

Employee Action Form

Effective Date of Action 02/14/2019
Full Name CHRISTOPHER RAGSDALE
Employee ID [Redacted]
Requested Action Other Employee Change (explain in NOTES section)
Current Position: Superintendent
New Position:
Location: OFFICE OF SUPERINTENDENT
Location Level: Other / Central Office
If ending a supply assignment, enter the name of employee supplied for:

Please enter the General Ledger Account below.
General Ledger Example
XXXX-XXXX-XXXX-XXXX-XXXX-XXXX-XX-XXXXXX-00000

For Head Coach placement, answer "NO" for the next three questions.

Is this employee currently in an Administrative/Leadership positions or going to an Administrative/Leadership position? Yes
Is this person in one of the following type of positions? No
Is the employee moving from an Admin/Leadership positions to a non-admin positions? No

Employee's Last Day Worked:

NOTES TO HR

The Board approved the Superintendent's Employment Contract during the Executive Session of the February 13, 2019 meeting of the Board of Education. Term of employment February 14, 2019 through February 13, 2022. See attached contract.

Shift Start:

Shift End:

Daily Hours Worked:

Work FTE

Authorizing Administrator: John Adams
Administrator's Title: Deputy Superintendent
Person Preparing This Form: Lee Ann Morson
Phone: 770-426-3463
Today's Date: 02/27/2019

Attachments:

Resignation Letter:

Attached Workflow EAF WORKFLOW 2
Current Status Draft
Workflow Steps
1 TBD
2 TBD
3 TBD

02.28.19

2/28/19 - Est'd board tracking.

to notify for John Adams approval.

0100-8010-2300-9990-0000-50103-60-512010-00000-

sent to Jennifer Hurst. GH will enter PA in HRIS.

SCANNED 2/28/19

**EMPLOYMENT CONTRACT
BETWEEN COBB COUNTY BOARD OF EDUCATION
AND CHRISTOPHER G. RAGSDALE**

This Employment Contract ("CONTRACT") is made and entered into this 13th day of February 2019, by and between the Cobb County Board of Education (hereinafter "BOARD") and Christopher G. Ragsdale (hereinafter the "SUPERINTENDENT").

In consideration of the mutual promises and the other terms, conditions, and agreements specified herein, the BOARD and the SUPERINTENDENT agree that this Contract shall void all prior existing agreements and further agree as follows:

1. **TERM OF EMPLOYMENT.** As authorized by O.C.G.A. § 20-2-101(a), the BOARD hereby employs the SUPERINTENDENT, and the SUPERINTENDENT hereby accepts employment, as SUPERINTENDENT of Schools for the Cobb County School District ("SCHOOL DISTRICT"). The term of employment shall commence on February 14, 2019, and end on February 13, 2022, unless sooner terminated or extended in accordance with the provisions of this Agreement. The BOARD may, by specific action and with the consent of the SUPERINTENDENT extend the above termination date of this Contract to the full extent permitted by state law. Any such extension will be in writing and signed by the BOARD and the SUPERINTENDENT.

2. **CERTIFICATION.** The SUPERINTENDENT shall secure and maintain a valid and appropriate certificate issued by the Professional Standards Commission of the State of Georgia for the term of this CONTRACT, in order for it to take effect and be enforceable.

3. **DUTIES OF SUPERINTENDENT.** The SUPERINTENDENT shall be the chief executive officer of the SCHOOL DISTRICT; shall have charge of the administration of the schools

under the direction of the BOARD; shall implement all of the policies and administrative procedures of the BOARD and comply with all local, state, and federal rules, regulations, and laws relevant to education and the operation of the School District; shall recommend personnel for employment and assignment by the BOARD; shall supervise, direct, and control all employees of the SCHOOL DISTRICT; shall organize, reorganize, and arrange the administrative and supervisory staff as best serves the School District, subject to the approval of the BOARD; shall assume responsibility for the overall financial planning of the School District, for the preparation of the annual budget, and for submitting the budget to the BOARD for review and approval; shall attend all meetings of the BOARD, except when otherwise directed by the BOARD; shall provide administrative recommendations on each item of business brought before the BOARD; shall require such reports as the SUPERINTENDENT may deem necessary from principals and other employees of the School District and shall furnish such information to the BOARD as requested by the BOARD; shall from time to time suggest policies, rules, and procedures deemed necessary for the well ordering of the School District; shall perform all other duties incident to the office of the Superintendent under the Constitution, laws and regulations of the State of Georgia and the policies and administrative procedures of the BOARD; and shall perform such other duties as may be prescribed by the BOARD from time to time. The BOARD, individually and collectively, shall refer all substantive criticisms, complaints and suggestions called to the BOARD's attention to the SUPERINTENDENT for study and appropriate action, and the SUPERINTENDENT shall investigate such matters and, within a reasonable time, inform the BOARD of the results of such efforts. The BOARD shall provide the SUPERINTENDENT with the use of equipment and technology suited to the efficient performance of his duties, including but not limited to cellular telephone, home facsimile machine, high-speed

internet connection, and such other equipment and technology as will increase his efficiency.

4. **OUTSIDE ACTIVITIES.** The SUPERINTENDENT shall devote his full time, attention, and energy to the business of the School District. However, he may serve as a consultant to other school districts or educational agencies, lecture, engage in writing activities and speaking engagements, and engage in other short-term activities of the SUPERINTENDENT's choosing, in consultation with the BOARD. Any such activities that require the SUPERINTENDENT to be away from the School District for more than one (1) working day shall be reported to the BOARD in writing. In addition, any such activities that are of a recurring nature or require the SUPERINTENDENT to be away from the School District for more than three (3) working days shall require the prior approval of the BOARD. The SUPERINTENDENT may, at his option and with the approval of the BOARD, continue to draw a salary while engaged in the outside activities described above. In such cases, honoraria paid to the SUPERINTENDENT in connection with these activities shall be transferred to the BOARD. If the SUPERINTENDENT chooses to use vacation leave to perform outside activities, he shall retain any honoraria paid. In no case will the BOARD be responsible for any expenses attendant to the performance of such outside activities. Service on outside boards and committees shall be by mutual agreement of the BOARD and the SUPERINTENDENT.

5. **PROFESSIONAL GROWTH OF SUPERINTENDENT.** In order to encourage the SUPERINTENDENT's continuing professional growth, the BOARD shall permit a reasonable amount of release time for the SUPERINTENDENT, as he deems appropriate in light of his responsibilities as SUPERINTENDENT, to participate in: (a) the operations, programs and other activities conducted or sponsored by local, state and national school administrator and school board

associations; (b) seminars and courses offered by public or private educational institutions; and (c) informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the SUPERINTENDENT to perform his professional responsibilities for the BOARD. The BOARD shall include in its annual budget an amount sufficient to cover the reasonable and necessary travel and subsistence expenses incident to such participation.

6. **ANNUAL SALARY.** The SUPERINTENDENT's base annual salary for this contract shall be Three Hundred Fifty Thousand and No/100 Dollars (\$350,000.00), to be paid in twelve (12) equal installments on the last day of the month for services rendered during the month for each month actually worked and the foregoing amount shall be prorated accordingly. The SUPERINTENDENT's base annual salary shall increase in accordance with any increase in the salary schedule adopted by the BOARD for the position of teacher. At no time during the term of this Contract shall the SUPERINTENDENT's base annual salary be reduced except by mutual agreement.

7. **BENEFITS.**

(a) The BOARD shall pay all employee (member) contributions required to be made on the SUPERINTENDENT'S behalf for Teachers' Retirement System of Georgia ("TRS"), the employee portion of Social Security and Medicare. Likewise, the BOARD shall pay on behalf of the SUPERINTENDENT the premiums for family health, vision, dental, disability, and term life insurance coverage for the SUPERINTENDENT and his family pursuant to a group plan provided by the BOARD for its employees. The SUPERINTENDENT shall be allowed to choose from any such plan offered by the BOARD. The SUPERINTENDENT, at his option, may choose to take the cash

equivalent of any of the above benefits and determine that amount be placed in a tax-sheltered vehicle of his choosing.

(b) The BOARD shall make a contribution to a tax-sheltered annuity plan, 403(b), 457(b) plan, 401(a) plan, another qualified or successor plan, or a combination thereof, of the BOARD's choosing, consistent with the Internal Revenue Code, in an amount equal to twelve percent (12%) of the SUPERINTENDENT's annual salary. This payment shall be made annually on January 1 of each year for the term of this Agreement. This payment shall be coordinated with any other retirement benefits so that the total benefits are, if necessary, reduced to the combined Section 415 and/or 457 limits, and including any successor code sections or other applicable code sections.

In addition to the foregoing, the SUPERINTENDENT shall have the right to establish a cash or deferred agreement reducing the amount of taxable income he receives within the limits of the Internal Revenue System and the Treasury Regulations for payments made to a qualifying Section 403(b), 457(b) and/or 401(a) plan or any successor plans and/or a combination thereof.

(c) In addition, the SUPERINTENDENT shall be entitled to accumulate vacation days at the rate of twenty-five (25) days per year. Accrual of vacation days shall be calculated on a pro-rata monthly basis simultaneously with the anniversary date of the contract. The SUPERINTENDENT may not accrue more than forty (40) vacation days as of July 1 of any calendar year. At the sole option of the SUPERINTENDENT, either at the end of each year of the term of this Contract, at retirement, or when the Contract is terminated, either voluntarily or involuntarily, the BOARD shall pay in lump sum to the SUPERINTENDENT any accrued but unused vacation days at his then current daily rate of pay, calculated by dividing the SUPERINTENDENT's then current annual

salary by 240. Upon his departure from the District, any unused sick leave days will not be paid out but will be reported to TRS to go toward the superintendent's creditable service time.

(d) Except as otherwise provided in this Contract, the SUPERINTENDENT shall be entitled to the standard package of group insurance benefits, paid and unpaid leave, holidays, optional participation in a tax-sheltered annuity, and any other benefits of twelve-month administrative employees, on the same terms and conditions applicable to such employees.

8. **AUTOMOBILE ALLOWANCE.** In light of the extensive travel required in connection with the SUPERINTENDENT's duties under this Contract, the BOARD shall pay the SUPERINTENDENT an automobile allowance of Twelve Hundred Dollars (\$1,200.00) per month. In addition, the BOARD shall reimburse the SUPERINTENDENT for reasonable and actual costs incurred for maintaining his automobile, including but not limited to insurance, fuel, routine service, and repairs. The SUPERINTENDENT shall submit receipts for reimbursement.

9. **GOALS AND OBJECTIVES.** At the beginning of each contract year or some other mutually agreeable time, the BOARD and the SUPERINTENDENT shall meet to establish the SUPERINTENDENT's goals and objectives for the new contract year. Said goals and objectives shall be reduced to writing and be among the criteria by which the SUPERINTENDENT is evaluated.

10. **EVALUATION.**

(a) At least once a year during the term of this Contract, the BOARD shall evaluate and assess the performance of the SUPERINTENDENT. The evaluation shall be in writing, shall be in a form that is mutually agreeable to the BOARD and the SUPERINTENDENT, and shall be reasonably related to the SUPERINTENDENT's duties and his goals and objectives for the year in

question. In the event that the BOARD determines that the SUPERINTENDENT's performance is unsatisfactory in any respect, the evaluation shall describe, in reasonable detail, specific instances of unsatisfactory performance and recommendations for improvement.

(b) The BOARD shall provide the SUPERINTENDENT with a copy of his evaluation. Within thirty (30) days thereafter or at such other time as is mutually agreeable, the BOARD shall meet with the SUPERINTENDENT to discuss the evaluation. The SUPERINTENDENT shall have the right to submit a written reaction or response to the evaluation. This response shall become a permanent attachment to the SUPERINTENDENT's evaluation. In all instances where the BOARD deems the SUPERINTENDENT's performance to be unsatisfactory, the BOARD shall allow the SUPERINTENDENT a reasonable period of time to improve in the areas identified.

11. **PROFESSIONAL ORGANIZATIONS.** The BOARD shall pay one hundred percent (100%) of the membership fees for the SUPERINTENDENT's membership in the American Association of School Administrators, the Georgia Association of School Administrators, and such other professional groups that the SUPERINTENDENT deems necessary for his professional growth, as permitted by state law and as approved by the BOARD in the annual budget.

12. **CIVIC GROUPS.** To encourage community activity on the part of the SUPERINTENDENT, the BOARD shall pay the membership dues for the SUPERINTENDENT's membership in one or more local civic organizations, as permitted by state law and as approved by the BOARD.

13. **PROFESSIONAL LIABILITY.**

(a) The BOARD shall, to the extent permitted by Georgia law, defend, hold harmless,

and indemnify the SUPERINTENDENT from any and all demands, claims, suits, actions, and legal proceedings brought against the SUPERINTENDENT in his individual capacity or in his official capacity as agent and employee of the BOARD, regardless of whether such demand, claim, suit, action, or legal proceeding shall have been brought or concluded during the tenure of the SUPERINTENDENT, provided the incident arose while the SUPERINTENDENT was acting within the scope of his employment and excluding criminal litigation. In no case will individual members of the BOARD be considered personally liable for indemnifying the SUPERINTENDENT against such demands, claims, suits, actions, and legal proceedings.

(b) If in the good faith opinion of the SUPERINTENDENT, the defense of the SUPERINTENDENT calls for the assertion of a legal position that is in conflict with the legal position of the BOARD, such that the same attorney could not represent both the BOARD and the SUPERINTENDENT, the SUPERINTENDENT may engage separate counsel, in which event the BOARD shall indemnify the SUPERINTENDENT for the reasonable fees and costs of his legal defense to the extent permitted by Georgia law.

(c) Notwithstanding paragraphs (a) and (b) above, the BOARD shall not be required to pay any costs of any legal proceedings if the SUPERINTENDENT is adjudged liable for acts or omissions involving the commission of any civil or criminal offense against the BOARD or DISTRICT, or involving the misappropriation of funds or property belonging to the BOARD, DISTRICT or any public agency.

14. **TERMINATION.** This Contract and the SUPERINTENDENT's employment hereunder shall terminate upon the first of the following to occur:

(a) Death of the SUPERINTENDENT;

- (b) Retirement of the SUPERINTENDENT;
- (c) Complete disability of the SUPERINTENDENT.

“Complete disability” as used herein shall mean that the SUPERINTENDENT is unable to perform the essential functions of his position because of a disability (as that term is defined in the Americans with Disabilities Act), with or without reasonable accommodations, for an aggregate of ninety (90) days within any one hundred eighty (180) consecutive days during the term of this Contract;

- (d) Mutual agreement of the parties; and

(e) Termination for Cause. Termination for cause shall be based on the grounds specified in O.C.G.A. § 20-2-940, and the SUPERINTENDENT shall be entitled to notice and a hearing in accordance with such law. The Parties to this Contract acknowledge and agree that nothing in this contract gives the SUPERINTENDENT any expectation of nonrenewal of this Contract under Georgia or federal law, or any rights to any due process hearing in the event of a nonrenewal of this contract.

15. AMENDMENT. This Contract may be amended during its term by the mutual written consent of the BOARD and the SUPERINTENDENT. Any such amendment shall be in writing, shall be approved by official BOARD action, and shall be executed by the President of the BOARD and the SUPERINTENDENT.

16. **SAVINGS CLAUSE.** If, during the term of this Contract, any specific clause of the Contract is found to be illegal or unenforceable pursuant to state or federal law, the remainder of the Contract shall remain in full force and effect.

17. **GOVERNING LAW.** This Contract shall be governed by and construed in accordance with the laws of the State of Georgia.

IN WITNESS WHEREOF, the BOARD has approved this Contract at a duly noticed public meeting held on the 13th day of February 2019 and has duly authorized its Chairman to execute this Contract on behalf of the BOARD.

SUPERINTENDENT



Christopher G. Ragsdale

COBB COUNTY BOARD OF EDUCATION



David Chastain, Chairman

Effective Date of Action 02/14/2019
Full Name CHRISTOPHER RAGSDALE
Employee ID [REDACTED]
Requested Action Other Employee Change (explain in NOTES section)
Current Position: Superintendent

If re-assigning or adding a Head Coach positions

New Position:
Location: OFFICE OF SUPERINTENDENT
Location Level: Other / Central Office

If ending a supply assignment, enter the name of employee supplied for:

Please enter the General Ledger Account below.
General Ledger Example

XXXX-XXXX-XXXX-XXXX-
XXXX-XXXXX-XX-
XXXXXX-00000

For Head Coach placement, answer "NO" for the next three questions.

Example: School Leadership Intern, Asst./Associate Principal, Principal, Asst. Directors and higher.

Is this employee currently in an Administrative/Leadership positions or going to an Administrative/Leadership position? Yes

Secretary, ASP Director, Food Service Manager, Supervises other positions

Is this person in one of the following type of positions? No

Is the employee moving from an Admin/Leadership positions to a non-admin positions? No

This is required for all forms of positions terminations.

Employee's Last Day Worked:

NOTES TO HR

The Board approved the Superintendent's Employment Contract during the Executive Session of the February 13, 2019 meeting of the Board of Education. Term of employment February 14, 2019 through February 13, 2022. See attached contract.

Shift Start:

Shift End:

Daily Hours Worked:

Employee's Last Day Worked:

NOTES TO HR

See attached Third Amendment to Employment Contract dated March 2018

Shift Start:

Shift End:

Daily Hours Worked:

Work FTE:

Authorizing Administrator: John Adams

Administrator's Title: Deputy Superintendent

Person Preparing This Form: Lee Ann Morson

Phone: 770-426-3463

Today's Date: 03/29/2018

Attachments:

Resignation Letter:

Attached Workflow

EAF

Current Status

Approved

Workflow Steps

- | | | |
|---|---|----------------------------|
| 1 | <i>Sub-Workflow</i>
Approved by LEE CONNER on 03/29/2018 at 1:20 PM | LEADERSHIP MGMNT SPCLST HR |
| 2 | | |
| 3 | <i>Sub-Workflow</i>
Reviewed by RODOLPH FORGUE on 04/11/2018 at 11:21 AM | HR TECHNOLOGY ANALYST |

Effective Date of Action 02/14/2019
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Authorizing Administrator: John Adams

Administrator's Title: Deputy Superintendent

Person Preparing This Form: Lee Ann Morson

Phone: 770-426-3463

Today's Date: 02/27/2019

Attachments:

Resignation Letter:

Attached Workflow

EAF WORKFLOW 2

Current Status

Approved

Workflow Steps

- | | | |
|---|--|----------------------------|
| 1 | <i>Sub-Workflow</i>
Approved by LEE CONNER on 02/28/2019 at 2:30 PM | LEADERSHIP MGMNT SPCLST HR |
| 2 | | |
| 3 | <i>Sub-Workflow</i>
Reviewed by Sarah Sullins on 03/01/2019 at 08:44 AM | SENIOR TECHNOLOGY ANALYST |

PERSONNEL ACTION ENTRY PROOF

TYPE	SUPPT REASON	SSN	EMPLOYEE	ENTRY DATE	EFFCT DATE
216	PROMOTION/UPGRADE		RAGSDALE, CHRISTOPHER	04/03/2025	03/20/2025

COMMENT: BOARD APPROVED INCREASE ON 03/20/25
 NOTES: [2025-04-03 14:27:44 HJE11863]:

As approved in March 2025 board meeting, amend Christopher Ragsdale's annual salary to \$549,479.74.

CHANGES

PAY RECORD ADDED - JOB: 600 SUPERINTEN - PAY: 103 CERTIFIED 12 BASE PAY POS: 0 EFF DATE: 03/20/2025
 HRLY: 292.2765 DLY: 2338.2117 PER: 45789.98 ANN: 549479.74 FREQ: M START DT: 03/20/2025 END DT: 12/31/9999
 **PREVIOUS RECORD - HRLY: 254.6279 DLY: 2037.0232 PER: 39891.71 ANN: 478700.46 EFF DATE: 07/01/2024

PAY RECORD UPDATED - JOB: 600 SUPERINTEN - PAY: 103 CERTIFIED 12 BASE PAY POS: 0 EFF DATE: 07/01/2024
 HRLY: 254.6279 DLY: 2037.0232 PER: 39891.71 ANN: 478700.46 FREQ: M START DT: 07/01/2020 END DT: 03/19/2025

CHANGED FIELD	ORIGINAL VALUE	NEW VALUE
End Date	12/31/9999	03/19/2025
Pay Status	A	M

PAY RECORD UPDATED - JOB: 600 SUPERINTEN - PAY: 550 AUTO ALLOWANCE POS: 0 EFF DATE: 07/01/2024
 HRLY: 7.6596 DLY: 61.2766 PER: 1200.00 ANN: 14400.00 FREQ: M START DT: 07/01/2021 END DT: 03/19/2025

CHANGED FIELD	ORIGINAL VALUE	NEW VALUE
End Date	12/31/9999	03/19/2025
Pay Status	A	M

PAY RECORD ADDED - JOB: 600 SUPERINTEN - PAY: 550 AUTO ALLOWANCE POS: 0 EFF DATE: 03/20/2025
 HRLY: 7.6596 DLY: 61.2766 PER: 1200.00 ANN: 14400.00 FREQ: M START DT: 07/01/2021 END DT: 12/31/9999
 **PREVIOUS RECORD - HRLY: 7.6596 DLY: 61.2766 PER: 1200.00 ANN: 14400.00 EFF DATE: 07/01/2024

** END OF REPORT - Generated by Jennifer Hurst **