



Volume 2: Friday, May 4, 2018

"The safety of our students, and the support of the dedicated employees who daily serve to provide them with a superior education, are top priorities for our district. To that end, we are firmly committed to addressing your concerns and ensuring proper compensation, benefits, working conditions, and growth opportunities for our Transportation teammates."

– Dr. R. Stephen Green, Superintendent

SUPERINTENDENT'S TRANSPORTATION SUB-COMMITTEE MEETING SUMMARY

Over 50 concerns have been shared with Superintendent Green and Chief Williams regarding the Transportation Department. Each concern has been documented, and the Superintendent, sub-committee, and district staff members are working collaboratively to address each one. To date, four (4) concerns have been addressed, thirty-three (33) are currently in process to be addressed, and sixteen (16) remain to be discussed in greater detail. The following concerns and status updates were discussed during our May 2nd meeting. Some concerns will require time to research; however, all concerns will be addressed in future meetings and newsletters.

FINANCE AND HUMAN CAPITAL MANAGEMENT:

Concern: Salary increases, raises, and cost of living adjustments.

Status: The District's Chief Financial Officer, Dr. Michael Bell, attended the meeting to provide the following explanation regarding the salary raises for Bus Drivers and Monitors presented in "Bus Fact Sheet" dated 4/22/2018:

The following pay raises were implemented under fiscal year 2017 (School Yr. 2016-17):

- July 1, 2016: 3% for all full-time staff (including Bus Drivers and Monitors)
- January 2, 2017: 1.5% for Bus Drivers and Monitors
- February 1, 2017: .5% for Bus Drivers and Monitors

This results in a pay raise percentage of 5% during FY2017 for Bus Drivers and Monitors. When you compound these pay raise percentages, the total effect results in an additional 0.07% for a total pay raise percentage of 5.07% by the end of FY2017.

The 2% pay raise for Bus Drivers and Monitors for FY2018 (School Yr. 2017-18) went into effect on October 1, 2017. When you annualize this raise over the remaining months in the fiscal year, it results in an annualized percentage of 1.5%. The full 2% raise will be fully realized by October 2018.

The District's Chief Legal Officer, Ms. Jennifer Hackemeyer, attended the meeting and informed the group that, over the past several years, the State of Georgia and many other public entities stopped providing annual cost of living adjustments (COLA) as standard practice due to budgetary concerns including the financial crisis in 2008. A COLA is generally based on the rate of inflation or the Consumer Price Index. As a result, public school districts and many other public entities ceased providing COLAs and provided pay raises for its employees as a way to increase employee salaries while managing budgetary concerns and financial shortfalls. Occasionally, people may use the terms "pay raise" and "COLA" interchangeably, and that can cause confusion, but they are two separate things.

As a reminder, the Superintendent and Board will continue the discussion of budget enhancements for next school year (FY 2019) starting on May 14th and running through June 26th. During this timeframe, findings from the Compensation and Classification Study, salary increases, incentive bonuses, cost of living adjustments, and other financial requests will be discussed and considered by the Board of Education (BOE). A final FY 2019 budget will be approved by June 30th.

Concern: Proration of driver salaries – What happens to the interest?

Status: Interest income is anticipated as a minor revenue source within the General Fund, and is used to cover overall general fund expenses. Funding for July and August salaries comes in, in increments, during the year, and is not in place at the beginning of the year, thereby contributing materially to the interest income anticipation.

Concern: Provide an itemized pay stub.

Status: The District’s Chief of Technology, Mr. Gary Brantley, attended the meeting to present a few draft options of the updated pay stub to reflect the breakdown of extra activity and overtime pay as requested. The sub-committee group provided feedback regarding the details to be included in the report such as the name of the driver, hourly pay rate, number of hours driven, trip date, trip location, and more. Mr. Brantley will use this input to prepare a final draft of the itemized pay stub report for the sub-committee’s tentative review during the next scheduled meeting. The final version of the revised pay stub will be fully designed, tested, and available for distribution by January 2019.

Concern: Fair pay for sick leave days.

Status: The District’s Chief Human Capital Management Officer, Dr. Bernice Gregory, attended the meeting to review [Board Policy GBRI](#) and the District’s current sick leave payout schedule in detail. An excerpt from Board Policy GBRI is currently as follows:

DeKalb’s Policy GBRI – Section K, #3, describes the Sick Leave Financial Exchange Program. Unused sick leave days earned by an employee may be redeemed under the Sick Leave Financial Exchange Program at retirement according to the following schedule:

<u>Unused Sick Leave</u>	<u>Days Rate of Pay</u>
Less than 25 days	\$0.00 per day
26–50 days	\$3.00 per day
51–75 days	\$4.00 per day
76–100 days	\$5.00 per day
101–125 days	\$6.00 per day
126–150 days	\$7.00 per day
151–175 days	\$8.00 per day
176 days or more	\$9.00 per day

The Superintendent has directed Dr. Gregory to continue her research to include a comparative analysis of what other comparable school districts are offering its employees. This research is scheduled to be presented to the sub-committee during the month of June. Once all the research has been gathered and presented, the Superintendent will work with the District’s Chief Legal Officer to develop a possible recommendation to modify Board Policy GBRI for Board’s consideration by October 2018.

Concern: Request to bring back incentive bonuses for perfect attendance.

Status: Superintendent Green has approved \$420,000 in support of the Meritorious Attendance Award Program to be included in the proposed FY 2019 budget for full-time employees in the following groups: **bus drivers, bus monitors, school nutrition services assistants, custodians, paraprofessionals, clerical support, mechanic/technical and system support** for the 2018-2019 school year. This program is designed to award eligible employees who are absent from duty for 24 hours (3 days) or less from July 1, 2018, through March 31, 2019, with a financial incentive of \$150 dollars.

Concern: Request to restore tiered (i.e., 6-hr, 7-hr, and 8-hr) pay options for bus drivers.

Status: Superintendent Green has directed the Chief Operations Officer and Chief Human Capital Management Officer to establish a planning committee to evaluate these tiered options, in addition to creating detailed job specifications for each tier, and provide a recommendation for his consideration by June 2018.

Concern: Request to eliminate the Sub Bus Driver job classification and increase the number of full-time Bus Driver positions available for hire.

Status: Superintendent Green has directed the Chief Operations Officer and Chief Human Capital Management Officer to evaluate this request and provide a recommendation for his consideration by June 2018.