



Clayton County Public Schools

"Building A Better Tomorrow, Today!"

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Interim Superintendent Shares Proposed Pay Adjustments

Announcement Includes Retention Incentives/and Salary Increases

JONESBORO – Clayton County Public Schools' (CCPS) Interim Superintendent of Schools, Dr. Anthony W. Smith announces information related to employee compensation proposals and incentives designed to enhance the system's retention and recruitment efforts. Compensation proposals include salary increases for several employee groups and retention incentives for others.

"This action is directly aligned with my five priorities as we create and maintain a positive working environment that increases academic achievement," said Dr. Smith. "Our desire in offering these incentives and salary increases is to demonstrate to our employees that we are sincere in transforming the way we do business in Clayton County Public Schools."

"We are going to establish CCPS as an ideal place to work with competitive salaries and benefits for our employees and create environments conducive to teaching and learning," Dr. Smith concluded.

Compensation incentives include:

- ❖ Retention Incentive - \$3,000 one-time payment for Special Education Teachers. The payment would be available in September 2023.
- ❖ Retention Incentive - \$1,500 one-time payment for Special Education Para-Professionals. The payment would be available in September 2023.
- ❖ Retention Incentive for all full-time employees - \$2,500 one-time payment would be available June 1, 2023. (Part-time employees, contract services employees and substitutes would not be eligible.) Must be employed and working in the district by May 15, 2023 to qualify. The availability of this retention incentive is pending approval from the State.

NOTE: Funding for the above incentives are **not** part of the FY2024 Budget proposed by Governor Brian Kemp.

The following salary increases and supplement payments are included in Governor Brian Kemp's FY2024 Budget Proposal approved by both the House and Senate and **would only occur if the proposed budget is approved and signed by the Governor.**

- ❖ Salary Increase - \$2,000 increase in the salaries of those employees paid on the Teacher Salary Schedule (T or BT Salary Schedules). Increase would become effective in September 2023.

- ❖ Salary Increase - five-point-one percent (5.1%) increase in the salaries paid to the following employees: Bus Drivers, School Nutrition Employees, and School Nurses. Increase would become effective September 2023.
- ❖ Incentive supplement - \$1,000 one time payment to Custodians. The supplement would be available in September 2023.

NOTE: All pay increases and incentives are subject to be taxed at the individual employees' tax bracket.

-An official document from the Clayton County Public School System-

About Clayton County Public Schools: Clayton County Public Schools (CCPS) is fully accredited by Cognia. The district offers a focused world-class program based on a challenging curriculum which is taught from pre-kindergarten through 12th grade. Serving over 50,000 students, Clayton County Public Schools is ranked among the 100 largest school districts in the U.S. and is the sixth-largest school system in Georgia.

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