

No employee will have a salary reduction as part of this initiative.

Experience Review

Granting steps for years of experience values staff by recognizing their longevity within the Dekalb County School District. This study is limited to internal years of completed Dekalb County School District experience, which includes both related and non-related experience. Related experience is not available and is not separately identified in this study. The DCSD Human Resources staff will audit employee files, if necessary.

Experience for classified staff was evaluated in three ways and is based on the data file provided.

1. Experience years in current position

- Estimated salary cost = \$1,600,000

2. Experience years in current position, plus half DCSD experience

- Estimated salary cost =

	Salary	Benefits	TOTAL
BASE	2,900,000	434,667	3,334,667
RETRO	1,450,000	217,333	1,667,333
	4,350,000	652,000	5,002,000

3. Experience years for all internal DCSD experience

- Estimated salary cost = \$5,800,000

An additional evaluation was completed on Bus Drivers.

Bus Driver hourly rate increase

- Estimated salary cost = **\$500,000**