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October 8, 2024

Walker County Board of Education
301 North Cherokee Street
LaFayette, Georgia 30728

Re: Investigative Report Concerning Damon Andrew Raines

Dear Honorable Members:

At the August 29, 2024 Called Session of the Walker County Board of Education (the "Board"), you voted to engage my firm to conduct an investigation concerning the actions or inactions of the School of Walker County Superintendent, Damon Andrew Raines and whether they are in violation with his contract of employment with the Board. What follows are the results of that investigation.

I engaged the services of Marcus D. Veazey, an accomplished criminal and corporate investigator, to assist in the investigation. As outlined in his curriculum vitae, which is attached to this report, Agent Veazey served in several roles in the Federal Bureau of Investigations from 1989 through 2013. He now serves as a Surveillance Officer for the Lookout Mountain Judicial Circuit Courts. Agent Veazey's report of his investigation into the immediate matter is attached.

Many concerns were brought before the Board in an August 21, 2024 email from [REDACTED] a parent of a Walker County student. During our investigation, several other instances of Raines' became of such grave concern that I am tendering this report to you, immediately, even without having explored all of the subjects contained in Mrs. Hughes' complaint.

For efficiency and respect for the Board's time, I have not reproduced in this report all of the information contained in Agent Veazey's report. Accordingly, this should be read in conjunction with the findings of Agent Veazey, together with the attached supporting materials.

FAILURE TO PROTECT STUDENTS FROM SEXUAL CONDUCT FROM TEACHERS

CASE NO. 1:

Mr. Raines' initial employment contract with the Board from 2012, along with its extensions, requires that he "aid and assist in the advancement of public education in Walker County, Georgia." It may well be imagined that few things would inhibit the education of Walker County students more than sexual assault. It appears that on *at least* one occasion, Mr. Raines failed to take appropriate and required action to protect students from a sexual predator. Compounding the harm, it appears that several other children were exploited because of Mr. Raines' failure to comply with the terms of his contract and of the law.

On November 27, 2017, Charles Mark McCormack, a teacher at Chattanooga Valley Elementary from 2002 through May 26, 2016, was sentenced by a federal district judge to serve ten years for producing child pornography from 1997 to 1998. While there is no reason to believe that Mr. Raines was aware of McCormack's misconduct prior to and apart from his employment by the school system, one student's report of McCormack's sex crimes perpetrated by him as a teacher in 2010 was already in McCormack's personnel records when another student reported his sexual assault in 2015. Mr. Raines not only failed to take action to terminate McCormack's employment or segregate him from students, it appears that he altogether failed to make the mandatory report to the Georgia Professional Standards Commission ("PSC").

In 2010, while McCormack was serving as a gifted teacher, a student reported that McCormack used his cellphone to take a photograph up her dress. Rather than being removed from the classroom, McCormack was assigned to teach kindergarten the next school year. In 2015, a kindergarten student reported that McCormack put his hands down her pants and fondled her. Even that did not appear to be enough for Raines to begin termination proceedings. Instead, on August 10, 2016, months after McCormack's home was raided by agents of the Georgia Bureau of Investigations and the National Internet Crimes Against Children Task Force, his notice of retirement was accepted.

Ga. Comp. R. & Regs. r. 505-6-.01(2)(h)(3) required Raines to report McCormack's sexual offenses to the PSC "as soon as possible but *no later* than ninety days" from the date he became aware of the misconduct. I have found no report to the PSC of McCormack's 2015 offenses. The only complaint to the PSC from the school system that I have discovered is dated February 9, 2018, and it is entirely silent as to the 2015 reported offense.

Had Raines followed that legal requirement, at least one Walker County student may have been spared additional sexual abuse. McCormack's kindergarten victim of 2015 would later explain to a child advocate that she had not reported later molestation at the hands of another predator because of the futility of her report of McCormack's abuse. Raines' contract requires compliance with the law, and his failure to timely report McCormack's sexual offenses is a breach of that contract.

CASE NO. 2:

NOTE: THIS MATTER IS STILL UNDER INVESTIGATION. THE ACCUSED IS PRESUMED INNOCENT. What is outlined below is included only as it relates to the conduct of Superintendent Raines.

In 2007, "several female students" reported that Billie Lee Oliver, a Ridgeland High School teacher, had touched them inappropriately and made comments which the students understood to have sexual innuendo.

On April 13, 2022, a Ridgeland High School student reported to a faculty member that Billie Lee Oliver had, the day prior, inappropriately touched her chest. In the same report, she explained that Mr. Oliver had previously touched her legs, pinched her back, and "has been touchy."

With a report of Oliver's 2007 conduct in his personnel file, and with the backdrop of the Mark McCormack assaults still fresh, the *very least* the Board, every parent, and every student should have expected from Superintendent Raines would be for him to make a timely report to the PSC. Instead, it was not until June 23, 2022, that the mandatory report was made. Raines' abject failure to take even the slightest required action to protect students is notable.

LEAD CONTAMINATION

One matter addressed by ██████████ concerned lead contamination in several of the elementary schools. Perhaps as fundamental as identifying and correcting hazardous conditions is open and honest communication. As set forth below, Raines has failed in both regards.

Summary:

This section of the investigation examines the events surrounding the discovery of lead contamination in four Walker County elementary schools and the subsequent actions taken by district administration, particularly Superintendent Damon Raines.

In the fall of 2022, Walker County Schools began participation in the voluntary “Clean Water for Georgia Kids” program, which tests for lead in school water systems. Between October and December 2022, three elementary schools underwent testing. A fourth school was tested in April 2023.

The test results revealed significant lead presence in the schools’ water systems. Out of over 140 water taps tested across the four schools, 84% showed positive results for lead contamination. The district administration received the results for the first three schools in January 2023, and for the fourth school by April 2023.

Upon receiving these results, the district’s response was limited. In January 2023, one water filter was purchased for an ice machine at Chattanooga Valley Elementary.

The timeline of events shows a significant delay in communicating the test results:

- January 2023: Results for three schools available to district administration
- April 2023: Results for fourth school available to district administration
- June 15, 2023: First indication of results becoming public
- June 19, 2023: Board briefed on the situation
- August 8, 2023: Raines UCTV appearance where he stated, “*The school board was in the loop the whole time. Once the results were made available to us at the system, the School Board knew about that.*”

For the period between receiving the results and the public disclosure, I have found no evidence of notifications sent to parents, the Board, or even local water authorities about the lead contamination. It appears that the Board was not informed until the June 19 meeting, approximately five months after Raines was aware of the results indicating widespread contamination.

Facts:

1. In 2021, Walker County Schools enrolled in the Clean Water for US/Georgia Kids Program.

2. Testing was conducted at four elementary schools: Chattanooga Valley, Fairyland, Naomi, and Stone Creek. Fairyland, Naomi, and Stone Creek. Results were analyzed on the following dates:

Chattanooga Valley and Fairyland: December 1, 2022

Naomi: December 6, 2022

Stone Creek: April 11, 2023

3. The testing revealed lead presence in 84% of the 140+ taps tested, with levels at some taps exceeding the EPA's action level of 15 parts per billion (ppb).

4. My investigation indicates that Superintendent Raines did not inform the Board, teachers, staff, or parents of the results upon receipt. Parents were not notified until June 21, 2023, after the school year had concluded.

5. On August 8, 2023, Superintendent Raines stated, "The school board was in the loop the whole time. Once the results were made available to us at the system, the school board knew about that."

6. Raines' own timeline that he provided [REDACTED] lacks any mention of board notification when results were received in January 2023. No record of notification prior to the June 2023 board meeting has been found in this investigation.

7. Raines publicly characterized the EPA's 15 ppb action level as a safety threshold for individual water taps, despite EPA guidance stating there is no safe level of lead exposure for children.

8. As of the time of public disclosure, only one filter had been purchased for an ice machine at Chattanooga Valley Elementary. The remaining contaminated taps were only cleaned, and flushed.

Analysis:

Superintendent Raines withheld information from the public, which potentially endangered students and staff. Further, he withheld the information from the Board, to whom he is answerable.

Raines' August 8 statement claiming the board was "in the loop the whole time" contradicts the provided timeline and investigation findings. This discrepancy likely violates Standard 4 of the Ethics Code, which requires "honesty and integrity in the course of professional practice."

This is not a case of a single misstep or momentary lapse in judgment. Raines exhibited a months-long pattern of conduct that fundamentally undermines his credibility, and his actions demonstrate a willful or reckless disregard for transparency, honesty, and student welfare.

FALSE SWEARING

As each Board Member is aware, there is pending litigation concerning qualifications to serve on the Board if a member has a family member employed by the school system as "system administrative staff." On January 10, 2024, Damon Raines executed a sworn affidavit, which was filed into the record of the case. In paragraph 14 of his affidavit, concerning the positions of Coordinator of Secondary Curriculum/CTAE and Coordinator of Instructional Technology held by Justin Carruth and Scott Harden, Raines swore, "The Coordinator position is not considered as system administrative staff."

Raines' affidavit is directly contradicted by the Board's own document entitled, "System Administrative Staff FY2025". That document identifies all Directors, Coordinators, Principals, and Assistant Principals positions as "system administrative staff," and both Justin Carruth and Scott Harden are listed *by name*.

It is without question that Damon Raines has violated his employment contract with the Board, and the Board's remedies, including termination for cause, are specified in the contract.

This investigative report concludes the task the Board assigned to my firm.

The Board should provide this report in its entirety to the Board's attorney, Ronald R. Womack, Esq. of Womack, Rodham & Ray, P.C., to advise the Board further as to its contents, including, but not limited to, matters concerning dissemination of this report, privileges, and privacy protections.

Of course, should you have any questions or concerns, please do not hesitate to call on me. Thank you.

Yours truly,

/s/ David N. Lockhart

David N. Lockhart

Sent via email:

Ms. Phyllis Hunter, Chairperson: phyllishunter@walkerschools.org

Ms. Karen Stoker: karenstoker@walkerschools.org

Ms. Tina Painter: tinapainter@walkerschools.org

Ms. Karen Harden: karenharden@walkerschools.org

Mr. Dale Wilson: dalewilson@walkerschools.org

Mr. Damon Raines: damonraines@walkerschools.org

Ronald R. Womack, Esq.: rwomack@wrrlawfirm.com

INDEX TO ATTACHED MATERIALS

1. Curriculum Vitae of Marcus D. Veazey
2. Report of Agent Veazey
3. Contract of Employment with Damon Raines (with amendments/extensions)
4. Email to Board from [REDACTED]
5. October 22, 2017 Times Free Press article re: Charles Mark McCormack reprinted in email from Janet Cobb
6. February 9, 2018 Complaint submitted to Georgia Professional Standards Commission concerning Charles Mark McCormack
7. June 20, 2016 letter Notice of Retirement from Charles Mark McCormack
8. August 10, 2016 acknowledgement of McCormack's retirement notice
9. October 2, 2007 memorandum concerning reports of misconduct by Billie Oliver
10. June 8, 2022 Letter of Resignation from Oliver
11. June 15, 2022 acceptance letter of Oliver's resignation
12. July 17, 2024 email from Janet Cobb, along with document attached to the same and titled, "System Administrative Staff"
13. Affidavit of Damon Raines



CURRICULUM VITAE
MARCUS D. VEAZEY

Criminal and Corporate Investigator

Summary: Multi-skilled professional investigator with over 30 years of experience in criminal and corporate investigations. Expertise in healthcare fraud, organized crime, violent crime, public corruption, international and domestic drug crimes, white-collar crime, money laundering, and personnel-related matters. Possesses excellent communication and liaison skills with government agencies, law enforcement departments, corporations, and individuals. Highly organized, assertive, and detail oriented.

Education: Bachelor of Science in Commercial Music with a Concentration in Business
Georgia State University

Certifications: Certified Fraud Examiner
Association of Certified Fraud Examiners

Continuing Education and Special Training:

- Society of Corporate Compliance and Ethics Annual Conferences
- FBI Senior Executive Training (Advanced)
- FBI Counterintelligence Training (Advanced)
- FBI Drug Supervisor Training
- FBI Forfeiture Training
- FBI Executive Development I & II
- Managing Changing Environments, Kellogg School of Business, Northwestern University
- Crisis Management, Naval War College
- FBI Special Agent Training, FBI Academy, Quantico, VA

Honors and Awards:

- U.S. Attorney's Award for Outstanding Investigation
- Aspire Management Award, UNUM Insurance Corporation
- FBI Achievement Award for Investigation
- Rossville Exchange Club Jimmy Sampley Memorial Officer of the Year

- Nominated for FBI Director's Award for Investigative Excellence
 - FBI Achievement Award for Performance
 - FBI Sustained Performance Award
 - FBI Commendation for Performance
 - FBI Commendation for Investigation
-

Presentations and Publications:

- Host and executive producer of *"Just One More Question"* podcast
 - Executive producer of *"Witness of the Times"* podcast
 - Host and executive producer of *"The Sports Show"* on UCTV
 - Keynote speaker, Lookout Mountain Judicial Circuit Drug Court Graduation
 - Featured speaker for Catoosa County Chamber of Commerce Leadership Conference
 - Featured speaker for Walker County Chamber of Commerce
 - Community presentations on internet fraud and scam prevention
 - Multiple speeches and presentations on healthcare fraud, money laundering, and leadership skills
-

Employment History:**2024-Present****Surveillance Officer, Lookout Mountain Judicial Circuit Drug/Wellness Court**

- Responsible for monitoring program participants' compliance with court mandates in community settings, including at participants' homes and places of recreation.
-

2021-2024**Property and Evidence Technician, Walker County Sheriff's Office (WCSO)**

- Performed administrative duties related to the acceptance, storage, control, and disposal of WCSO and Drug Task Force evidence and property.
 - Protected the integrity of evidence throughout the judicial process, ensuring compliance with State and local laws regarding storage and disposition of property and evidence.
 - Assisted the WCSO Major with in-house investigations and the review of cold cases.
 - Oversaw and coordinated all jail ministries.
-

2013-2020**Director of Corporate Investigations, UNUM Insurance Corporation**

- Supervised all UNUM Corporate Investigations operations and investigative personnel for a Fortune 250 company.
 - Conducted presentations and instructional sessions on corporate investigations and fraud detection to internal business partners and new employees.
 - Analyzed information and reported findings to internal business partners.
 - Developed and presented Corporate Investigations (CI) orientation sessions to UNUM new hires and community partners.
 - Partnered with Human Resources and Ethics personnel on sensitive employee-conduct investigations.
-

Lead Investigative Consultant, Special Investigations Unit and Corporate Investigations, UNUM Insurance Corporation

- Conducted investigations into disability fraud and internal variances.
 - Referred cases to appropriate law enforcement agencies as needed.
 - Provided training concerning disability fraud matters to staff.
 - Evaluated information obtained during investigations and made referrals to law enforcement or regulatory agencies as needed.
-

1989-2013**Special Agent, Federal Bureau of Investigation (FBI), Dalton Resident Agency of the Atlanta Division & New Orleans Division**

- Conducted investigations into healthcare fraud, white-collar crime, public corruption, and violent crimes.
 - Conducted interviews and interrogations, and established liaison with local, state, and Federal law enforcement agencies.
-

Supervisory Special Agent, FBI Headquarters, Health Care Fraud Unit

- Oversaw the FBI's nationwide healthcare fraud program and initiatives.
 - Assisted in legislative efforts and appropriations to fund FBI field offices' healthcare fraud operations.
 - Supervised 22 Special Agents in investigative and administrative matters.
-

Washington, DC Field Office, Health Care Fraud Squad and International Drug Squad

- Oversaw investigations in metropolitan Washington, DC, and supervised 46 Special Agents and task force members in investigative and administrative matters.
-

Field Office Inspector

- Conducted on-site inspections and audits of 13 FBI field offices, reviewing enforcement mechanisms employed by the FBI.
-

Assistant Special Agent in Charge/Acting Special Agent in Charge, Omaha Division

- Oversaw day-to-day operations for nine FBI offices across Nebraska and Iowa, managing 88 agents and 69 support personnel.
-

Legal Attaché, United Arab Emirates (UAE)

- Served as the FBI's representative to the UAE. Coordinated FBI operations with UAE counterparts and U.S. government partners in-country.
-

Section Chief, Office of Congressional Affairs, FBI Headquarters, Washington, D.C.

- Managed liaison activities between the U.S. Congress and the FBI.
 - Reported pertinent Congressional information to FBI Assistant Directors and the Director.
-

1985-1989

Vice-President of Operations, Justin Entertainment, Norcross, Georgia

- Oversaw all day-to-day operations and facilities management of a record and tape warehouse and distributorship.
- Supervised 65 employees, handled inventory, managed employee hirings and terminations, and oversaw the ordering, receiving, and shipping of inventory.

**Report on the Investigation regarding potential
misconduct within the educational environment.**

October 7, 2024

Prepared by Marcus D. Veazey

Executive Summary

This investigation was initiated to address concerns raised by a parent from a Walker County School regarding potential misconduct within the educational environment. The objective was to assess the legitimacy of these concerns through a structured inquiry, which included posing specific questions to Dr. Lisa Edwards, Principal of Fairyland School. Her responses have been documented and are integral to this report. During the investigative process, two separate incidents of inappropriate conduct by educators within the Walker County School System were uncovered. Both incidents involved unprofessional interactions between teachers and minor students. It is crucial to acknowledge that in the state of Georgia, the standards governing educator-student interactions are outlined by the Georgia Professional Standards Commission (GaPSC) and the Code of Ethics for Educators.

As part of the investigation, written inquiries were directed to Dr. Lisa Edwards, located at Fairyland School, 1306 Lula Lake Rd, Lookout Mountain, GA 30750. These inquiries were specifically tailored to address the parental concerns regarding the operations at Fairyland School. Dr. Edwards provided comprehensive responses, particularly focusing on issues related to communication and accountability within the school administration. The first area of concern pertained to lead testing results from 2021 to 2023, with allegations that Superintendent Damon Raines had delayed informing stakeholders about elevated lead levels in the water. Dr. Edwards indicated that she became aware of the lead test results in June 2023. She described her communication with the superintendent's office as primarily conducted via email and phone. Dr. Edwards acknowledged challenges in disseminating the information to parents, citing technical difficulties and her absence due to a family vacation. She noted that certain water fountains had been covered to mitigate exposure, although parents and staff were not informed of these actions until June 2023. The second concern revolved around the costs associated with the "Bible in the Schools" program, with claims that Superintendent Raines had misrepresented expenses to the Board. Dr. Edwards confirmed that she was not involved in discussions regarding the program and had no prior knowledge of any cost estimates before they were presented to the Board. The third issue highlighted misleading statements

concerning a waiver for school bus drivers. Dr. Edwards asserted that she was unaware of the waiver prior to its public discussion and clarified that the meeting referenced in the allegations had been organized by parents, not the school administration. Further inquiries delved into perceived financial opacity, especially regarding the establishment of a Pre-K classroom and its related costs. Dr. Edwards confirmed her participation in discussions about the classroom's necessity but stated that no concerns had been communicated to parents regarding the financial information provided. The investigation also addressed issues of nepotism and financial reporting transparency. Dr. Edwards indicated that she had no involvement in communications about nepotism with the media and affirmed that the school had not encountered delays in receiving financial documentation from the superintendent's office. Finally, concerning the Strategic Waiver School System (SWSS) program, Dr. Edwards acknowledged her awareness of the program through formal communications but admitted that she had not actively communicated its implications to parents. This summary captures Dr. Edwards' insights and clarifies the school's stance on the issues raised, highlighting the critical importance of effective communication and transparency in addressing parental concerns.

The investigation also revealed allegations involving two former educators from the Walker County School System who were reportedly engaged in inappropriate conduct with students. Multiple individuals expressed concerns regarding the administration's handling of these incidents. A common sentiment emerged that Walker County School Board Superintendent Damon Raines, appeared more concerned with managing potential negative publicity and safeguarding the reputations of the implicated teachers than ensuring the safety of students. The investigation aimed to determine whether the Walker County School System had met its obligations regarding mandatory reporting of these incidents, as stipulated by the Georgia Professional Standards Commission. In both cases examined, it was found that the teachers involved continued their employment with the Walker County School System following the emergence of the initial allegations. In one instance, a delay in the teacher's removal resulted in continued access to students, which ultimately led to a subsequent incident of sexual misconduct with a minor.

Introduction

The purpose of this investigation was to review concerns raised by a parent of a Walker County School and to determine the validity of those concerns. During the investigation, to better understand the legitimacy of the concerns, questions were posed to Dr. Lisa Edwards, Principal of Fairyland School. Dr. Edwards responded to the questions, and her answers are included in this report.

Additionally, two separate matters were uncovered that required further investigation. These matters involved inappropriate behavior by teachers within the Walker County School System. Both instances involved inappropriate interactions between a teacher and a minor student. It should be noted that in the state of Georgia, the standards and regulations concerning inappropriate behavior between educators and students are governed by the Georgia Professional Standards Commission (GaPSC) and the Code of Ethics for Educators. Key points regarding these standards, including reporting requirements, are as follows:

Georgia Teacher Standards Regarding Inappropriate Behavior

Georgia Teacher Standards Regarding Inappropriate Behavior

1. Code of Ethics:

- The Code of Ethics for Educators outlines the professional conduct expected from teachers. It emphasizes the importance of maintaining a professional relationship with students and prohibits any form of inappropriate behavior that could harm a student physically, emotionally, or psychologically.¹

2. Definitions of Inappropriate Behavior:

- Inappropriate behavior can include, but is not limited to, sexual misconduct, harassment, and any actions that exploit the trust and authority of the educator-student relationship.¹

3. Reporting Requirements:

- **Mandatory Reporting:** Educators are mandated reporters, meaning they are legally required to report any suspected cases of child abuse or neglect, including instances of inappropriate behavior with students.²
- Reports should be made immediately to the appropriate authorities, which may include school administration or law enforcement, depending on the severity of the behavior.²

4. Investigative Process:

- Upon receiving a report of inappropriate behavior, the school administration must conduct an investigation and may involve law enforcement or child protective services if necessary.²
- Following the investigation, appropriate disciplinary actions can be taken against the educator, which may include suspension, revocation of teaching credentials, or legal action.³

5. Support and Resources:

- The Office of the Child Advocate provides resources for reporting and addressing child abuse, including specific guidelines for educators.⁴
- Schools are encouraged to implement training programs that educate staff on recognizing and reporting inappropriate behavior.⁴

Footnotes:

1. Georgia Professional Standards Commission. *505-6-.01 The Code of Ethics for Educators*. Available at: <https://www.gapsc.com/Rules/Current/Ethics/505-6-.01.pdf> ↩ ↩²
2. Georgia School Discipline Laws & Regulations. *Formal Incident Reporting*. Available at: https://safesupportivelearning.ed.gov/discipline-compendium?state=Georgia&sub_category=Formal%20Incident%20Reporting%20of%20Conduct%20Violations ↩ ↩² ↩³
3. Office of the Child Advocate. *School Abuse Report*. Available at: <https://oca.georgia.gov/document/publication/school-abuse-report/download> ↩
4. Georgia Secretary of State. *Chapter 506-5. Code of Ethics for Educators*. Available at: <https://rules.sos.ga.gov/gac/506-5> ↩ ↩²

Parental Concerns Questions

On August 21, 2024, Fairyland Elementary School parent [REDACTED] sent an email to the Walker County School Board members, Phyllis Hunter, Karen Stoker, Tina Painter, Dale Wilson, and Karen Harden. In this communication [REDACTED] addressed her “deep concern” of the professional conduct of the school system’s superintendent, Mr. Damon Raines, and made allegations of dishonesty and lack of transparency against Mr. Raines. Investigation of these allegations and concerns was initiated. The investigation included interviews and a review of related documents. Attached are several of the related documents, to include the initial email from [REDACTED] personnel records, and documentation from the Georgia Professional Standards Commission.

As part of the investigative process, Dr. Lisa Edwards, Principal, Fairyland School, 1306 Lula Lake Rd, Lookout Mountain, GA 30750, was asked to schedule an in-person interview to discuss the parental concerns. She was advised that the information to be gathered was administrative in nature and did not involve her or any member of her staff or faculty. She declined to meet in person. Rather, she offered to provide answers to written questions. Per her request, questions were emailed to her on September 19, 2024. She answered in a return email dated September 23, 2024.

Standard investigative procedure typically includes in-person interviews. Written questions and answers are an inadequate format for investigations as they negate the opportunity for the investigator to ask follow-up questions and gain improved clarity and depth of understanding of the issues. In this case, Dr. Edwards declined a request for an in-person interview.

The following summary encapsulates the inquiry into various issues raised by parents regarding operations at Fairyland School, as addressed by Dr. Lisa Edwards, the Principal. The investigation included a series of written questions directed to Dr. Edwards, who provided insights into concerns surrounding communication and accountability within the school administration.

Firstly, the inquiry addressed the issue of lead test results from 2021 to 2023. Allegations claimed that Superintendent Damon Raines, according to the timeline he provided to a school parent, was aware of high lead levels in the water at Fairyland Elementary School as early as December 6, 2022 and delayed informing stakeholders about the elevated lead levels until June 19, 2023. Dr. Edwards advised that she first became aware of the lead testing results in June 2023 and described her communication with the superintendent's office as primarily through email and phone calls. She acknowledged difficulties in relaying the information to parents due to technical issues and her absence during a family vacation. Additionally, she clarified that certain water fountains were covered to prevent exposure; she informed parents and staff about these actions in June 2023.

The second issue revolved around the costs associated with the "Bible in the Schools" program, with claims that Superintendent Raines misrepresented the expenses to the Board. Dr. Edwards confirmed her lack of involvement in discussions about the program and stated that she was not privy to any cost estimates before they were presented to the Board.

The third concern involved misleading statements regarding a waiver for school bus drivers. Dr. Edwards asserted that she was unaware of the waiver before it was publicly discussed and clarified that a meeting mentioned in the allegations had been organized by parents, not the school administration.

Further inquiries addressed a perceived lack of financial transparency, specifically regarding the addition of a Pre-K classroom and its associated costs. Dr. Edwards confirmed her participation in discussions about the need for the classroom but stated that no concerns were raised regarding the financial information provided to parents.

The investigation also highlighted issues related to nepotism and the transparency of financial reporting. Dr. Edwards stated that she had not been involved in communications with the press

regarding nepotism and indicated that the school had not experienced delays in receiving financial documents from the superintendent's office.

Lastly, regarding the Strategic Waiver School System (SWSS) program, Dr. Edwards acknowledged her familiarity with the program through various formal communications but noted that she had not actively informed parents about its implications. This summary reflects Dr. Edwards' responses and clarifies the school's position on the issues raised, emphasizing the importance of communication and transparency in addressing parental concerns.

Below, please find the actual questions and answers.

Parental Concerns Questions

Issue 1: Withholding Lead Test Results (2021-2023)

The parent alleges that Superintendent Damon Raines failed to inform parents, teachers, and the Board about the high lead levels in water until two years after results were available.

Questions:

1. When were you first informed about the lead testing results at Fairyland School
*June 2023
2. What was the communication process between the school and the superintendent's office regarding the lead testing results?
*Email and phone call
3. Were you aware of any delays in notifying parents, teachers, or the Board about the lead results?
*No
*However, I was on vacation with my family, and I had a lot of difficulty posting what I was asked to post from Mr. Raines. I had to repost information because what I copied and pasted did not publish correctly in our parent communication site, Groupvine. I was also not checking my email on a regular basis, so I did not know the charts and graphs

did not go through correctly. I was also unable to answer parent questions about room numbers and locations of water fountains until I returned to work after July 4th .

4. What steps did the school take, if any, to mitigate lead exposure prior to receiving official guidance from the superintendent?

*The water fountain on the "old" wing was never in use and had been covered in plastic all year. Water fountains and water bottle refill fountains have filters.

5. Were parents or staff informed about lead mitigation efforts at any point before June 2023?

*I did not speak with anyone prior to June 2023.

6. Did you participate in any discussions or meetings with the superintendent related to lead testing or water quality issues during this time?

*No, I did not. I spoke to Mr. Jones regarding where to leave the bottles for testing during a school break. I did not think about following up with Mr. Jones about the testing.

Issue 2: Misrepresentation of Bible in the Schools Program Costs

The parent claims that Raines provided incorrect information to the Board about the cost of the Bible in the Schools program, stating it was \$500 per student when the actual cost was significantly lower.

Questions:

1. Were you involved in any discussions about implementing the Bible in the Schools program?

*No

2. Were any cost estimates for the program shared with you before they were presented to the Board?

*No

3. Did you have any input in the financial estimates provided to the Board?

*No

4. What is your understanding of the actual costs associated with introducing the Bible curriculum?

*I do not remember this discussion at the board meeting.

Issue 3: Misleading Statements Regarding the School Bus Driver Waiver

The parent alleges that Raines provided false information about the existence of a waiver in a public meeting and later admitted the waiver had been added.

Questions:

1. Were you aware of the School Bus Driver waiver before it was discussed in public meetings?
*No
*Regarding the statement: "On April 18, 2024, the Fairyland Elementary School hosted a 'Fairyland Connect' meeting where Raines spoke." This meeting was NOT hosted by Fairyland School administration and/or staff. This was 100% organized by a group of parents. School administration did not attend this meeting, and I am not aware of any staff members who attended.
2. Did you have any role in the decision to add the waiver to the Strategic Waiver School System Partnership?
*No
3. What communication did you have with the superintendent's office regarding this waiver?
*None
4. Were there any internal discussions about the potential implications of this waiver?
*I was not part of any discussions.

Issue 4: False Information Regarding Pre-K Classroom Addition

The parent claims that Raines provided incorrect financial data regarding the addition of a Pre-K classroom, which led to delays in addressing the waitlist for students.

Questions:

1. Were you involved in discussions about the need for an additional Pre-K classroom at Fairyland School?

*Yes

2. Did you receive any communication about the financial feasibility of adding this classroom?

*Yes

3. What information, if any, was shared with you regarding the costs of adding the Pre-K program?

*I had conversations with Mr. Raines, Mrs. Ingle, Mrs. Stoker and one parent who was advocating for this classroom. The funding information for a PK class with 20 students and with less than 20 students was discussed with me.

4. How did the school handle parent inquiries about the waitlist for Pre-K students?

*We referred parents to look on the system's website, call the Enrollment Center or call Mrs. Ingle for information.

5. Did you have any concerns about the financial information provided to parents and the Board regarding this matter?

* I recall there being 18 students on the waiting list not 20. No, I did not have any concerns about the financial information provided to the parents by the district.

Issue 5: Providing Misleading Information to the Press Regarding Nepotism

The parent alleges that Raines provided inaccurate information to the media about a legal opinion from the Deputy Attorney General related to board members' eligibility.

Questions:

1. Were you involved in or aware of any communications between the superintendent's office and the press regarding the nepotism Issues?

*No

2. Did the school receive any guidance from the superintendent or legal counsel regarding the interpretation of nepotism laws?

* No

3. Was there any discussion or clarification with the school staff about how to handle questions from parents or the press about this matter?

*No

Issue 6: Consistent Lack of Transparency in Financial Reporting

The parent claims that Raines has failed to provide mandated financial documents, contributing to confusion and mistrust among stakeholders.

Questions:

1. Has the school been impacted by any delays or omissions in receiving financial documents from the superintendent's office?

*No

2. Did the school receive clear guidance or updates from the superintendent's office regarding financial matters affecting operations?

*Yes. I am always able to receive timely and accurate information from Mrs. Elliott and her staff.

3. Have you or your staff raised any concerns about transparency, or the availability of financial information related to school budgets or projects?

*I have not had any concerns.

Issue 7: Failure to Provide Information on the SWSS Program and Waivers

The parent alleges that Raines has failed to provide parents with specific information about the Strategic Waiver School System (SWSS) program and how waivers are being used.

Questions:

1. What is your understanding of the Strategic Waiver School System (SWSS) program and the waivers that apply to Fairyland School?

* I have worked for two Strategic Waiver Schools Systems. I can reference what is on the DOE website regarding SWSS. If I want to reference WCS's waiver I feel comfortable reviewing the district's waiver to find my answer. The only time I hear Walker County's waiver mentioned by teachers is in regard to duty free lunch (August) and class size.

2. Did you receive any formal communication or training regarding the implementation of SWSS waivers at your school?

*Communication received at: planning meetings, board meetings and during monthly administrators' meeting and I can reference the document if needed.

3. How were parents informed about the SWSS program and its implications for students at Fairyland School?

* I have not shared information with our parents, through our normal communication channels, about the SWSS program. [REDACTED] did bring up the SWSS program on 4/8/24 at her first School Council meeting.

4. Have you had any discussions with the superintendent's office about how the waivers are being used to benefit students and the school?

*No, I don't have any concerns.

Reports of unprofessional behavior by educators

While investigating the allegations and concerns of Fairyland Elementary parent, [REDACTED] information was obtained which identified two former Walker County School teachers reportedly involved in inappropriate behavior with students. Concerns were raised by multiple individuals regarding the handling of these incidents by the school administration.

The investigation sought to determine whether the Walker County School System had taken necessary steps following these incidents to safeguard the students and fulfilled its obligation to report the incidents in accordance with the mandatory reporting requirements set by the state of Georgia and the Georgia Professional Standards Commission.

In both cases, it was found that the teachers involved remained employed by the Walker County School System after the initial allegations of misconduct surfaced. In one case, a delay in removing the teacher allowed continued access to students, which led to an additional incident of sexual misconduct with a minor.

The summaries of these two cases are outlined below.

Billy Oliver

In April 2022, allegations of inappropriate conduct were made against Billy Oliver, a teacher at Ridgeland High School. The accusation was brought forward by a 17-year-old student, referred to here as "The Student." On the day of the incident, The Student entered Coach Lemonds' office, which is adjacent to the girls' locker room. At that time, Coach Oliver was the only individual present in the office. Reports indicate that as The Student walked by, Oliver allegedly reached out, grasped the front of her shirt and bra, and forcibly pulled her toward him. Feeling shocked by this encounter, The Student promptly exited the office and confided in a female friend about the incident. This friend subsequently reported the matter to Coach Lemonds, who escalated the issue to the principal. Additionally, the incident was communicated to the

Ridgeland School Resource Officer from the Walker County Sheriff's Office, who prepared an initial report for any necessary action. The Walker County Sheriff's Office Detective Division was assigned to conduct a thorough investigation. As part of this process, Oliver consented to undergo a polygraph test administered by an officer from the Rossville Police Department. In a pre-polygraph interview, Oliver denied the allegations. However, during the polygraph examination, he was questioned about whether he had ever been alone with The Student in Coach Lemonds' office and whether he had engaged in inappropriate touching. He answered negatively to both questions, but the investigation determined that he did not pass the polygraph examination concerning these matters. Following the test, during a post-polygraph interview, Oliver acknowledged that he had touched The Student on the front of her shirt and bra, although he insisted that there was no malicious intent behind his actions. Upon completion of the investigation, the case was referred to the Lookout Mountain Judicial Circuit District Attorney's Office (LMJCDA) for possible prosecution. Ultimately, it was decided that the LMJCDA would not proceed with charges in this case.

In response to an open records request, the Ethics Departments of the Georgia PSC advised, "Mr. Oliver's Ethics case (22-6-1676) is still open. Pursuant to O.C.G.A. 50-18-72(a)(4), the records are not subject to disclosure until the matter is closed."

Charles Mark McCormack

The investigation has revealed significant information concerning the actions of former Chattanooga Valley Elementary teacher, Charles Mark McCormack. In approximately 2010, McCormack was employed as a teacher at Chattanooga Valley Elementary School when an allegation was made by a student, referred to here as "The Student 1." The Student 1 informed her mother that McCormack had used his cell phone to take a photograph up her dress, and claimed to have seen the camera flash. This incident was promptly reported to the school administration. Following the report, The Student 1 participated in a forensic interview at the Child Advocacy Center, which resulted in further investigation by the Walker County Sheriff's

Office. The case eventually was escalated to the Lookout Mountain Judicial Circuit District Attorney's Office for potential prosecution. The district attorney declined to prosecute. McCormack remained employed at Chattanooga Valley Elementary School. Approximately five years later, while still at Chattanooga Valley Elementary School, another kindergarten student, referred to here as "The Student 2" reported that McCormack had put his hands in her pants and felt her private area. This allegation was also declined for prosecution by the Lookout Mountain Judicial Circuit District Attorney's Office. On November 27, 2017, after a Federal and State level investigation, McCormack was sentenced to ten years in prison, followed by three years of supervised release, for producing child pornography between 1997 and 1998. This was announced by Acting Assistant Attorney General John P. Cronan of the Justice Department's Criminal Division and U.S. Attorney Jay E. Town of the Northern District of Alabama. McCormack, 54, of Muscle Shoals, Alabama, pleaded guilty to one count of production of child pornography before Chief U.S. District Judge Karon O. Bowdre of the Northern District of Alabama. According to admissions made in connection with his guilty plea, between August 1, 1997 and October 15, 1998, McCormack used a girl who was approximately six years old to engage in sexually explicit conduct for the purpose of producing visual depictions of that conduct, specifically by videotaping her urinating in a bathroom at his residence in Colbert County, Alabama. During a search of McCormack's residence in May 2016, law enforcement discovered images of nude and topless females believed to constitute child pornography, along with a suitcase containing young girls' panties. It is pertinent to note that Student 2 later reported being molested by a relative and, during an interview with a representative of The Child Advocacy Center, expressed feelings of futility regarding reporting her teacher's misconduct, citing that her previous report did not lead to any action.

In response to an open records request regarding Charles McCormack, the Ethics Department of the Georgia PSC advised, "Our office has received your below open records request. This request has 58 records." At the time of this report, the aforementioned records have not yet been received.

STATE OF GEORGIA,
COUNTY OF WALKER.

CONTRACT OF EMPLOYMENT

This Contract of Employment ("Contract") is made and entered into this 15th day of May, 2012 by and between Damon Andrew Raines (hereinafter referred to as "Superintendent") and the Walker County Board of Education (hereinafter referred to as "Board").

WHEREAS, the Board by official action at a duly called meeting of the Board held on the 19th day of March, 2012, selected Superintendent as Superintendent of the Walker County Board of Education subject to the Board and Superintendent reaching a mutually acceptable contract of employment and that the contract of employment be finalized and executed prior to Superintendent beginning his employment with the Board; and

WHEREAS, Superintendent and Board have mutually agreed upon the terms and provisions of an employment contract and are now desirous of reducing to writing the terms and provisions of Superintendent's Contract with the Board; and

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable considerations Superintendent and Board contract and agree as follows:

1.

TERM OF CONTRACT

This Contract shall have an effective date of and Superintendent shall commence his employment hereunder with the Board on the 1st day of July, 2012, and this Contract shall continue until midnight on the 30th day of June, 2015, at which time this Contract will expire.

2.

EMPLOYMENT

For and during the term of this Contract, Superintendent shall serve as Superintendent of Schools of Walker County, Georgia.

3.

CERTIFICATION

Superintendent shall at all times during this Contract maintain and possess a valid certificate required by applicable law and policy to hold the position of a local school superintendent in the State of Georgia. Superintendent shall be certified and classified by the Professional Standards Commission as teachers are classified and certified under Georgia Law.

4.

DUTIES AND RESPONSIBILITIES

Superintendent shall have such powers and duties as may be provided by the Constitution and laws of the State of Georgia.

As Secretary of the Board, Superintendent shall be present at all Board meetings, keep the minutes of all Board meetings, make a permanent record of said minutes, and do such other clerical duties as directed by the Board.

Superintendent shall be the agent for the Board in procuring such equipment and materials as needed and in accordance with Board Policy.

Superintendent shall ensure that the prescribed textbooks are used by students within schools under the jurisdiction of the Board.

Superintendent shall verify all accounts before an application is made to the Board for an order for payment, as provided by Board Policy.

Superintendent shall enforce all rules and regulations of the State Board of Education, State School Superintendent, and Board according to the laws of the State of Georgia and Board Policy not in conflict with state laws.

Superintendent shall periodically visit every school within the jurisdiction of the Board.

Superintendent shall become familiar with the studies taught in the schools within the

jurisdiction of the Board.

Superintendent shall aid and assist in the advancement of public education in Walker County, Georgia.

Superintendent shall be responsible for all school funds and liable on his official bond as Treasurer of the Board for all sums received, which Superintendent is authorized to disburse only upon order of the Board, Board Policy, state policy and state laws.

Superintendent shall make all employment and assignment recommendations for all school personnel to the Board for Board action, with the exception of the position of superintendent.

Superintendent shall devote his time, skill, labor, and attention to his employment with the Board during the term of this Contract.

Superintendent shall perform all other duties incident to his position as Superintendent and as from time to time prescribed by the Board.

5.

PROFESSIONAL GROWTH

Board encourages the continuing professional growth of Superintendent through his participation as he might decide in light of his responsibilities and duties as Superintendent in

A. the operations, programs and other activities conducted or sponsored by local, state and national school administrators and school board associations;

B. seminars and courses offered by public or private educational institutions;
and

C. informational meetings with the State School Superintendent or State Board of Education which would serve to improve the capacity of Superintendent to perform his professional responsibilities and duties.

In connection with the Board's encouragement of the continuing professional growth of

Superintendent, Board shall permit Superintendent a reasonable time to attend to said professional growth activities and pay for the necessary fees for travel and subsistence expenses in accordance with state policy, Board policy, and state law.

6.

COMPENSATION

A.

SALARY

For all services rendered by Superintendent under this Contract, the Board shall pay Superintendent an annual salary of not less than \$132,286.46, with this salary to be adjusted only by action of the Board. Said annual salary, during the term of this Contract, shall be in the amount set forth herein except as may be adjusted by the Board and as increased due to an increase in the salary fixed by the State Board of Education. The aforesaid annual salary shall be paid to Superintendent on a monthly basis of one-twelfth (1/12) of the annual salary on the last day of each month during the term of this Contract.

B.

OTHER BENEFITS

In addition to the salary set forth above in Paragraph 5.A. of this Contract, Superintendent shall receive the following benefits:

i.

All the benefits received by other administrative employees of the Board on twelve (12) month contracts, provided by Board Policy, State Board Policy, and state law;

ii.

An automobile for travel to and from work, for travel in connection with his duties and responsibilities as Superintendent, and for his personal use, and the Board will provide gas for, maintenance of, and insurance on said automobile;

iii.

Board shall pay the Superintendent's annual membership fee for any civic club in Walker County; and

iv.

Board shall pay the Superintendent's contributions to the Teachers Retirement System for each year of this contract beginning with the 2013 contract year (July 1, 2012 through June 30, 2013). The Board will increase Superintendent's gross annual salary in an amount required to pay the contribution. The Superintendent shall be responsible for any and all tax consequences, either favorable or unfavorable, of the Board's paying the Superintendent's contributions to the Teachers Retirement System as set forth herein.

7.

EVALUATION

Superintendent shall be evaluated by the Board as provided by and in accordance with Board Policy, State Board Policy, and state law, but said evaluation shall be conducted by the Board no later than June 30 of each year of this Contract.

8.

TERMINATION

Prior to the expiration of this Contract, this Contract may be terminated as follows:

A.

By mutual agreement of Superintendent and Board;

B.

By retirement of Superintendent;

C.

By disability of Superintendent

i.

Should Superintendent be unable to perform any or all of his duties by reason of illness, accident, or other cause beyond his control, he shall remain on full salary for six (6) months after exhaustion of his accumulated sick leave, if any. In any event, if at the end of six (6) months from the start of his disability, the disability is permanent, irreparable, is of such nature as to make the performance of his duties and responsibilities impossible, or is of such a nature so that it cannot be determined the duration thereof, the Board may at its option and in its sole discretion terminate this Contract whereupon the duties, rights, and obligations to Superintendent shall terminate except for accumulated sick leave, if any;

D.

By termination for cause

i.

Superintendent may be discharged by the Board for inefficiency, neglect of duty, malfeasance in office, corruption in office, insubordination, immorality, failure to maintain requirements necessary to hold the position of county school superintendent, breach of the terms and provisions of this Contract, and/or for other good and sufficient cause;

ii.

Termination for cause of the Superintendent shall be conducted in accordance with OCGA § 20-2-940, as may be amended, but Superintendent may, in writing, waive his right to a hearing;

E.

By unilateral termination by Board

i.

Board may, at its option, unilaterally terminate this Contract, by giving Superintendent

ninety (90) days notice prior to the effective date of the termination. In the event of a termination under this Subparagraph E, Board shall pay to Superintendent, in the same manner as he is paid hereunder (monthly basis of one-twelfth (1/12) of the annual salary), the salary he would have been entitled to under this Contract from the effective date of termination to the date of expiration of this Contract; or

F.

By death of Superintendent

i.

In the event of the death of Superintendent, this Contract shall terminate on the date of his death, but the Board shall pay to the executor or administrator of his estate all annual leave to which Superintendent was entitled on the date of his death, plus one (1) month's pay as provided in this Contract.

Upon the termination of this Contract, as provided above (A-F), the Board shall have no further obligations, duties, or responsibilities to the Superintendent or his estate, other than as specifically provided in this Paragraph 8.

9.

MISCELLANEOUS

A.

This Contract is subject to all applicable laws of the State of Georgia, and to Board and State Board Policies, Rules, and Regulations.

B.

This Contract constitutes the entire agreement between Superintendent and Board. Any change, modification, or amendment of this Contract must be done in writing and executed by Superintendent and Board.

C.

On or before June 30 of each year during the term of this Contract, the Board shall take a vote on any change, modification, or amendment of this Contract including, but not limited to, any change, modification, or amendment of this Contract which would extend the term of this Contract then in effect. Any change, modification, or amendment of this Contract must be agreed to by Board and Superintendent.

D.

The terms and conditions of this Contract are made expressly subject to the provisions of the Constitution of the State of Georgia and the laws of the State of Georgia relating to public education and the appropriations therefor.

E.

This Contract shall be construed under and governed by the laws of the State of Georgia.

F.

If any provision of this Contract is held by a court of competent jurisdiction to be illegal, invalid, unconstitutional, or unenforceable, such provision shall be fully severable, and this Contract shall be construed and enforced as if such illegal, invalid, unconstitutional, or unenforceable provision or provisions had never comprised a part hereof, and the remaining provisions hereof shall remain in full force and effect and shall not be affected by the illegal, invalid, unconstitutional, or unenforceable provision or provisions.

G.

This Contract shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through

its duly authorized officer, have executed this Contract the day and year first above written.


DAMON ANDREW RAINES
SUPERINTENDENT

WALKER COUNTY BOARD OF EDUCATION

BY: 
CHAIRPERSON

EXHIBIT B

JUL 16 2012
EX

STATE OF GEORGIA,
COUNTY OF WALKER.

DRAFT

FIRST AMENDMENT TO CONTRACT OF EMPLOYMENT

This First Amendment to Contract of Employment (hereinafter referred to as "First Amendment"), made and entered into this 10th day of July, 2012 by and between Damon Andrew Raines (hereinafter referred to as "Superintendent") and the Walker County Board of Education (hereinafter referred to as "Board").

WHEREAS, the Superintendent and Board entered into that certain Contract of Employment dated May 15, 2012, with an effective date of July 1, 2012, a copy of which is attached hereto and made a part hereof as EXHIBIT A ("Contract"); and

WHEREAS, Superintendent and Board are desirous of amending said Contract;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other good and valuable consideration Superintendent and Board contract and agree as follows:

1.

Paragraph 6. COMPENSATION, A. SALARY of the Contract is amended as follows, to-wit:

By deleting same in its entirety and substituting in lieu thereof the following, to-wit:

"For all services rendered by Superintendent under this Contract, the Board shall pay Superintendent an annual salary of not less than \$132,286.46 minus the number of any reduced work days for the applicable school year, with this salary to be adjusted only by action of the Board. Said annual salary, during the term of this Contract, shall be in the amount set forth herein except as may be adjusted by the Board and as increased due to an increase in the salary fixed by the State Board of Education. The aforesaid annual salary shall be paid to Superintendent on a monthly basis of one-twelfth (1/12) of the annual salary on the last day of each month during the term of this Contract."

DRAFT

2.

All of the terms, provisions, and conditions of the Contract not specifically amended by this First Amendment shall remain in full force and effect.


3.

This First Amendment shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through its duly authorized officer, have executed this First Amendment the day and year first above written.



DAMON ANDREW RAINES
SUPERINTENDENT

WALKER COUNTY BOARD OF
EDUCATION
BY: 

CHAIRPERSON

STATE OF GEORGIA,
COUNTY OF WALKER.

EXHIBIT C

SECOND AMENDMENT TO CONTRACT OF EMPLOYMENT

This Second Amendment to Contract of Employment (hereinafter referred to as "Second Amendment") effective January 1, 2013, made and entered into this 10th day of December, 2012 by and between Damon Raines (hereinafter referred to as "Superintendent") and the Walker County Board of Education (hereinafter referred to as "Board").

WHEREAS, the Superintendent and Board entered into that certain Contract of Employment dated May 15, 2012, a copy of which is attached hereto and made a part hereof as EXHIBIT A ("Contract"); and

WHEREAS, the Superintendent and Board entered into that certain First Amendment to Contract of Employment dated July 10, 2012, a copy of which is attached hereto and made a part hereof as EXHIBIT B ("First Amendment"); and

WHEREAS, Superintendent and Board are desirous of again amending said Contract;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable considerations Superintendent and Board contract and agree as follows:

1.

1. TERM OF CONTRACT of the Contract is amended by deleting therefrom "30th day of June, 2015" and substituting in lieu thereof the following, to-wit:

"30th of December, 2015."

2.

All of the terms, provisions, and conditions of the Contract, as amended, not specifically amended by this Second Amendment shall remain in full force and effect.

3.

This Second Amendment shall be executed in duplicate, each of which shall be

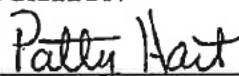
deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through its duly authorized officer, have executed this Second Amendment the day and year first above written.



DAMON RAINES
SUPERINTENDENT

WALKER COUNTY BOARD OF
EDUCATION

BY: _____
CHAIRPERSON

3.

STATE OF GEORGIA,
COUNTY OF WALKER.

**THIRD AMENDMENT TO
CONTRACT OF EMPLOYMENT**

This Third Amendment to Contract of Employment (hereinafter referred to as "Third Amendment") effective July 1, 2013, made and entered into this 14th day of August, 2013, by and between Damon Raines (hereinafter referred to as "Superintendent") and the Walker County Board of Education (hereinafter referred to as "Board").

WHEREAS, the Superintendent and Board entered into that certain Contract of Employment dated May 15, 2012, a copy of which is attached hereto and made a part hereof as EXHIBIT A ("Contract"); and

WHEREAS, the Superintendent and Board entered into that certain First Amendment to Contract of Employment dated July 10, 2012, a copy of which is attached hereto and made a part hereof as EXHIBIT B ("First Amendment"); and

WHEREAS, the Superintendent and Board entered into that certain Second Amendment to Contract of Employment dated December 10, 2013, a copy of which is attached hereto and made a part hereof as EXHIBIT C ("Second Amendment"); and

WHEREAS, Superintendent and Board are desirous of again amending said Contract;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable consideration, Superintendent and Board contract and agree as follows:

1.

1. TERM OF CONTRACT of the Contract, as amended, is amended by deleting therefrom "30th day of December, 2015" and substituting in lieu thereof the following, to-wit:

"30th day of June, 2016."

2.

All of the terms, provisions, and conditions of the Contract, as amended, not specifically amended by this Third Amendment shall remain in full force and effect.

3.

This Third Amendment shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through its duly authorized officer, have executed this Third Amendment on the date set forth above.



DAMON RAINES
SUPERINTENDENT

WALKER COUNTY BOARD OF
EDUCATION

BY: 

CHAIRPERSON

EXHIBIT A

STATE OF GEORGIA,
COUNTY OF WALKER.

CONTRACT OF EMPLOYMENT

This Contract of Employment ("Contract") is made and entered into this 5th day of May, 2012 by and between Damon Andrew Raines (hereinafter referred to as "Superintendent") and the Walker County Board of Education (hereinafter referred to as "Board").

WHEREAS, the Board by official action at a duly called meeting of the Board held on the 19th day of March, 2012, selected Superintendent as Superintendent of the Walker County Board of Education subject to the Board and Superintendent reaching a mutually acceptable contract of employment and that the contract of employment be finalized and executed prior to Superintendent beginning his employment with the Board; and

WHEREAS, Superintendent and Board have mutually agreed upon the terms and provisions of an employment contract and are now desirous of reducing to writing the terms and provisions of Superintendent's Contract with the Board; and

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable considerations Superintendent and Board contract and agree as follows:

1.

TERM OF CONTRACT

This Contract shall have an effective date of and Superintendent shall commence his employment hereunder with the Board on the 1st day of July, 2012, and this Contract shall continue until midnight on the 30th day of June, 2015, at which time this Contract will expire.

2.

EMPLOYMENT

For and during the term of this Contract, Superintendent shall serve as Superintendent of Schools of Walker County, Georgia.

3.

CERTIFICATION

Superintendent shall at all times during this Contract maintain and possess a valid certificate required by applicable law and policy to hold the position of a local school superintendent in the State of Georgia. Superintendent shall be certified and classified by the Professional Standards Commission as teachers are classified and certified under Georgia Law.

4.

DUTIES AND RESPONSIBILITIES

Superintendent shall have such powers and duties as may be provided by the Constitution and laws of the State of Georgia.

As Secretary of the Board, Superintendent shall be present at all Board meetings, keep the minutes of all Board meetings, make a permanent record of said minutes, and do such other clerical duties as directed by the Board.

Superintendent shall be the agent for the Board in procuring such equipment and materials as needed and in accordance with Board Policy.

Superintendent shall ensure that the prescribed textbooks are used by students within schools under the jurisdiction of the Board.

Superintendent shall verify all accounts before an application is made to the Board for an order for payment, as provided by Board Policy.

Superintendent shall enforce all rules and regulations of the State Board of Education, State School Superintendent, and Board according to the laws of the State of Georgia and Board Policy not in conflict with state laws.

Superintendent shall periodically visit every school within the jurisdiction of the Board.

Superintendent shall become familiar with the studies taught in the schools within the

Jurisdiction of the Board.

Superintendent shall aid and assist in the advancement of public education in Walker County, Georgia.

Superintendent shall be responsible for all school funds and liable on his official bond as Treasurer of the Board for all sums received, which Superintendent is authorized to disburse only upon order of the Board, Board Policy, state policy and state laws.

Superintendent shall make all employment and assignment recommendations for all school personnel to the Board for Board action, with the exception of the position of superintendent.

Superintendent shall devote his time, skill, labor, and attention to his employment with the Board during the term of this Contract.

Superintendent shall perform all other duties incident to his position as Superintendent and as from time to time prescribed by the Board.

5.

PROFESSIONAL GROWTH

Board encourages the continuing professional growth of Superintendent through his participation as he might decide in light of his responsibilities and duties as Superintendent in

A. the operations, programs and other activities conducted or sponsored by local, state and national school administrators and school board associations;

B. seminars and courses offered by public or private educational institutions; and

C. informational meetings with the State School Superintendent or State Board of Education which would serve to improve the capacity of Superintendent to perform his professional responsibilities and duties.

In connection with the Board's encouragement of the continuing professional growth of

Superintendent, Board shall permit Superintendent a reasonable time to attend to said professional growth activities and pay for the necessary fees for travel and subsistence expenses in accordance with state policy, Board policy, and state law.

6.

COMPENSATION

A.

SALARY

For all services rendered by Superintendent under this Contract, the Board shall pay Superintendent an annual salary of not less than \$132,286.46, with this salary to be adjusted only by action of the Board. Said annual salary, during the term of this Contract, shall be in the amount set forth herein except as may be adjusted by the Board and as increased due to an increase in the salary fixed by the State Board of Education. The aforesaid annual salary shall be paid to Superintendent on a monthly basis of one-twelfth (1/12) of the annual salary on the last day of each month during the term of this Contract.

B.

OTHER BENEFITS

In addition to the salary set forth above in Paragraph 5.A. of this Contract, Superintendent shall receive the following benefits:

i.

All the benefits received by other administrative employees of the Board on twelve (12) month contracts, provided by Board Policy, State Board Policy, and state law;

ii.

An automobile for travel to and from work, for travel in connection with his duties and responsibilities as Superintendent, and for his personal use, and the Board will provide gas for, maintenance of, and insurance on said automobile;

iii.

Board shall pay the Superintendent's annual membership fee for any civic club in Walker County; and

iv.

Board shall pay the Superintendent's contributions to the Teachers Retirement System for each year of this contract beginning with the 2013 contract year (July 1, 2012 through June 30, 2013). The Board will increase Superintendent's gross annual salary in an amount required to pay the contribution. The Superintendent shall be responsible for any and all tax consequences, either favorable or unfavorable, of the Board's paying the Superintendent's contributions to the Teachers Retirement System as set forth herein.

7.

EVALUATION

Superintendent shall be evaluated by the Board as provided by and in accordance with Board Policy, State Board Policy, and state law, but said evaluation shall be conducted by the Board no later than June 30 of each year of this Contract.

8.

TERMINATION

Prior to the expiration of this Contract, this Contract may be terminated as follows:

A.

By mutual agreement of Superintendent and Board;

B.

By retirement of Superintendent;

C.

By disability of Superintendent

i.

Should Superintendent be unable to perform any or all of his duties by reason of illness, accident, or other cause beyond his control, he shall remain on full salary for six (6) months after exhaustion of his accumulated sick leave, if any. In any event, if at the end of six (6) months from the start of his disability, the disability is permanent, irreparable, is of such nature as to make the performance of his duties and responsibilities impossible, or is of such a nature so that it cannot be determined the duration thereof, the Board may at its option and in its sole discretion terminate this Contract whereupon the duties, rights, and obligations to Superintendent shall terminate except for accumulated sick leave, if any;

D.

By termination for cause

i.

Superintendent may be discharged by the Board for inefficiency, neglect of duty, malfeasance in office, corruption in office, insubordination, immorality, failure to maintain requirements necessary to hold the position of county school superintendent, breach of the terms and provisions of this Contract, and/or for other good and sufficient cause;

ii.

Termination for cause of the Superintendent shall be conducted in accordance with OCGA § 20-2-940, as may be amended, but Superintendent may, in writing, waive his right to a hearing;

E.

By unilateral termination by Board

i.

Board may, at its option, unilaterally terminate this Contract, by giving Superintendent

ninety (90) days notice prior to the effective date of the termination. In the event of a termination under this Subparagraph E, Board shall pay to Superintendent, in the same manner as he is paid hereunder (monthly basis of one-twelfth (1/12) of the annual salary), the salary he would have been entitled to under this Contract from the effective date of termination to the date of expiration of this Contract; or

F.

By death of Superintendent

I.

In the event of the death of Superintendent, this Contract shall terminate on the date of his death, but the Board shall pay to the executor or administrator of his estate all annual leave to which Superintendent was entitled on the date of his death, plus one (1) month's pay as provided in this Contract.

Upon the termination of this Contract, as provided above (A-F), the Board shall have no further obligations, duties, or responsibilities to the Superintendent or his estate, other than as specifically provided in this Paragraph 8.

9.

MISCELLANEOUS

A.

This Contract is subject to all applicable laws of the State of Georgia, and to Board and State Board Policies, Rules, and Regulations.

B.

This Contract constitutes the entire agreement between Superintendent and Board. Any change, modification, or amendment of this Contract must be done in writing and executed by Superintendent and Board.

C.

On or before June 30 of each year during the term of this Contract, the Board shall take a vote on any change, modification, or amendment of this Contract including, but not limited to, any change, modification, or amendment of this Contract which would extend the term of this Contract then in effect. Any change, modification, or amendment of this Contract must be agreed to by Board and Superintendent.

D.

The terms and conditions of this Contract are made expressly subject to the provisions of the Constitution of the State of Georgia and the laws of the State of Georgia relating to public education and the appropriations therefor.

E.

This Contract shall be construed under and governed by the laws of the State of Georgia.

F.

If any provision of this Contract is held by a court of competent jurisdiction to be illegal, invalid, unconstitutional, or unenforceable, such provision shall be fully severable, and this Contract shall be construed and enforced as if such illegal, invalid, unconstitutional, or unenforceable provision or provisions had never comprised a part hereof, and the remaining provisions hereof shall remain in full force and effect and shall not be affected by the illegal, invalid, unconstitutional, or unenforceable provision or provisions.

G.

This Contract shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, Individually, and Board, by and through

Its duly authorized officer, have executed this Contract the day and year first above written.

Damon Andrew Raines
DAMON ANDREW RAINES
SUPERINTENDENT

WALKER COUNTY BOARD OF EDUCATION

BY: Patt Hart
CHAIRPERSON

STATE OF GEORGIA,
COUNTY OF WALKER.

**FOURTH AMENDMENT TO
CONTRACT OF EMPLOYMENT**

This Fourth Amendment to Contract of Employment (hereinafter referred to as **AFourth Amendment@**) effective July 1, 2015, made and entered into this 21st day of September, 2013, by and between Damon Raines (hereinafter referred to as **ASuperintendent@**) and the Walker County Board of Education (hereinafter referred to as **ABoard@**).

WHEREAS, the Superintendent and Board entered into that certain Contract of Employment dated May 15, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain First Amendment to Contract of Employment dated July 10, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Second Amendment to Contract of Employment dated December 10, 2013, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Third Amendment to Contract of Employment dated August 19, 2013, which is incorporated herein and made a part hereof by reference; and

WHEREAS, Superintendent and Board are desirous of again amending said Contract;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable consideration, Superintendent and Board contract and agree as follows:

1.

1. TERM OF CONTRACT of the Contract, as amended, is amended by deleting therefrom **A30th** day of June, 2016@ and substituting in lieu thereof the following, to-wit:

A30th day of June, 2018. @

2.

All of the terms, provisions, and conditions of the Contract, as amended, not specifically amended by this Third Amendment shall remain in full force and effect.


3.

This Third Amendment shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through its duly authorized officer, have executed this Third Amendment on the date set forth above.



DAMON RAINES
SUPERINTENDENT

WALKER COUNTY BOARD OF
EDUCATION
BY: 

CHAIRPERSON

STATE OF GEORGIA,
COUNTY OF WALKER.

**FIFTH AMENDMENT TO
CONTRACT OF EMPLOYMENT**

This Fifth Amendment to Contract of Employment (hereinafter referred to as AFifth Amendment@) effective July 1, 2017, made and entered into this 1st day of July, 2017, by and between Damon Raines (hereinafter referred to as ASupeintendent@) and the Walker County Board of Education (hereinafter referred to as ABoard@).

WHEREAS, the Superintendent and Board entered into that certain Contract of Employment dated May 15, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain First Amendment to Contract of Employment dated July 10, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Second Amendment to Contract of Employment dated December 10, 2013, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Third Amendment to Contract of Employment dated August 19, 2013, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Fourth Amendment to Contract of Employment effective July 1, 2015, which is incorporated herein and made a part hereof by reference; and

WHEREAS, Superintendent and Board are desirous of again amending said Contract;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable consideration, Superintendent and Board contract and agree as follows:

1.

1. TERM OF CONTRACT of the Contract, as amended, is amended by deleting therefrom A30th day of June, 2018@ and substituting in lieu thereof the following, to-wit:

A30th day of June, 2020.@

2.

All of the terms, provisions, and conditions of the Contract, as amended, not specifically amended by this Fifth Amendment shall remain in full force and effect.


3.

This Fifth Amendment shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through its duly authorized officer, have executed this Fifth Amendment on the date set forth above.



DAMON RAINES
SUPERINTENDENT

**WALKER COUNTY BOARD OF
EDUCATION**
BY: 

CHAIRPERSON

STATE OF GEORGIA,
COUNTY OF WALKER.

**SIXTH AMENDMENT TO
CONTRACT OF EMPLOYMENT**

This Sixth Amendment to Contract of Employment (hereinafter referred to as "Sixth Amendment") effective July 1, 2019, made and entered into this 13th day of August, 2019, by and between Damon Raines (hereinafter referred to as "Superintendent") and the Walker County Board of Education (hereinafter referred to as "Board").

WHEREAS, the Superintendent and Board entered into that certain Contract of Employment dated May 15, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain First Amendment to Contract of Employment dated July 10, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Second Amendment to Contract of Employment dated December 10, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Third Amendment to Contract of Employment dated August 19, 2013, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Fourth Amendment to Contract of Employment effective July 1, 2015, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Fifth Amendment to Contract of Employment effective July 1, 2017, which is incorporated herein and made a part hereof by reference; and

WHEREAS, Superintendent and Board are desirous of again amending said Contract;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable consideration, Superintendent and Board contract and agree as follows:

1.

1. TERM OF CONTRACT of the Contract, as amended, is amended by deleting therefrom "30th day of June, 2020" and substituting in lieu thereof the following, to-wit:

"30th day of June, 2022."

2.

All of the terms, provisions, and conditions of the Contract, as amended, not specifically amended by this Sixth Amendment shall remain in full force and effect.

3.

This Sixth Amendment shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through its duly authorized officer, have executed this Sixth Amendment on the date set forth above.



DAMON RAINES
SUPERINTENDENT

**WALKER COUNTY BOARD OF
EDUCATION**

BY: 

CHAIRPERSON

STATE OF GEORGIA,
COUNTY OF WALKER.

**SEVENTH AMENDMENT TO
CONTRACT OF EMPLOYMENT**

This Sixth Amendment to Contract of Employment (hereinafter referred to as "Seventh Amendment") effective July 1, 2019, made and entered into this ___ day of August, 2021, by and between Damon Raines (hereinafter referred to as "Superintendent") and the Walker County Board of Education (hereinafter referred to as "Board").

WHEREAS, the Superintendent and Board entered into that certain Contract of Employment dated May 15, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain First Amendment to Contract of Employment dated July 10, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Second Amendment to Contract of Employment dated December 10, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Third Amendment to Contract of Employment dated August 19, 2013, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Fourth Amendment to Contract of Employment effective July 1, 2015, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Fifth Amendment to Contract of Employment effective July 1, 2017, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Sixth Amendment to Contract of Employment effective July 1, 2019, which is incorporated herein and made a part hereof by reference; and

WHEREAS, Superintendent and Board are desirous of again amending said Contract;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable consideration, Superintendent and Board contract and agree as follows:

1.

1. TERM OF CONTRACT of the Contract, as amended, is amended by deleting therefrom "30th day of June, 2022" and substituting in lieu thereof the following, to-wit:

"30th day of June, 2023."

2.

All of the terms, provisions, and conditions of the Contract, as amended, not specifically amended by this Seventh Amendment shall remain in full force and effect.

3.

This Seventh Amendment shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through its duly authorized officer, have executed this Sixth Amendment on the date set forth above.

DAMON RAINES
SUPERINTENDENT

WALKER COUNTY BOARD OF
EDUCATION

BY: _____
CHAIRPERSON

STATE OF GEORGIA,
COUNTY OF WALKER.

**EIGHTH AMENDMENT TO
CONTRACT OF EMPLOYMENT**

This Eighth Amendment to Contract of Employment (hereinafter referred to as "Eighth Amendment") effective July 1, 2022, made and entered into this 10th day of August, 2022, by and between Damon Raines (hereinafter referred to as "Superintendent") and the Walker County Board of Education (hereinafter referred to as "Board").

WHEREAS, the Superintendent and Board entered into that certain Contract of Employment dated May 15, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain First Amendment to Contract of Employment dated July 10, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Second Amendment to Contract of Employment dated December 10, 2012, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Third Amendment to Contract of Employment dated August 19, 2013, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Fourth Amendment to Contract of Employment effective July 1, 2015, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Fifth Amendment to Contract of Employment effective July 1, 2017, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Sixth Amendment to Contract of Employment effective July 1, 2019, which is incorporated herein and made a part hereof by reference; and

WHEREAS, the Superintendent and Board entered into that certain Seventh Amendment to Contract of Employment effective July 1, 2021, which is incorporated

herein and made a part hereof by reference; and

WHEREAS, Superintendent and Board are desirous of again amending said Contract;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants and for other and good and valuable consideration, Superintendent and Board contract and agree as follows:

1.

1. TERM OF CONTRACT of the Contract, as amended, is amended by deleting therefrom "30th day of June, 2022" and substituting in lieu thereof the following, to-wit:

"30th day of June, 2025."

2.

2. COMPENSATION, A. SALARY of the Contract, as amended, is amended by deleting therefrom "\$132,286.46" and substituting in lieu thereof "167,444.85".

3.

All of the terms, provisions, and conditions of the Contract, as amended, not specifically amended by this Eighth Amendment shall remain in full force and effect.

4.

This Eighth Amendment shall be executed in duplicate, each of which shall be deemed an original, but together shall constitute but one and the same instrument.

IN WITNESS WHEREOF, Superintendent, individually, and Board, by and through its duly authorized officer, have executed this Eighth Amendment on the date set

forth above.



DAMON RAINES
SUPERINTENDENT

**WALKER COUNTY BOARD OF
EDUCATION**

BY: 

CHAIRPERSON

Conduct Concerns

Wednesday, August 21, 2024 at 4:12:13 PM Eastern Daylight Time

To: Phunter@ficomgroup.com Phyllis Hunter, karenstoker@walkerschools.org Karen Stoker, tinapainter@walkerschools.org tinapainter@walkerschools.org, DaleWilson@walkerschools.org DaleWilson@walkerschools.org, KarenHarden@walkerschools.org KarenHarden@walkerschools.org, walkerschools@tinapainter.com walkerschools@tinapainter.com

Dear Members of the Board of Education,

I am writing to express my deep concern regarding the conduct of our Superintendent Damon Raines. As a committed member of this community, I believe it is imperative that the Board of Education upholds the highest standards of integrity, transparency, and accountability in our school district's leadership. Unfortunately, the actions exhibited by the Superintendent have raised serious questions about his commitment to these values.

Over the past several years, there have been multiple instances where the Superintendent has demonstrated a troubling pattern of dishonesty and a lack of transparency in his dealings with both the Board and the public. These behaviors not only undermine trust in our educational system but also have the potential to harm the students, parents, and staff who rely on his leadership. I can point to numerous egregious infractions with one simple example:

In 2021, Walker County Schools enrolled in the Clean Water for US/Georgia Kids Program. It is well known now, thanks to a citizen reporting on the results, that the lead was not only present but the numbers were high enough to require mitigation. However, Damon Raines failed to inform the Board, teachers and staff, or parents. Parents were not contacted by Walker County with the results until June 21, 2023. This very act alone put the health and safety of children, and teachers, at risk.

Later, after the results were made public, in a broadcasted interview Damon Raines responded to a parent question as to why the lead/water results were not shared with the School Board, "The school board was in the loop the whole time. Once the results were made available to us at the system, the School Board knew about that."

Damon Raines provided the following timeline to me regarding when the board was informed of the results:

- Notified by DOE Consultant of the program-July 7, 2021 (Superintendents and Principals received the same information)
- Webinar information forwarded by DOE Consultant-July 12, 2021
- Email correspondence from local reporter inquiring about our participation in the voluntary program-July 20, 2021
- Email correspondence with local reporter; WCS will take part in the voluntary program-August 3, 2021
- Notified Board of our intent to enroll in the webinar and learn more about the program-August 12, 2021 Planning Session (under facilities update)
- Energy Manager received email notification of enrollment status in the program webinar-May 24, 2022
- Energy Manager finalizes process to enroll in the voluntary program-June 29, 2022
- **Enrollment status/testing updated to Complete-October 17, 2022 (NES); results analyzed on December 1, 2022**
- **Enrollment status/testing updated to Complete-October 26, 2022 (CVE); results analyzed on December 1, 2022**

- Enrollment status/testing updated to Complete-October 26, 2022 (FES); results analyzed on December 6, 2022
- Enrollment status/testing updated to Complete-January 18, 2023 (SCE); results analyzed on April 11, 2023
- All mitigation solutions were implemented for all taps tested; any above State Action Level addressed and documented. Second tests and 30-second flush after mitigation solutions implemented and sent to the lab; results validated successful results
- Additional test will be conducted at all four (4) of the originally tested schools (at system expense)
- Text message received regarding the public release of program results-June 15, 2023
- Information including lab results and mitigation solutions presented and discussion with Board-June 19, 2023 (during open session under Superintendent's Report)

You can clearly see that Raines' statement "Once the results were made available to us at the system, the School Board knew about that" is a lie. In fact, by his own report, **6 months and 18 days** passed between the time Damon Raines had the first test results and when he made his report to the Board. And **2 months and 8 days** passed between the time Damon Raines had the final school's test results and he made his report to the Board. Additionally, Damon Raines only made the report to the board, and alerted parents, after he had been made aware that the results would be made public by a journalist.

From this example, I would allege that Damon Raines failed the public in the following ways:

1. He neglected the well-being, health and safety of children by withholding the test results from teachers and parents.
2. He was dishonest with the public about the timeline of events and his withholding of information to the Board.
3. By failing to come forward to the Board and parents prior to the public release of the results by a third party, he showed lack of ethical leadership.
4. By failing to communicate honestly, timely, and effectively with parents and the Board he displayed inadequate communication practices.
5. By making the decision to initiate mitigation measures without first reporting to the Board or parents, he displayed a lack of transparency and accountability.

I wish this were the only example but, unfortunately, there have been several documented cases where the Superintendent has provided misleading or false information to the Board and the community. To keep it simple, I'll give a brief overview below;

- On June 11, 2024, I sat in a board meeting where Damon Raines gave his report to the Board regarding Bible in the Schools curriculum. He reported to the Board that he has been looking into a Bible class for Walker County but the cost of curriculum would be approximately \$500 per student per class. A few days later I spoke with Michael Harrel, with Bible in the Schools, who informed me that he had given several pricing options for the curriculum to be added in Walker County, and in fact felt Walker County could do this for as little as \$150/enrollment - and possible free. A direct contradiction to the report Raines provided to the Board.

- On April 18, 2024 the Fairyland Elementary School hosted a "Fairyland Connect" meeting where Raines spoke. I asked him if there was a School Bus Driver waiver (in reference to the Strategic Waiver School System (SWSS) Partnership). He stated "No." I asked him if he added a School Bus Driver waiver to the contract in 2020 or 2022 and he said "No." The next day, he emailed a copy of the resolution to amend the SSWS contract, adding the "School Bus Driver" Waiver, signed by Raines on July 14, 2020.

- During the summer of 2023, parents inquired about adding an additional Pre-K Program at Fairyland Elementary due to the extensive waitlist of over 20 kids. Raines provided false financial information to both the board and parents, stating that adding the classroom would be a financial burden to the county. Raines emailed all the parents on the wait list and with incorrect numbers of cost per student if the classroom deviated below 20. This information is incorrect per Bright from the Start programs materials (this was also verified by the Bright from the Start representative). In order to resolve this matter, the city of Lookout Mountain had to get involved. The classroom was eventually opened at no cost to the county.

- Mr. Raines was involved in a trial that challenged the eligibility of 2 sitting school board members, stating that Mrs. Karen Harden and Mr. Michael Carruth were ineligible to serve based on the employment of their 2 sons - who are system administrative staff, which is unlawful by GA Code. Mr. Raines participated in the litigation by submitting a sworn affidavit that Mrs. Harden and Mr. Carruth's children were "coordinators" and only "middle management" and were not considered system administrative staff. However, it appears that in 2016, while Mr. Raines was superintendent, the board itself approved an official policy that names coordinators as system administrative staff. This seems to be a deliberate and blatant lie. Which, I believe, is a crime.

- While the two members of the Walker County School Board (Karen Harden and Michael Carruth) had their eligibility challenged, Damon Raines provided a 2022 letter to the Chattanooga Times Free Press stating from state Deputy Attorney General Bryan Webb "saying the nepotism statute likely includes only the highest level system administrative employees rather than middle management staff. The letter was provided to the Chattanooga Times Free Press defending the board members in question, making it appear as though the Attorney General also was defending them. This statement was printed by the Times Free Press in Jan 2024. Raines has also emailed out statements that he had been advised/directed by the Attorney General supporting these same claims. On the contrary, I received the following email from Deputy Attorney General Bryan Webb on August 9, 2023:

Thank you for your message of August 8, 2023 concerning a matter involving the Walker County School Board. I spoke informally to the attorney for the school board about this issue and offered informal thoughts on a fact scenario as a courtesy. There has not been an official opinion issued on this matter by my office.

- The Superintendent has repeatedly failed to provide clear, timely, and accurate information on key issues affecting our schools. For instance, Raines has consistently omitted mandated financial documents (Management's Discussion and Analysis) from the yearly audits. Transparency is essential for fostering a collaborative and informed environment, and the Superintendent's failure to be forthcoming has created confusion, frustration, and mistrust among stakeholders.

- Mr. Raines had failed to answer questions and/or provide parents with specific information about the SWSS program and waivers – after repeated requests. He has also failed to comply with the application requirements (completely and specifically justify his usage of those waivers). This casts doubt on how he may be leveraging the program for his own gain instead of the intended purpose, which is to increase educational achievement.

It is easy to see that Mr. Raines displays a pattern of dishonestly. This behavior not only erodes trust but also raises questions about what other critical information may be withheld or misrepresented.

The Superintendent's actions have already begun to impact our community as parents are increasingly concerned, and the broader community is losing faith in the district's leadership. If this pattern continues unaddressed, it could lead to further deterioration of our district's reputation and effectiveness.

Given the seriousness of these concerns, I respectfully urge the Board to take a closer look into the Superintendent's conduct by investigation. This investigation should aim to determine the extent of

the dishonesty and lack of transparency, assess the impact on the district, and recommend appropriate actions to restore integrity and trust in our leadership.

Our students, parents, and educators deserve a Superintendent who leads with honesty and transparency, ensuring that every decision is made in the best interest of our schools. I believe that by addressing these issues promptly, the Board can demonstrate its commitment to accountability and the well-being of our community.

Thank you for your attention to this critical matter. I look forward to your prompt and decisive action.

 REP signature-2.jpeg



Attachments:

REP signature-2.jpeg 16k

northwestgeorgialaw@gmail.com

From: Janet Cobb <janetcobb@walkerschools.org>
Sent: Sunday, October 22, 2017 10:08 AM
To: Heather Holloway
Cc: Damon Raines
Subject: Here you go...

In June 2010, a girl told a forensic interviewer her kindergarten teacher, Charles Mark McCormack, took a picture up her skirt. A prosecutor did not pursue charges, believing that the evidence wasn't strong enough, and McCormack remained in the classroom at Chattanooga Valley Elementary School.

Five years later, a female student accused McCormack of sliding his hands down her pants. The Walker County Sheriff's Office didn't pursue charges, citing a lack of [physical evidence](#). McCormack remained in the classroom.

In May 2016, federal agents raided McCormack's Flintstone, Ga., house as part of an investigation with the national Internet Crimes Against Children Task Force. Agents have not released information about the raid.

After news of the search broke, although McCormack had not been charged with a crime, Walker County Schools Superintendent Damon Raines moved him into a role at the central office, away from a classroom full of children. Raines did not know what officers were looking for; he still doesn't. But he said he made the decision "just based on the level of attention that [McCormack] was getting from the agencies involved."

McCormack, 54, retired two months later.

He now faces federal prison time after a grand jury in the [Northern District](#) of Alabama indicted him two weeks ago on a charge of sexual exploitation of children. According to an accusation filed in the case, McCormack videotaped a 5- or 6-year-old girl in his bathroom. His attorney, federal public defender Allison Case, said she could not discuss pending charges.

Asked about previous investigations into McCormack, Raines said he and other school officials are in a tough spot. When a teacher is under criminal investigation — even after police file charges — education administrators have to make choices among imperfect options, especially when the supposed crime unfolded outside of the classroom.

There are two competing interests. On the one hand, teachers are innocent until proven guilty. But at the same time, they don't work an office job; they work directly with children, sometimes unsupervised.

Walker County has no policy for handling employee arrests. So, Raines said, he makes those decisions on a case-by-case basis, trying to decide which of the two interests carries more weight.

"We don't want to jump to conclusions," he said. "We're not a criminal body. We're not trying to prove a crime or the attempt of a crime."

Raines is facing a similar problem over LaFayette High School special education teacher Sam Forrester, who has been arrested on domestic violence charges four times in seven months. Raines moved him out of the classroom after his third arrest, in September. He said he reassigned Forester because the third arrest was a felony, while the first two charges were misdemeanors.

The accuser, Forester's ex-wife, says the school system should have fired Forester after his first arrest. Forester's attorney, David Cunningham, says his client "vehemently denies" the allegations and that the charges are the ex-wife's "calculated attempts to get him fired."

Marissa Brower, a spokeswoman for the Catoosa County school system, said administrators there also run imperfect calculations in the event of an arrest. Pat Holloway, a Dalton City Schools spokeswoman, said her system officials look at each arrest individually, though they will hold termination hearings in the event of some crimes — such as an assault arrest or inappropriate contact with a child. Neither school system has an official policy for handling teacher arrests.

"We absolutely have to take allegations seriously," said Craig Goodmark, an Atlanta attorney who specializes in education justice. "But again, they have to be proven. We can't just go on accusations. People file accusations all the time."

Multiple investigations, stopped short

The charge McCormack faces now dates back two decades, but the evidence surfaced just last year.

In October 1998, McCormack was with his girlfriend in a Memphis [hotel](#) room when a videotape slipped from his briefcase. He panicked, his girlfriend later told investigators, and she became curious. She took the tape from him.

According to an accusation in U.S. District Court, McCormack had a camera in his bathroom in Muscle Shoals, Ala. Images show him staring into the lens and adjusting the camera before walking out and talking to somebody off screen. Then, according to the accusation, a girl — about 5 or 6 years old — walked in, sat down on the toilet and urinated.

After watching the video, the woman called the Muscle Shoals police. They told her to come down to the station to file a report, according to the accusation. The woman, who lived in Arkansas, said no. The accusation does not explain why. Instead, she filed the tape away.

Around the same time, McCormack, then in his mid-30s, enrolled at Alabama A&M to pursue a master's degree in elementary education. He graduated in 2002 and took his first full-time teaching job at Chattanooga Valley Elementary School, according to his personnel file.

The first criminal complaint against him came eight years later. A girl in his kindergarten class said she saw him take out his cellphone and snap a picture under her skirt. She told her mother, according to an [incident report](#), and the mom drove to school to meet with McCormack and the school's principal at the time, Jason Pelham.

McCormack denied taking a picture. He said he had his phone out that day to get updates from his wife at his son's graduation. He showed the mom his phone, according to the incident report, and she could not find any photos of her daughter.

But the girl was adamant.

"Mr. McCormack told my mother a big fat lie," she said during a forensic interview at the Children's Advocacy Center.

According to the file, Assistant District Attorney Beth Evans said there simply was not enough evidence to pursue a case against McCormack.

The next charge came in January 2015, when a girl told her mother that McCormack fondled her by his desk. Asked by a forensic interviewer to show where she had been touched, the girl circled her chest and groin. She said McCormack had been doing this for two months.

"She also stated that this happens every day and she tells him to stop," the investigator wrote, "but he doesn't."

McCormack again denied the charges. He said the girl acted out, which the school's counselor and principal confirmed. He also showed an investigator a letter the girl wrote him, telling him she wanted to have a sleepover. A paraprofessional who worked in the classroom said she didn't see anything inappropriate between McCormack and the students, though she isn't always in the room.

Based on the set-up of the classroom, the investigator wrote, McCormack could sit in front of the girl at his desk in such a way that no one else in the room could see her. McCormack said he would take a polygraph test about the accusation. But a week later, through an attorney, he withdrew the offer.

The sheriff's office declined to pursue charges, citing a lack of physical evidence.

Raines, who was not in Walker County during the first investigation, could not remember last week whether he and other administrators considered moving McCormack out of the classroom after the 2015 allegation. Nothing in his personnel file mentions either case. And the Georgia Professional Standards Commission, which investigates whether a teacher should retain his or her certificate, did not receive an ethics complaint about the accusations.

Meanwhile, after the federal agents searched McCormack's home in May 2016, the videotape resurfaced. The accusation filed in court does not explain what happened after 1998, when the girlfriend took the video from McCormack.

But in September 2016, federal investigators got their hands on it.

History in the region

Before McCormack's arrest, North Georgia was already marked by sex abuse accusations against teachers. In August 2015, a Catoosa County jury convicted former Lake-view Middle School band director Thomas Blevins of molesting a former student.

But the region's most well-known case did not lead to a conviction. In May 2008, the Catoosa County Sheriff's Office charged Chickamauga Elementary School kindergarten teacher Tonya Craft with several counts of child molestation.

A jury would later acquit her in a trial that drew national attention. But in the meantime, Craft was out of work. A school board tribunal voted to fire her.

Chickamauga City Schools Superintendent Melody Day said last week that Craft did not lose her job because of the criminal case. Craft's bond barred her from being near children. As a result, she didn't show up for work.

"It's basically like abandonment of contract," Day said.

Craft disagreed with that version of events. She said she met with Day after the arrest and was presented with two options: resign or face a tribunal. Craft said Day "strongly suggested" she resign so she wouldn't experience an embarrassing public hearing.

Craft, who now works as a consultant for criminal defendants, said Day should have granted her a temporary leave without pay while her case was pending. She said she's still disappointed in the tribunal hearing, which occurred two years before her criminal trial. She called the school board meeting "an absolute zoo."

Still, when she hears about cases like McCormack's, she admits school administrators are in a difficult position. Many teachers accused of crimes won't be acquitted like she was.

"It's absolutely a Catch-22, a double-edged sword," she said. "But I think there has to be a balance. I am scared that my case has caused people that are guilty to get off, or that victims are afraid to go forward. Or also, that people are becoming more cautious about investigating a case like this."

Contact staff writer Tyler Jett at 423-757-6476 or tjett@timesfreepress.com. Follow him on Twitter @LetsJett.

Georgia Professional Standards Commission
Complaint Form

Educator Ethics, Two Peachtree Street, Suite 6000, Atlanta, GA 30303-3141
Contact Numbers: (404) 232-2700 or (800) 537-5996 FAX (404) 232-2720

Date of Complaint: 2/9/18 (Case 18-1-917)

Educator's Full Name: Charles Mark McCormack
Certification ID: 622772
Educator's Address: Unknown
Educator's Work Phone: Unknown
Educator's School System or Agency: Walker County Schools (Resigned 7/20/16)
Educator's School or Program: Chattanooga Valley Elementary
Educator's Employment Position: Kindergarten Teacher

Standard(s) of the Code of Ethics for Educators that has been breached:

Standard 2: Conduct with Students – An educator shall always maintain a professional relationship with all students, both in and outside the classroom.

Standard 10: Professional Conduct – An educator shall demonstrate conduct that follows generally recognized professional standards and preserves the dignity and integrity of the teaching profession.

Brief, specific description of how the educator has allegedly breached the Code of Ethics for Educators (include dates and time of alleged violations):

May 17, 2016

The U.S. Immigration and Customs Enforcement's Homeland Security Investigations along with the Georgia Bureau of Investigation went to Mr. McCormack's residence as part of their investigation. They would not comment on the nature of the investigation.

July 20, 2016

Mr. McCormack submitted his letter of resignation to the Walker County Board of Education. (See Attached Resignation Letter)

The Walker County Board of Education received news that Mr. McCormack pleaded guilty to producing child pornography between 1997 and 1998 while living in Alabama. He pleaded guilty to one count of production of child pornography. His sentencing is set for April 2018.

Attach a list of witnesses and other persons who have knowledge of the facts alleged in the complaint. Include names, addresses and telephone numbers if known. Attach pertinent documentation or evidence.

Heather Holloway	(Director of Personnel, Walker County Schools)	706-638-7954
Damon Raines	(Superintendent, Walker County Schools)	706-638-7949

Name of Person(s) Filing the Complaint: Heather H. Holloway (Director of Personnel)

Complainant's Signature: 

Complainant's Address: 201 South Duke Street, P.O. Box 29. LaFayette, GA 30728
Complainant's Phone Number: 706-638-7954 **Fax Number:** 706-638-7827
Complainant's Email Address: heatherholloway@walkerschools.org

MR. CHARLES MARK McCORMACK

TELEPHONE [REDACTED]

July 20, 2016

Superintendent Damon Raines
Walker County Public Schools
201 South Duke Street
LaFayette, GA 30728

original to HT
copy to DR
07-27-2011

SENT VIA EMAIL TO ROWOMACK@WGRLAWFIRM.COM

Re: Notice of Retirement of Walker County Schools Employee Mark McCormack

Dear Superintendent Raines,

My name is Mark McCormack and I am a teacher at Chattanooga Valley Elementary School in LaFayette, Georgia, where I have been employed for over 14 years and where I am currently under contract for a full time teaching position for the 2016-17 school year. I am writing you today to discuss my employment status with the Walker County Public School System.

For over a year, I have suffered from serious health issues, including various neurological issues and severe carpal tunnel syndrome in both hands. In addition, I also have been diagnosed with acute diabetic neuropathy, which makes it very difficult and painful for me to move my legs and feet. As a result of these medical conditions, my doctor has recommended that I immediately retire from teaching and file for medical disability at the earliest opportunity. *Accordingly, please accept this letter as my official notice that I am retiring, effective today, from my position as a teacher at Chattanooga Valley Elementary School, for medical reasons and that I intend to file for disability retirement benefits with the Georgia Teachers Retirement System ("TRS") at the earliest available date.* To that end, I would greatly appreciate it if the Walker County School System Personnel and Human Resources office will please submit whatever paperwork is necessary to TRS to process my application for medical disability benefits as quickly as possible.

Sincerely,



Mr. C. Mark McCormack

CC: Mr. Ronald Womack: Attorney for Walker County Schools
Mr. R. Alexander Susor: Attorney for Mark McCormack



WALKER

"READY FOR COLLEGE, READY FOR WORK, READY FOR LIFE"

August 10, 2016

Mr. Mark McCormack
[REDACTED]

Dear Mr. McCormack,

This notice acknowledges your letter in which you retired from your position at Chattanooga Valley Elementary. The Walker County Board of Education accepted your retirement August 9, 2016 and released you from your contract.

We appreciate your service to education in Walker County. If this office may be of assistance to you in any way, please feel free to call on us.

Sincerely,

Heather H. Holloway
Director Of Personnel
Walker County Schools

HHH:jdh

CC: Ms. Heather Culberson, CVE

Walker County Department of Education
Office of Personnel Services
201 South Duke Street
LaFayette, GA 30728
Phone (706) 638-7954 Fax - (706) 638-7827

Date: October 2, 2007
 To: Mr. Bill Oliver
 From: Mr. Craig Davoulas
 Subject: Report of Misconduct

*Mr. Oliver was hand delivered
 this memo on or about
 10/3/07. He did not return it
 signed. Rather he turned it
 over to his attorney. See:
 Brady + Stoff, PC. response.*

This memo serves to confirm that Mr. Smith and I met with you on September 28, 2007 to discuss concerns about your conduct in PE class brought to my attention by a parent and several female students. You will recall that I informed you that I had received reports from several female students who felt uncomfortable in your PE class because of the way you reportedly looked at them, comments you made and incidents involving, what the students considered, inappropriate physical contact. I interviewed the parent and students involved with other Ridgeland High School administrators or staff and central level personnel. I told you that I would refrain from naming students involved, to the extent it is reasonably possible, to maintain confidentiality.

Specifically, it was reported that while walking around the track with female students you made comments, construed by the students, as having sexual innuendo. I also informed you that students reported that you put your feet on them while they exercised in PE class. Students indicated that you occasionally "popped their backs." The students stated that they felt this type of physical contact was inappropriate and made them feel uncomfortable. One student told me you grabbed her while playing kick ball and she told you, "Don't touch me."

In response to these reports you strongly denied making any inappropriate sexual comments or physical contact with your students. You stated that you would "never" behave in such a manner and that you "absolutely did not" say or do anything of an inappropriate sexual nature regarding students. You did state that you had, on occasion, "popped students' backs." You also stated it was not part of your program to place your feet on students when they exercise.

I informed you that as Director of Personnel I take all allegations seriously, investigate thoroughly and continuously monitor them. In our meeting I discussed certain clear expectations you agreed to adhere to including:

- Maintain the highest level of professionalism in all areas particularly in use of appropriate language, conduct and demeanor.
- Maintain the highest level of professional confidentiality regarding this matter.
- No more "back popping" even if the student requests it.
- Do not to put feet on students when they exercise.
- Be extremely cautious and professional about touching students at all.
- Students should not suspect any reprisals for making these reports.

I closed the meeting by informing you that I would present you with a record of our meeting and that you would have an opportunity to respond if you desired. I also told you that this record would be kept in your file.

Mr. Oliver, if you disagree with the facts and conclusions stated in this memorandum, please advise me in writing no later than October 9, 2007. Please make a copy of this document for your records and return a signed and dated copy to me. Please attach any response to this memo.

Craig Davoulas- Director of Personnel

Date _____

I have received a copy of this memorandum. I understand that my signature does not necessarily constitute agreement with its contents and that I have an opportunity to respond if I disagree.

Signature: Mr. Oliver

Date _____

June 8, 2022

Damon Raines
Superintendent
Walker County Schools
201 South Duke Street
LaFayette, GA 30728

Re: Letter of Resignation

Dear Superintendent Raines:

I am writing to notify you that I am resigning from my position with Walker County Schools, effective June 8, 2022, for health-related reasons.

If I can be of any assistance during this transition, please let me know. My email is:
1. I would be happy to help however I can.

Very truly yours,


Bill Oliver



WALKER

"READY FOR COLLEGE, READY FOR WORK, READY FOR LIFE"

June 15, 2022

Bill Oliver

Dear Bill,

Please accept this acknowledgement of your letter in which you expressed wishes of being released from your 2022-2023 Contract. The Walker County Board of Education accepted your request and action was taken during the meeting on June 14, 2022.

We appreciate your service to education in Walker County and our students. If this office may be of assistance to you in any way, please feel free to call on us.

Sincerely,

Heather H. Holloway
Director Of Personnel
Walker County Schools

HHH:jdh

CC: Karen Hughes, RHS

Walker County Department of Education
Office of Personnel Services
201 South Duke Street
LaFayette, GA 30728
Phone (706) 638-7954 Fax - (706) 638-7827

northwestgeorgialaw@gmail.com

From: Janet Cobb <janetcobb@walkerschools.org>
Sent: Wednesday, July 17, 2024 6:20 AM
To: Dale Wilson-2; Karen Harden; Karen Harden; Karen Stoker; Karen Stoker; Phyllis Hunter; Phyllis Hunter-2
Subject: Fwd: I remembered :)
Attachments: Directory of Schools FY2020.docx; ATT00002.bin; System Administrative Staff Emailed to Board 07172024.docx; ATT00004.bin

Good morning! I have attached the lists below.

J

Begin forwarded message:

From: Karen Stoker <karenstoker@walkerschools.org>
Subject: I remembered :)
Date: July 16, 2024 at 10:28:19 PM EDT
To: Janet Cobb <janetcobb@walkerschools.org>

Janet,

May we all have an updated directory of system-level administrators- superintendent, directors, coordinators, and supervisors? May we also get an updated directory of principals and assistant principals? Thank you!

Karen Stoker

System Administrative Staff
FY2025

DIRECTORS

NAME
Brown, Glen
Elliott, Rachel
Holloway, Heather
Jones, Chris
Samples, Robin
Wallace, Chris
Wallin, Destiny
Wilson, Zac

COORDINATORS

NAME
Carruth, Justin
Coker, Michelle
Harden, Scott
Hentz, Autumn
Ingle, Debbie
Ingram, Angie
Lankford, Darlene
Portwood, Julie
Renfro, Dena

PRINCIPALS

NAME
Breeden, Wade (CVM)
Caissie, Kristi (NAO)
Culberson, Heather (CVE)
Davis, Leigh (SCE)
Debity, James (LMS)
Edwards, Lisa (FYLD)
Gadd, Courtney (RE)
Gilstrap, Kandy (RSE)
Harris, Staci (CRE)
Hodge, Rachel (SRK-8)
Martin, Jennifer (NLE)
Morrison, James (RHS)
Mosgrove, Brandon (GIL)
Stinson, Rob (RMS)
Stultz, Maggie (LHS)

ASSISTANT PRINCIPALS

NAME
Ash, Sheila (NLE)
Ballew, Jami (SCE)
Bandy, Ryan (RHS)
Crowley, Adam (LMS)
Davidson, Tobin (RMS)
Dickson, Sara (CVM)
Forrester, Josh (CVM)
Green, Troy (FYLD)
Henry, Brooke (RS)
King, Matt (RE)
Kittie Brown (RHS)
Landis, Monica (CVE)
Liggins, Jason (CRE)
Lindley, Jerri (RMS)

Massey, Ronnie (LHS)
McCary, Susan (SRK8)
Nichols, Bethany (GIL)
Palmer, Jennifer (NAO)
Parsley, Marcus (SRK8)
Sells, Lance (SCE)
Shaw, Julie (LHS)
Sparks, Timothy (RHS)
Suttles, Lugenia (LHS)
Tinney, Bo (RHS)
Woodard, Kim (LMS)

previously held the seat. Ms. Harden ran for election and won the seat on November 8, 2022.

5. Since July 1, 2021, Justin Carruth has been the Coordinator of Secondary Curriculum/CTAE for the Board.
6. Since August 28, 2017, Scott Harden has been the Coordinator of Instructional Technology for the Board.
7. Mike Carruth is the father of Justin Carruth.
8. Karen Harden is the mother of Scott Harden.
9. The Board does have "system administrative staff". The Board receives an allotment sheet from the Georgia Department of Education each year based on the number of students served in the District. The allotment shows thirty-two point nine two (32.92) system administrative staff allotments that include; one (1) Superintendent, four (4) Assistant Superintendents (Georgia Department of Education term) or Directors (Walker County Board of Education term), fifteen (15) Principal allotments, and 12.92 Assistant Principal allotments. The Board chooses to fund two (2) additional Assistant Superintendents or Directors, eight (8) Coordinators, and ten (10) additional Assistant Principals using local funds.
10. The Superintendent is hired and reports directly to the Board; and the Board members are elected by the people of Walker County. The Human Resources Department makes determinations of employment for all employees and potential employees. The Personnel Director makes recommendations to the Superintendent and I make all official personnel recommendations to the members of the Board for their consideration and vote. The Board does vote on the employment of every employee,

*Affidavit of Damon Raines,
Superintendent of Walker County School District
Page 2 of 4*

however, Mr. Carruth and Ms. Harden abstain from voting on their sons' and family members' contracts when presented.

11. The Superintendent evaluates all Directors and Principals; the Directors evaluate the Coordinators associated with their respective departments and the Principals evaluate the Assistant Principals assigned to their respective buildings. Directors also evaluate and supervise any academic coach, specialists, or other staff members assigned to their respective departments.
12. In this case, the Coordinator of Secondary Curriculum/CTAE and Coordinator of Instructional Technology for the Board reports to the Director of Curriculum & Instruction for Walker County Board of Education, Ms. Robin Samples. The Coordinator positions have no system-wide authority; they perform job tasks derived from their respective Director or the Superintendent. The Coordinator position is not considered as system administrative staff.
13. It is my understanding and position from the Attorney General's office, and the general counsel for the Georgia Department of Education, that the Board's Coordinator positions are not directly influenced by the Board and therefore are not considered "system administrative staff." Essentially, the Coordinator positions are the equivalent to middle management and are not system administrative staff.
14. All employee positions are reported to the Georgia Department of Education through a secure portal under the tab, Certified/Classified Personnel Information (CPI). Local position codes must be linked to a CPI code for funding and certification purposes. CPI does not contain a code matching the Walker County Board of Education code for "Coordinator of Secondary Curriculum/CTAE" or for Coordinator of Instructional

*Affidavit of Damon Raines,
Superintendent of Walker County School District
Page 3 of 4*

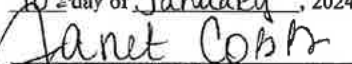
Technology.” The Board chooses the CPI code that is the closest match to the local code on both these positions. Those CPI titles are 670-Career, Technical, and Agricultural Education Director (LUA) and 643-Technology Director and have been reported in this manner during my tenure.

- 15. The above facts are known by me to be true and based on my own personal knowledge. I am competent to testify to such facts and would so testify if I appeared in Court as a witness at the trial of the matter.

This the 10th day of January, 2024.



 DAMON RAINES
 Superintendent,
 Walker County Board

Sworn to and subscribed before me this
10th day of January, 2024.


 Notary Public
 My Commission Expires 05/21/2027

