



Volume 12: Monday, January 28, 2019

“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 COMMITTEE MEETING SUMMARY

As of this writing, fifty-eight (58) concerns have been shared with Superintendent Green and Interim COO Daniel E. 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, thirty-two (32) concerns have been addressed, nineteen (19) are currently in process to be addressed, and seven (7) remain to be discussed in greater detail. The following concerns and requests for updates were discussed during our meeting on December 5, 2018, January 16, 2019, and January 23, 2019. Some concerns will require time to research; however, all concerns will be addressed in future meetings and newsletters.

FINANCE AND HUMAN RESOURCES:

Concern: Provide information on the policy for sick leave payouts when retiring from DCSD.

Status: Board Policy GBRI regarding the current sick leave payout is under review for modification. Dr. Green is considering presenting a recommendation to the Board of Education this Spring for the doubling of the amounts shown below.

Board Policy GBRI, Section K. UNUSED SICK LEAVE FINANCIAL EXCHANGE

Retiring employees who have accrued unused sick leave benefits may redeem them only under the following conditions:

1. For employees covered by the Georgia Teachers Retirement System ("TRS"), a financial exchange for unused sick leave will be provided only if the employee has established 40 years of creditable service with TRS and cannot apply accumulated sick leave to increase the employee's creditable service with TRS pursuant to O.C.G.A. § 47-3-92. All other employees may redeem unused sick leave benefits upon retirement Pursuant to this section without regard to years of service.
2. Sick leave days transferred from other school systems will be excluded from the Sick Leave Financial Exchange Program.
3. 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:

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

Steps	Salary	
	Schedule 110	Schedule 101
	Bus Driver 180 Days	Bus Monitor 185 Days
1	\$ 17,232.26	\$ 11,416.98
2	\$ 17,525.85	\$ 11,611.01
3	\$ 17,823.84	\$ 11,808.98
4	\$ 18,127.32	\$ 12,009.77
5	\$ 18,435.73	\$ 12,213.95
6	\$ 18,749.63	\$ 12,422.07
7	\$ 19,069.02	\$ 12,633.58
8	\$ 19,393.35	\$ 12,848.48
9	\$ 19,723.72	\$ 13,067.32
10	\$ 20,059.02	\$ 13,289.54
11	\$ 20,400.91	\$ 13,515.72
12	\$ 20,747.74	\$ 13,745.84
13	\$ 21,101.16	\$ 13,979.81
14	\$ 21,460.06	\$ 14,217.93
15	\$ 21,825.55	\$ 14,559.89
16	\$ 22,197.07	\$ 14,705.81
17	\$ 22,574.63	\$ 14,956.23
18	\$ 22,959.33	\$ 15,210.61
19	\$ 23,350.06	\$ 15,469.50
20	\$ 23,747.38	\$ 15,732.90
21	\$ 24,151.28	\$ 16,000.81
22	\$ 24,562.32	\$ 16,273.23
23	\$ 24,980.49	\$ 16,550.17
24	\$ 25,405.79	\$ 16,831.62
25	\$ 25,838.23	\$ 17,118.14

*DCSD, Effective January 1, 2019

FINANCE AND HUMAN RESOURCES:

Concern: Specific understanding on the Step Structure Program and how it was determined to be on particular steps.

Status: A step structure program assesses a worker’s ability, education, experience, and overall contribution to the district, and places them on a scale. Where you are placed on such a scale determines your eligibility for future raises.

The salaries of DCSD employees are being adjusted to align with the new salary steps. This means many employees will receive an increase in their salary, within budget specifications. Any increase that is received from being placed on the step structure will be a mid-year increase, therefore, it is not a full year increase. This means that any increase received is from January until June, 2019.

Employees are placed on the step structure in alignment to where their current salaries are. Employees will not be placed on the salary scale below the salary that they are currently receiving; there will be no reduction in pay for anyone.

Salary Step Structures for both classified and certified employees will be implemented on the January 31st paycheck and also applied retroactively back to Jan. 1, 2019.

The Salary Step Structures are for all certificated staff to include: Teachers, Counselors, Occupational Therapists, Physical Therapists, Speech Therapists, Social Workers, and Library Specialists, as well as, all Classified Staff to include: Bus Drivers, Custodians, Food Service Workers, Nurses, Bus Monitors, Paraprofessionals/Teacher Aides, Bookkeepers in the school, Campus Supervisors, Secretaries in the school, Clerks in the school, Interpreters in the school, Information Technology Technicians in the school, Registrars, Receptionists in the school, Liaisons in the school, Administrative Assistants in the school, School Healthcare Workers as well as the Classified Staff in the District Office who are not school-based.

All employees will receive a board approved 2.5 percent pay increase as part of the FY2019 Budget, as approved in two phases. If you received the 2.5 in Phase 1 in September, you will not receive the 2.5 raise again. No one will experience a salary decrease as a result of the Compensation and Class Study.

The MAG study findings for DCSD was in alignment with other metro Atlanta school districts with our bus driver pay, and in comparison with some districts, we were on the high side. All employees will be placed on the step salary structure, however, if you have maxed out in the salary at 25-year range, then you will not receive a step increase.

Employees will have the ability to make self-appointments with members of the compensation team to have their questions answered. This will appear on the website next week. Updated Pay Plans, reflecting the changes in pay, will be sent individually to all employees January 28 to 30, via Office 365 email. Note: bus drivers and monitors are able to log in to their Office 365 account at any DCSD computer. Operations and IT are working out dates for training or assistance to those who need help logging in to their accounts.

For more information, please contact DCSD Human Capital Management on Mondays, Wednesdays, and Fridays at 678-621-1992 between 10 a.m. and 3:30 p.m.

BUSINESS SERVICES:

Concern: Determine the Bus Driver/Monitor pay calculations.

Update: Estimation of how base pay and extra activity pay is determined.

BASE PAY

Base Pay = HOURLY RATE x GUARANTEED SIX HOURS DAILY x Days per year (180 for bus drivers or 185 for bus monitors) / 24 Pay Checks

EXAMPLE:

\$23.52 per hour x 6 hours = \$141.12 (Daily Salary) x 180 days = \$25,401.60 (Annual Base Salary) / 24 paychecks =\$1,058.40 (Semi-monthly Base Pay)

EXTRA ACTIVITY PAY

Extra activity hours = hours worked above your guaranteed 30 hours per week (6 hours per day x 5 days) base hours per week

EXAMPLE: Bus driver worked 42 hours in one week (12 above base)

Subtract 30 base hours (42-30=12 hours of Extra Activity)

Extra Activity = 10 hours Straight Time and 2 Hours of Overtime

Straight Time	10 x \$23.52 =	\$ 235.20 –Straight Time
Overtime	2 x (\$23.52 x 1.5) =	\$70.56 ----Overtime

TOTAL EXTRA ACTIVITY PAY \$305.76

CONCLUSION

BASE PAY	\$1,058.40
EXTRA ACTIVITY	<u>305.76</u>
	\$1,364.16 Total Semi-monthly pay

2019 Legislative Priorities:

Request: Please provide an overview of of DCSD’s efforts and legislative priorities for the 2019 General Assembly.

Update: The DeKalb Legislative Delegation met with DCSD leadership on December 4, 2018 regarding the legislative priorities for 2019. DCSD stressed their desire for reform and revisions to the Quality Basic Education Act (QBE) Formula, as well as reform for a more sustainable retirement program for the Public School Employees Retirement System (PSERS).

Two of the District’s Legislative Priorities for 2019:

Adequate Funding of the Quality Basic Education Act (QBE) Formula: DCSD supports substantive reforms and revisions to the current QBE funding formula. However, it is critical that any updates to the formula are initiated with proper funding to support the formula figures. Members of the General Assembly are encouraged to discontinue austerity cuts to public education and support the full funding of the state’s funding formula for K-12 education. State funding for education should be distributed based on the actual costs for providing services and resources such as transportation, media, textbooks, technology and other equipment. In addition, the General Assembly should reexamine and modify the equalization formula to reduce the burden on districts with high rates of students on free and reduce lunch.

Public School Employees Retirement System (PSERS): DeKalb Leadership is advocating to the DeKalb Delegation for a sustainable retirement program for employees under the Public School Employees Retirement System (PSERS).