

**BYLAWS
OF
The GLOBE Academy, Inc.**
a Georgia nonprofit corporation
Approved by the Board of Directors on July 29, 2013.

ARTICLE I

NAME, PRINCIPAL OFFICE AND PURPOSE

Section 1. *Name.* The name of this nonprofit corporation shall be “The GLOBE Academy, Inc.”. The complete name of The GLOBE Academy, Inc., shall be used in all transactions of official business of The GLOBE Academy, Inc.; provided that The GLOBE Academy, Inc. shall apply to conduct business under the trade name “The GLOBE Academy” and, upon approval of said application, may use said trade name in the transaction of its business.

Section 2. *Registered Office and Agent.* The registered office of The GLOBE Academy shall be located in the State of Georgia and The GLOBE Academy shall at all times maintain a registered agent at the address of the registered office.

(a) *Other Offices.* The GLOBE Academy may also have offices at such other places, both within and without the State of Georgia as the Board of Directors may from time to time determine.

Section 3. The GLOBE Academy shall be governed by its articles of incorporation and its bylaws.

Section 4. *Purposes.* The purpose of The GLOBE Academy is to organize and operate a school in Georgia that provides children with a challenging and exciting education that fosters critically thinking, global awareness, and language fluency and to take such other actions that may be necessary or proper in the pursuit of such purpose, provided that such purposes shall be in furtherance of, and not in conflict with, the purposes set forth in Section 5 of this Article I. The mission of The GLOBE Academy is: To foster Global Learning Opportunities through Balanced Education for children of all backgrounds through a challenging and engaging world class language immersion education. GLOBE Academy students will demonstrate advanced critical thinking skills through:

- Global competency and understanding,
- Superior second language fluency,
- Academic performance equal to students in the highest performing schools in the world, and
- Positive impact in the community.

Section 5. *Tax Exempt Status.* The GLOBE Academy shall be operated exclusively for business league purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or any corresponding provision of any future U.S. internal revenue law (the "Code"). In furtherance of these purposes, The GLOBE Academy shall act, and shall take such actions to ensure compliance with its tax-exempt status under the Code. The GLOBE Academy is not organized and shall not be operated for profit. No part of the property or the net earnings of The GLOBE Academy shall inure to the benefit or be distributable to any of its directors, officers, or other private persons, except that The GLOBE Academy shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments in furtherance of the purposes set forth herein. The GLOBE Academy shall be primarily supported by government grants for the operation of a public charter pre-K through 12th grade school, private grants and donations that supplement public funding and other income from activities substantially related to business league purposes under Section 501(c)(3) of the Code. Notwithstanding any other provisions of these Bylaws, The GLOBE Academy shall not carry on any activities not permitted by a corporation exempt from Federal income tax under Section 501(c)(3) of the Code.

ARTICLE II

BOARD OF DIRECTORS

Section 1. *General Powers.* The property, affairs, and business of The GLOBE Academy shall be managed and directed by its Board of Directors. The Board of Directors shall be empowered to determine the size of the Board, provided that the Board of Directors shall consist of not less than five (5) nor more than eleven (11) directors or voting members. Additionally, The Executive Director, or Heads of School/principal(s), for both elementary and middle schools of The GLOBE Academy, will serve as Ex-Officio (non-voting) members of the board. In the event that The GLOBE Academy has an Executive Director on staff, the Executive Director also serves as an ex-officio (non-voting) member of the Executive Committee. The board will include at least 2 parent-guardians of students at The GLOBE Academy from different families. Effective commencing as of the date of director elections for the year 2013-2014, a maximum of two (2) directors employed or similarly engaged with the same person or entity shall be permitted to serve at a given time on the Board of Directors. The initial Board of Directors (Founding Board) shall consist of at least three (3) persons designated as such in The GLOBE Academy's Articles of Incorporation filed on November 22, 2009 with the Secretary of State of Georgia. The Board of Directors shall set policy, appoint officers, and perform its duties as set forth herein.

Section 2. *Election, Term, Vacancies.* The initial directors shall serve until the next annual election of directors. The term of office of each director shall commence upon the next election of each applicable office and run concurrently with the term of the office held by each director. The terms of directors shall be three (3) years and shall be staggered pursuant to O.C.G.A. §14-3-806, as amended; therefore, one-third of the total number of directors shall be selected annually by the other members of the Board of Directors. In the event of the removal, resignation or other vacancy of a director, said directorship (including any officer position held by such departing director) shall be deemed vacated and shall be filled by the person succeeding to the office held by the departing director, if any. Directors shall be natural persons who have attained the age of 18 years, but need not be residents of the State of Georgia, and may be nominated by the Officers of The GLOBE Academy, Directors serving on the Board of Directors,

Committee members serving on a Board created and standing committee, Advisory Board members, or Parents, Teachers or Students at The GLOBE Academy.

The initial Board of Directors for Fiscal Year 2014 (2013-2014) shall be appointed by the Chair/President and designated to initial one-, two-, and three-year terms. Thereafter, board members will serve additional three-year terms after these initial terms are served as follows:

There will be three (3) classes of board members, composed of one-third of the board.

- Class A: first term is one year (through 2013-2014), followed by a three year term (through 2016-2017)
- Class B: first term is two years (through 2014-2015, followed by a three year term (through 2017-2018)
- Class C: first term is three years (through 2015-2016), followed by a three year term (through 2018-2019)

Section 3. *Removal of Directors.* Any director may be removed from office, with or without cause, at any regular or special meeting of the Board of Directors by the affirmative vote of a majority of directors then in office. All Directors must be given ten (10) days written notice of a meeting which includes removal of director(s) on the agenda and the specified charges. A removed director's successor may be elected or appointed at the same meeting to serve the unexpired term.

(a) Absences. Any elected Officer or Director who shall have been absent from two (2) consecutive regular meetings of the Board of Directors without providing notice of such absence shall automatically vacate the seat on the Board and the vacancy shall be filled as provided by these Bylaws; however, the Board shall consider each absence of an elected Officer or Director as separate circumstance and may expressly waive such absence by a two-thirds (2/3) vote of the members present at that meeting.

(b) Impediment to Organizational Mission. If a Director becomes an impediment to The GLOBE Academy's mission by failing to perform the Director's duties, failing to perform the Director's duties adequately, being disruptive in meetings of the Board of Directors or taking an action, whether or not in the Director's official capacity, that is inconsistent with these Bylaws or the organizational mission of The GLOBE Academy, any Director may request a vote for removal of such Director and a vote will be placed on the agenda for the next regularly scheduled meeting of the Board of Directors. The Chair may, but is not required to, meet informally with the Director in question to outline concerns regarding their performance before a vote by the Board of Directors on removal.

Section 4. *Location and Conduct of Meetings and Minutes.* The Board of Directors of The GLOBE Academy may hold meetings, both regular and special, either within or without the State of Georgia. The minutes of any meeting shall be taken by the Secretary and be available to board members and any interested party including The GLOBE Academy staff, parents and students. In accordance with the Open and Public Meetings Act, O.C.G.A. §50-14-1 *et seq.*, the GLOBE Academy will

(a) Maintain a posted notice of regularly held meetings at the Board's regular meeting place. Specific notices and an agenda for all meetings including regularly scheduled, emergency and special meetings will be posted at least 24 hours prior to the start of the meeting.

(b) Ensure the public will have access to GLOBE Academy board meetings and are allowed to use visual and sound recording during open meetings. When a meeting is closed to the public the board must provide the specific reasons and record them in the official minutes. The meeting may only be closed to the public by a vote of the present body and the minutes must record who voted which way. During a closed meeting the chairperson or other presiding person must take and file a notarized affidavit stating under oath that the subject matter indeed qualified the meeting to be closed. The reason must then be identified and this must be recorded in the minutes. The exceptions that could close a meeting after a public body's vote:

- Staff meetings held for investigative purposes under duties or responsibilities imposed by law
- Meetings when discussing the future acquisition of real estate
- Meetings when discussing or deliberating upon the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a public officer or employee but not when receiving evidence or hearing argument on charges. Any votes on this must be taken in public.
- Meetings when discussing any records that are exempt from public inspection or disclosure
- Meetings between the public body and its attorney that are sensitive and timely enough to be closed

Section 5. *Meetings.* The Board of Directors shall meet no less often than quarterly. Regular meetings of the Board of Directors may be held at such time and at such place as may be determined by the Board of Directors. Special meetings of the Board of Directors may be called by the Chair or by any two members of the Board of Directors. Notice of the time and place of all such meetings shall be given to each member of the Board of Directors by telephone, mail, fax or e-mail, in person or by other reasonable means at least two days before the meeting. Any member of the Board of Directors may execute a waiver of notice either before or after any meeting, and shall be deemed to have waived notice if he or she is present at such meeting. Neither the business to be transacted at, nor the purpose of, any meeting of the Board of Directors need be stated in the notice or waiver of notice of such meeting.

Section 6. *Quorum.* At all meetings of the Board of Directors, a majority of directors in office at any time shall constitute a quorum for the transaction of business, and the act of a majority of the voting Directors present at a meeting where there is a quorum present shall be the act of the Board of Directors, except as may be otherwise specifically provided by law or by these Bylaws. Each director shall have one equal vote.

Section 7. *Committees.* The Board of Directors, by resolution adopted by the majority of the directors, may designate from among the Board of Directors one or more committees, each of which shall consist of at least one director. Any such committee, to the extent provided in the resolution, shall provide recommendations for action to be voted upon by the Board of Directors and, to the extent provided in the resolution, shall have and may exercise the powers of the Board of Directors. The Chair of The GLOBE Academy shall appoint the members and chairperson of such committee with approval of the Board of Directors. Any member thereof may be removed by the Chair whenever in the Chair's judgment, the best interest of The GLOBE Academy shall be served by such removal. The designation and appointment of any such committee and the delegation of authority thereto shall not operate to relieve the Board of Directors, or officer, or any individual director, of any responsibility imposed by law.

Vacancies in the membership of any committee may be filled by appointments made in the same manner as provided for in the case of original appointments. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the members of the committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee. Committees shall include at a minimum: executive, finance, and education/accountability committees.

Section 8. *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any action required or permitted to be taken at any meeting of the Board of Directors or of any committee thereof may be taken without a meeting, if a majority of the Board or committee, as the case may be, consent thereto in writing, including electronic communication, setting forth the action so taken, and the writing or writings are filed with the minutes of the proceedings of the Board or committee. Such consent shall have the same force and effect as an affirmative vote of the Board of Directors.

Section 9. *Compensation of Directors.* Directors shall not be entitled to any compensation for their services as Directors or members of any committee of the Board of Directors, except that by resolution of the Board of Directors, a director shall be allowed reimbursement for any reasonable expenses incurred on behalf of The GLOBE Academy and expenses, if any, for attendance at each meeting of the Board.

Section 10. *Public Records.* The GLOBE Academy is subject to and shall comply with the Georgia Open Records Act §50-18-70 *et seq.* The GLOBE Academy shall maintain its adopted policies, budgets, meeting agendas and minutes and shall make such documentation available for public inspection.

ARTICLE III

OFFICERS

Section 1. *Number and Qualifications of Officers.* The officers of The GLOBE Academy shall include a Chair, Vice-Chair, a Secretary, a Treasurer as stipulated in the Articles of Incorporation and such other positions as created from time to time by the Board of Directors. The Board of Directors may from time to time create and establish duties of such officers consistent with the Articles of Incorporation and these Bylaws.

Section 2. *Election and Term of Office.* The initial officers and directors to serve until the next annual election of officers shall be designated by the Board Chair/President.

After the initial appointment of officers by the Chair/President, officers shall be elected by a majority of the Board of Directors present or by proxy at the meeting designated by the Board of Directors for officer elections (the "Election Meeting"). Directors who do not attend the Election Meeting or provide a vote by proxy shall waive their right to vote for officers at the Election Meeting. Each officer shall serve for a term of one year or until their successors are elected.

Section 3. *Duties.* The duties of the officers shall include the following:

(a) *Chair* shall be the senior executive officer of The GLOBE Academy, who shall have general and active management of The GLOBE Academy, see that all orders and resolutions of the Board of Directors are carried into effect. The Chair and officers designated by the Chair shall have the power and authority to execute all contracts requiring a seal, under the seal of The GLOBE Academy, except where the execution thereof shall be expressly delegated by the Board of Directors to some other officer or agent of The GLOBE Academy. Unless otherwise determined by the Board of Directors, the Chair shall also have the title of “President”.

(b) *Vice-Chair* shall assist the Chair in his/her duties and perform any other duties as needed to carry out the purposes of The GLOBE Academy. In the absence of the Chair, the Vice-Chair shall exercise the powers of the Chair.

(c) *The Secretary* shall record the minutes of the meetings of the Board of Directors, see that all notices are duly given in accordance with the provisions of these By-laws, be custodian of The GLOBE Academy records, and perform such duties as from time to time may be assigned to him/her by the Chair or the Board of Directors.

(d) *The Treasurer* shall sign off on all financial policies and procedures upon approval of such policies and procedures, and ensure that the CFO keeps full and accurate accounts of receipts and disbursements of The GLOBE Academy. The treasurer will remain in communication with the Director of Operations/CFO leadership team member who will be responsible for collecting all funds due The GLOBE Academy and disburse funds as required to meet the obligations of The GLOBE Academy; The treasurer will ensure that the Director of Operations/CFO keeps the funds of The GLOBE Academy in a separate account to the credit of The GLOBE Academy, unless the Board of Directors provides otherwise; and will ensure that the Chair and the Board of Directors, as requested by them but not less than quarterly, receive regular reports of all transactions and of the financial condition of The GLOBE Academy. The treasurer will be responsible for approving the contract for The GLOBE Academy’s end-of-year audit, not to exceed \$5,000, and will perform any other duties prescribed under the law. Additionally, the Treasurer shall perform such duties as from time to time may be assigned to him/her by the Chair or the Board of Directors. ”. The Treasurer shall possess the following qualifications:

- A baccalaureate or higher degree in business, accounting, or finance from an accredited college or university and a minimum of four (4) years experience in a field related to business or finance; or
- documented experience of ten (10) or more years in the field of business and financial management.

Section 4. *Compensation of Officers.* Officers shall not be entitled to any compensation for their services as Officers, except that by resolution of the Board of Directors, an officer shall be allowed reimbursement for any reasonable expenses incurred on behalf of The GLOBE Academy and expenses, if any, for attendance at each meeting of the officers.

Section 5. *Advisory Board, School Council or Parent-Teacher Association.* The Board of Directors may establish an Advisory Board, School Council, Parent-Teacher Association or such other advisory committees or advisory boards consisting in whole or in part of persons who are not directors as it deems necessary or desirable to assist in its mission. The number of members on the Advisory Board, School Council and Parent-Teacher Association and the manner of their appointment shall be established by the majority vote of the Directors then in office. The

Board of Directors may discontinue any such committee at the Board of Directors' pleasure. It shall be the function and purpose of each such committee or body to advise the Board of Directors. Each such committee or body will have such powers and perform such specific duties or functions, not inconsistent with the Articles of Incorporation or these Bylaws, as the Board of Directors may prescribe; provided, however, that no such advisory committee or board will have the authority to act on behalf of the Board of Directors. Appointments to, and the chair of, any such advisory committees or boards will be made by the Chair unless the Board of Directors otherwise provides.

ARTICLE IV

VACANCIES

Section 1. *Resignations.* Any director or officer may resign such position at any time, such resignation to be made in writing and to take effect from the time of its receipt by The GLOBE Academy, unless some other time may be fixed in the resignation, and then from that date. If an officer resigns, said officer will be deemed to resign its position on the Board of Directors. The acceptance of the resignation by the Board of Directors shall not be required to make it effective.

Section 2. *Filling Vacancies.* If the office of any officer or director becomes vacant, by an increase in the number of officers, or by reason of death, resignation, disqualification or otherwise, the remaining members of the Board of Directors, although less than a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.

Section 3. *Newly Created Officer.* Any office to be filled by reason of an increase in the number Officers shall be filled by election by a majority vote by the Board.

ARTICLE V

LIABILITY AND INDEMNIFICATION

Section 1. The officers, directors and members of The GLOBE Academy shall not be personally liable for the debts, liabilities or obligations of The GLOBE Academy.

Section 2. The GLOBE Academy shall indemnify to the fullest extent permitted by the GNCC, any individual who is a Party to a Proceeding because he or she is or was a Director or Officer against Liability incurred in the Proceeding if such individual (a) conducted himself or herself in good faith and (b) reasonably believed: (i) in the case of conduct in his or her Official Capacity, that his or her conduct was in the best interests of The GLOBE Academy; (ii) in all other cases, that his or her conduct was at least not opposed to the best interests of The GLOBE Academy; and (iii) in the case of any criminal proceeding, he or she had no reasonable cause to believe his or her conduct was unlawful; provided, however, that The GLOBE Academy shall not indemnify a Director or Officer under this Article for any Liability incurred in a Proceeding in which the Director or Officer is adjudged liable to The GLOBE Academy or is subjected to injunctive relief in favor of The GLOBE Academy for: (i) any appropriation, in violation of his or her duties, of any business opportunity of The GLOBE Academy; (ii) acts or omissions which involve intentional misconduct or a knowing violation of law; (iii) the types of liability set forth in GNCC Section 14-3-851; or (iv) any transaction from which he or she received an improper

personal benefit. For purposes of this Article, the terms “party”, “proceed-ing”, “director” and “liability” shall have the meanings given to them in the provisions of the Georgia Nonprofit Corporation Code which govern the indemnification of directors.

Section 3. *Advance for Expenses of Directors.* The GLOBE Academy shall pay for or reimburse the reasonable expenses incurred by a director who is a party to a proceeding, in advance of final disposition of the proceeding, if:

(a) The director furnishes The GLOBE Academy a written affirmation of the director’s good faith belief that the director has met the standard of conduct set forth in Section 2 above; and

(b) The director furnishes The GLOBE Academy a written undertaking, executed personally or on the director’s behalf, to repay any advances if it is ultimately determined that the director is not entitled to indemnification.

The written undertaking required by paragraph (b) above must be an unlimited general obligation of the director but need not be secured and may be accepted without reference to financial ability to make repayment.

Section 4. This Article constitutes a contract between the corporation and the indemnified officers, directors, and employees. No amendment or repeal of the provisions of this Article which adversely affects the right of an indemnified officer, director, or employee under this Article shall apply to such officer, director, or employee with respect to those acts or omissions which occurred at any time prior to such amendment or repeal.

ARTICLE VI

DISSOLUTION

Section 1. The Board of Directors may by written consent of not less than 2/3 of the members vote to dissolve The GLOBE Academy at any time. Except in the case of involuntary dissolution or reorganization with the purpose of continuing to operate as a public K12 charter school, if the school is in operation with students attending The GLOBE Academy at the time of dissolution, the dissolution will not take effect until the end of the then current school year.

Section 2. In the event of dissolution of The GLOBE Academy whether voluntary or involuntary or by operation of law, none of the property of The GLOBE Academy nor any proceeds thereof nor any assets of The GLOBE Academy shall be distributed to any directors or staff, but after payment of the debts of The GLOBE Academy its property and assets shall be given to an exempt purpose within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government for the benefit of public education as selected by the then Board of Directors so long as no part thereof inures to the benefit of any director or officer.

ARTICLE VII

GENERAL PROVISIONS

Section 1. *Execution of Instruments.* All checks or demands for money and notes of The GLOBE Academy shall be signed by such officer or officers or such other person or persons as the Board of Directors or Chair may from time to time designate.

Section 2. *Fiscal Year.* The Fiscal Year of The GLOBE Academy shall begin on July 1 and end June 30 of each year, with the initial fiscal year to commence on the date of incorporation. Not later than three months after the close of each fiscal year, The GLOBE Academy shall prepare:

- (a) A balance sheet showing in reasonable detail the financial condition of the corporation as of the close of its fiscal year, and
- (b) A profit and loss statement showing the results of its operation during its fiscal year.

Section 3. *Authorization for Expenditures.* Any officer may authorize expenditures of up to Ten Thousand Dollars (\$10,000). Expenditures of over Ten-thousand Dollars (\$10,000.00) but less than Fifteen Thousand Dollars (\$15,000) must be jointly authorized by two officers. Expenditures in excess of Fifteen Thousand Dollars (\$15,000) must be approved by a majority of the Board of Directors.

Section 4. *Contract Execution.* In addition to the Chair and Vice-Chair, members of the leadership team (Executive Director or principal, Director of Operations/CFO, and/or Director of Policy and Partnerships) may execute any contract not exceeding ten thousand dollars (\$10,000) for the fiscal year without authorization from the Board. These designated leadership team members may execute any contract over ten thousand dollars (\$10,000) but below Fifteen thousand dollars (\$15,000) for the fiscal year upon approval by any two officers of the board. Designated leadership team members may execute any contract in excess of Fifteen thousand Dollars (\$15,000) after approval by a majority of the Board of Directors.

Section 4. *Charter Management Company.* The GLOBE Academy will not be managed directly or indirectly by a for-profit management company and/or service provider in accordance with the business league purposes of The GLOBE Academy within the meaning of Section 501(c)(3) of the Internal Revenue Code. The board of directors by a majority vote may choose to be managed directly or indirectly by a not for profit management company or service provider that has been certified as a 501c3 nonprofit by the Internal Revenue Service.

Section 5. *Nondiscrimination Policy.* The GLOBE Academy shall provide students of any race, color, national and ethnic origin all the rights, privileges, programs and activities generally accorded or made available to students at The GLOBE Academy. The GLOBE Academy shall not discriminate on the basis of race, color, national and ethnic origin in the administration of its educational policies, admissions policies, and athletic and other school-administered programs.

ARTICLE VIII

AMENDMENT OF BYLAWS

The Bylaws may be amended, repealed, or altered in whole or in part, and new Bylaws may be adopted, by a two-thirds vote of the directors entitled to vote at any meeting of the Board of Directors, duly called and at which a quorum is present.

ARTICLE IX

REQUIRED INFORMATION FOR CHARTER SCHOOL APPLICATION

Section 1. *Required Information for Public Charter School.* This Article contains information required by the Georgia School Code. Every public school academy contract shall include the information contained in this Article.

Section 2. *Governance Structure of Public Charter School.* In addition to the provisions of these Bylaws, additional provisions for the governance structure are set forth in the charter contract.

Section 3. *Educational Goals.* The educational goals and objectives of The GLOBE Academy are set forth in the charter contract. The educational scope and sequence, and assessments of the corporation are set forth in the charter contract. These educational goals fulfill at least one of the purposes set forth in the Georgia School Code.

Section 4. *Curriculum.* The curriculum plan of The GLOBE Academy is set forth in the charter contract. The curriculum, together with the educational goals and programs, fulfills at least one of the purposes set forth in the Georgia School Code.

Section 5. *Methods of Pupil Assessment.* The methods of pupil assessment of The GLOBE Academy are set forth in the charter contract.

Section 6. *Admission Policy and Selection Process.* The admission policy and selection process of The GLOBE Academy are set forth in the charter contract.

Section 7. *School Calendar and School Day Schedule.* The school calendar and school day schedule of The GLOBE Academy are set forth in the charter contract.

Section 8. *Grade Range of Pupils to Be Enrolled.* The age or grade range of pupils to be enrolled by The GLOBE Academy are set forth in the charter contract.

Section 9. *Annual Reporting.* An annual report outlining the previous year's progress by the GLOBE Academy to the state board; to parents and guardians of students enrolled in the school; and to the Department of Education no later than October 1 of each year. The report shall contain, but is not limited to:

- (a) An indication of progress toward the goals as included in the charter;

- (b) Academic data for the previous year, including state academic accountability data, such as standardized test scores and adequate yearly progress data;
- (c) Unaudited financial statements for the fiscal year ending on June 30, provided that audited statements conducted by an independent Georgia licensed Certified Public Accountant will be forwarded to the local board and state board upon completion;
- (d) Updated contact information for The GLOBE Academy and the administrator;
- (e) Proof of current nonprofit status, if applicable;
- (f) Any other supplemental information that The GLOBE Academy chooses to include or that the state board requests that demonstrates The GLOBE Academy's success;

Section 10. *School's Commitment to Comply with Laws.* The GLOBE Academy's commitment to comply with all applicable laws is set forth in the charter contract.

CERTIFICATION

I, Reshma Kakkar , Secretary of The GLOBE Academy, Inc., a Georgia nonprofit corporation, hereby certify that the attached *Bylaws* were adopted by the Board of Directors of The GLOBE Academy, Inc., in a legally called meeting held on July 29, 2013. After being put to a vote, the following directors of the GLOBE Academy, which represent the number of votes sufficient for its approval, approved these Bylaws on July 29, 2013.

Brandi Biscoe Kenner

Cindy Thigpen

Patricia Holliday

Reshma Kakkar

Miguel Dominguez

Davina Marraccini

Maria Ceballos

IN WITNESS WHEREOF, I have hereunto set my hand this 31st day of July, 2013.

The GLOBE Academy Inc.,
A Georgia nonprofit corporation

By: _____
Reshma Kakkar, Secretary