

C.1.

DEKALB BOARD OF EDUCATION

CALLED MEETING

Wednesday, February 13, 2019

J. David Williamson Board Room
Robert R. Freeman Administrative Complex
1701 Mountain Industrial Boulevard
Stone Mountain, Georgia 30083



ITEM : C.1. Approval and ratification of January 7th Salary Step Documentation (E scales for teachers), as well as revised Z, G, N, and LT Salary Steps to be Retroactively Applied to the first working day of January 2019, and to be reflected no later than the March 29, 2019 Payroll. Approval of Revised FY 2019 Budget Impact for all Funds. Approval of use of Resulting Salary Levels for Contract Offers

Presented by: Dr. Michael J. Bell, Chief Financial Officer, Division of Finance and
Ms. Linda Woodard, Interim Chief Human Capital Management Officer,
Division of Human Capital Management

Requested Action

It has been determined that modifications made prior to the implementation of the previously approved Salary Schedules on the January 29th payroll had the effect of reducing the value of numerous step placements on the E-Scale. The District has corrected the previous modifications to conform to the Board approved steps.

It is requested that the Board approve the retroactive application of the January 7th salary steps (E scales for teachers), as well as revised Z, G, N, and LT Salary Steps as attached to this agenda item.

Summary

The projected salary step plans will be competitive to five neighboring school districts and it will demonstrate to our employees that they are valued and we appreciate their commitment and service to DeKalb County School District. It will also help our district recruit and retain highly qualified teachers that will impact student achievement. Teachers will be compensated equitably for their years of experience.

Details

Requesting Board approval to move forward with the implementation of the January 7th Salary Steps (E scales for teachers), as well as revised Z, G, N, and LT Salary Steps as attached to this agenda item, effective with the March 29, 2019 payroll, and to retroactively apply such salary step changes back to the first working day of January 2019. For the remainder of FY2019 the impact of these adjustments will be spread through the remaining pay periods of the fiscal year.

Supporting Documents

[January 7th Approved E Scale \(and revised Z, G, N, LT\) Salary Scales.pdf](#)
[Annualized Payroll Projection Impacts \(By Fund for second half FY2019\).pdf](#)
[Salary Schedule Correction Process Schedule and Timeline.pdf](#)

Financial Impact

The projected financial impact to the General Fund for the second half of FY2019 is projected to be \$19,534,937. Impacts to the other funds are as indicated on the supporting Payroll Projection document.

Contacts

Dr. Michael J. Bell, Chief Financial Officer, Division of Finance, 678.676.0133

Ms. Linda L. Woodard, Interim Chief Human Capital Management Officer, Division of Human Capital Management, 678.676.0168

Rationale

In order to implement the prior Board approved salary steps (E scales for teachers), as well as revised Z, G, N, and LT Salary Steps as attached to this agenda item back to its effective date of the first working day of January 2019, this action is required.

Implementation Date(s)

Upon Board approval for no later than the March 29, 2019 Payday.

AdvancED Standards

Standard 2: Governance and Leadership

Standard 3: Teaching and Assessing for Learning

Status

Attorney approval not required.

Goals

- » ✓ **Strategic Goal Area 1-Student Success with Equity and Access**
- » ✓ **Strategic Goal Area 2-Stakeholder Engagement**
- » ✓ **Strategic Goal Area 3-Staff Efficacy and Excellence**
- » ✓ **Strategic Goal Area 4-Internal and External Communication**