

STATE OF GEORGIA
COUNTY OF DEKALB

This contract is made and entered into by and between AESHA L. BALDWIN
(hereinafter the "Employee"), and the DeKalb County Board of Education (hereinafter the "Board").

This document is delivered to the Employee on MARCH 18, 2011 and shall be considered for acceptance by the Superintendent and the Board only if signed by the Employee and returned prior to MARCH 28, 2011. Failure to return this document by the required date shall be deemed a rejection of the offer of employment for the 2011-2012 school year and shall be considered as notice of the Employee's decision to resign his/her employment with the Board at the end of Employee's current contract of employment.

Pursuant to the terms, conditions, and agreements hereinafter expressed, which are mutually acknowledged to be of good and sufficient consideration, the Board hereby agrees to employ the Employee, and the Employee hereby accepts a contract salary for the 2011-2012 school year at the salary rate of \$42,492.00 ANNUALLY.

This contract salary may be decreased according to any decrease in the State Salary Schedule or any significant decrease in funds from any source due to unforeseen shortfalls in revenue below revenue amounts projected at the time of this contract so as to justify a reduction in the amount for salaries. The rate is also subject to an adjustment upward or downward according to the Georgia Quality Basic Education Act, O.C.G.A. § 20-2-130, et seq., applicable to the classification and type of service to which the Employee has been assigned. The Board shall have no obligation to make up any deficit beyond such sum as may become uniformly applicable to all employees of the same group, classification, type and length of service. The Board and the Employee agree that the salary shall be subject to an adjustment on a pro rata basis for the number of days the Employee does not work during the scheduled days of duty due to late employment, temporary relief from duty by Board action, absence without approval, non-compensated absence with approval, absence when there is no accumulated leave to cover such absence, early separation, or adjustment in official work schedules by Board action. If fewer than twenty (20) days of service are rendered under this contract, the daily rate of pay shall be adjusted to that of a substitute teacher, retroactive to the beginning date of employment under this contract. If the Employee is unable to obtain or maintain proper certification, then the Employee's daily rate of pay shall be adjusted to that of a substitute teacher retroactive to the beginning date of employment under this contract, or to the date the certificate of the Employee became invalid, whichever was more recent. This contract is contingent upon the Employee securing and continuing to hold a valid, in-field, highly qualified certificate issued by the Professional Standards Commission. If, at any time, it is determined or revealed that the Employee is without, or did not have, a valid, in-field, highly qualified certificate during any portion of the contract period, then this contract may be terminated at the sole discretion of the Board. In the event the Employee is unable to hold a valid, in-field, highly qualified certificate, then the teacher must provide a written resignation to the Board within three days of the expiration of the in-field teaching certificate. Failure of the Employee to provide a written resignation to the Board will be considered a breach of professional conduct and this contract may be terminated, pursuant to O.C.G.A. § 20-2-940, et seq., at the sole discretion of the Board.

The Board and the Employee agree that, if the Employee is assigned as a classroom teacher, then the Employee will teach the curriculum as designated by the Board.

The terms and conditions of this contract are made expressly subject to the provisions of the Constitution and the laws of the State of Georgia relating to public education and the appropriations thereunder. The Employee agrees to accept the rights and responsibilities and to abide by the rules, regulations, administrative procedures, and policies of the DeKalb County School District (hereinafter the "District") administration, the Board, the Georgia Board of Education, and the Professional Standards Commission in effect at the time of the execution of this contract or thereafter enacted or amended.

The Employee agrees to furnish in writing and under oath such information (including medical information), as the Board reasonably may request from time to time, pertaining to the Employee's competence and fitness to perform assigned duties. The Board and the Employee further agree that the Employee shall submit to a complete physical and/or mental examination by the physician(s) designated by the Board, if the Board so directs. If the Board so directs the Employee to submit to such examination, then the Board is to bear all expenses of the examination.

This contract of employment shall not be terminated by the Employee without the written consent of the Board. In the event that the Employee does seek to terminate this contract, whether by formal notice or by willful failure or refusal to continue teaching, without such written consent, the Board may report this breach to the Professional Standards Commission.

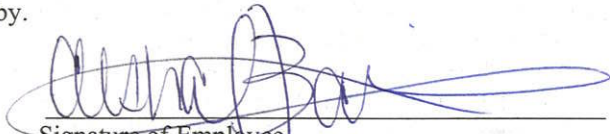
The Board and the Employee agree that the Board, through the delegation of authority to the Superintendent, shall have the right to transfer the Employee at any time from one position to another in order to promote efficiency or to serve the needs of the District.

The Employee hereby certifies that no contract has been signed with any other Board of Education covering any part, or all, of the 2011-2012 contract year.

This contract shall become effective and be binding on both parties upon execution by the Superintendent and approval by the Board, as provided in O.C.G.A. § 20-2-211(a).

THE SIGNATURES, THE OATH OF ALLEGIANCE AND NOTARIZATION BELOW MUST BE COMPLETED IN ACCORDANCE WITH GEORGIA CODES.

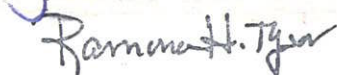
IN WITNESS WHEREOF, the Employee and the Board have caused this contract to be duly executed intending to be bound thereby.



Signature of Employee

3/23/11

Date



DeKalb County Board of Education,
by the Superintendent of Schools

5-10-11

Date

**NOTE: SIGNATURE OF EMPLOYEE AND NOTARY IS
REQUIRED ON REVERSE SIDE OF FIRST PAGE**