



Volume 8: Monday, September 24, 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 55 concerns have been shared with Superintendent Green and Interim COO Daniel Drake 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, twenty-four (24) concerns have been addressed, twenty-two (22) are currently in process to be addressed, and twelve (12) remain to be discussed in greater detail. The following concerns and requests for updates were discussed during our meetings on September 12 and 19. Some concerns will require time to research; however, all concerns will be addressed in future meetings and newsletters.

FINANCE AND HUMAN CAPITAL MANAGEMENT:

Concern: Request additional information regarding benefits.

Update: The District’s Chief Financial Officer, Dr. Michael Bell, attended the meeting to present additional information beyond the overview supplied in Transportation Update Newsletter #7 (Friday, August 24, 2018). Dr. Bell’s update consisted of the following:

- To reduce the cost of healthcare premiums to the bus drivers and monitors, the District contributes \$945 per employee per month for ALL District employees who elect coverage under the State Health Benefit Plan (SHBP). This contribution is referred to as an employer-provided subsidy. Beyond this, each employee who elects coverage must also contribute his/her portion of the premium. (This portion is calculated as the annual cost of elected coverage LESS the District-supplied subsidy.) As outlined on the chart on the back side of this newsletter, the employee portion of the premium differs according to the “Plan Option” selected during annual Open Enrollment.
- For School Year 2017-2018, 58.6% of full and substitute Drivers and Monitors elected coverage under the SHBP during Open Enrollment.
- For School Year 2018-2019, Open Enrollment begins on October 15, 2018 and closes on November 2, 2018. During this period, all DCSD employees – including full-time and substitute Drivers and Monitors – will have the opportunity to elect SHBP coverage by selecting one of the plans identified on the back side of this newsletter.
- Further, the District offers additional fee-based, non-subsidized elective benefits through Georgia Breeze. These benefits – which include dental, vision, life, disability, legal, critical illness and long term care – can also be elected during the annual Open Enrollment period. Dental and vision plan options and rates are listed on the chart on the back side of this newsletter.
- Please note: Long-term disability and basic life insurance are paid for by the District for all full-time employees, so please be sure to enroll!
- All insurance deductions come out of the mid-month payroll. These deductions are taken a month in advance. (For example: Deductions taken in August will be for September’s coverage.)

FLEET AND SPECIAL TRANSPORTATION OPERATIONS:

Concern: Request overview of procedure for reporting repair and/or maintenance needs as well as follow-up of bus status.

Update: As noted by the District’s Director of Fleet, Mr. Cedric A. Burse, all repair/maintenance needs should be verbally reported to Fleet Service-Writers – the four Fleet Department staff members (three at Sam Moss and one at Gregory K. Davis) who are specifically assigned to input, track, and oversee all fleet repair/maintenance work orders. Service-Writers function as the direct link between drivers, mechanics, and transportation supervisors to ensure that all fleet work orders are properly documented and fulfilled.

Details of the specific process and SOP (Standard Operating Procedure) are listed below:

- General Education Drivers should report to a Service-Writer at Sam Moss Fleet Service Center.
- Special Needs Drivers should report to a Service-Writer at Gregory K. Davis Annex (AIC).
- Any requests on the status of bus repairs should be directed to a Service-Writer at the location (Sam Moss or Gregory K. Davis) from which the work order was generated.
- Should the need be minor, Drivers located at either Doraville or Panthersville may request repairs through the attending mechanic on site. All other drivers should follow the procedure identified above – regardless of the severity of the repair/maintenance need.

STATE HEALTH BENEFIT PLAN ACTIVE EMPLOYEE, SUBSIDIZED EXTENDED COVERAGE, and APPROVED LEAVE without PAY (Military, FMLA and Disability) RATES JANUARY 1 - DECEMBER 31, 2018				
Plan Options	YOU	YOU + CHILD(REN)	YOU + SPOUSE	YOU + FAMILY
BCBS Gold	\$168.73	\$307.13	\$418.09	\$556.50
BCBS Silver	\$110.89	\$208.80	\$296.62	\$394.54
BCBS Bronze	\$72.45	\$143.46	\$215.91	\$286.92
BCBS HMO	\$135.65	\$250.90	\$348.63	\$463.89
UHC HMO	\$172.56	\$313.65	\$426.14	\$567.22
UHC HDHP	\$58.03	\$118.94	\$185.62	\$246.54
Kaiser HMO	\$142.71	\$262.59	\$362.49	\$482.37

*An \$80 monthly surcharge applies to the health premiums listed above, if you or any of your covered dependents used any tobacco products in the previous 12 months.

2018 DENTAL AND VISION RATES

Dental Plan Options	YOU	YOU + CHILD(REN)	YOU + SPOUSE	YOU + FAMILY
Delta Dental	\$26.20	\$53.49	\$51.03	\$74.95
Delta Dental Plus	\$42.01	\$86.24	\$82.22	\$121.01
Cigna DHMO	\$21.74	\$49.09	\$39.59	\$58.55

Vision Plan Options	YOU	YOU + CHILD(REN)	YOU + SPOUSE	YOU + FAMILY
Vision Select	\$5.50	\$12.23	\$11.69	\$16.54
Vision Select Plus	\$9.49	\$21.79	\$20.83	\$29.70

Notes:

- SHBP decision guides and additional information available at www.dch.georgia.gov/shbp.
- Multiple premium deductions may occur within a single month in the event of missed deductions.
- Please review your deductions on your paystub to ensure that they are correct. Should you find an error, please contact Insurance Services immediately at 678-676-0011.