student's permanent discipline transcript. However, they will be entered on PIT Academy-Connect for parental viewing and students who receive more than three **Intervention Referral Forms** in one semester may receive an **Office Referral Form** for excessive classroom misbehavior/violations.

Demerit point system:

The demerit points system involves the allocation of penalty points (demerits) for a range of disrespectful behaviors. Students will have demerit points recorded on their records. The student begins with zero demerit points, and accumulates points for each disrespectful behavior that is shown in the list below. If a student accumulates 10 points, after school detention will be assigned by the discipline coordinator. After school detention will be Monday – Friday 3:30 – 4:15.

<u>Violation</u>	<u>Form</u>	<u>Point</u>
Being unprepared to class	Citation	1
Not working on assigned tasks	Intervention form	1
Excessive talking during class	Intervention form	2
Disrespectful manners to Teacher	Intervention form	3
Passing notes in class	Citation	1
Make-up outside of restroom	Citation	1
Out of seat	Intervention form	3
Bringing pop or drink to class	Citation	1
Improper Language/ Profanity	Office Referral	7
Running in hallway	Citation	1
Lack of cooperation	Intervention form	2

<u>Violation</u>	<u>Form</u>	<u>Point</u>
Chewing gum	Citation	2
Tapping	Intervention form	3
Disturbing class	Intervention form	3
Misbehavior outside of school, during clubs or tutoring	Citation	2
Horse-playing	Citation	3
Throwing stuff in class/hallway/cafeteria	Citation	3
Dress code violation	Citation	2
Talking back to teacher	Citation	3
Using cell phone, mp3 player, etc. in class	Office Referral	5
Threatening - verbal or written	Office Referral	7
Destruction of school property	Office Referral	7

Leaning back in chair	Citation	1	Throwing stuff from window	Citation	3
Antagonistic behavior/Insubordination	Office Referral	5	Humming/Singing/making noises	Citation	3
Inappropriate hallway behavior	Citation	2	Leaving the classroom without permission	Office Referral	5
Inappropriate cafeteria behavior	Citation	2	Leaving paper/trash on the floor	Citation	2
Eating/drinking outside designated area	Citation	2	Drawing/writing in textbooks	Citation	2
Verbal exchanges/arguing	Intervention form	3	Failure to follow classroom instructions	Intervention form	3

Office Referral Forms

Once an **Office Referral Form** has been submitted, the administrator will determine the consequence of any unacceptable student behavior. The parent/guardian will receive notice of the student's discipline problem and the consequence administered for any infraction resulting in disciplinary action that will be filed on the student's discipline transcript. The consequence may be one of the following, according to the seriousness of the misbehavior, and not necessarily in this order:

- Withholding of Privileges
- Administrative Warning
- Referral to Student Support Team (SST).
- Student / Administrator Conference
- Student / Teacher / Administrator Conference
- Student / Teacher / Parent / Administrator Conference
- Administrative Lunch Detention
- After School Detention
- In School Suspension
- Out of School Suspension
- Option to Withdraw
- Recommendation for Expulsion

Violations that may result in an Office Referral	
1.	Disruptive behavior
2.	Interference with classroom activity
3.	Defiance of authority or failure to follow direction
4.	Not signing <i>Verbal Warning/Isolation Log</i> when assigned
5.	Truancy from school
6.	Being in the hall without a pass
7.	Leaving campus without permission
8.	Leaving class or designated area without permission
9.	Being Absent With-Out Permission (AWOL) – not reporting to class assigned
10.	Failure to report to designated area – Intervention Room, Administrative Lunch Detention, etc. (this includes taking more than 5 minutes to report to the area without a legitimate pass)
11.	Providing false information or lying
12.	Academic Dishonesty - Cheating or Plagiarism
13.	Failure to identify oneself immediately or giving false identification
14.	Selling items on school property or while traveling to or from school without permission
15.	Public displays of affection (PDA)
16.	Inappropriate gestures or acts
17.	Verbal abuse
18.	Acts of bigotry or prejudice
19.	Acts of sexual harassment
20.	Name calling, taunting or teasing
21.	Profanity, obscenity or offensive/bad language
22.	Technology violations – IM'ing, e-mailing, visiting personal websites, other unauthorized use.
23.	Use or possession of cameras, beepers, pagers, cell phones, hats, sunglasses, curlers, headphones, headsets, radios, CD players, MP3 players, i-Pods, PSP's, electronic games, trading cards, water guns, skateboards, etc. (These items will be confiscated and kept by the appropriate Assistant Principal until they are picked up by the parent.)
24.	Unauthorized audio or video recording on school campus or at school sponsored event
25.	Dress code violations, which result in exposure(skirts too short, or top of pants below buttocks, etc.)
26.	Repeated acts of misbehavior and/or violations of school rules resulting in a multiple Citations
27.	Repeated acts of disruptive classroom behavior resulting in multiple Intervention Referrals

SEVERELY DISRUPTIVE BEHAVIOR and/or EXTREME CONDUCT VIOLATIONS

There are some behaviors which are extremely disruptive to the learning environment and must be immediately reported to the Discipline Coordinator using an ***Office Referral Form***. Such offenses are considered serious and therefore, **the consequences for such actions will result in immediate short-term out-of-school suspension or long-term out-of-school suspension pending a Board of Directors hearing for expulsion.** These behaviors are outlined below, but are not limited to:

Violations that require an Office Referral and immediate Out-of-School Suspension (OSS) or Expulsion
28. Repeated or chronic verbal abuse
29. Verbal/written threats or assault/battery upon another student
30. Verbal/written threats or physical assault of staff members or school employees
31. Possession of a deadly weapon.
32. Use of any weapon, mace or pepper spray.
33. Unauthorized possession of dangerous instruments.
34. Use of a dangerous weapon/instrument to intimidate or injure.
35. Willful or dangerous acts (examples: firecrackers, stink or smoke bombs, and throwing objects such as bottles or rocks) with intent to do harm.
36. Fighting (exchange of blows with intent to do bodily harm) or provoking a fight.
37. Bullying (willful attempt or threat to inflict injury on another student or exhibit a display of force such as would give another reason to fear or expect immediate bodily harm.)
38. Arson
39. Extortion
40. Trespassing
41. False fire alarm
42. Issuance of a bomb threat
43. Technology tampering
44. Sexually offensive behavior, inappropriate contact
45. Repeated, chronic or severe disruptions
46. Forgery of passes, excuses, or any other forms
47. Violation of state or federal laws or Board of Directors policy
48. Gambling (including flipping and matching coins)
49. Theft or attempted theft, or possession of stolen/lost property
50. Vandalism or substantial damage to personal or school property
51. Possession or use of drugs, alcohol, controlled substances or related products or paraphernalia
52. Smoking, dipping, or possession of tobacco-related products such as lighters, matches, or papers
53. Sale, attempted sale/distribution of alcohol, or controlled substances, and/or controlled paraphernalia
54. Possession of pornography in any form or the use of school computers to access inappropriate sites.

55. Creating or organizing a conspiracy of any kind with regard to the school and/or its' employees.
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DISCIPLINE PLAN

GENERAL BEHAVIOR GUIDELINES OUTSIDE OF THE CLASSROOM

In the Cafeteria

- 1.No loitering in the cafeteria.
- 2.Push chairs back after eating.
- 3.Keep tables, chairs, and floors clean.
- 4.Talk in a normal voice (classroom voice).
- 5.No backpacks or books allowed in the cafeteria.
- 6.Dispose of trays, trash and debris in trashcans.
- 7.Keep hands, feet, personal belongings and food to yourself.
- 8.Keep cafeteria lines orderly... no pushing, running, or cutting in line.
9. Students who mutilate or deface school property will be fined an amount necessary to cover the cost of restoring the damaged property, as well as receiving appropriate disciplinary action.

At Group Assemblies

Team or grade school assemblies are held for the benefit of the students and the faculty. Courtesy will be shown to those in charge of, and participating in the program. Misbehaving students will be removed and may lose their privilege to attend assemblies in the future. Students who receive an out-of-school suspension may not be able to participate in any assemblies for the rest of the school year.

Regarding Technology Equipment in Computer Labs or Media Center

Students should respect all of the technological equipment. Any mishandling or tampering with computers or systems may result in losing computer privileges at school. In addition, disciplinary action, including suspension, may occur for situations considered serious by the school administration. Any damage, requiring repair to hardware or software will result in financial charges being assessed. Students shall not alter or attempt to alter school or private property, including technology hardware and software. Students may not bring computer software to campus to be used on school computers without prior approval of the school administration. Students are not allowed to Instant Message, E-mail, write BLOGs or visit personal websites on school computers. Students should not bring food items or beverages into the classroom setting.

In the Halls, Lavatories, Media Center

Students are not permitted in the halls during class periods unless they are accompanied by a teacher or have a hall pass from an authorized staff member. Students who are found in the halls without passes will be subject to disciplinary action. Hallways and lavatories are areas used by all members of PIT Academy. Because everyone uses these areas, there are rules of conduct that all students must follow:

1. Do not roughhouse, push, or wrestle.
2. You may not eat or drink in halls and lavatories.
3. You may not run in the halls, lunchroom, and lavatories.
4. Do not leave belongings on the floor outside your locker.
5. You must do your part to keep these areas clean and safe.
6. You may not use any profane or vulgar language while in these areas.
7. You may not loiter in the halls, lunchroom, lavatories, or media center.
8. Make sure you clean up after yourself and appropriately dispose of all trash.
9. Report any leaks, spills, or other problems in the lavatory to a teacher or the office.
10. You may not yell, scream, hit lockers or make excessive noise while in these areas.

During an Emergency

Fire, intruder, and tornado drills are held at different intervals throughout the school year. Students must follow their teachers' instructions and go to designated areas as quickly as possible. Students must not talk, run or push. A signal bell will be given for returning to class.

OFFICE REFERRAL PROCEDURES

Although there is not a required order to assignment of consequences, the following is considered a recommended model should a student repeatedly be referred to the office for exhibiting misbehavior which would **not** be considered as severe or extreme:

1. **First Office Referral** – Conference / Administrative Warning
2. **Second Office Referral** – Administrative Lunch Detention
3. **Third Office Referral** – After School Detention
4. **Fourth Office Referral** – One (1) day of In-School Suspension
5. **Fifth Office Referral** – Two (2) days of In-School Suspension
6. **Sixth Office Referral** – Three (3) days of In-School Suspension
7. **Seventh Office Referral** – One (1) day of Out-of-School Suspension

8. **Eighth Office Referral** – Three (3) days of Out-of-School Suspension
9. **Ninth Office Referral** – Five (5) days of Out-of-School Suspension
10. **Tenth Office Referral** – Option to Withdraw or Ten (10) days of Out-of-School Suspension pending a Tribunal Hearing with a Recommendation for Expulsion.

Each Office Referral will be noted on a student's permanent discipline transcript. Parent(s)/Guardian(s) will be notified in writing of the offense, the resultant consequence, and advised as to their student's current status within the disciplinary cycle.

DESCRIPTION OF DISCIPLINE OPTIONS

Withholding of Privileges

The student may be denied an opportunity to partake in school-related activities and/or events as deemed appropriate by an administrator.

Administrative Lunch Detention

An administrator may assign administrative lunch detention to a student who fails to comply with school rules. Parents will be sent a notification when administrative lunch detention is assigned. All administrative lunch detentions are documented on the student's permanent discipline record.

After School Detention

Students who accumulate 10 or more demerit points will be given an after school detention. Student will stay with discipline coordinator during after school clubs time.

In-School Suspension

In-School Suspension is a formal disciplinary action that can only be assigned by the PIT Academy administrator and requires written correspondence to parents. In-school days of suspension may increase on successive occasions where it becomes necessary for the same student to be placed in in-school suspension. **All students under in-school suspension are prohibited from participating in after school activities and are therefore required to leave the school campus immediately upon dismissal.**

Out-of-School Suspension

Out-of-School Suspension is a formal disciplinary action that can only be assigned by the PIT Academy administrator and requires written correspondence to parents. Out-of-school

suspension may increase on successive occasions where it becomes necessary for the same student to be suspended from school. **A meeting between a parent and an administrator is required prior to the return to PIT Academy of any student serving an out-of-school suspension.** All students under out-of-school suspension are prohibited from participating in after school activities and therefore are not allowed to come on the school campus. Students who receive an out-of-school suspension will not be able to participate on any overnight field trips for the rest of the school year and any fees or deposits paid earlier are non-refundable.

Option to Withdraw

A student may withdraw without penalty from a charter school at any time and enroll in another local school in the school district in which the student resides. A student who is suspended or expelled from a charter school as a result of a disciplinary action taken by a charter school shall be entitled to enroll in a local school within the local school system in which the student resides if, under the disciplinary policy of the local school system, such student would not have been subject to suspension or expulsion. In such instances, the local school system shall not be required to independently verify the nature or occurrence of the applicable conduct, or any evidence relating thereto.

Expulsion

Expulsion is a formal disciplinary action that can only be approved by the PIT Academy Board of Directors after receiving a recommendation by the PIT Academy administrative team due to the student's involvement in a serious discipline offense or the student's involvement in repetitive discipline offenses. A written correspondence to the students parents containing the date and time of the Board of Directors hearing will be mailed to the parents within ten days of the suspension.

DISCIPLINARY REWARD SYSTEM

Students at PIT Academy are always expected to exhibit appropriate behavior. However, in an effort to encourage students to go beyond the expected behavior, students will be recognized for "doing good".

Some examples are, but not limited to:

- Assisting someone in need.
- Volunteering to do an unwanted task.
- Cleaning up after others.
- Consistently having a cooperative spirit.
- Exceeding requirements on an assigned task or assignment.

Citizenship Award

Individual rewards will be planned for the end of each semester for PIT Academy students. Those students who have not **received classroom isolations, administrative lunch detentions, Citations, Intervention Referrals, or Office Referrals** during each semester will receive a ***Citizenship Award*** for excellence in behavior.

Commendations

A ***Commendation*** will be awarded to students who are observed exhibiting behavior **“above and beyond”** expected behavior. Any PIT Academy employee who observes a student engaged in this type of exceptional behavior can issue a ***Commendation***. These ***Commendations*** will not be noted on a student’s permanent discipline transcript. However, they will be entered on PIT Academy-Connect for parental viewing.

School – Wide Rewards

A system of rewards to students who reach a documented level of behavior has been put in place to recognize those students for their achievement. Eligibility for participating in each of these rewards differs for each reward – some are based on receiving ***Commendations***, others are based on good behavior. Some of the ***School-Wide Rewards*** will be, but are not limited to:

Dress Down Days – these will be scheduled for the 2nd Friday of each month. Eligibility for participating in these ***Dress Down Days*** is based on receiving no disciplinary events during the previous month AND having not received an in-school suspension (ISS) or out-of-school suspension (OSS) during the school year. Students participating must follow the PIT Academy guidelines listed under the section ***Dress Code***.

PIT Character – this title will be awarded to the student who receives the most commendations for each month in each grade level. The PIT Character winners for more than three times during the semester will receive additional rewards.

Special Drawings & Prizes

Students who receive ***Commendations*** will be eligible for a ***Special Drawing*** which will be held randomly but at least once per month. At the time of the drawing, whoever has received a ***Commendation*** up to that point (since the last drawing), will have the

opportunity to have their name drawn for a **Special Prize**. Whenever the **Special Drawing** is held, there may be more than one name drawn as a winner. After the drawing all the names will be removed and the process will start over – with new **Commendations** being placed in the box for the next **Special Drawing**. Prizes will vary each time, and winning students will draw from a box of prizes to choose the prize they won.

Wall of Character

PIT Character winners for each month will have their pictures placed on the **Wall of Character** with a brief description of why they received their **Commendations** and what character trait(s) they exhibited.

Cheating AND Plagiarism

Cheating and plagiarism are deceptive choices made by students to misrepresent the student's true knowledge of the subject material (cheating) or misrepresenting information as their own ideas/concepts/words by not giving proper credit to the original source (plagiarism).

All papers or projects submitted at PIT Academy are required to be in the student's own words unless stated in writing by the teacher otherwise. Therefore, any copying of information from the Internet or any other source (i.e. "cutting & pasting", etc.) is considered plagiarism. However, drawings and/or pictures may be taken from an Internet or other source as long as they are properly cited in the document.

CONFERENCES

Parents and teachers should maintain a good working relationship to help students get the best possible education. Conferences are good communication tools. Our most important form of communication is the parent-teacher conference. Parent/teacher conferences are scheduled at least once per semester – check the school calendar for the specific date. Additional conferences may be requested at any time during the school year. If you would like to have a conference with any staff member, please contact the school and arrangements will be made.

PIT Academy-Connect (Student Information System)

Parents can see their children's academic improvement, daily homework and assignments, projects, discipline records and attendance records through PIT Academy-Connect. Parents will be provided a username and password, which will provide access to ONLY their student's

records. We strongly encourage parents to visit PIT Academy-Connect on a daily basis to stay informed of their student's progress.

HOMEWORK POLICY

Homework is an essential part of your successful educational program at PIT Academy. Doing homework will help students develop many valuable skills such as good study habits, time management, responsibility, and perseverance. Teachers assign homework that will foster individual learning and growth and that is appropriate for the subject area. Homework is part of all students' regular evaluations. It is each student's responsibility to complete and turn in homework on time – if it is not, a grade of zero (0) will be given. In case of conflict regarding homework assignments the teacher's record is final. If students or their parents have questions about homework, immediately contact the teacher who assigned it. Teacher's e-mail is available and daily assignments are posted on PIT Academy-Connect at our web site: <http://www.pitacademy.org>.

PROMOTION

At the end of each academic year students who have made satisfactory progress in academic subjects are promoted to the next grade level. In cases where promotion is questionable, the school notifies parents in advance and a cooperative/partnership approach is implemented to ensure student success. Students must have a passing grade in language arts, mathematics, social studies, and science. In all subjects a passing semester grade in the connections segment is accomplished by earning an average of 74 or above. Any student, who receives an average, for both semesters, of 73 and below, shall fail the subject for the year. A failing grade in a subject can be made up by the student earning a passing grade in an appropriate subject during the summer school session provided by a public school system. Additionally students will take promotion exams prior to school start date to be able to be promoted. However, if the student does not attend summer school or fails the promotion exam, student will be retained in the same grade.

SCHEDULE CHANGES

Each student's schedule is carefully planned and developed based on the student's academic history and demonstrated abilities. **Modifications to the student's schedule can only be made if requested within the first two weeks of the beginning of the school year.** Any requests made after this time may be deemed as disruptive to the regular routine already established, and therefore, may not be honored. The final decision will be made by the administration. Please check your student's schedule carefully during the first week of school to ensure the best placement for your student.

TEXTBOOKS

Textbooks for pupils are furnished by PIT Academy. Restitution for lost and/or damaged textbooks or related materials and supplies will be required BEFORE a second text or additional materials will be made available to a student. Students who owe money for lost or damaged texts or materials will be permitted to use a text during classroom instruction, however, they will not be permitted to take the text or materials home for homework purposes. Report cards may also be withheld until textbooks fees are collected.

STUDENTS WITH DISABILITIES

Students with disabilities will be bounded by the same rules and rights by the student code of conduct and discipline plan. They may be suspended or expelled, in accordance with Federal legislation and the State law, for inappropriate behavior. The Principal may suspend a student with disabilities for 10 days or less as short term suspension. We acknowledge that there might be a causal relationship between the student's disabling condition and the conduct for which he or she is to be disciplined. The Principal may recommend a student with disabilities for long-term suspension or expulsion provided that such action will be in full compliance with the provisions of the federal and state law. Following all the applicable laws, should it be deemed permissible and necessary to expel the student, then such student can only be expelled by a resolution of the PIT Academy Board.

ATTENDANCE

ABSENCES AND TARDINESS

PIT Academy recognizes two kinds of absences and tardiness: excused and unexcused. Please read through the definitions of each carefully so that you understand what you and your parents' or guardians' responsibilities are. Also, you need to be very aware of your responsibilities regarding homework, quizzes, and tests when you have an excused absence and the consequences for unexcused absences.

EXCUSED ABSENCES

PIT Academy accepts only the following as excusable reasons for absence from school. **Parents or guardians must notify the school in the morning on any day their child is not attending.** The excuse shall be submitted to the school office and filed as part of the student's school record. An excuse for absence from school may be approved for one or more of the following reasons or conditions:

- **Personal Illness:** *Personal illness of the student or when attendance in school would endanger the health of the student or the health of others is excused. Upon the student's return to school, appropriate medical documentation is required within three days of the absence(s).* Your parent or guardian should call the school each morning you are home ill. When you return to school, you must bring an explanatory note from your parent or guardian or it will be an unexcused absence. The school may require a doctor's confirmation if the student has 3 or more medical excused absences.
- **Serious Illness or Death in the Family:** *Serious illness or death in student's immediate family necessitating the absence. In the case of serious illness, students are required to present medical documentation to validate the absence(s) as an excused absence within three days of the student's return to school.* Your parent or guardian must call the office to explain the situation and estimated time of absence. When you return to school, you must bring an explanatory note from your parent/guardian or doctor.
- **Court Order:** *Court order by a governmental agency mandating the student's absence from school is excused.* Your parent or guardian must call the office to explain the situation and estimated time of absence. When you return to school, you must bring a copy of the court order documentation.
- **Special or Recognized Religious Holidays:** *Special or recognized religious holidays observed by the faith of the student.* Your parent or guardian must call the office to explain the situation and estimated time of absence. When you return to school, you must bring an explanatory note from your parent/guardian.

- **Weather or Environmental Conditions:** *Weather or environmental conditions rendering attendance impossible or hazardous to the student's health or safety may be excused.* Your parent or guardian must call the office to explain the situation and estimated time of absence. When you return to school, you must bring an explanatory note from your parent/guardian.
- **Out of School Suspension:** *School days missed as a result of an out of school suspension shall be counted as excused .* Students who miss school due to an out of school suspension are allowed to make up any work missed (refer to the section **Make-up Work for Absences**).
- **Other:** *Other absences to be determined by, and at the discretion of, the Board of Directors may be excused.*

UNEXCUSED ABSENCES

An unexcused absence is a part of a student's school record. Students will be marked for an unexcused absence for:

- **Failure to Attend School:** *Failure to attend school, with or without the knowledge of the parent/legal guardian, for reasons other than those specifically outlined as excused absences will be considered unexcused absences.*

SCHOOL TARDY

A student is tardy when he/she arrives at school after the beginning of the official school day, or is not in the assigned class at the official beginning of the class period.

- **Excused Tardy:** *Late arrival to school or class as a result of reasons defined herein as excused absences or as a result of events physically out of one's control such as inclement weather, documented transportation delays, health related emergencies, power outage, compliance with court order, etc. shall be excused.* Students who are late to school must have their parent(s)/guardian(s) come into the school office to sign the student in as tardy, and provide the reason for the tardiness. For carpools arriving late, the driver responsible for the carpool that day must come into the school office and sign in each student as tardy, and provide the reason for the tardiness. Once the student(s) have been properly signed in, they will get a "late slip" for admittance to class. **If this procedure is not followed, the student(s) will receive an unexcused tardy.**
- **Unexcused Tardy:** *Arriving late to school or class with or without the knowledge of parent/guardian, as a result of oversleeping, parent errands, etc., unless it is an excused tardy shall result in an unexcused tardy.* Being tardy to

school – whether the result of oversleeping, car problems, baby-sitting, athletic workouts, or socializing – is unacceptable.

- **Habitual School Tardy: 15 unexcused tardies result in referral to the social worker.** Students who repeatedly demonstrate their inability to arrive at school on time, and attain fifteen (15) unexcused tardies will be referred to the school social worker.

CLASS TARDY

Students are considered late if they are not in their classroom when the bell starts to ring – not when it finishes. If you are late between classes less than 5 minutes, you will be permitted to enter the classroom and the teacher will mark as tardy. Beyond 5 minutes, late students must report to the Administrative Assistant at Room 108 to receive an **PIT Academy Class Tardy** pass to class. If the student is tardy more than 10 minutes then the student will NOT be accepted to the class and this will be considered skipping class. You are responsible for making up work you miss due to tardiness. These class tardies will not be noted on a student's permanent transcript. However, students who receive more than five class tardies in one quarter may receive an **Office Referral Form** for excessive class tardiness.

MAKE-UP WORK FOR ABSENCES – EXCUSED OR UNEXCUSED

An excused or unexcused absence from school, even for several days, does not remove any student from responsibilities in the classroom on the day they return to school. Students who have been absent will be given the same number of days that they were absent to make up missed work. For an absence to be excused, a note should be submitted to the school office no later than three days after returning to school.

Assignments are available on the PIT Academy-Connect website and are available 24 hours a day – should a student be absent for any reason, they should access this information via the Internet. **Parents should not call or e-mail teachers or the Front Office asking for assignments.** Assignments, documents issued in the classroom and work material needed for an assignment are readily available and may be accessed by the student on the PIT Academy-Connect.

On the day the student returns to school, it is the student's responsibility to find out what work is required and when the work needs to be completed – failure to do this will result in a zero for each of those assignments.

For students who have been absent, make-up tests will be scheduled at a time designated by the teacher. It is the students' responsibility to take the test at that time. If the student fails to do this, the teacher is not obligated to set another time for the make-up. If the student fails to make up a test without making other arrangements, the teacher is not required to give the student the test.

EARLY CHECKOUTS

Being removed from classes and leaving the school prior to the official end of the school day with a parent or legal guardian is considered an early checkout. A photo ID is required to check a student out of school. Only those persons who have been previously approved by the parent(s)/guardian(s), and officially recorded on the student's records at school will be allowed to check out a student.

- ***To be considered "in attendance" for a school day, a student must be present for at least one-half of the school day, excluding the lunch period. Students leaving school before meeting that requirement will be considered absent for the day.***
- ***A parent or legal guardian must bring appropriate documentation showing the necessity of an early checkout at the time the student is released from school.***
- ***Early checkouts are not permitted during the last 30 minutes of the school day.***

TRUANCY

Any child who is subject to the compulsory attendance law who has more than five days of unexcused absences during the calendar school year is considered truant. Truancy shows a deliberate disregard for the educational program and is considered a serious matter that will have immediate consequences. If you are truant, no credit will be recorded for work you missed as a result of truancy.

- **After 5 unexcused absences:** The parent/legal guardian will be contacted by the school administrator requesting a conference. After two reasonable attempts to notify the parent/guardian without response, the school shall send a notice to the parent/guardian by certified mail, return receipt requested.
- **After 7 unexcused absences:** The parent/legal guardian will be notified by the school administrator that the student has only three unexcused absences remaining prior to violating the state attendance requirements.
- **After 10 unexcused absences:** A letter will be sent from the school administrator to the parent/legal guardian regarding attendance. In addition, a referral shall be made to the school social worker by the school administrator.

Excessive excused absences also impact the educational program and may be handled as follows:

- **After 5 excused absences:** The parent/legal guardian will be contacted by the school administrator or his designee by telephone or parental conference regarding attendance when possible. If contact is unsuccessful, a letter will be sent by the school administrator.

- **After 7 excused absences:** A letter will be sent from the school administrator to the parent/legal guardian regarding attendance. In addition, the school administrator shall confer with the school social worker to determine whether a referral is warranted, at this time.
- **After 10 excused absences:** the school has the discretion to confer with the school social worker to determine whether any action should be taken to address the absences.

When administrative actions taken to correct truancy have proven ineffective, the school system may file proceedings in court and furnish evidence for the conviction of parents/legal guardian and/or child for non-compliance with state attendance laws.

PERFECT ATTENDANCE

Students are recognized if they maintain perfect attendance. Perfect attendance is considered as zero absences and zero tardies to school and zero absences and zero tardies to each assigned class. Whether the absence/tardy is excused or unexcused is not a consideration.

DRESS CODE

The Board of PIT Academy wishes to foster a productive and safe learning environment. We believe that implementing a dress code significantly contributes to this objective by eliminating possible distractions and promoting to school unity. Hence, all students will wear uniforms at PIT Academy. Upon the establishment of the school, feedback will be received from the parent community and the PIT Academy Board will finalize the details with the dress code and uniforms.

CLASSROOM MANAGEMENT

PIT Academy uses a **School-wide Classroom Management Plan** in which all faculty and staff work in a cooperative systemic effort to encourage a successful learning environment. This plan is designed to ensure an effective learning atmosphere for all students and to curtail any minor inappropriate behaviors that disrupt the learning environment.

The structure of the Classroom Management Plan consists of four main parts:

- **Rules** - the expected behaviors for all students.
- **Consequences** – what the student chooses to accept if a rule is broken.
- **Rewards** - what the student receives for appropriate behavior
- **Commendations** – what the student receives for exceptional behavior.

School-wide Rules:

1. Respect yourself and others.
2. Follow directions the first time.
3. Be prepared for each class.
4. Keep yourself to yourself.
5. Transition quickly and quietly.

Teacher Intervention Process for Classroom Misconduct

The teacher, in response to **minor** disciplinary problems in the classroom, will take the following steps when students fail to abide by the established behavioral expectations:

1. Verbal Warning

Students who create classroom disruptions and/or fail to meet behavioral expectations will be given a verbal warning – they will be identified by name, told what they are/aren't doing properly, instructed how they need correct the situation, and then required to sign in on the Verbal Warning Log – should they refuse to sign the Verbal Warning Log, they will be given an **Office Referral Form**. Verbal Warnings will be entered on PIT Academy-Connect for parental viewing.

2. Isolation in Classroom

Students who do not properly respond to the first step of a verbal warning will be placed in isolation within the classroom. Upon being placed in isolation, the student will be required to sign in on the Isolation Log – should they refuse to sign the Isolation Log, they will be given an **Office Referral Form**. The length of time to be served in isolation will be determined solely by the teacher and

may differ for each situation. Isolations will be entered on PIT Academy-Connect for parental viewing.

Note: Should a student receive more than three (3) Isolations during one semester in any classroom, they may be given an Intervention Referral following the Verbal Warning.

3. Intervention Referral Forms

1. Should misbehavior continue after the first two steps, the teacher will complete an ***Intervention Referral Form*** and send the student to the Discipline Coordinator. The student will remain in Intervention for the rest of the period. **Intervention Room is considered an extension of the classroom**, and during the student's visit, the Discipline Coordinator will counsel the student with regard to the cited offense. If the Discipline Coordinator determines that additional counsel or parent contact is needed, he/she may contact the parent(s)/guardian(s).

These ***Intervention Referral Forms*** will not be noted on a student's permanent discipline transcript. However, they will be entered on PIT Academy-Connect for parental viewing and students who receive more than three ***Intervention Referral Forms*** in one semester may receive an ***Office Referral Form*** for excessive classroom misbehavior/violations.

SERVICES FOR STUDENTS

AFTER SCHOOL ACTIVITIES

A number of extracurricular clubs and/or enrichment activities are offered for students. A brochure describing these activities is available in the school office. Nominal fees may be charged for participation in order to cover the cost of materials and/or supplies. There is no better way for students to enrich their education than by taking part in clubs and after-school activities or through working with a teacher. These opportunities will allow you to explore things you already enjoy and to try other areas that sound interesting.

In order to participate in any after school extra-curricular activity, including music performances, plays, etc., students must arrive in time to be counted present during the school day. Students staying for after school activities will be expected to follow the following rules or they may be banned from all after school activities:

- You may not stay after school to wait for another student.
- You must be with a teacher or other staff member at all times.
- You must abide by the PIT Academy Code of Conduct while participating in the activity.
- Your school activity privileges will be cancelled if discipline becomes a problem.
- You must clear the school building immediately following after school activities by using the front door.
- You must arrange for your own transportation to arrive promptly at the end of the activity –usually at 4:30 PM.

Signing up for after school activities is required for each semester in order to be eligible to participate.

AFTER SCHOOL CARE PROGRAM

The After School Care Program is established to accommodate parents who cannot pick up their students by 4:30 PM. Students will be hosted under supervision of an adult and will be able to read, study, and do homework during this time until 6PM. Students will also be offered juice and snack. The charge for this service is 10 dollars.

COMMUNICATIONS BETWEEN SCHOOL & HOME

Every effort will be made to ensure good communication between the home and the school. Parents may communicate directly with the school's staff members via e-mail, voice mail, written request, or by accessing the school's web page. A softcopy of the newsletter will be sent home weekly via e-mail announcing upcoming school activities and events. Hardcopy versions will be available at the end of each week in the front lobby of the school.

FIELD TRIPS

Field Trips offer exciting ways to learn. PIT Academy students will have the opportunity to go on field trips at various times throughout the school year. Grade level and/or team sponsored day field trips are offered to most students. **Students who have received an out-of-school suspension (OSS) during the school year, will not be eligible to participate in any overnight field trips for the rest of the school year and any fees or deposits paid earlier are non-refundable.** In addition, any student who has demonstrated the inability to follow rules may be prohibited from participating - this determination will be made by the administration on an individual basis. Any fees or deposits paid earlier are non-refundable. For all field trips, you will be expected to follow these rules:

- You must abide by the PIT Academy Code of Conduct and Discipline Plan while on the field trip.
- You must follow the PIT Academy Dress Code.
- You must bring to school the **Field Trip Permission Slip**, signed by your parents or guardian, by the specified date. No phone calls or e-mails will be accepted as permission.

LUNCH/NUTRITION PROGRAM

Students may purchase a nutritional lunch in the school cafeteria or may bring their lunch from home. The cost for student lunch is announced at the beginning of school and can be **paid on a monthly basis ONLY**. Students may purchase milk or juice at school. Students needing free or reduced lunch should contact the administration.

MEDIA CENTER

The Media Center is a resource center for all print and non-print materials. Media Center services offered to students include assistance with research assignments and book selections. Students must comply with all Media Center rules, including but not limited to, no games on the computers and computers need to be used for research assignments only.

SPECIAL EDUCATION SERVICES

PIT Academy employs a certified Special Education Resource Teacher to provide consultation services to classroom teachers who serve special education students, as needed. PIT Academy shall comply with federal and state law to ensure that all students with disabilities will be provided with a free appropriate education (FAPE).

SCHOOL PICTURES

A contracted photographer will photograph students in the school during the fall and spring semesters. Parents may purchase the entire package of photos or a partial packet.

TRANSPORTATION TO AND FROM SCHOOL

Students should be dropped off in the designated area in front of the school. When picking a student up at dismissal time, please use the driveway at the front of the building.

HEALTH AND SAFETY

OVER-THE-COUNTER MEDICATIONS

Aspirin, Tylenol, and other patient over-the-counter drugs are not available through school. Should you wish for your child to have access to these medications, you must sign a waiver and leave a supply with the school secretary.

MEDICATION POLICY

Medication should not be brought to school unless it is essential to the health of the student. If a student must take medicine at school, these procedures must be followed:

The medication to be administered by designated school personnel must be sent directly from the pharmacy or physician's office **or** brought to school by the student's parent/guardian. The school must receive a **Medication Administration Directions Form** signed by the student's physician and parent/guardian.

The following information must be printed clearly on the medication container:

- Student's Name
- Name of the medication
- Dosage
- Time the medication must be taken.

Bring in only the amount of medication that is needed for a school day. In the case of prolonged need, send in the amount for a clearly specified period such as one week or one month. Extra medication will not be sent home with a student. All medication will be kept in a secure location in the clinic.

SELF-ADMINISTRATION OF MEDICATION

As a general rule, students are not allowed to carry any medication with them in school. However, students may carry and administer their medication **if both of the following conditions are met:**

- It is warranted by a potentially life-threatening condition and advised by their physician **AND**
- A **Medication Self-Administration Form** is on file in the office signed by the student's parent, the physician, and the principal.

GENERAL INFORMATION

ANNOUNCEMENTS

Official announcements are provided on our website – www.pitacademy.org - and in our weekly newsletter. As a common practice, announcements made by the administration, which affect the school community, are made through these two communication devices. PIT Academy encourages parent(s)/guardian(s) to check our website on a regular (daily) basis. The Board of Directors, Administration, Teachers and Staff at PIT Academy are dedicated to keeping our community informed.

BOOKBAGS, PENCIL BAGS, ROLLER BAGS and PURSES

Students may use book bags to transport only school materials to and from school. During the school day, however, PIT Academy requires that all book bags remain in students' lockers. **Roller bags are NOT ALLOWED to be used in the building.** All book bags must be small enough to fit easily inside the locker.

Only handheld pencil bags are permitted – pencil bags worn on the back (or any bag worn on the back) must remain in students' lockers.

Only handheld purses are permitted – purses worn on the back must remain in student's lockers.

CELL PHONES

Although students are permitted to bring cell phones to school, it is not encouraged. If a student brings a cell phone to school, it may not be used inside the school building. **The cell phone must be turned off before entering the school building and immediately placed in the student's locker.** The student may not carry the phone with them during school hours. Students not complying with these requirements will have their cell phone confiscated - the cell phone will only be returned directly to the parent/guardian. Should there be additional offense(s), the student also will be given an **Office Referral Form** for repeated violations of school rules.

CLASSROOM OBSERVATIONS

PIT Academy values the concept of parents as partners in education. Parent and community support and assistance are vital in all facets of the school program. Parents of currently enrolled students or prospective students may wish to observe the classroom setting or perhaps volunteer to serve as an instructional partner in the classroom. To minimize disruption of the classroom environment, all classroom observations are limited to one per semester and must be scheduled in advance with the Assistant Principal.

CORRECTIONS AND/OR MODIFICATIONS TO THIS HANDBOOK

PIT Academy reserves the right to make changes or modifications to this handbook as needed throughout the school year. Changes or modifications made during the school year will be announced in the weekly newsletter. The latest version will always be available on our website at www.pitacademy.org

EMERGENCY DRILLS

Regular emergency preparedness drills will be held throughout the school year so that students will be trained to act properly in an emergency. These drills will include fire, tornado, and other crisis emergency drills. A comprehensive emergency preparedness plan is on file in the office.

LOST and FOUND

Personal items that are found should be turned in at the front office. Students should check with the front office secretary for lost articles. Unclaimed item will be donated to charity every month after students are informed about the deadlines to check lost and found items.

MISSING ITEMS

When an item is missing, students should report the missing item to the Discipline Coordinator. At that time, the student should complete a ***Missing Items Form*** which will permit the item to be returned to the owner should it be found or located. Should the owner find the item themselves or it be returned directly to them, they should notify the Discipline Coordinator as soon as the item has been located.

PARENT PARTICIPATION

There are a number of opportunities at PIT Academy for which a parent can volunteer. Among these are jobs as after school club supervisors or assistants, library assistants, cafeteria aides, clinic volunteers, room representatives, and instructional partners. Contact the office for more information.

PARENTS' RIGHT TO KNOW

In compliance with the requirements of the *No Child Left Behind* statute, Schools informs parents that you may request information about the professional qualifications of your student's teacher(s). The following information may be requested:

- whether the teacher has met the North Carolina Professional Standards Commission requirements for certification for the grade level and subject areas in which the teacher provides instruction;
- whether the teacher is teaching under an emergency or other provisional status through which North Carolina qualifications or certification criteria have been waived;
- the college major and any graduate certification or degree held by the teacher;
- whether the student is provided services by paraprofessionals, and if so, their qualifications.

PAYMENT BY CHECK

Parents may take care of monetary obligations by cash or check. Checks should be made payable to PIT Academy. There will be \$25 charge for any check returned to the school by the bank.

STUDENT AGENDA / HALL PASSES

Students must bring their agenda to school daily, and carry it with them to all of their classes. All students in the hall while classes are in session must carry their agenda with them. There is a section for hall passes at the bottom of each page. Teachers will issue hall passes to students who have justifiable reasons for leaving the room. Regardless of the reason issued, hall passes are only valid for a maximum time of five (5) minutes out of the room.

An agenda will be issued to each child for a fee of \$5.

It is the student's responsibility to maintain their Student Agenda in the original condition as it was issued:

1. **The front and back cover must not be altered or removed** - The front cover and back cover must remain attached, and must not be altered, cut, or damaged in any way.
2. **Student & Parent Handbook may not be removed** - The Student & Parent Handbook section must remain intact as a part of the Agenda so that students and parents may reference the school information and rules at any time.
3. **Dated pages may not be removed** - Dated pages must remain in the Agenda for student, parent, and administrative reference to past assignments, phone permissions given, and/or hall passes issued.

Should a Student Agenda fail to meet these requirements, it will be confiscated and the student will be required to purchase another Student Agenda. A replacement cost of \$5 will be required for lost or damaged agendas.

STUDENT I.D. CARDS

Student I.D. cards are issued to all students for security and identification purposes. Should the safety and security of our students be compromised in any way, a "LOCK DOWN" scenario would occur where outside law enforcement authorities may be required to enter and secure the building – all PIT Academy staff and students must be able to show proper identification. All students must have their Student I.D. Card with them at all times and present it immediately when requested by school personnel or law enforcement authorities. Additionally, students need to present their Student I.D. Card in the Media Center in order to check out books or other reference materials. The Student I.D. Card will be issued at the beginning of the school year to each child for a fee of \$5. Students are not permitted to deface or alter their Student I.D. Card in any manner – should this happen, the I.D. card will be confiscated and the student will be required to purchase a new I.D. card. A replacement cost of \$5 will be required for lost or damaged cards. It is recommended that all students maintain their Student I.D. Card in their wallet, purse or attached to a lanyard.

TELEPHONE CALLS

Students may not be called from class to talk on the telephone during school hours, nor are they allowed to make outgoing calls except in the most necessary circumstances. As part of an effort to teach responsibility, students are discouraged from calling home for forgotten items. **Students may not use any phone at school other than an office phone – classroom phones are prohibited from use by students at any time.** The school does not have sufficient phone lines to accommodate student phone calls at the end of the school day. All arrangements regarding after school activities must be made before the student leaves home in the morning. Calls of an emergency nature, that may involve the interruption of a class to deliver a message to a child, must be directed to the principal or Discipline Coordinator for approval. **Students must have written permission from an administrator stating a reason in order to use the office phones between 7:30 and 4:30.** We ask that all students please come to school in the morning clearly knowing whether their parents expect them to ride the bus, or be picked up by car in the afternoon. We also ask that parents please know whether or not their children are planning to stay for an after-school activity.

DRAFT FORMS

PIT Academy Citation

Student: _____

Grade: _____

Date: _____ Time: _____

Location: _____

Offense: _____

Teacher Signature: _____

Student Signature: _____

Parent Signature: _____

PIT Academy Commendation

Student: _____

Grade: _____

Date: _____ Time: _____

Exceptional Act: _____

Teacher Signature: _____

Student Signature: _____

Parent Signature: _____

**PIT ACADEMY
REPORT OF STUDENT CONDUCT**

STUDENT: _____ DOB _____ GRADE _____

INCIDENT DATE _____ TIME _____ ROOM _____

ALLEGED ACT(S): _____

RULE(S) VIOLATED: _____

ACTION TAKEN PRIOR TO REFERRAL TO SCHOOL ADMINISTRATION:

- ☐ Informed student of class rules
- ☐ Changed student's seat
- ☐ Classroom time out
- ☐ Telephoned parent Date contacted _____ Time _____
- ☐ Held conference with parent/guardian Date _____ Time _____
- ☐ Reprimand of student by teacher
- ☐ Held private conference with student
- ☐ Formulation of action plan by student

STUDENTS
RESPONSE _____

PARENTS
RESPONSE _____

REPORT DATE _____

ORIGINATOR'S SIGNATURE _____

ACTION TAKEN BY SCHOOL ADMINISTRATION:

DATE DETENTION BEGINS: _____ No. of Days _____ DATE SUSPENSION BEGINS _____

No. of Days _____ ISS _____ OSS _____

Other action taken: _____

PARENT CONFERENCE HELD: _____ PARENT TELEPHONE CONFERENCE
HELD: _____

____ Notified next behavior violation will result in a Tribunal or an Informal Hearing.

____ Notified of student's referral to a Tribunal or an Informal Hearing

ADMINISTRATOR'S COMMENTS: _____

PARENT'S COMMENTS: _____

PARENT'S/GUARDIAN'S HOME ADDRESS: _____

PARENT'S/GUARDIAN'S WORK PHONE: _____ PARENT'S/GUARDIAN'S HOME PHONE: _____

STUDENT'S SIGNATURE _____

DATE _____

PARENT'S/GUARDIAN'S S SIGNATURE _____

DATE _____

ADMINISTRATOR'S SIGNATURE _____

DATE _____

PIT Academy INTERVENTION REFERRAL FORM

Student: _____ **Date:** _____
Grade: _____ **Period:** _____ **Time:** _____

Teachers: Please check the appropriate category of classroom misconduct, finish completing, and sign the form. Then send the student with the completed form to the Intervention Room.

Classroom Misconduct:

_____	Horseplay
_____	Out of Seat
_____	Peer conflict
_____	Verbal disruption
_____	Not participating as instructed
_____	Unprepared for class (non textbook issues)

Briefly describe the student's inappropriate behavior:

Teacher Signature: _____

The teacher in response to minor disciplinary problems in the classroom will first give a **Verbal Warning** and if the student continues misbehaving the teacher will assign **Isolation in Classroom**. Should misbehavior continue after the first two steps, the teacher will complete an **Intervention Referral Form** and send the student to the Intervention Room. The student will remain in the Intervention Room for the rest of the period. **The Intervention Room is considered an extension of the classroom** and during the student's visit, designated teacher or administrator will counsel the student with regard to the cited offenses. If the designee determines that additional counsel or parent contact is needed, he/she may do any one, or all of the following:

1. Contact the parent(s)/guardian(s)
2. Refer the student to the EC Teacher
3. Refer the student to the Assistant Principal of Discipline

These **Intervention Referral Forms** will not be noted on a student's permanent discipline transcript. However, they will be entered on PITConnect for parental viewing and students who receive more than three **Intervention Referral Forms** in one semester may receive an **Office Referral Form** for excessive classroom misbehavior/violations.

Student Signature: _____ **Intervention Specialist:** _____

VII. BUSINESS PLAN

VII.A. PROJECTED STAFF

Provide a list of positions anticipated for the charter school; (e.g., principal or director; support staff; teachers, part-time and full-time; paraprofessionals/teaching assistants, clerical, and maintenance)

Prior to each academic year, and as required by the SBE, the School will report the total number of teachers and the total number of teachers who hold valid licenses who are employed to teach at the school.

PIT ACADEMY Projected Staff for 2010-2011		
Position	Full Time/Part Time	Number
Principal	Full Time	1
Clerical	Full Time	2
Custodian	Full Time	1
Teachers	Full Time	16
Substitute Teacher	Part Time	1
Teacher Assistant	Full Time	3
Exceptional Children Teacher	Full Time	1
Technology Specialist	Full Time	1

VII.B. QUALIFICATIONS REQUIRED FOR INDIVIDUAL POSITIONS: (G.S.115C-238.29F(e))

List the qualifications and licenses that each position must have to perform the job function(s). Describe the plan to meet the licensure requirements for teachers and paraprofessionals as prescribed by state law and No Child Left Behind..

All core subject teachers will be highly qualified as outlined by the Federal No Child Left Behind Act. As North Carolina State Statute requires, 75% of elementary school teachers and 50% of middle and high school teachers will be licensed. Teachers who are not licensed will

hold a minimum of Baccalaureate degree in a related field. PIT Academy will strongly encourage its non-licensed teachers to become North Carolina licensed by going through the licensure procedures.

The school believes that the quality of the professional staff is an important factor in determining the quality of education offered. It is the responsibility of the principal to locate and recruit the best-qualified candidates to meet the school's educational needs. The school will prefer qualified certified personnel in the first place. However, in case of shortage of certified candidates and/or for any other reason deemed appropriate by the principal, candidates from traditional secondary environments, from postsecondary environments, from international teacher recruitment organizations, and from business, industry and the military will also be considered. Staff selection shall be based on strong academic preparation, professional competence, intellectual rigor, emotional maturity, enthusiastic professional attitude, knowledge of instructional practices, and ability to contribute to the advancement of the school mission. Emphasis will be placed on the candidate's academic records and his/her previous relevant experience.

All prospective employees at PIT Academy will be required to submit at least three references of professional ability and personal character. Fingerprints will be submitted for a criminal background check through the North Carolina Department of Justice's Criminal History Records. No prospective employee will be hired if such background check reveals a criminal history that indicates the individual poses a potential threat to the safety of students or personnel or the integrity of the school community.

VII.B.1. JOB DESCRIPTIONS FOR INDIVIDUAL POSITIONS

Principal:

Requires a Bachelor's degree in a technical discipline or Secondary Education, and at least 1 year of experience in charter school administration or teaching. Experience involving charter application preparation / charter school startup is a plus. Job duties for the position include: Directs and coordinates educational, administrative, and counseling activities of secondary school. Develops and evaluates educational program to ensure conformance to state and school board standards. Develops and coordinates educational programs through meetings with staff, review of teachers' activities, and issuance of directives. Confers with teachers, students, and parents concerning educational and behavioral problems in school. Establishes and maintains relationships with colleges, community organizations, and other schools to coordinate educational services. Requisitions and allocates supplies, equipment, and instructional material as needed. Directs preparation of class schedules, cumulative records, and attendance reports. Observes and evaluates teacher performance. Interviews and hires teachers. Observes school activities to monitor safety and security. Plans and monitors school budget. Plans and presents proposals for funding and grants related to charter school status. Develops and administers educational programs for students with special needs.

Teachers:

Bachelor's degree required with a concentration in education, curriculum or teaching specialty; Master's degree preferred. Prior teaching experience in K-12 education preferred; demonstrated

leadership abilities. Must have a valid North Carolina Secondary (K-12) teaching license or eligible for lateral entry licensure. Must possess a thorough and current knowledge of curriculum and effective teaching practices and group dynamics; successfully demonstrate competence in human relations, communicate effectively orally and in writing, are proficient in supervision, exercise good leadership skills, establish a school climate conducive to goal accomplishment and support the school philosophy. Good knowledge of charter school concept is a plus.

VII.C. ENROLLMENT

In the following tables, please list for each year and grade level, the numbers of students that the school reasonably expects to enroll. In addition, please indicate any plans to increase the grade levels offered by the school.

The numbers in the following tables are projections, or estimates, and do not bind the State to fund the school at any particular level.

For the first two years the State will fund the school up to the maximum projected enrollment for each of those years as set forth and approved in the projected enrollment tables. However, in subsequent years, the school may increase its enrollment only as permitted by G.S. 115C-238.29D(d), that is, an increase of 10% per year based on the previous year's enrollment. Any increase above 10% must be approved by the State Board of Education in accordance with G.S. 115C-238D(d).

Please see the tables starting with section VII.C.1 for the projected enrollment in the school from 2011-2012 through 2015-2016 school years, and related revenue and expenditure projections. PIT Academy plans to employ **Acadia NorthStar, a NC limited liability corporation specialized in charter school accounting in NC**, as the accounting agent once the school commences operation. Please see the letter of commitment with Acadia NorthStar in the next page. Revenue and expenditure figures in the budget have been prepared with certain more realistic assumptions made (relevant places noted on the budget) from Acadia NorthStar's experience in this area.



Acadia NorthStar, L.L.C. Letter of Commitment

Charter School Name (hereinafter "Client"): Piedmont IT Academy
State: North Carolina

This Letter of Commitment (hereinafter "Commitment") entered into by and between Acadia NorthStar, L.L.C., a North Carolina Limited Liability Company based in Rutherfordton, North Carolina and authorized to conduct business in North Carolina (hereinafter "Contractor") and Client. This Commitment and the terms specified herein shall extend to any successor entity to Contractor including a corporation, group, organization, association or company.

In exchange for startup support services associated with the application or planning of the charter in the name of Client, including but not limited to review and commentary regarding the charter proposal, review and recommendations regarding the budget and other general management and operations advice, Client agrees, on the contingency that a charter is granted by the above noted state and on the contingency that Client commences operations, to engage Contractor in a Service Agreement for financial management services for a period of three years beginning on July 1 of the year that Client commences operations. Financial Management services will be extended to client based on the following fee schedule:

Operating Year 1: The greater of \$16,000 or \$125.00 per enrolled student.
Operating Year 2: The greater of \$16,000 or \$125.00 per enrolled student.
Operating Year 3: The greater of \$16,000 or \$125.00 per enrolled student.

Fees and terms of contract may be renegotiated by mutual consent thirty days following the first day of school in the first operating year. Client acknowledges that the above stated fees do not include any costs for software or software support, grant writing, student information management, board training or other additional fee-based services. Rates for said services will be negotiated under a separate instrument.

Contractor acknowledges that if Client is not granted a charter or does not commence operations, that Client owes Contractor nothing.

In the event that Client is granted a charter and commences operations but does not fulfill the terms of this Commitment, Client agrees to pay contractor the sum of \$15,000.00 for startup support services rendered. Said payment shall be forwarded within 10 business days of the first day of Client's opening day of school. Upon payment of said fees, Client has no further obligation to Contractor.

By having set my signature upon this Commitment, I hereby attest that I understand and agree to, without exception, the terms set forth in this Letter of Commitment.

SIGNATURE - AUTHORIZED AGENT

02-05-10

DATE

Ismail Yavuz SAKA OGLU

PRINTED NAME OF AUTHORIZED AGENT

DAVID M. FAUNCE, CHIEF FINANCIAL OFFICER, ACADIA NORTHSTAR, L.L.C.

VII.C.1. PROJECTED ENROLLMENT 2011-12 THROUGH 2015-16 (TABLE I)

**IDENTIFY LEA FROM
WHICH STUDENTS WILL
PROBABLY COME**

List LEA #1 – Union County

List LEA #2 – Mecklenburgh County

List LEA #3 – Cabarrus County

<u>GRADES</u>		2011-2012			2012-2013			2013-2014			2014-2015			2015-2016		
		LEA 1	LEA 2	LEA 3	LEA 1	LEA 2	LEA 3	LEA 1	LEA 2	LEA 3	LEA 1	LEA 2	LEA 3	LEA 1	LEA 2	LEA 3
Kindergarten	K	<u>30</u>	<u>3</u>	<u>3</u>	<u>30</u>	<u>3</u>	<u>3</u>	<u>30</u>	<u>3</u>	<u>3</u>	<u>30</u>	<u>3</u>	<u>3</u>	<u>30</u>	<u>3</u>	<u>3</u>
First	1	<u>30</u>	<u>3</u>	<u>3</u>	<u>30</u>	<u>3</u>	<u>3</u>	<u>30</u>	<u>3</u>	<u>3</u>	<u>30</u>	<u>3</u>	<u>3</u>	<u>30</u>	<u>3</u>	<u>3</u>
Second	2	<u>34</u>	<u>3</u>	<u>3</u>	<u>34</u>	<u>3</u>	<u>3</u>	<u>34</u>	<u>3</u>	<u>3</u>	<u>34</u>	<u>3</u>	<u>3</u>	<u>34</u>	<u>3</u>	<u>3</u>
Third	3	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>
Fourth	4	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>
Fifth	5	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>	<u>32</u>	<u>4</u>	<u>4</u>
Sixth	6	<u>36</u>	<u>4</u>	<u>4</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>

PROJECTED ENROLLMENT 2011-12 THROUGH 2015-16 CONTINUED (TABLE I continued)

		2011-2012			2012-2013			2013-2014			2014-2015			2015-2016		
		LEA 1	LEA 2	LEA 3	LEA 1	LEA 2	LEA 3	LEA 1	LEA 2	LEA 3	LEA 1	LEA 2	LEA 3	LEA 1	LEA 2	LEA 3
Seventh	7				<u>35</u>	<u>4</u>	<u>5</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>
Eighth	8							<u>34</u>	<u>5</u>	<u>5</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>
Ninth	9										<u>17</u>	<u>3</u>	<u>4</u>	<u>38</u>	<u>5</u>	<u>5</u>
Tenth	10													<u>18</u>	<u>3</u>	<u>3</u>
Eleventh	11															
Twelfth	12															
LEA Totals		<u>226</u>	<u>25</u>	<u>25</u>	<u>285</u>	<u>31</u>	<u>32</u>	<u>344</u>	<u>38</u>	<u>38</u>	<u>387</u>	<u>42</u>	<u>43</u>	<u>426</u>	<u>47</u>	<u>47</u>
Overall Total Enrollment		<u>276</u>			<u>348</u>			<u>420</u>			<u>472</u>			<u>520</u>		

VII.C.2. BUDGET: REVENUE PROJECTIONS 2011-12 THROUGH 2015-2016

INCOME: REVENUE PROJECTIONS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<i>--State ADM Funds</i>	<u>\$1,265,012.74</u>	<u>\$1,596,571.79</u>	<u>\$1,925,019.39</u>	<u>\$2,165,465.18</u>	<u>\$2,383,357.34</u>
<i>--Local Per Pupil Funds</i>	<u>\$545,774.93</u>	<u>\$688,687.30</u>	<u>\$830,527.07</u>	<u>\$934,081.63</u>	<u>\$1,028,271.61</u>
<i>--Federal Funds</i>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
<i>--Grants*</i>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
<i>--Foundations*</i>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
<i>--Private Funds*</i>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
<i>--Other Funds*</i>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
TOTAL INCOME	<u>\$1,810,787.67</u>	<u>\$2,285,259.09</u>	<u>\$2,755,546.46</u>	<u>\$3,099,546.81</u>	<u>\$3,411,628.95</u>
*If you are depending on these sources of funding to balance your operating budget, please provide documentation, such as signed statements from donors, foundations, etc., on the availability of these funds.					

BUDGET (CONTINUED): REVENUE PROJECTIONS 2011-12 THROUGH 2015-2016

SHOW
CALCULATIONS
FOR FIGURING
STATE
AND LOCAL
DOLLARS
FOR THE
PROPOSED
CHARTER SCHOOL

See <http://www.ncpublicschools.org/fbs/stats/index.html>

(OR Click on: Agency Website: Division of Financial Services, Reports and Statistics, Statistical Data

The formula for figuring these allotments can be found in the Resource Guide.

2011-2012					
	ADM	X	\$/ADM	=	Funding
State Revenues					
Revenue – State Funds - Union	226	X	\$4,167.18	=	\$943,116.18
Revenue – State Funds - Mecklenburg	25	X	\$4,216.90	=	\$104,747.80
Revenue – State Funds - Cabarrus	25	X	\$4,048.01	=	\$100,552.57
Special Education Funds	33	X	\$3,500.00	=	\$116,596.20
Local Revenues					
Revenue – Union	226	X	\$1,994.00	=	\$451,282.08
Revenue - Mecklenburg	25	X	\$2,262.96	=	\$56,211.93
Revenue - Cabarrus	25	X	\$1,541.10	=	\$38,280.92
				Total Funding	\$1,810,787.67
Total Students	276				

2013-2014					
	ADM	X	\$/ADM	=	Funding
State Revenues					
Revenue – State Funds - Union	344	X	\$4,167.18	=	\$1,435,176.79
Revenue – State Funds - Mecklenburg	38	X	\$4,216.90	=	\$159,398.82
Revenue – State Funds - Cabarrus	38	X	\$4,048.01	=	\$153,014.78
Special Education Funds	51	X	\$3,500.00	=	\$177,429.00
Local Revenues					
Revenue – Union	344	X	\$1,994.00	=	\$686,733.60
Revenue - Mecklenburg	38	X	\$2,262.96	=	\$85,539.89
Revenue - Cabarrus	38	X	\$1,541.10	=	\$58,253.58
				Total Funding	\$2,755,546.46
Total Students	420				

2012-2013					
	ADM	X	\$/ADM	=	Funding
State Revenues					
Revenue – State Funds - Union	285	X	\$4,167.18	=	\$1,189,146.48
Revenue – State Funds - Mecklenburg	31	X	\$4,216.90	=	\$132,073.31
Revenue – State Funds - Cabarrus	32	X	\$4,048.01	=	\$128,192.38
Special Education Funds	42	X	\$3,500.00	=	\$147,159.61
Local Revenues					
Revenue – Union	285	X	\$1,994.00	=	\$569,007.84
Revenue - Mecklenburg	31	X	\$2,262.96	=	\$70,875.91
Revenue - Cabarrus	32	X	\$1,541.10	=	\$48,803.55
				Total Funding	\$2,285,259.09
Total Students	348				

2014-2015					
	ADM	X	\$/ADM	=	Funding
State Revenues					
Revenue – State Funds - Union	387	X	\$4,167.18	=	\$1,612,865.35
Revenue – State Funds - Mecklenburg	42	X	\$4,216.90	=	\$179,133.91
Revenue – State Funds - Cabarrus	43	X	\$4,048.01	=	\$173,870.13
Special Education Funds	57	X	\$3,500.00	=	\$199,595.80
Local Revenues					
Revenue – Union	387	X	\$1,994.00	=	\$771,757.76
Revenue - Mecklenburg	42	X	\$2,262.96	=	\$96,130.54
Revenue - Cabarrus	43	X	\$1,541.10	=	\$66,193.33
				Total Funding	\$3,099,546.81
Total Students	472				

	2015-2016				
	ADM	X	\$/ADM	=	Funding
State Revenues					
Revenue – State Funds - Union	426	X	\$4,167.18	=	\$1,776,885.55
Revenue – State Funds - Mecklenburg	47	X	\$4,216.90	=	\$197,350.92
Revenue – State Funds - Cabarrus	47	X	\$4,048.01	=	\$189,446.87
Special Education Funds	63	X	\$3,500.00	=	\$219,674.00
Local Revenues					
Revenue – Union	426	X	\$1,994.00	=	\$850,241.60
Revenue - Mecklenburg	47	X	\$2,262.96	=	\$105,906.53
Revenue - Cabarrus	47	X	\$1,541.10	=	\$72,123.48
				Total Funding	\$3,411,628.95
Total Students	520				

**State and local revenue \$/ADM based on actual 2009-2010 funding

**Special Education \$/ADM based on lowest of 3-year average for counties (rounded down)

**Special Education ADM based on average EXC charter school enrollment in applicable counties (12.07%)

BUDGET (CONTINUED): EXPENDITURE PROJECTIONS 2011-12 THROUGH 2015-2016

MAY AMEND AS THE NEEDS OF THE SCHOOL DICTATES.

BUDGET EXPENDITURE PROJECTIONS GS 115C-238.B(b)(5)	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
PERSONNEL										
TOTAL # STAFF	26	\$847,700.00	32	\$1,068,207.89	39	\$1,305,451.91	44	\$1,452,293.56	46	\$1,603,860.72
ADMINSTRATORS	1	\$65,000.00	2	\$111,300.00	2	\$113,952.00	2	\$116,231.04	2	\$118,555.66
CLERICAL	2	\$46,000.00	3	\$64,000.00	3	\$67,200.00	3	\$70,560.00	3	\$74,088.00
TEACHERS	18	\$614,000.00	20	\$694,907.89	26	\$895,017.41	29	\$998,448.14	31	\$1,122,680.34
LIBRARIANS	0	\$0.00	1	\$26,000.00	1	\$27,300.00	1	\$28,665.00	1	\$30,098.25
GUIDANCE	0	\$0.00	1	\$32,000.00	1	\$35,000.00	1	\$35,000.00	1	\$40,000.00
TEACHER ASSISTANTS	3	\$55,200.00	3	\$69,600.00	4	\$92,400.00	5	\$103,840.00	5	\$114,400.00
CUSTODIAN	1	\$20,000.00	1	\$20,400.00	1	\$21,420.00	2	\$43,000.00	2	\$43,860.00
MAINTENANCE	0		0		0		0		0	
FOOD SERVICE	0		0		0		0		0	
BUS DRIVER	0		0		0		0		0	
OTHER										
NURSE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TECHNOLOGY	1	\$30,000.00	1	\$31,500.00	1	\$33,075.00	1	\$34,728.75	1	\$36,465.19
CONTRACTED		\$17,500.00		\$18,500.00		\$20,087.50		\$21,820.63		\$23,713.28
EMPLOYEE BENEFITS		\$290,985.10		\$383,668.24		\$534,068.91		\$637,275.69		\$735,558.63
STAFF DEVELOPMENT		\$7,000.00		\$14,000.00		\$15,550.00		\$16,655.00		\$17,320.50
MATERIALS & SUPPLIES		\$152,994.00		\$78,705.04		\$85,397.45		\$113,582.09		\$194,630.07
OFFICE SUPPLIES		\$23,140.00		\$26,805.22		\$30,434.43		\$33,883.27		\$37,534.59
INSTRUCTIONAL EQUIPMENT		\$68,540.00		\$39,380.00		\$73,077.20		\$99,606.74		\$37,240.03
OFFICE EQUIPMENT		\$14,000.00		\$7,250.00		\$7,415.00		\$12,496.50		\$13,446.15

BUDGET (CONTINUED): EXPENDITURE PROJECTIONS 2011-12 THROUGH 2015-2016

BUDGET EXPENDITURE PROJECTIONS	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
TESTING MATERIALS		\$7,010.40		\$8,839.20		\$10,668.00		\$14,915.20		\$16,432.00
INSURANCE		\$14,000.00		\$15,400.00		\$16,940.00		\$18,634.00		\$20,497.40
RENT & UTILITIES		\$272,580.00		\$333,505.00		\$394,858.25		\$441,080.16		\$484,695.07
MAINTENANCE & REPAIR		\$2,152.80		\$2,714.40		\$3,276.00		\$3,681.60		\$4,056.00
TRANSPORTATION		\$17,000.00		\$18,700.00		\$20,570.00		\$22,627.00		\$24,889.70
MARKETING		\$20,000.00		\$20,000.00		\$20,000.00		\$20,000.00		\$20,000.00
FOOD/CAFETERIA SUPPLIES		\$2,000.00		\$2,521.74		\$3,043.48		\$3,420.29		\$3,768.12
CONTRACTED SERVICES		\$56,760.00		\$66,050.00		\$77,893.00		\$84,894.06		\$91,478.74
TOTALS		\$1,795,862.30		\$2,085,746.73		\$2,598,643.64		\$2,975,045.17		\$3,305,407.72

VII.C.3. DETAILED BUDGET AND LONG TERM PLAN: 2011-12 THROUGH 2015-2016

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
REVENUES					
STATE REVENUE	276	348	420	472	520
Revenue – EOG Bonus Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – State Funds	\$1,265,012.74	\$1,596,571.79	\$1,925,019.39	\$2,165,465.18	\$2,383,357.34
TOTAL STATE REVENUE	\$1,265,012.74	\$1,596,571.79	\$1,925,019.39	\$2,165,465.18	\$2,383,357.34
LOCAL REVENUE					
Revenue- State Sales Tax	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – Union	\$451,282.08	\$569,007.84	\$686,733.60	\$771,757.76	\$850,241.60
Revenue - Mecklenburg	\$56,211.93	\$70,875.91	\$85,539.89	\$96,130.54	\$105,906.53
Revenue - Cabarrus	\$38,280.92	\$48,803.55	\$58,253.58	\$66,193.33	\$72,123.48
Revenue- Fines and Forfeitures	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue- Contributions and Donations	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue - Start Up Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL LOCAL REVENUE	\$545,774.93	\$688,687.30	\$830,527.07	\$934,081.63	\$1,028,271.61
FEDERAL REVENUE					
Revenue – IDEA VI-B Sliver Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – Title 1 Basic	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue - Title V LNCB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – Title VI-B Handicapped	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue - Continuing Federal Aid	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL FEDERAL REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
FOOD REVENUE					
Revenue – USDA Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – Breakfast (Reduced)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – Breakfast (Adult)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – Lunch (Full Pay)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – Lunch (Reduced)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue – Lunch (Adults)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL FOOD REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
SCHOOL ACTIVITY REVENUE					
Revenue – School Activities Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL SCHOOL ACTIVITY REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

TOTAL REVENUES	\$1,810,787.67	\$2,285,259.09	\$2,755,546.46	\$3,099,546.81	\$3,411,628.95
EXPENSES					
SALARIES & BENEFITS					
Instructional Salaries & Benefits					
1. Instructional Salaries & Bonuses					
Salary - Teacher	\$544,000.00	\$622,736.84	\$773,684.21	\$869,473.68	\$985,263.16
Salary - Other Assignment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Salary - Teacher Assistant	\$55,200.00	\$69,600.00	\$92,400.00	\$103,840.00	\$114,400.00
Salary - Substitute Pay	\$15,000.00	\$17,171.05	\$21,333.20	\$23,974.46	\$27,167.18
Salary - EXC Teacher	\$55,000.00	\$55,000.00	\$100,000.00	\$105,000.00	\$110,250.00
Salary - Librarian	\$0.00	\$26,000.00	\$27,300.00	\$28,665.00	\$30,098.25
Salary - Guidance	\$0.00	\$32,000.00	\$35,000.00	\$35,000.00	\$40,000.00
Salary - Nurse & Health	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Salary - Speech	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Salary - Bonus Pay	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Instructional Salaries & Bonuses	\$669,200.00	\$822,507.89	\$1,049,717.41	\$1,165,953.14	\$1,307,178.59
2. Instructional Benefits					
Employer's Social Security Cost	\$51,193.80	\$62,921.85	\$80,303.38	\$89,195.42	\$99,999.16
Employer's State Retirement Cost	\$46,844.00	\$57,575.55	\$94,474.57	\$104,935.78	\$143,789.64
Employer's Hospitalization Cost	\$117,110.00	\$156,276.50	\$230,937.83	\$291,488.29	\$326,794.65
Employer's Worker's Compensation Cost	\$13,384.00	\$16,450.16	\$20,994.35	\$23,319.06	\$26,143.57
Employer's Unemployment Cost	\$6,022.80	\$7,402.57	\$9,447.46	\$10,493.58	\$11,764.61
Total Instructional Benefits	\$234,554.60	\$300,626.64	\$436,157.59	\$519,432.12	\$608,491.63
Total Instructional Salaries & Benefits	\$903,754.60	\$1,123,134.53	\$1,485,875.00	\$1,685,385.27	\$1,915,670.22
Administrative Salaries & Benefits					
3. Administrative Salaries & Bonuses					
Salary - Principal	\$65,000.00	\$66,300.00	\$68,952.00	\$70,331.04	\$71,737.66
Salary - Assistant Principal	\$0.00	\$45,000.00	\$45,000.00	\$45,900.00	\$46,818.00
Salary - Office Personnel	\$46,000.00	\$64,000.00	\$67,200.00	\$70,560.00	\$74,088.00
Salary - School Security Officer	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Salary - Custodian	\$20,000.00	\$20,400.00	\$21,420.00	\$43,000.00	\$43,860.00
Salary - Transportation Personnel	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Salary - Driver	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Salary - Child Nutrition	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Salary - Technology	\$30,000.00	\$31,500.00	\$33,075.00	\$34,728.75	\$36,465.19
Salary - Bonus	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Administrative Salaries & Bonuses	\$161,000.00	\$227,200.00	\$235,647.00	\$264,519.79	\$272,968.85
4. Administrative Benefits					

Employer's Social Security Cost	\$12,316.50	\$17,380.80	\$18,027.00	\$20,235.76	\$20,882.12
Employer's State Retirement Cost	\$11,270.00	\$15,904.00	\$21,208.23	\$23,806.78	\$30,026.57
Employer's Hospitalization Cost	\$28,175.00	\$43,168.00	\$51,842.34	\$66,129.95	\$68,242.21
Employer's Worker's Compensation Cost	\$3,220.00	\$4,544.00	\$4,712.94	\$5,290.40	\$5,459.38
Employer's Unemployment Cost	\$1,449.00	\$2,044.80	\$2,120.82	\$2,380.68	\$2,456.72
Employer's Dental Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Employer's Life Insurance Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Administrative Benefits	\$56,430.50	\$83,041.60	\$97,911.33	\$117,843.57	\$127,067.00
Total Administrative Salaries & Benefits	\$217,430.50	\$310,241.60	\$333,558.33	\$382,363.36	\$400,035.85
TOTAL SALARIES & BENEFITS	\$1,121,185.10	\$1,433,376.13	\$1,819,433.33	\$2,067,748.62	\$2,315,706.07
SUPPLIES & EQUIPMENT					
Instructional Supplies & Equipment					
5. Instructional Books					
Textbooks	\$80,000.00	\$19,000.00	\$6,000.00	\$7,000.00	\$97,000.00
Periodicals	\$1,000.00	\$1,150.00	\$1,322.50	\$1,520.88	\$1,749.01
EXC Textbooks	\$16,560.00	\$4,320.00	\$4,320.00	\$24,000.00	\$7,200.00
Library Books	\$15,000.00	\$3,913.04	\$3,103.45	\$1,857.14	\$1,525.42
Total Instructional Books	\$112,560.00	\$28,383.04	\$14,745.95	\$34,378.02	\$107,474.43
6. Instructional Computers					
Instructional Computer Software & Supplies	\$20,700.00	\$26,100.00	\$31,500.00	\$35,400.00	\$39,000.00
Lease & Purchase - Instructional Computer Hardware	\$41,400.00	\$10,800.00	\$42,800.00	\$70,800.00	\$7,200.00
EXC Computer Software & Supplies	\$4,140.00	\$5,220.00	\$6,300.00	\$7,080.00	\$7,800.00
Total Instructional Computers	\$45,540.00	\$16,020.00	\$49,100.00	\$77,880.00	\$15,000.00
7. Instructional Equipment					
Instructional Rentals & Leases	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lease & Purchase - Instructional Equipment	\$18,000.00	\$18,360.00	\$18,727.20	\$19,101.74	\$19,483.78
Lease & Purchase - Library Equipment	\$5,000.00	\$5,000.00	\$5,250.00	\$2,625.00	\$2,756.25
Total Instructional Equipment	\$23,000.00	\$23,360.00	\$23,977.20	\$21,726.74	\$22,240.03
8. Instructional Supplies					
Instructional Supplies & Materials	\$27,600.00	\$34,800.00	\$50,400.00	\$56,640.00	\$62,400.00
Audiovisual Supplies & Materials	\$2,760.00	\$3,480.00	\$4,200.00	\$4,720.00	\$5,200.00
Student Incentive Awards	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXC Instructional Supplies & Materials	\$6,624.00	\$8,352.00	\$12,096.00	\$13,593.60	\$14,976.00
Health Supplies & Materials	\$450.00	\$540.00	\$648.00	\$777.60	\$933.12
Total Instructional Supplies	\$37,434.00	\$47,172.00	\$67,344.00	\$75,731.20	\$83,509.12
9. Testing Supplies					
Testing Supplies & Materials	\$5,520.00	\$6,960.00	\$8,400.00	\$11,800.00	\$13,000.00
EXC Testing Supplies & Materials	\$1,490.40	\$1,879.20	\$2,268.00	\$3,115.20	\$3,432.00
Total Testing Supplies	\$7,010.40	\$8,839.20	\$10,668.00	\$14,915.20	\$16,432.00

Total Instructional Supplies & Equipment		\$225,544.40	\$123,774.24	\$165,835.15	\$224,631.16	\$244,655.58
Administrative Supplies & Equipment						
10. Administrative Computers						
	Office Computer Software & Supplies	\$1,500.00	\$1,650.00	\$1,815.00	\$1,996.50	\$2,196.15
	Lease & Purchase - Office Computer Hardware	\$6,500.00	\$2,600.00	\$2,600.00	\$7,500.00	\$3,750.00
	Total Administrative Computers	\$8,000.00	\$4,250.00	\$4,415.00	\$9,496.50	\$5,946.15
11. Administrative Equipment						
	Lease & Purchase - Office Equipment	\$6,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$7,500.00
	Total Administrative Equipment	\$6,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$7,500.00
12. Administrative Supplies						
	Board of Directors Supplies & Materials	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00
	Postage	\$3,500.00	\$4,413.04	\$5,326.09	\$5,985.51	\$6,594.20
	Reproduction Costs	\$2,500.00	\$3,152.17	\$3,804.35	\$4,275.36	\$4,710.14
	Office Supplies & Materials	\$14,400.00	\$15,840.00	\$17,424.00	\$19,166.40	\$21,083.04
	Membership Dues & Fees	\$2,000.00	\$2,400.00	\$2,880.00	\$3,456.00	\$4,147.20
	Total Administrative Supplies	\$22,900.00	\$26,305.22	\$29,934.43	\$33,383.27	\$37,034.59
Total Administrative Supplies & Equipment		\$36,900.00	\$33,555.22	\$37,349.43	\$45,879.77	\$50,480.74
TOTAL SUPPLIES & EQUIPMENT		\$262,444.40	\$157,329.46	\$203,184.58	\$270,510.93	\$295,136.32
SUPPORT						
Instructional Support						
13. Contracted Instructional Services						
	Contracted Instructional Services	\$7,500.00	\$8,250.00	\$9,075.00	\$9,982.50	\$10,980.75
	Contracted EXC Services	\$5,000.00	\$5,250.00	\$5,512.50	\$5,788.13	\$6,077.53
	Contracted Psychological Services	\$5,000.00	\$5,000.00	\$5,500.00	\$6,050.00	\$6,655.00
	Contracted Speech, Pathology, and Audiology	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Contracted Instructional Services	\$17,500.00	\$18,500.00	\$20,087.50	\$21,820.63	\$23,713.28
14. Field Trips						
	Field Trips	\$5,000.00	\$5,500.00	\$6,050.00	\$6,655.00	\$7,320.50
	Total Field Trips	\$5,000.00	\$5,500.00	\$6,050.00	\$6,655.00	\$7,320.50
15. Instructional Staff Development						
	Workshop Expenses	\$5,000.00	\$5,500.00	\$6,050.00	\$6,655.00	\$7,320.50
	Total Instructional Staff Development	\$5,000.00	\$5,500.00	\$6,050.00	\$6,655.00	\$7,320.50
16. Instructional Sales Tax						
	Sales & Use Tax Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Instructional Sales Tax	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Instructional Support		\$27,500.00	\$29,500.00	\$32,187.50	\$35,130.63	\$38,354.28
Administrative Support						
17. Insurance						

	Liability	\$10,000.00	\$11,000.00	\$12,100.00	\$13,310.00	\$14,641.00
	Property Insurance	\$4,000.00	\$4,400.00	\$4,840.00	\$5,324.00	\$5,856.40
	Total Insurance	\$14,000.00	\$15,400.00	\$16,940.00	\$18,634.00	\$20,497.40
18. Debt Service						
	Debt Service - Principal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Debt Service - Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Debt Service	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
19. Taxes & Bank Fees						
	Other Tax Payments	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Bank Service Fees	\$240.00	\$500.00	\$500.00	\$500.00	\$500.00
	Total Taxes & Bank Fees	\$240.00	\$500.00	\$500.00	\$500.00	\$500.00
20. Attorney, Audit, & Accounting						
	Contracted Legal Services	\$5,000.00	\$5,500.00	\$6,050.00	\$6,655.00	\$7,320.50
	Contracted Fiscal Services	\$36,760.00	\$45,400.00	\$54,040.00	\$60,280.00	\$66,040.00
	Contracted Audit Services	\$0.00	\$7,500.00	\$10,000.00	\$10,000.00	\$10,000.00
	Total Attorney, Audit, & Accounting	\$41,760.00	\$58,400.00	\$70,090.00	\$76,935.00	\$83,360.50
21. Administrative Services						
	Contracted General Administration Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Contracted School Security Officer Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Contracted SIMS Services	\$7,500.00	\$7,650.00	\$7,803.00	\$7,959.06	\$8,118.24
	Contracted Technology Support Services	\$7,500.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Administrative Services	\$15,000.00	\$7,650.00	\$7,803.00	\$7,959.06	\$8,118.24
22. Administrative Staff Development						
	Board of Directors Travel	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Travel	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Workshop Expenses	\$2,000.00	\$8,500.00	\$9,500.00	\$10,000.00	\$10,000.00
	Total Administrative Staff Development	\$2,000.00	\$8,500.00	\$9,500.00	\$10,000.00	\$10,000.00
23. Administrative Sales Tax						
	Sales & Use Tax Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Administrative Sales Tax	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
24. Advertising						
	Advertising Fees	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
	Total Advertising	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
	Total Administrative Support	\$93,000.00	\$110,450.00	\$124,833.00	\$134,028.06	\$142,476.14
Building Support						
25. Rent						
	Rentals & Leases	\$215,280.00	\$271,440.00	\$327,600.00	\$368,160.00	\$405,600.00
	Total Rent	\$215,280.00	\$271,440.00	\$327,600.00	\$368,160.00	\$405,600.00
26. Building						

	Building Repair Parts, Materials, & Related Labor	\$2,152.80	\$2,714.40	\$3,276.00	\$3,681.60	\$4,056.00
	Miscellaneous Contracts & Other Charges	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Improvements to Sites	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Building	\$2,152.80	\$2,714.40	\$3,276.00	\$3,681.60	\$4,056.00
27. Custodial Services						
	Contracted Custodial Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Custodial Supplies & Materials	\$3,000.00	\$3,150.00	\$3,307.50	\$3,472.88	\$3,646.52
	Total Custodial Services	\$3,000.00	\$3,150.00	\$3,307.50	\$3,472.88	\$3,646.52
28. Telephone						
	Telephone	\$4,800.00	\$5,040.00	\$5,292.00	\$5,556.60	\$5,834.43
	Telecommunication Services	\$2,500.00	\$2,625.00	\$2,756.25	\$2,894.06	\$3,038.77
	Total Telephone	\$7,300.00	\$7,665.00	\$8,048.25	\$8,450.66	\$8,873.20
29. Utilities						
	Public Utilities - Electrical Services	\$38,000.00	\$41,800.00	\$45,980.00	\$50,578.00	\$55,635.80
	Public Utilities - Natural Gas	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Public Utilities - Water, Garbage Services	\$12,000.00	\$12,600.00	\$13,230.00	\$13,891.50	\$14,586.08
	Total Utilities	\$50,000.00	\$54,400.00	\$59,210.00	\$64,469.50	\$70,221.88
	Total Building Support	\$277,732.80	\$339,369.40	\$401,441.75	\$448,234.64	\$492,397.59
Pupil Support						
30. Child Nutrition						
	Contracted Food Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Food Supplies & Materials	\$2,000.00	\$2,521.74	\$3,043.48	\$3,420.29	\$3,768.12
	Food Purchases	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Lease & Purchase - Food Equipment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Child Nutrition	\$2,000.00	\$2,521.74	\$3,043.48	\$3,420.29	\$3,768.12
31. Transportation						
	Vehicle Rental & Lease	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Contracted Pupil Transportation Services	\$12,000.00	\$13,200.00	\$14,520.00	\$15,972.00	\$17,569.20
	Vehicle Repair Parts, Materials & Related Labor	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Vehicle Gas & Diesel Fuel	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Vehicle Purchases - Buses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Vehicle Licenses and Title Fees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Transportation	\$12,000.00	\$13,200.00	\$14,520.00	\$15,972.00	\$17,569.20
	Total Pupil Support	\$14,000.00	\$15,721.74	\$17,563.48	\$19,392.29	\$21,337.32
	TOTAL SUPPORT	\$412,232.80	\$495,041.14	\$576,025.73	\$636,785.61	\$694,565.33
	TOTAL EXPENSES	\$1,795,862.30	\$2,085,746.73	\$2,598,643.64	\$2,975,045.17	\$3,305,407.72
	NET SURPLUS/(DEFICIT)	\$14,925.37	\$199,512.36	\$156,902.82	124,501.64	106,221.23
		0.82%	8.73%	5.69%	4.02%	3.11%

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WORKING CAPITAL/ASSETS ON DATE OF APPLICATION

Cash on Hand	\$ <u>0</u>
Certificates of Deposit	\$ <u>0</u>
Bonds	\$ <u>0</u>
Real Estate	\$ <u>0</u>
CaPIT Academyl Equipment	\$ <u>0</u>
Motor Vehicles	\$ <u>0</u>
Other Assets	\$ <u>0</u>
TOTAL	\$ <u>0</u>

ADDITIONAL NOTES:

VII.D. AUDITS: PROGRAM AND FINANCIALS

VII.D.1. Program Audits (G.S. 115C-238.29B(b)(6))

Describe the procedure and method for evaluating the overall effectiveness of the proposed charter school program as related to the mission of the school.

PIT Academy recognizes the importance of the ABC Accountability Program and the No Child Left Behind (NCLB) Act, and agrees with the State Board of Education's recent decision to raise student performance standards to help prepare students meet today's challenges and skills, especially in the increasingly more competitive academic environment. PIT Academy will, therefore, adopt these standards *as the minimum* academic standards of the school. As such, end-of-grade and end-of-course test results will be closely evaluated and monitored by PIT Academy's principal, directors, and teachers, and be shared with all PIT Academy's staff, parents, and students.

Individual student progress will be closely monitored by the classroom teacher through routinely documented students' daily classroom participation, academic activities, and the student's learning progress throughout the course of the year.

Parent, student, and staff surveys will be conducted at least once a year to assist in the identification of program's strengths and weaknesses. Such parent surveys will include "Parent Satisfaction Survey" to assess the school program's achievements.

Community feedback at Open House meetings will also be evaluated, and when possible, be documented with "Community Surveys" and polls.

Further indicator of the school's progress to be observed will be a targeted 10% annual increase in student applications. PIT Academy aims to achieve a constant increase in interest and applications.

VII.D.2. Financial Audits (G.S. 115C-238.29F(f)(1))

Describe the procedure and method for conducting an independent financial audit for the proposed charter school. Give the name of the firm that will conduct the audit. Include the complete mailing address, telephone number and fax number.

An independent audit of PIT Academy's finances shall be conducted annually by an independent auditor retained by the school. The audit shall meet requirements set forth in the statute and requirements agreed to with the PIT Academy Board of Directors. The school shall adhere to the auditing and reporting procedures and requirements that are applied to public schools operating in North Carolina. Auditing and reporting requirements shall be in compliance with the

principles set forth in the following publications, published annually by the Office of District Auditing and Field Services:

- Single Audit Guide
- Financial Accounting Handbook
- Funding Manual

VII.E. Health and safety requirements (G.S. 115C-238.29F(a))

Address how the proposed charter school will meet the requirements for the following:

The school will grant access to local health and fire department officials for inspection of premises or operations of the School for purposes of ensuring the health, safety, and welfare of students and employees.

VII.E.1. Safety

The safety of all PIT Academy staff and students are of utmost importance. Therefore, the initial school policies and requirements will include the items outlined below.

Each PIT Academy employee, volunteer, contractor, board member, or any other individual deemed to have access to students will be required to submit a criminal background check and furnish a criminal record summary before employment according to GS 115C-238.29K.

The Board will assure that policies for responses to emergencies and natural disasters, including fires, hurricanes, and tornados are established.

PIT Academy will comply with all policies set forth for Local Safe School Plans under GS 115C-105.47.

PIT Academy strictly will function as a tobacco free institution in accordance with GS 115C-407. Further, any use of drug or alcohol will be strictly prohibited.

Science and computer labs will have special laboratory safety handouts. Policies will be developed for each lab based on its special requirements, such as the proper use of eye protection devices described in 115C-166.

Health and safety policies will be incorporated into student and staff handbooks. Policies will be continuously reviewed and various policies will be amended as required.

VII.E.2. Immunization of Students

PIT Academy will require that all students be immunized prior to the beginning of classes. Parents will be asked to provide record of completed immunizations at the time of enrollment. PIT Academy will outline all required immunizations and provide local health department resources when needed. PIT Academy will provide parents and guardians with information on meningococcal and influenza its vaccines, in accordance with GS 115C-238.29F.

VII.E.3. Fire and Safety Regulations

PIT Academy will comply with regulations set forth under GS 115C-525. In doing so, PIT Academy will ensure that the school meets the North Carolina Building Code standards. PIT Academy will cooperate with the local fire marshal, or designated person conducting the inspection to ensure all fire prevention precautions are met. PIT Academy will further incorporate routine fire drills with students, as part of the school safety plan.

VII.E.4. Food Inspections

The school will comply with all guidelines by the Child Nutrition Division of the United States Department of Agriculture and directives from the local board of health. When requested, food handling areas will be available for inspection.

VII.E.5. Hazardous Chemicals

Hazardous chemicals will be clearly labeled and safely stored in a locked cabinet. PIT Academy will employ procedures of use, storage, and disposal in accordance with established state statutes.

VII.E.6. Bloodborne Pathogens

The school will provide training and printed materials to all staff members regarding bloodborne pathogens in accordance with state statutes.

VII.F. Civil liability and insurance (G.S. 115C-238.29F(c))

State the proposed coverage for:

VII.F.1. Comprehensive General Liability

\$2,000,000 aggregate limit for bodily injury and property damage

VII.G. Officers and Directors/Errors and Omissions

\$1,000,000 aggregate limit

VII.G.1. Property Insurance

Full replacement cost coverage

VII.G.2. Motor Vehicle Liability

\$1,000,000 for bodily injury and property damage

VII.G.3. Bonding

- **Minimum amount:** Equivalent to state and local funds received by school.
- **Maximum amount:** Equivalent to amount of funding received from all sources, including state, local, federal and private funds.

VII.H. Transportation Plan (G.S. 115C-238.29F(h))

Describe in detail the transportation plan that will ensure that no child is denied access to the school due to lack of transportation.

PIT Academy is committed to ensuring that transportation is not an obstacle for any student within the local school administrative unit, and therefore, anticipates adhering to the plan below:

PIT Academy aims to obtain a facility within easy access of public transportation to aid in the transportation of students to and from the school. The school will present parents or guardians with carpooling options and maintain a list of participating parents. PIT Academy may arrange a transportation service to serve students who do not have any other options of attending school.

The School will provide transportation for the students as prescribed by law such as exceptional children.

VII.I. Facility Description (G.S. 115C-238.29D(c))

Describe the facility in which the school will be located. Include information on how the site is appropriate to your mission and instructional program. Note that the SBE may approve a charter school prior to the school's obtaining a facility; however, no funds will be allocated until the school has obtained a facility and has provided a valid Certificate of Occupancy.

Name of the facility (if known):

Address:

City/State/Zip:

Description of the Facility:

Total square feet:

Number of Classrooms:

Number of Restrooms:

Other Rooms:

Auditorium:

Gymnasium:

Music Room:

Art Room:

Laboratory:

Ownership: ☐ Fee Simple or ☐ Lease

If the facility is to be leased, provide the following information:

Term of the Lease:

Type of Lease:

Rent: \$ per month

Name of Landlord:

Address:

City/State/Zip:

Phone:

Fax:

Document inspections for the following:

(a) Fire:

(b) Safety:

(c) Handicapped accessibility?

Describe how the maintenance will be provided for the facility.

Describe the method of finding a facility if one is not readily available at this time.

PIT Academy is planning to rent 20,000 - 30,000 square feet building for the first 2-3 years and then build/buy its own permanent home. The projected facility will be around 55,000 square feet and estimated cost will be about \$150 per square foot. A rough building plan for classroom and other spaces as follows:

	FY12	FY13	FY14	FY15	FY16
Enrollment	276	348	420	472	520
# of student groups	8	12	16	20	24
# of Teachers	11	18	24	31	36
Classrooms	11	15	19	27	30
<i>Size</i>	<i>720</i>				
Computer Labs	1	1	2	2	2
<i>Size</i>	<i>720</i>				
Science Labs	1	1	3	3	3
<i>Size</i>	<i>1024</i>				
Small Classrooms	2	2	4	4	6
<i>Size</i>	<i>432</i>				
Offices	6	7	8	10	10
<i>Size</i>	<i>144</i>				
Kitchen	1	1	1	1	1
<i>Size</i>	<i>576</i>				
Lunchroom	1	1	1	1	1
<i>Size</i>	<i>3600</i>				
Gymnasium	0	0	0	1	1
<i>Size</i>	<i>9600</i>				
MISC	2335	2789	3787	6134	6588
<i>Size</i>	<i>15%</i>				
<i>SUB TOTAL</i>	15568	18592	25248	40896	43920

<i>TOTAL SQUARE FOOTAGE</i>	17,903	21,381	29,035	47,030	50,508
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PIT Academy Board of Directors has been in search for a suitable property to lease in the Union County. PIT Academy got in contact with a commercial realtor and please see the letter from the realtor below.



February 16th, 2010

Mike Wenger
Fair-Way Realty, LLC.
5676 Wrenfield Ct.
Charlotte, NC 28277

To Whom It May Concern:

I am the Broker-In-Charge of Fair-Way Realty, in the Charlotte, NC metro area. I have managed a brokerage in Charlotte for the past seven years. We market both Residential and Commercial properties. To be competitive in the Commercial market, we have partnered with the Hogan Companies out of Maryland. I personally have a Bachelor's Degree in Real Estate and have worked with well over one hundred and fifty clients during my real estate career.

I will be working with the Piedmont IT Academy to secure a building for the 2011 – 2012 school year. Please let me know if there is anything more I can do to help in the endeavor.

Sincerely,

Mike Wenger, Broker-Owner
Fair-Way Realty, LLC.

704-733-7613
mike@mikewenger.us

VII.J. Marketing Plan (G.S. 115C.238.29F(g)(1-7))

Marketing to potential students and parents is vital to the survival of a charter school. Reaching the full capacity for enrollment will be critical to obtaining the necessary financial resources to keep your school viable and operating efficiently. In addition, it is required by law that charter schools provide equal access to all students. Read the charter school statute regarding admissions G.S. 115C.238.29F(g) (1-7) carefully. Describe how you will market to specific populations (including various community and ethnic groups, teachers and other employees, and the general public) to ensure that the school fully complies with the requirement to mirror the diversity of the local education agency.

PIT Academy conducted public surveys all over Union County prior to the application. These surveys indicate public interest. Surveys are available in **Appendix B**. Also; there are seven support letters available in **Appendix A**.

PIT Academy will implement various strategies to create awareness and interest in the school, and to ensure a diverse student body; these strategies include the following:

VII.J.1. Mass Media Resources

PIT Academy Board will advertise in the local newspaper and other local publications to introduce the school to the community, and to reach a diverse group of people for potential qualified teachers and other staff members.

VII.J.2. Open-House Meetings

The school will organize quarterly Open-house meetings for parents of school age children in the county to promote the school's mission and philosophy, and discuss the school's educational plans for prospective students.

VII.J.3. Location

PIT Academy is searching for a facility located in an area of the city that houses, or is nearby, a diverse population covering various socioeconomic levels.

VII.J.4. Public Relations

PIT Academy will contact community centers, church groups, and neighborhoods and give presentations about the school as an alternative solution to meet the educational needs of the community. The PIT Academy Board will consult with Hispanic organizations to outreach to the Latino population. Networking activities will be attended with diverse community organizations.

VII.J.5. Internet

PIT Academy Board members will create website providing information and pictures of the school to provide detailed information about the school's program.

VII.J.6. Attracting Qualified Teachers

PIT Academy will offer competitive salaries to attract qualified teachers. PIT Academy believes that the structure of the school and philosophy of the Board will be appealing to teachers, since they will have a voice in the operation of the school. Recruiting tools will be utilized to reach various teacher associations.

VIII. LOCAL EDUCATION AGENCY (LEA) IMPACT STATEMENT

Pursuant to G.S. 115C-238.29B(d), the charter school applicant must submit a copy of the application to the LEA in which the school will locate within seven days of the submission of the application to the Office of Charter Schools. The LEA may then submit information or comment directly to the Office of Charter Schools.

Please attach to this application a return receipt, or other documentation, verifying the schools timely submission of a copy of its application to the LEA.

IX. APPENDICES

IX.A. SUPPORT LETTERS



Representative Curtis Blackwood

Phone Number: 919-733-2406
16 W. Jones St – Room 1317

Fax Number: 919-733-2599
Raleigh, N.C. 27601

Curtis.blackwood@ncleg.net

February 19, 2010

To Whom It May Concern:

As a strong believer in educational choice, and one that believes that competition is good for improvement in education, as in virtually all other areas, I'm writing to support the application of Piedmont IT academy for approval. It seems to be a consensus in the legislature that we need to strengthen our educational offerings in math and science, and the Information Technology will continue to increase its importance in the global economy. In light of the growing importance of information technology in our economy, and the continued demand people that are well-versed in mathematics. I can think of no better way to accomplish this than with a charter school that can address these issues in a new and innovative way, and thus providing an example of innovation that can be shared with other schools in the state. Therefore, I am giving my wholehearted support to the creation of Piedmont IT Academy, which is to be located in western Union County.

Sincerely,

A handwritten signature in cursive script that reads "Curtis Blackwood".



North Carolina General Assembly
House of Representatives

REPRESENTATIVE JUSTIN P. BURR
Republican Programman Leader
67TH DISTRICT - STASLY, MONTGOMERY, UNION COUNTIES

OFFICE ADDRESS: 1315 LEGISLATIVE BUILDING
16 W. JONES STREET
RALEIGH, NC 27603-1088

TELEPHONE: (919) 723-5909
(919) 754-5177 FAX

EMAIL: JUSTIN.BURR@HOU.S.PA

DISTRICT: 128 South Tenth Street
RALEIGH, NC 28601-4937
(704) 988-4883

February 18, 2010

COMMITTEES:

APPROPRIATIONS
SUBCOMMITTEE ON HEALTH & HUMAN SERVICES
LOCAL GOVERNMENT
ENERGY & ENERGY EFFICIENCY
STATE GOVERNMENT/STATE PERSONNEL
JUDICIARY 3

William C. Harrison, Ed. D., Member-at-Large
Chairman, State Board of Education
301 N. Wilmington St.
6302 Mail Service Center
Raleigh, NC 27699-6302

Re: Piedmont IT Academy

Dear Mr. Harrison,

I would like to offer my support for the creation of Piedmont IT Academy Charter School in Union County to provide innovative education in math and information technologies, giving parents and students a choice in their education.

Sincerely,


Justin P. Burr

JPB/dkl



North Carolina General Assembly
Senate

SENATOR EDDIE GOODALL
35TH DISTRICT

OFFICE ADDRESS: 333 Legislative Office Building

300 N. Salisbury Street

Raleigh, NC 27603-8628

TELEPHONE: (919) 733-7600

EMAIL: eddie.goodall@ncleg.net

COMMITTEES:

COMMERCE

EDUCATION

FINANCE

HEALTH CARE

JUDICIARY

TRANSPORTATION

February 18, 2010

Dr. William C. Harrison
Chairman - NC Board of Education
301 N. Wilmington Street
6302 Mail Service Center
Raleigh, NC 27699-6302

Dear Dr. Harrison:

I am writing to voice my support for Piedmont Information Technology Academy's application to establish a math and science focused charter school in Union County.

Union County has witnessed significant growth in recent years. The population now exceeds over 200,000 citizens and recent rankings show Union County as one of our nation's fastest growing counties.

Union County currently has only one charter school. As the county grows and more families and their children make Union County home, its citizens will demand greater educational opportunities and options. Piedmont Information Technology's math and science focus will further those goals as well.

As always, thank you for your service to the children of North Carolina. I hope the State Board of Education will give Piedmont Information Technology Academy its strongest consideration.

Sincerely,

A handwritten signature in cursive script that reads "Eddie Goodall".

Eddie Goodall
35th District - NC Senate

February 17, 2010



SOUTH PIEDMONT COMMUNITY COLLEGE

Monroe • Polkton • Wadesboro • www.spcc.edu

February 19, 2010

William C. Harrison, Ed. D., Member-at-Large
Chairman, State Board of Education
301 N. Wilmington St.
6302 Mail Service Center
Raleigh, NC 27699-6302

Dear Dr. Harrison:

South Piedmont Community College supports the creation of the Piedmont IT Academy in Union County. We believe we can develop articulated programs that will allow students to enter college with advanced standing. This would help meet the need for highly-skilled IT professionals in our area.

Sincerely,

John R. McKay, Ed.D.
President

Return Address:

Old Charlotte Highway Campus
4209 Old Charlotte Highway
Monroe, NC 28110
704-290-5100 • FAX 704-290-5250

Other Locations:

L. L. Polk Campus
Post Office Box 126
Polkton, NC 28135-0126
704-272-5300 • FAX 704-272-5350

Lockhart-Taylor Center
514 North Washington Street
Wadesboro, NC 28170
704-272-5300 • FAX 704-272-5475



Re: Piedmont IT Academy

Our Ref: PITAC_Union/KB

February 18, 2010

William C. Harrison, Ed. D., Member-at-Large
Chairman, State Board of Education
301 N. Wilmington St.,
6302 Mail Service Center
Raleigh, NC 27699-6302

Dear Dr. Harrison,

I am writing to lend my support for the proposal of the Piedmont IT Academy's application for a charter school to serve K through 12 grade students in Union county. As an elementary, middle and high school focusing on mathematics and information technology, it will give our students the opportunity to obtain a thorough and challenging education.

I believe that the addition of charter schools to our educational system fosters creativity, competition and improved educational opportunities for our children. I would be delighted to have my children attend this proposed school because of its commitment to provide an educational environment in which students encounter instructional exposure in these critical disciplines which are vital to the economic future of North Carolina.

The founders sought the advice and support of community groups and leaders to help them get the school started successfully. Moreover, they have reached out to academia and business professionals for their guidance in establishing programs that translate well from the class room to the corporate environment

I am in full support of the Piedmont IT Academy and I hope the State Board of Education approves its application. If I can be of any assistance to your efforts, please do not hesitate to contact me directly.

Respectfully

Karl GH Behrens
Chief Operations Officer – Projects Division
Compass Group North America

Confidential

Compass Group Projects Division

2400 Yorkmont Rd Charlotte, NC 28217 Tel: + 1 704 328 4070 Fax: + 1 704 328 3862

2/01/2010





<http://ci.columbusnova.com>

200 South Tryon Street
Suite 1200
Charlotte, NC 28202
Tel: 704.285.6500
Fax: 704.285.6502

February 17, 2010

William C. Harrison, Ed. D., Member-at-Large
Chairman, State Board of Education
301 N. Wilmington St.,
6302 Mail Service Center
Raleigh, NC 27699-6302

Dear Mr. Harrison,

I am writing this letter to let you know of my support of the Piedmont IT Academy's Application for a charter school in Union County. I am well acquainted with the Secretary of the Board and fully endorse his endeavors to open a school focusing on mathematics and information technology (IT).

The founders and the board are excited to build and grow a school dedicated to the sciences and technology, which will help our region and state be more competitive. The curriculum is highly innovative and designed to prepare future generations to compete in the global market place. Because of the board members past success in their endeavors, I am highly confident that they will be successful building an educational institution that will serve as a springboard to success for its students.

As Robert Frost said in the poem The Road Not Taken, "...Two roads diverge in a wood, and I - I took the one less traveled by, and that has made all the difference". I firmly believe that the Piedmont IT Academy will provide an alternative path to excellence for the children of Union County and I strongly urge you to approve their application.

Sincerely,

A handwritten signature in dark ink, appearing to read "Glenn P. Duffy".

Glenn P. Duffy, CFA
Managing Director

Jeffrey P. Pelter
1212 Cindy Carr Drive
Matthews, NC 28105
704-807-8782

January 17, 2010

William C. Harrison, Ed. D., Member-at-Large
Chairman, State Board of Education
301 N. Wilmington St.,
6302 Mail Service Center
Raleigh, NC 27699-6302

Dear Mr. Harrison,

I would like to formally convey my strong support of the Piedmont IT Academy's application for a charter school to serve K through 12 grade students in Union county area. I have met with the founders of Piedmont IT Academy and am very impressed with their determination and commitment. As an IT professional, I can tell you that this is an opportunity that the Union county area is sorely lacking. This school will provide an invaluable opportunity for our youth, giving them a strong foundation in mathematics and science and will give them a great head start for their future endeavors.

As a primary school (K-12) focusing on mathematics and IT (Information Technology), it will give students the opportunity to receive a thorough and challenging education in fields that are so important to our economic and technological future.

The founders have sought the advice and support of community groups and leaders to successfully start this program. They have demonstrated enthusiasm, determination, and great willingness to work with our public schools to establish a cooperative working relationship.

I support this application completely, and implore you to approve Piedmont IT Academy's charter application.

Sincerely,



Jeffrey P. Pelter
Technical Lead, Vanguard Group Inc

February 19, 2010

Christopher E. Davis
1954 Wilburn Park Lane
Charlotte, NC 28269

William C. Harrison, Ed. D., Member-at-Large
Chairman, State Board of Education
301 N. Wilmington St.,
6302 Mail Service Center
Raleigh, NC 27699-6302

Dear Dr. **Harrison**,

I would like to take this time to encourage your approval of the Charter PIT Academy located in Charlotte, North Carolina. The essential academic's this school will provide to our youth is imperative to their future. The math and IT skills the school will provide will not only have an effect on the students but on the other children they are surrounded by.

The learning environment PIT Academy will offer, with highly educated and trained professionals will be beneficial to all children involved from a varied social and economic level. The board actively searched for input and advice from the local community and educational professionals to ensure the most successful start of PIT Academy. Furthermore the board has embraced the input from the Public Schools and has an established open door policy of mutual understanding.

I sincerely support PIT Academy's charter application and encourage you to also approve their application as well.

Sincerely,

A handwritten signature in cursive script that reads "Chris Davis".

Christopher Davis
Technical Project Manager
Wachovia, a Wells Fargo Company

February 17, 2010

Jerry W. Holt
400 South College Street
Monroe, NC 28112

William C. Harrison, Ed. D., Member-at-Large
Chairman, State Board of Education
301 N. Wilmington St.,
6302 Mail Service Center
Raleigh, NC 27699-6302

Dear Dr. Harrison,

I am writing this letter to formally express my strong support of the Piedmont IT Academy's application for a charter school to serve K through 12 grade students in Union county area. I am both a Union County resident and an information technology professional. As such, I am acutely aware of the need for institutions focused on the information technology discipline, particularly given the degree at which it affects our lives on a daily basis.

As an elementary, middle and high school focusing on mathematics and IT (Information Technology) in the area, the proposed charter school will give students in our area the opportunity to obtain an appropriate education in fields that are so important to our economic and technological futures.

I am acquainted with one of the founders of Piedmont IT Academy and through him have come to respect the abilities of the other members. Because of that, I am fully confident that this school will be successful in their endeavor of providing a critical education choice for the youth of our area.

I support their application wholeheartedly, and strongly urge you to approve Piedmont IT Academy's charter application.

Sincerely,

Jerry W. Holt

Jerry W. Holt
Vice President,
Wachovia, a Wells Fargo Company
Union County Resident

IX.B. SURVEYS

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Survey Results

Piedmont IT Academy public Survey

Questions

1. [Do you think there is a need for a charter school that puts emphasis on College Preparation and Placement Support](#)
2. [Do you think there is a need for a charter school that puts emphasis on Technology Enriched Education?](#)
3. [Do you think there is a need for a charter school that puts emphasis on Individual Attention and Career Guidance?](#)
4. [Do you think there is a need for a charter school that puts emphasis on Math and Science Concentration?](#)
5. [Do you think there is a need for a charter school that puts emphasis on Safe Educational Environment?](#)
6. [Would you be interested in sending your child\(ren\) to the proposed Charter School?](#)
7. [Do you have school age child\(ren\)?](#)
8. [If you have kid\(s\), please circle the current grade\(s\) attended?](#)
9. [Any Additional Comments/Suggestions?](#)
10. [Name:](#)
11. [Address:](#)
12. [Phone:](#)
13. [E-mail:](#)
14. [Signature\(initial\):](#)

Number of Responses
16

Responses

1. Do you think there is a need for a charter school that puts emphasis on College Preparation and Placement Support

[\[Back to top\]](#)

YES	15	93.75%	
NO	1	6.25%	
# of people who answered question	16		

Do you think there is a need for a charter school that puts emphasis on Technology Enriched Education?

[\[Back to top\]](#)

YES	15	100.00%	
NO	0	0.00%	
# of people who answered question	15		

Do you think there is a need for a charter school that puts emphasis on Individual Attention and Career Guidance?

[\[Back to top\]](#)

YES	15	93.75%	
NO	1	6.25%	
# of people who answered question	16		

Do you think there is a need for a charter school that puts emphasis on Math and Science Concentration?

[\[Back to top\]](#)

YES	16	100.00%	
NO	0	0.00%	
# of people who answered question	16		

Do you think there is a need for a charter school that puts emphasis on Safe Educational Environment?

[\[Back to top\]](#)

YES	15	93.75%	
NO	1	6.25%	
# of people who answered question	16		

Would you be interested in sending your child(ren) to the proposed Charter School?

[\[Back to top\]](#)

YES	16	100.00%	
NO	0	0.00%	
# of people who answered question	16		

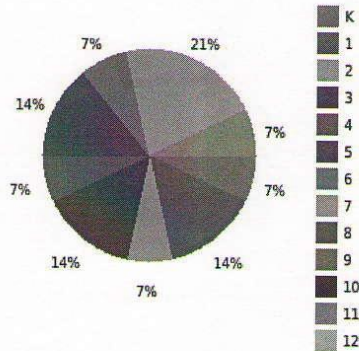
Do you have school age child(ren)?

[\[Back to top\]](#)

YES	14	87.50%	
NO	2	12.50%	
# of people who answered question	16		

If you have kid(s), please circle the current grade(s) attended?

[\[Back to top\]](#)



K	1	7.14%	
1	2	14.29%	
2	1	7.14%	
3	2	14.29%	
4	1	7.14%	
5	2	14.29%	
6	1	7.14%	
7	3	21.43%	
8	0	0.00%	
9	0	0.00%	
10	0	0.00%	
11	1	7.14%	
12	0	0.00%	
Total	14	87.50	

Any Additional Comments/Suggestions?

[\[Back to top\]](#)

Individual Responses 9 56.25% |

Name;

[\[Back to top\]](#)

Individual Responses 14 87.50% |

Address;

[\[Back to top\]](#)

Individual Responses 14 87.50% |

Phone:		[Back to top]
Individual Responses	14 87.50%	

E-mail:		[Back to top]
Individual Responses	15 93.75%	

Signature(initial):		[Back to top]
Individual Responses	14 87.50%	

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PIEDMONT IT ACADEMY

COMMUNITY SURVEY

FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

Your answers are very valuable for us to help shape our recently proposed charter school project that will bring an innovative approach to support public education system in Union County, NC and surrounding areas.

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c. Individual Attention and Career Guidance	☒ YES	☐ NO
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e. Safe Educational Environment	☒ YES	☐ NO

2. Would you be interested in sending your child(ren) to the proposed Charter School?

☒ YES ☐ NO

3. Do you have school age child(ren)?

☒ YES ☐ NO

If yes, please circle the current grade(s) attended: K 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name: Alla Semenyuk
 Address: 4007 Edgeview DR Indian Trail, NC 28079
 Phone: 704-242-0721
 E-Mail: avsemenyuk@gmail.com
 Signature: Alla Date: 02-16-10

We appreciate your feedback and support

❖ PIEDMONT IT ACADEMY ❖ 4106 BLOOMDALE DR #E, CHARLOTTE, NC, 28211 ❖
 ❖ Telephone: (980) 355 9872 ❖ E-mail: info@pitacademy.org ❖ www.pitacademy.org

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Any Additional Comments/Suggestions: _____

Name: Joe Williams

Address: PO Box 1658

Phone: 704 882 8296

E-Mail: willjoe64@yahoo.com

Signature: [Signature] Date: 2-12-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Frank Bellini

Address: 1007 Banaba Ct Indian Trail NC 28079

Phone: 704-289-7714

E-Mail: lgdog0491@yahoo.com

Signature: [Signature] Date: 2-11-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Jeff D. Carrier
 Address: 7817 SARRIEN DR. Monroe NC
 Phone: 704-753-5457
 E-Mail: CARRIER537@HOTMAIL
 Signature: Jeff D. Carrier Date: 2-16-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: _____

Iren Isitmen Akinci

Address: _____

Phone: _____

704-307-3931

E-Mail: _____

Signature: _____

[Handwritten Signature]

Date: 02/11/2010

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: J C DAVIS

Address: 6021 S. White St

Phone: 704-776-2330

E-Mail: JCSNAZZI@GOL.com

Signature: [Signature] Date: 2-11-10

We appreciate your feedback and support

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If yes, please circle the current grade(s) attended: (K) 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name:

Kameela Salters

Address:

4901 Morningwood Dr. Monroe, NC 28112

Phone:

704-777-9225

E-Mail:

Kameela.Salters@yahoo.com

Signature:

Kameela SALTERS

Date:

2/13/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Kamil Sommer
 Address: 1911 Dickerson Blvd
 Phone: 202 315 9355
 E-Mail: waitme-usa@hotmail.com
 Signature: [Signature] Date: 2/17/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Davey Pyle

Address: 2511 Dellwood Drive Monroe NC 28112

Phone: 704-218-4098

E-Mail: DaveyPyle@yahoo.com

Signature: [Signature] Date: 2-13-2012

We appreciate your feedback and support

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☒ YES

☐ NO

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☒ YES

☐ NO

If yes, please circle the current grade(s) attended: K 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name: Bryan Gilliland

Address: _____

Phone: 704-282-4718

E-Mail: _____

Signature: _____ Date: _____

We appreciate your feedback and support

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If yes, please circle the current grade(s) attended: K 1 2 (3) 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name:

Kristen Tabar

Address:

PO Box 442 Marshville NC 28103

Phone:

704-218-7159

E-Mail:

Kristen28110@hotmail.com

Signature:

Kristen Tabar

Date:

2/15/2010

We appreciate your feedback and support

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If yes, please circle the current grade(s) attended: (K) (1) 2 3 (4) 5 6 7 8 (9) 10 11 (12)

Any Additional Comments/Suggestions: Only if it is not run as Union Academy is

Name: Jessica Starnes

Address: _____

Phone: (704) 254 7805

E-Mail: chihiing15@hotmail.com

Signature: Jessica Starnes Date: 2-12-2010

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Mary E Helms

Address: 3510 East Brief Road Monroe, NC 28110

Phone: _____

E-Mail: margehelms@verizon.net

Signature: Mary E Helms Date: 2-12-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Rodney Masse

Address: 1305 Fern St

Phone: 8709-320-4321

E-Mail: _____

Signature: Rodney Masse Date: _____

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Hanna Fairall

Address: 2610 Lancelot Dr Monroe NC 28110

Phone: 704-719-7759

E-Mail: _____

Signature: [Signature] Date: 2-14-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Xavier Bam Marsh

Address: _____

Phone: 704-720-2074

E-Mail: ham5358@yahoo.com

Signature: Xavier Bam Marsh Date: 2-14-10

We appreciate your feedback and support

❖ PIEDMONT IT ACADEMY ❖ 4106 BLOOMDALE DR #E, CHARLOTTE, NC, 28211 ❖
❖ Telephone: (980) 355 9872 ❖ E-mail: info@pitacademy.org ❖ www.pitacademy.org

PIEDMONT IT ACADEMY

COMMUNITY SURVEY

FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

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d. Math and Science Concentration	☒ YES	☐ NO
e. Safe Educational Environment	☒ YES	☐ NO

2. Would you be interested in sending your child(ren) to the proposed Charter School?

☒ YES ☐ NO

3. Do you have school age child(ren)?

☒ YES ☐ NO

If yes, please circle the current grade(s) attended: (K) 1 (2) 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name: Xavier Bam Marsh

Address: _____

Phone: 704-320-2074

E-Mail: bam5358@yahoo.com

Signature: Xavier Bam Marsh Date: 2-14-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Brian Quinn

Address: 1824 Williams rd apt. C

Phone: 704 605-0213

E-Mail: _____

Signature: Brian Quinn Date: 2-14-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Robert Allen

Address: 27015 Notting Ham Ln.

Phone: (704) 296-9694

E-Mail: _____

Signature: Robert Allen Date: _____

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Sonia Tubbs

Address: 3006 Comptower Ln.

Phone: 704 607 9582

E-Mail: _____

Signature: [Signature] Date: _____

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Any Additional Comments/Suggestions: _____

Name: _____

Mike Ellis

Address: _____

6115 Lumbertown Rd Charlotte, NC 28270

Phone: _____

704-845-8825

E-Mail: _____

mikeellis@carolina.rr.com

Signature: _____

Mike Ellis

Date: _____

We appreciate your feedback and support

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Any Additional Comments/Suggestions: Good idea, I hope it opens

Name: Hasan Kiraz

Address: 123 Winterville Dr. Union Town, NC

Phone: 703 910 03 24

E-Mail: _____

Signature: [Signature] Date: 02/17/2010

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Tom Harris
 Address: 7525 Sparkleberry Dr., Indian Trail NC 28079
 Phone: 704-491-1052
 E-Mail: TDH51494@gmail.com
 Signature: [Signature] Date: 2/9/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Sen'lya Gadzhieva
 Address: 2009 Cadberry Cr. Indian Trail, NC 28079
 Phone: 704 681 1289
 E-Mail: _____
 Signature: CTuf Date: 2/15/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: _____

Address: _____

Phone: _____

E-Mail: _____

Signature: Cynthia D. Ruel Date: 2/12/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Elhara Goshimova

Address: 218 Aylesbury LN, Indian Trail, NC 28079

Phone: (704) 605-1843

E-Mail: _____

Signature: Elhara Goshimova Date: 02.15.10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Ebru Cukro

Address: _____

Phone: _____

E-Mail: _____

Signature: Leyre E. Cukro Date: 2/12/10

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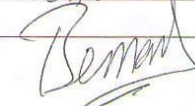
Any Additional Comments/Suggestions: _____

Name: Bernard Dede

Address: 231 Woodlyn Dr Charlotte NC 28214

Phone: _____

E-Mail: bernarddede@hotmail.com

Signature:  Date: 2-16-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: This would be a great idea.

Name: Will Peeler

Address: 1

Phone: 704-541-9331

E-Mail: peelerwj@aol.com

Signature: Will Peeler Date: 2-16-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Dzhamil MAMEDOV

Address: 1001 Kipling CT Indian TRAIL N.C 28079

Phone: 704-907-1155

E-Mail: _____

Signature: [Signature]

Date: 02/15/10

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Name: Elmira Gunashvili

Address: 1095 Shumard Cir Indian Trail

Phone: (704) 575-4065

E-Mail: _____

Signature: [Signature] Date: 2/15/10

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Any Additional Comments/Suggestions: WOULD THINK IT IS GREAT TO HAVE
A CHARTER SCHOOL TO SEND OUR KIDS TO!!

Name: Tommy Blankenship
Address: 312 THOMPSON CT INDIAN TRAIL, NC 28079
Phone: 704 821 8358
E-Mail: _____
Signature: Tommy Blankenship Date: 2/9/10

We appreciate your feedback and support

❖ **PIEDMONT IT ACADEMY** ❖ 4106 BLOOMDALE DR #E, CHARLOTTE, NC, 28211 ❖
❖ Telephone: (980) 355 9872 ❖ E-mail: info@pitacademy.org ❖ www.pitacademy.org

PIEDMONT IT ACADEMY

COMMUNITY SURVEY

FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

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c. Individual Attention and Career Guidance	☒ YES	☐ NO
d. Math and Science Concentration	☒ YES	☐ NO
e. Safe Educational Environment	☒ YES	☐ NO

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☒ YES

☐ NO

3. Do you have school age child(ren)?

☒ YES

☐ NO

If yes, please circle the current grade(s) attended: K 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name: Akhmed Sulaymanov

Address: 1095 Shumard Cir Indian Trail NC 28079

Phone: 704-989-6739

E-Mail: manol-88.889@mail.ru

Signature: C. S. S. Date: 02/15/10.

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Anna Melvin
 Address: 418 School rd monroe NC 28110
 Phone: -
 E-Mail: AHMELVIN@vr.com
 Signature: Anna Melvin Date: 2-9-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Taz Strickland

Address: 305 Armistead Ct

Phone: 704-452-2566-4780

E-Mail: dtaz260@msn.com

Signature: [Signature] Date: 2-9-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Deborah Harris
 Address: 7525 Sparkleberry Dr., Indian Trail NC 28079
 Phone: 704-491-1052
 E-Mail: TDH51494@gmail.com
 Signature: [Signature] Date: 2/9/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Ravshan Mamedov
 Address: 2001 COUNCIL FIRE CIR INDIAN TRAIL, NC, 28076
 Phone: 704 621-2463
 E-Mail: _____
 Signature: [Signature] Date: 2/15/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Beverly Bowers

Address: 400 Mat-Field Ct Monroe NC 28110

Phone: 704-296-5257

E-Mail: beverly.bowers@hotmail.com

Signature: Beverly Bowers Date: 2-16-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: BURAK AKINCI
 Address: 1017 STEVENS PRIDE ROAD INDIAN TRAIL NC 28079
 Phone: (704) 698 0221
 E-Mail: burak@
 Signature: Btun Date: 2/15/2010

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Jessica Broadaway

Address: Wingate NC 28174

Phone: (704) 286-3138

E-Mail: jessica.broadaway@baesystems.com

Signature: J Broadaway Date: 2/14/2010

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Eric Rich

Address: 15106 Monroe Ave

Phone: 704 256 4743

E-Mail: Eric1876@hotmail.com

Signature: [Signature] Date: 2/15/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Nancy Morely

Address: 1214 Monroe Dr

Phone: 706 476 4353

E-Mail: morely-nancy@gmail.com

Signature: Nancy Morely Date: 2/15/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Carlos Perez

Address: 1103 Cherry St

Phone: 704-681-3741

E-Mail: _____

Signature: CB Perez Date: 2-14-09

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Mary Chris

Address: 2226 Park Charlotte Dr

Phone: 704 336 4222

E-Mail: Chris_mary@hotmail.com

Signature: [Signature] Date: 2/15/10

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Any Additional Comments/Suggestions: _____

Name: VAYS. DZHANAYEV
 Address: 2007 CONNELL FIRE CT INDIAN TRAIL NC 280
 Phone: 704 939 1230
 E-Mail: _____
 Signature: *[Signature]* Date: 02/15/10

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Any Additional Comments/Suggestions: _____

Name: Christy

Address: 1114 Winder Ln

Phone: _____

E-Mail: christy12@yahoo.com

Signature: [Signature] Date: 2/15/10

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Any Additional Comments/Suggestions: _____

Name: Lorrie Melfen

Address: 2117 Porter dr Wuxham

Phone: 704-301-8075

E-Mail: _____

Signature: Lorrie Melfen Date: 2-15-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Shann Wetherington

Address: 216 Wood Dr.

Phone: 704 238-7738

E-Mail: _____

Signature: Shann W. Date: 02/15/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name:

Christopher Chambers

Address:

2022 Vinton St Apt #1 Charlotte NC

Phone:

704-777-1587

E-Mail:

Signature:

Christopher Chambers

Date:

2/15/10

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Name: Lala Sulaymanova

Address: 1095 Shumard Cir. Indian Trail

Phone: (704) 236-96-00

E-Mail: _____

Signature: _____ Date: 2/15/10

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c. Individual Attention and Career Guidance	☐ YES	☐ NO
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e. Safe Educational Environment	☐ YES	☐ NO

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3. Do you have school age child(ren)?

☒ YES ☐ NO

If yes, please circle the current grade(s) attended: K 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name: Jeremy T

Address: _____

Phone: 704-504-8016

E-Mail: _____

Signature: [Signature] Date: 2/6/10

We appreciate your feedback and support

❖ **PIEDMONT IT ACADEMY** ❖ 4106 BLOOMDALE DR #E, CHARLOTTE, NC, 28211 ❖
❖ Telephone: (980) 355 9872 ❖ E-mail: info@pitacademy.org ❖ www.pitacademy.org

PIEDMONT IT ACADEMY

COMMUNITY SURVEY

FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

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Any Additional Comments/Suggestions: _____

Name: Patrick Seegers

Address: 6525 The Little Rd

Phone: 7042432207

E-Mail: Pseegers@Hughes.net

Signature: [Signature] Date: 20/00206

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Terry Greer

Address: 12 Railroad St Rockingham NC 28379

Phone: 585-736-3587

E-Mail: Lpn Terry 07@yahoo.com

Signature: Terry Greer Date: 2/6/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Al FARBELLI

Address: 4906 Sandstone Lane MONROE N.C 28110

Phone: 704-282-4802

E-Mail: ALF@DolphinCCMR.com

Signature: A. FARBELLI Date: 2/8/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Julia Sophia Schnuerer
 Address: 2526 Cross Country Rd. 28270 Charlotte
 Phone: _____
 E-Mail: juliaschnuerer@gmx.de
 Signature: J. Schnuerer Date: 08/02/2010

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: _____

Address: _____

Phone: _____

E-Mail: khrentz@carolina.rr.com

Signature: _____ Date: _____

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Any Additional Comments/Suggestions: _____

Name: Tammy Spais

Address: 6205 E. Ker. Blvd. Oak

Phone: 704-400-8272

E-Mail: _____

Signature: [Signature] Date: 02-14-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Mamad Sulaymanov

Address: 1095 Shumard ckt Indian Trail NC 28079

Phone: 704-983-6739

E-Mail: _____

Signature: [Signature] Date: 02/15/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Kristen Sharpe

Address: 3024 Spring Fancy Ln. Indian Trail

Phone: 704-989-5626

E-Mail: _____

Signature: Kristen Sharpe Date: 2/6/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Tris McLendon
 Address: 1705 Ice Morlee St
 Phone: (704) 218-7027
 E-Mail: malos04@hotmail.com
 Signature: Tris McLendon Date: 2/16/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: John Smith

Address: _____

Phone: _____

E-Mail: _____

Signature: John Smith Date: 02-16-2010

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Kelly Tittle

Address: Monroe

Phone: 634-1658

E-Mail: _____

Signature: Kelly Tittle Date: 2-6-10

We appreciate your feedback and support

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Name: Nuriya Demurchiyeva

Address: 2237 Shumard Cir. Indian Trail NC 28079

Phone: 704 957 0342

E-Mail: _____

Signature: [Signature] Date: 2-15-10

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Any Additional Comments/Suggestions: _____

Name: Amy David

Address: 602 Queenswater Ln Waxhaw NC 28173

Phone: (704) 845-4606

E-Mail: watamydavid@yahoo.com

Signature: Amy M David Date: 2-9-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Barker Rollins
Address: 2701 Long Hope monroe 28112
Phone: 704 283 0273
E-Mail: —
Signature: Barker Rollins Date: 2-9-10

We appreciate your feedback and support

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Name: Gary Rollins

Address: 2701 Longhose Monroe 28112

Phone: 704 283 0273

E-Mail: NA

Signature: Gary Rollins Date: 2-9-10

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☒ YES ☐ NO

If yes, please circle the current grade(s) attended: K 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name: William Harris
 Address: 2420 Longhope rd Monroe NC 28112
 Phone: 704 301 3251
 E-Mail: wharris1968@gmail.com
 Signature: [Signature] Date: 2-12-10

We appreciate your feedback and support

❖ **PIEDMONT IT ACADEMY** ❖ 4106 BLOOMDALE DR #E, CHARLOTTE, NC, 28211 ❖
 ❖ Telephone: (980) 355 9872 ❖ E-mail: info@pitacademy.org ❖ www.pitacademy.org

PIEDMONT IT ACADEMY

COMMUNITY SURVEY

FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

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Any Additional Comments/Suggestions: _____

Name: Fatma Kirazoglu

Address: 316 Windsor Dr. Monroe NC

Phone: 980 219 0343

E-Mail: _____

Signature: *Fatma Kirazoglu* Date: 02/11/2010

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Debra Mize Harris

Address: 2420 Longhope manors NC 28112

Phone: 704 689 2400

E-Mail: NA

Signature: Debra Harris Date: 2-9-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Bobby Ellis
 Address: 6115 Camplot Dr. Charlotte, NC 28270
 Phone: 704-846-8025
 E-Mail: mirells@carolina.rr.com
 Signature: Bobby Ellis Date: _____

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Alicia Peltier
 Address: 1212 Cindy Carr Dr Matthews NC 28105
 Phone: 704 708 9441
 E-Mail: _____
 Signature: Alicia Peltier Date: 2/9/10

We appreciate your feedback and support

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Name: Adam Pelter
 Address: 1212 Cindy Carr Dr. Matthews, N 28105
 Phone: 704 786 9441
 E-Mail: acpelter@yahoo.com
 Signature: Adam Pelter Date: 2/9/10

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Any Additional Comments/Suggestions:

IDEAL

Name:

April Cooke

Address:

406 Marshall Olive Branch Rd

Phone:

704 574 135

E-Mail:

(signature)

Signature:

Date:

2-15-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Monte Reid

Address: 1522 Carson St

Phone: 704 242 4176

E-Mail: _____

Signature: M. Reid Date: 2-15-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Briana Williams

Address: 2737 Nottingham Ln

Phone: 980-328-8783

E-Mail: ncFreshman@yahoo.com

Signature: Briana Williams Date: 2/15/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Mrs Carolyn Katrina Mundy
 Address: 2737 Nottingham Ln Apt D
 Phone: 704-254-9869
 E-Mail: C-Mundy69@yahoo.com
 Signature: Carolyn Mundy Date: 2-15-10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Joseph Mamou

Address: 2005 Corner Pl

Phone: _____

E-Mail: _____

Signature: Joseph Mamou Date: _____

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Brian Gwaley

Address: 1132 Pryor Rd. MARSHVILLE NC 28103

Phone: 704-953-8735

E-Mail: BWGwaley74@yahoo.com

Signature: Brian Gwaley Date: 2-6-10

We appreciate your feedback and support

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Name: Michele Fernandez

Address: York SC

Phone: 804.562.0127

E-Mail: mstutler01@aol.com

Signature: M Fernandez Date: _____

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Maura Bonwith

Address: 3014 Kansas City Dr., Monroe NC 28116

Phone: 980 328 9616

E-Mail: m.bonwith@gmail.com

Signature: Maura Bonwith Date: 2/6/10

We appreciate your feedback and support

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Name: Arminda harra neta

Address: 2409 Mendelson ct

Phone: (704) 698-6450

E-Mail: _____

Signature: Arminde harra neta Date: _____

We appreciate your feedback and support

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Name: Gary Sica

Address: 1107 Boulder Ct Wayhew NC

Phone: _____

E-Mail: _____

Signature: [Signature] Date: 2-6-10

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Name: MARK MUCCI

Address: 100 N. MAIN ST.

Phone: 704 220 8858

E-Mail: MUCCISBISTRO@gmail.com

Signature: [Signature] Date: 2/15/07

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c. Individual Attention and Career Guidance	☒ YES	☐ NO
d. Math and Science Concentration	☒ YES	☐ NO
e. Safe Educational Environment	☒ YES	☐ NO

2. Would you be interested in sending your child(ren) to the proposed Charter School?

☒ YES ☐ NO

3. Do you have school age child(ren)?

☒ YES ☐ NO

If yes, please circle the current grade(s) attended: K 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name: Jennifer Patterson

Address: 309 Pennigar Rd, Monroe NC 28110

Phone: _____

E-Mail: ~~fr~~ friedabooks@aol.com

Signature: Jennifer Patterson Date: 2-13-09

We appreciate your feedback and support

❖ PIEDMONT IT ACADEMY ❖ 4106 BLOOMDALE DR #E, CHARLOTTE, NC, 28211 ❖
❖ Telephone: (980) 355 9872 ❖ E-mail: info@pitacademy.org ❖ www.pitacademy.org

PIEDMONT IT ACADEMY

COMMUNITY SURVEY

FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

Your answers are very valuable for us to help shape our recently proposed charter school project that will bring an innovative approach to support public education system in Union County, NC and surrounding areas.

1. Do you think there is a need for a charter school that puts emphasis on:

a. College Preparation and Placement Support	☒ YES	☐ NO
b. Technology Enriched Education	☐ YES	☐ NO
c. Individual Attention and Career Guidance	☒ YES	☐ NO
d. Math and Science Concentration	☒ YES	☐ NO
e. Safe Educational Environment	☒ YES	☐ NO

2. Would you be interested in sending your child(ren) to the proposed Charter School?

☒ YES

☐ NO

If all teachers were certified

3. Do you have school age child(ren)?

☒ YES

☐ NO

If yes, please circle the current grade(s) attended: K 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: Require teachers to be certified, unlike Union Academy

Name: Hugh Hawfield

Address: 2304 Glen Eagles Rd

Phone: 218-3223

E-Mail: hughh@earthlink.net

Signature: [Signature] Date: 2/14/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: Russ Thomas
 Address: 9713 EDWARDS PL Mint Hill NC 28227
 Phone: 704-507-0507
 E-Mail: RUSSTHOMAS@BELL50RTH.NET
 Signature:  Date: 2-13-10

We appreciate your feedback and support

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Address: _____

Phone: _____

E-Mail: _____

Signature: _____

Date: _____

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Any Additional Comments/Suggestions: _____

Name: Cathy Powers

Address: 6026 Love Mill Rd

Phone: 704 753 1104

E-Mail: CathyPowers@hughes.net

Signature: Cathy Powers Date: 2-16-10

We appreciate your feedback and support

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If yes, please circle the current grade(s) attended: K 1 2 3 4 5 6 7 8 9 10 11 12

Any Additional Comments/Suggestions: _____

Name: Jeffrey Lane
 Address: 112 Bambleswood Dr. Charlotte, NC
 Phone: (919) 584-2187
 E-Mail: glinz@yahoo.com
 Signature: [Signature] Date: 02/11/10

We appreciate your feedback and support

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Any Additional Comments/Suggestions: _____

Name: SELAHADDIN KORHAN

Address: 1826 NANTUCKET LN APT 202 CHARLOTTE NC 28270

Phone: 704.618.6109

E-Mail: SKORHAN@GMAIL.COM

Signature: [Signature] Date: 02/18/2010

We appreciate your feedback and support

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X. SIGNATURE PAGE

X. SIGNATURE PAGE

The foregoing application is submitted on behalf of Piedmont IT Academy (*name of non-profit corporation or individuals submitting application*). The undersigned has read the application and hereby declares that the information contained in it is true and accounts to the best of his/her information and belief. The undersigned further represent that the applicant has read the Charter School Law and agrees to be governed by it and other applicable laws.

Print/Type Name: Ismail Yavuz SAKAOGLU

Position: President

Signature: _____

Date: 02/18/2010

Sworn to and subscribed before me this

18 day of FEBRUARY, 2010.

Notary Public

Official Seal

My commission expires FEB 5, 2011.



