

"COMMITTED TO HIGH PERFORMANCE"

ADVISORY

CLAYTON COUNTY PUBLIC SCHOOLS

1058 Fifth Avenue | Jonesboro, GA 30236

770-473-2700

www.clayton.k12.ga.us



FOR IMMEDIATE RELEASE
Department of Communications, Public Relations & Marketing

Jada K. Dawkins
Chief of Communications
Telephone: (770) 472-7257

April 25, 2022

Superintendent Shares Proposed Pay Increases and Incentives at Board Meeting

Proposal Includes Cost of Living Adjustment, Step Increases and More

JONESBORO- Clayton County Public Schools' (CCPS) Superintendent/CEO of Schools, Dr. Morcease J. Beasley joined with the district's Division of Business Services to present key points of information related to the proposed Fiscal Year 2023 Budget during the Clayton County Board of Education (CCBOE) Work Session on Monday, April 25.

As part of this presentation, Dr. Beasley focused on a number of employee compensation proposals and incentives designed to enhance the system's retention and recruitment efforts. Compensation proposals included a new Teacher Salary Scale (at a cost of \$21.6 million), a step increase for CCPS employees on other pay schedules (\$3.6 million) and a one percent (1%) Cost of Living Adjustment for employees on a non-teachers scale. Salary increases are expected to range from four percent (4%) to fourteen percent (14%).

Additional proposed compensation incentives include:

- ❖ Retention Incentive - \$1,000 full-time/\$500 part-time, all employees eligible (returning employees with no break in service).
- ❖ Career Ladder Incentives - \$500 per endorsement (School-based employees employees eligible) (Endorsements: K-5 Math, K-5 Science, Reading, Gifted, ESOL, PBIS and Dyslexia)
- ❖ Nutrition Services Department FY2023 Incentive Program - all full-time Nutrition Services employees eligible. As a way of rewarding nutrition services employees for their dedication to the district, the following incentives are proposed (four-hour employees will receive half the incentive pay per category):
 - Perfect Attendance Incentive - \$500 every quarter (Nutrition workers, assistant managers, apprentices and technicians eligible)
 - Customer Service Initiative - \$100 every quarter (Nutrition managers, assistant managers and workers)
 - Perfect Health Score Incentive - \$100 per semester (Nutrition managers, assistant managers and workers)
 - Productivity Incentive - \$100 Every Pay Period (Nutrition managers, assistant managers and workers)
- ❖ Department of Transportation FY2023 Incentive Program - all full-time Transportation employees eligible. As a way of rewarding transportation employees for their dedication to the district, the following incentives are proposed:

- Perfect Attendance Bonus - \$500
- Commercial Drivers License (CDL) Endorsement - \$300 (one-time stipend)
- Going the Extra Mile (GTEM) incentive - \$150 paid semi-monthly
- ❖ Compensation Adjustment & Retirement Contributions
 - \$1,200 or six percent (6%) whichever is greater - Retirement contributions for employees that participate in Public School Employees' Retirement System (PSERS) - Contribution amount to be determined annually. The following employees impacted: maintenance, nutrition and transportation.
 - \$1,000/\$2,000/\$3,000 - Department of Exceptional Students (DES) stipend initiative designed to recruit and retain Special Education professionals. Stipends of \$1,000 for new Special Education Paraprofessionals that engage in daily activities to support DES; stipends of \$2,000 for current DES Paraprofessionals that engage in daily activities to support DES; and \$3,000 for DES Teachers/Therapists (includes active and newly hired full-time teachers/therapists) that are certified and actively working in the position.

As with last year, the availability of all compensation incentives will be based on each fiscal year budget and will need to be approved by the Board of Education annually.

The CCBOE is expected to consider for approval the tentative FY2023 Budget at the May 2, 2022 Board meeting.

About Clayton County Public Schools

Clayton County Public Schools (CCPS) is fully accredited through 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 fifth-largest school system in Georgia.

###