

Compensation Comparison Analysis



Prepared by:

Adena Walker
Chief Human Resources Officer

Lonita Broome
Chief Finance Officer

December 14, 2021

Table of Contents

Introduction	4
Executive Summary	4
Purpose, Scope, and Methodology	5
Purpose	5
Scope and Methodology	6
Job Classifications Under Review	6
Comparative District Data	7
CSD Salary History	9
Calculating Salaries and Total Compensation	13
Total Compensation Comparisons	14
Certificated Management	14
Principal - High School	14
Principal Middle School	15
Principal - Elementary School	16
Assistant Principal - High School	17
Assistant Principal - Middle School	18
Assistant Principal - Elementary	19
Certified Non-Management	20
Teachers	20
Classified Non-Management	28
Administrative Assistant	28
Bus Driver	29
Food Service Worker	30
Paraprofessional	31

Financial Impact	32
Comprehensive Benefits Package	33
Additional Influences on Competitive Compensation	34
Summary and Conclusions	35

Introduction

City Schools of Decatur (BOE) requested an annual review of district salaries in alignment with the Board policy Staff 2.6. The purpose of the study is to provide an analysis of the total compensation (salaries and benefits) for specific job categories as compared to other Metro Resa districts. The comparative districts data include annual salary, benefits, social security contribution, and any additional paid benefits.

As part of the review, we included compensation data gathered from Georgia MRESA compensation study which included participating districts in order to provide comparative data regarding total compensation for similar job classifications. The comparison is based upon the job descriptions provided by the District as well as those provided by the comparative districts. The review analyzes the maximum salary offered and total compensation for each of the job classifications identified by the District and, where appropriate, provides observations related to comparability.

Executive Summary

The purpose of the study is to provide an analysis of the total compensation (salaries and benefits) for each benchmark certificated non management, classified non management, and management job classification as compared to other districts. The comparative districts include large and medium sized districts, which may not be directly comparable by enrollment numbers, but are geographically proximate and of similar average daily attendance.

Purpose, Scope, and Methodology

Purpose

City Schools of Decatur (BOE) requested an annual review of district salaries in alignment with the Board policy Staff 2.6. The purpose of the study is to provide an analysis of the total compensation (salaries and benefits) for specific job categories as compared to other Metro Resa districts. The comparative districts data include annual salary, benefits, social security contribution, and any additional paid benefits.

The following nine MRESA comparative districts participated by providing some or all of the data requested:

District	District Size (MRESA)*	Student Enrollment
Atlanta Public Schools	Large	50,433
Clayton County Schools	Large	51,844
City Schools of Decatur	Medium	5,658
Cobb County Schools	Large	107,068
Dekalb County Schools	Large	92,353
Fulton County Schools	Large	90,219
Gwinnett County Schools	Large	177,402
Marietta City Schools	Medium	8,523
Rockdale County Schools	Medium	15,547

-
- *Large District - 20,000-50,000 and over 50,000 students
 - *Medium District - 5,000-10,000 and 10,000-20,000 students
 - *Small District -Under 3,000 and 3,000-5,000 students

Scope and Methodology

As part of the review, we surveyed the participating districts in order to provide comparative data regarding total compensation for similar job classifications. The comparison is based upon the job descriptions provided by the District as well as those provided by the comparative districts. The review analyzes the maximum salary offered and total compensation for each of the job classifications identified by the District and, where appropriate, provides observations related to comparability.

Job Classifications Under Review

The District selected the following job classifications to be addressed by this study:

Certificated Management

- Principal - Elementary, Middle, and High School
- Assistant Principal - Elementary, Middle, and High School

Certificated Non-Management

- Teacher

Classified Non-Management

- Administrative Assistant
- Bus Drivers
- Food Nutrition Workers
- Paraprofessional

Comparative District Data

All of the comparable districts were contacted during the study and multiple attempts were made to gather data for each job classification under review. Data requested included organizational charts, job descriptions, and other related documentation. Additionally, we requested that the comparative districts provide the employer's maximum contribution for health and welfare benefits (HWBs) (e.g., medical, dental, vision, employee assistance programs, etc.), salary schedules, stipends, and any other additional relevant data. Every attempt was made to gather all relevant data; however, data is dependent on the responding district's participation.

Additionally, in order to perform our total compensation analysis, we determined the job classifications that exist in the comparative districts for which the essential duties and qualifications align closely with job classifications in the District. This was based upon the job descriptions and other pertinent information provided by the District as well as the comparative districts. Not every district has a comparable job classification—one in which the job classification primarily existed to perform the same essential functions of the District's job classification under review, or not all districts provided data for each job classification. As a result, the comparative tables include only

those job classifications for which sufficient information was received from the other districts to determine their comparability to the District's job classifications along with their total compensation amounts.

We then calculated the maximum salary, benefits, and other compensation that is offered for each job classification in order to arrange, for each of the District's job classifications, a ranking of the maximum total compensation offered by each comparative district relative to the District's compensation.

CSD Salary History

The District has consistently given step increases and Cost of Living Adjustments (COLA) since 2019.

Fiscal Year 2019

Step increases for all eligible staff (average of 2.5% increase) and 2% COLA for all staff.

Fiscal Year 2020

Salary increases resulted in an average increase of 4.5%. For FY20 all eligible staff received a step increase (average of 2.5% increase) and certified staff not on an administrator's pay scale (teachers, counselors, media specialist, etc.) also received a \$3,000 increase. All other staff received a 2% COLA increase.

Fiscal Year 2021

Although the governor did not allocate additional funding for teachers' salary increases, the CSD Board of Education approved \$2,000 salary increases to all teachers and anyone paid on the teacher salary schedule (average salary increase of 3.1%). Significant salary scale increases were made for paraeducators, clerks, administrative assistants, food and nutrition staff, bus monitors, bus drivers and several other categories. A 2% COLA for all other employees and a step increase for all eligible staff was also approved.

Fiscal Year 2022

Step increase for all eligible staff (average of 2.5% increase) 1% COLA for all staff.

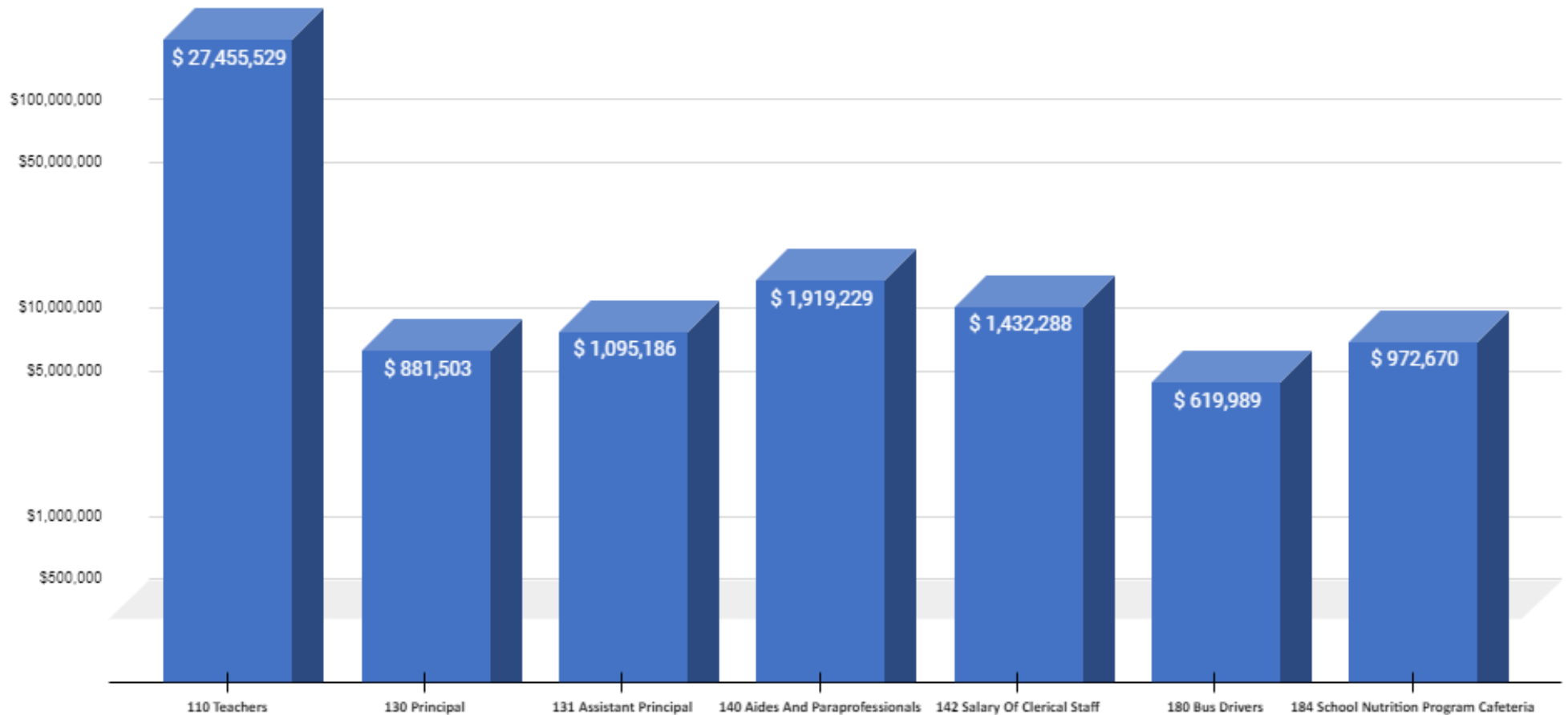
The chart below shows the salary history of the district for positions under review for this analysis. Fiscal year 2022 budgeted numbers are lower due to the reallocation of teacher and paraprofessional positions to CARES grant for one year. These funds will be reallocated back to general funds in fiscal year 2023. Salaries listed are actual salaries and fluctuate annually based on new employees' actual salaries and salary increases. FY2022 principal budget shows a reduced amount from the previous year due to a vacant principal position at Westchester.

FY19 - FY22 Salary History				
Salary Group	2019 Actual	2020 Actual	2021 Actual	2022 Budget
Teachers	\$ 23,582,065	\$ 26,798,459	\$ 30,183,698	\$ 28,994,886
Principal	814,966	815,737	985,936	909,371
Assistant Principal	966,883	1,048,421	1,133,776	1,231,664
Paraprofessionals	1,837,722	1,828,600	2,005,930	2,000,710
Salary Of Clerical Staff	1,184,862	1,404,647	1,529,563	1,610,082
Bus Drivers/Monitors	650,700	549,445	629,287	650,525
School Nutrition Program Cafeteria	886,296	991,639	1,040,553	972,192
Totals:	\$ 30,186,501	\$ 34,436,947	\$ 37,508,744	\$ 36,373,385

School Nutrition Program consists of general and school nutrition funds

This is the 4 year average salary history (2019-2021 actuals and 2022 budget) by job classification.

Average Salary History by Job Classification
2019-2022



FY20-22 % Salary Change by Year			
	2020	2021	2022
Salary Group	% Change	% Change	% Change
110 Teachers	13.64%	12.63%	-3.94%
130 Principal*	0.09%	20.86%	-7.77%
131 Assistant Principal	8.43%	8.14%	8.63%
140 Paraprofessionals**	-0.50%	9.70%	-0.26%
142 Salary Of Clerical Staff	18.55%	8.89%	5.26%
180 Bus Drivers/Monitors	-15.56%	14.53%	3.37%
184 School Nutrition Program	11.89%	4.93%	-6.57%

*Salaries are budgeted based on actual salaries, vacant position at Westchester is not included in total for FY22

** Several Paraprofessionals positions are paid out of grant funds

Calculating Salaries and Total Compensation

The figures in this report are ranked by the maximum total compensation (Highest Potential Salary) of each job classification. It is important to analyze a district's total compensation for a job classification to appropriately compare any additional elements that would factor into an employee's compensation—simply looking at a base salary from the salary schedule or employment contract would exclude this additional compensation. For the certificated management job classifications, they are being ranked by the daily rate to better equalize the many variables taken into account.

The maximum salary and total compensation for the certificated non-management classifications and classified non-management job classifications have been calculated on an annual basis.

Data for the compensation comparison was collected by various means. Most salary information was provided directly by each district's salary schedules. Much of the data was also collected from the MetroResa annual salary compensation report. If the specific details were not provided by either source, the data is not listed for that column.

Total Compensation Comparisons

Certificated Management

Principal - High School

Eight of the comparative districts provided data for a Principal—High School. CSD ranks 6 of 9 with a daily rate of \$605/day. Marietta City offers the highest daily rate, which is \$707/day, or 16.9%, more than the District. The median total compensation of all districts is \$629 which is \$24/day more than the District's maximum daily rate.

Principal High School								
District	Rank	District Size	Daily Rate	Entry Salary	Highest Potential Salary	Median Salary	Days Worked	Additional Information
Marietta City	1	Medium	\$707		\$169,601	\$169,601	240	
Dekalb	2	Large	\$693	\$114,653	\$170,412	\$142,533	246	
Clayton	3	Large	\$692	\$102,888	\$155,628	\$129,258	225	
Rockdale	4	Medium	\$638	\$79,931	\$146,677	\$113,304	230	
Fulton	5	Large	\$629	\$98,712	\$147,801	\$123,257	235	
Decatur City	6	Medium	\$605	\$96,420	\$136,226	\$116,323	225	
Atlanta Public	7	Large	\$599	\$110,102	\$150,981	\$130,542	252	
Gwinnett	8	Large	\$579	\$109,928	\$142,329	\$126,129	246	
Cobb	9	Large	\$446	\$98,588	\$106,046	\$102,317	238	

Principal Middle School

Eight of the comparative districts provided data for a Principal—Middle School. CSD ranks 7 of 9 with a daily rate of \$492/day. Marietta City offers the highest daily rate, which is \$669/day, or 35.9%, more than the District. The median total compensation of all districts is \$507 which is \$10/day more than the District's maximum daily rate.

Principal Middle School								
District	Rank	District Size	Daily Rate	Entry Salary	Highest Potential Salary	Median Salary	Days Worked	Additional Information
Marietta City	1	Medium	\$669	-	\$160,608	\$160,608	240	
Dekalb	2	Large	\$552	\$109,336	\$162,440	\$135,888	246	
Clayton	3	Large	\$529	\$94,662	\$143,172	\$118,917	225	
Atlanta Public	4	Large	\$518	\$104,859	\$143,792	\$124,326	240	
Fulton	5	Large	\$507	\$95,460	\$142,877	\$119,169	235	
Gwinnett	6	Large	\$495	\$106,516	\$137,122	\$121,819	246	
Decatur City	7	Medium	\$492	\$91,766	\$129,658	\$110,712	225	
Cobb	8	Large	\$482	\$87,326	\$142,256	\$114,791	238	
Rockdale	9	Medium	\$471	\$76,405	\$140,207	\$108,306	230	

Principal - Elementary School

Eight of the comparative districts provided data for a Principal—Elementary School. CSD ranks 6 of 9 with a daily rate of \$480/day. DeKalb County offers the highest daily rate, which is \$629/day, or 31%, more than the District. The median total compensation of all districts is \$486 which is \$6/day more than the District's maximum daily rate.

Principal Elementary School								
District	Rank	District Size	Daily Rate	Entry Salary	Highest Potential Salary	Median Salary	Days Worked	Additional Information
DeKalb	1	Large	\$629	-	\$151,701	\$151,701	241	
Gwinnett	2	Large	\$528	\$104,905	\$154,848	\$129,877	246	
Marietta City	3	Medium	\$527	\$98,739	\$154,142	\$126,441	240	
Atlanta Public	4	Large	\$493	\$99,865	\$136,943	\$118,404	240	
Clayton	5	Large	\$486	\$87,084	\$131,724	\$109,404	225	
Decatur City	6	Medium	\$480	\$89,521	\$126,497	\$108,009	225	
Cobb	7	Large	\$468	\$83,896	\$138,829	\$111,363	238	
Fulton	8	Large	\$466	\$87,805	\$131,293	\$109,549	235	
Rockdale	9	Medium	\$448	\$72,000	\$133,941	\$102,971	230	

Assistant Principal - High School

All of the comparative districts provided data for an Assistant Principal—High School. CSD ranks 3 of 9 with a daily rate of \$442/day. Atlanta Public Schools offers the highest daily rate, which is \$447/day, or 1.1%, more than the District. The median total compensation of all districts is \$441 which is \$1/day less than the District's maximum daily rate.

Assistant Principal High School								
District	Rank	District Size	Daily Rate	Entry Salary	Highest Potential Salary	Median Salary	Days Worked	Additional Information
Atlanta Public	1	Large	\$447	\$87,184	\$119,554	\$103,369	231	
Clayton	2	Large	\$447	\$80,100	\$121,176	\$100,638	225	
Decatur City	3	Medium	\$446	\$83,118	\$117,466	\$100,292	225	
Cobb	4	Large	\$442	\$67,917	\$115,981	\$91,949	208	
Marietta City	5	Medium	\$441	\$68,820	\$116,396	\$92,608	210	
Dekalb	6	Large	\$439	\$64,345	\$118,162	\$91,254	208	
Fulton	7	Large	\$432	\$77,961	\$116,401	\$97,181	225	
Rockdale	8	Medium	\$413	\$67,002	\$122,948	\$94,975	230	
Gwinnett	9	Large	\$381	\$61,294	\$91,252	\$76,273	200	

Assistant Principal - Middle School

All of the comparative districts provided data for a Principal—Middle School. CSD ranks 1 of 9 with a daily rate of \$446/day. The median total compensation of all districts is \$428 which is \$18/day less than the District's maximum daily rate.

Assistant Principal Middle School								
District	Rank	District Size	Daily Rate	Entry Salary	Highest Potential Salary	Median Salary	Days Worked	Additional Information
Decatur City	1	Medium	\$446	\$83,118	\$117,466	\$100,292	225	
Marietta City	2	Medium	\$441	\$65,805	\$111,631	\$88,718	201	
Fulton	3	Large	\$432	\$76,298	\$113,883	\$95,091	220	
Cobb	4	Large	\$431	\$65,601	\$113,668	\$89,635	208	
Rockdale	5	Medium	\$428	\$63,475	\$116,481	\$89,978	210	
Dekalb	6	Large	\$428	\$64,345	\$118,162	\$91,254	213	
Atlanta Public	7	Large	\$426	\$83,033	\$113,863	\$98,448	231	
Clayton	8	Large	\$412	\$73,710	\$111,474	\$92,592	225	
Gwinnett	9	Large	\$370	\$59,705	\$88,122	\$73,914	200	

Assistant Principal - Elementary

All of the comparative districts provided data for an Assistant Principal—Elementary. CSD ranks 3 of 9 with a daily rate of \$435/day. Gwinnett offers the highest daily rate, which is \$592/day, or 36%, more than the District. The median total compensation of all districts is \$441 which is \$6/day more than the District's maximum daily rate.

Assistant Principal Elementary School								
District	Rank	District Size	Daily Rate	Entry Salary	Highest Potential Salary	Median Salary	Days Worked	Additional Information
Gwinnett	1	Large	\$592	\$104,905	\$131,915	\$118,410	200	
Marietta City	2	Medium	\$437	\$64,881	\$110,708	\$87,795	201	
Decatur City	3	Medium	\$435	\$81,093	\$114,605	\$97,849	225	
Cobb	4	Large	\$428	\$64,888	\$112,955	\$88,922	208	
Fulton	5	Large	\$421	\$71,143	\$113,883	\$92,513	220	
Atlanta Public	6	Large	\$406	\$79,078	\$108,440	\$93,759	231	
Rockdale	7	Medium	\$405	\$59,950	\$110,008	\$84,979	210	
Dekalb	8	Large	\$396	\$59,534	\$109,131	\$84,333	213	
Clayton	9	Large	\$379	\$67,806	\$102,582	\$85,194	225	

Certified Non-Management

Teachers

All the comparative districts provided data for each step and certification level. The teacher comparative data also includes information of any additional fringe benefits paid by each district and their annualized contribution amount to social security to reflect a Total Rewards compensation package.

3RD Year/T4 - CSD ranks 4 of 9 in the maximum total rewards compensation (gross salary + additional benefit paid by district) at \$52,041.46. DeKalb County offers the maximum total rewards compensation at \$59,688 which includes additional paid benefits; however they do not contribute to social security.

RANK	District	Duty Days	3RD YEAR T4 CERTIFICATE Gross Comp*	Pays toward additional benefits (outside of SHBP)?	Type of additional paid benefit	Estimated* Amount Paid (Annualized)	Local Pension or Local Social Security ANNUALIZED Contribution	Total Rewards
1	DeKalb County Schools	190	\$59,518.00	Y	LTD, Basic Life, Survivor Benefit	\$170.00	\$0.00	\$59,688.00
2	Marietta City Schools	190	\$50,195.00	N	None Listed	\$0.00	\$2,735.63	\$52,930.63
3	Atlanta Public Schools	191	\$52,050.00	Y	\$10,000 Life Insurance	\$40.00	\$0.00	\$52,090.00
4	Decatur City Schools	190	\$47,470.00	Y	Additional contribution to Health Insurance	\$940.00	\$3,631.46	\$52,041.46
5	Gwinnett County Schools	190	\$49,504.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$49,569.00
6	Fulton County Schools	190	\$49,217.00	Y	LTD, \$24,000 - \$50,000 Life insurance	\$190.00	\$713.65	\$50,120.65
7	Cobb County Schools	190	\$48,820.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$48,885.00
8	Clayton County Schools	190	\$48,809.00	Y	None Listed	\$0.00	\$0.00	\$48,809.00
9	Rockdale County Schools	190	\$43,712.00	Y	None Listed	\$0.00	\$0.00	\$43,712.00

3RD Year/T5 - CSD ranks 2 of 9 in the total rewards compensation (gross salary + additional benefit paid by district) at \$58,031.10. DeKalb County offers a total rewards compensation at \$63,764 which includes additional paid benefits and no employer contribution to social security.

RANK	District	Duty Days	3RD YEAR T5 CERTIFICATE Gross Comp*	Pays toward additional benefits (outside of SHBP)?	Type of additional paid benefit	Estimated* Amount Paid (Annualized)	Local Pension or Local Social Security ANNUALIZED Contribution	Total Rewards
1	DeKalb County Schools	190	\$63,594.00	Y	LTD, Basic Life, Survivor Benefit	\$170.00	\$0.00	\$63,764.00
2	Decatur City Schools	190	\$53,034.00	Y	Additional contribution to Health Insurance	\$940.00	\$4,057.10	\$58,031.10
3	Marietta City Schools	190	\$54,673.00	N	None Listed	\$0.00	\$2,979.68	\$57,652.68
4	Atlanta Public Schools	191	\$57,255.00	Y	\$10,000 Life Insurance	\$40.00	\$0.00	\$57,295.00
5	Gwinnett County Schools	190	\$54,800.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$54,865.00
6	Fulton County Schools	190	\$54,297.00	Y	LTD, \$24,000 - \$50,000 Life insurance	\$190.00	\$787.31	\$55,274.31
7	Clayton County Schools	190	\$54,226.00	Y	None Listed	\$0.00	\$0.00	\$54,226.00
8	Cobb County Schools	190	\$53,979.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$54,044.00
9	Rockdale County Schools	190	\$49,434.00	Y	None Listed	\$0.00	\$0.00	\$49,434.00

6TH Year/T5 - CSD ranks 5 of 9 in the total rewards compensation (gross salary + additional benefit paid by district) at \$59,596.33. DeKalb County offers a total rewards compensation at \$67,204 which includes additional paid benefits and no employer contribution to social security.

RANK	District	Duty Days	6TH YEAR T5 CERTIFICATE Gross Comp*	Pays toward additional benefits (outside of SHBP)?	Type of additional paid benefit	Estimated* Amount Paid (Annualized)	Local Pension or Local Social Security ANNUALIZED Contribution	Total Rewards
1	DeKalb County Schools	190	\$67,024.00	Y	LTD, Basic Life, Survivor Benefit	\$180.00	\$0.00	\$67,204.00
2	Marietta City Schools	190	\$58,899.00	N	None Listed	\$0.00	\$3,210.00	\$62,109.00
3	Atlanta Public Schools	191	\$60,758.00	Y	\$10,000 Life Insurance	\$40.00	\$0.00	\$60,798.00
4	Gwinnett County Schools	190	\$57,872.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$57,937.00
5	Decatur City Schools	190	\$54,488.00	Y	Additional contribution to Health Insurance	\$940.00	\$4,168.33	\$59,596.33
6	Fulton County Schools	190	\$58,422.00	Y	LTD, \$24,000 - \$50,000 Life insurance	\$210.00	\$847.12	\$59,479.12
7	Cobb County Schools	190	\$59,156.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$59,221.00
8	Clayton County Schools	190	\$55,537.00	Y	None Listed	\$0.00	\$0.00	\$55,537.00
9	Rockdale County Schools	190	\$52,734.00	Y	None Listed	\$0.00	\$0.00	\$52,734.00

10TH Year/T5 - CSD ranks 5 of 9 in the total rewards compensation (gross salary + additional benefit paid by district) at \$59,120. DeKalb County offers a total rewards compensation at \$71,808 which includes additional paid benefits and no employer contribution to social security.

RANK	District	Duty Days	10TH YEAR T5 CERTIFICATE Gross Comp*	Pays toward additional benefits (outside of SHBP)?	Type of additional paid benefit	<u>Estimated*</u> <u>Amount Paid</u> <u>(Annualized)</u>	Local Pension or Local Social Security ANNUALIZED Contribution	Total Rewards
1	DeKalb County Schools	190	\$71,598.00	Y	LTD, Basic Life, Survivor Benefit	\$210.00	\$0.00	\$71,808.00
2	Marietta City Schools	190	\$66,810.00	N	None Listed	\$0.00	\$3,641.15	\$70,451.15
3	Cobb County Schools	190	\$68,008.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$68,073.00
4	Atlanta Public Schools	191	\$65,125.00	Y	\$10,000 Life Insurance	\$40.00	\$0.00	\$65,165.00
5	Decatur City Schools	190	\$59,120.00	Y	Additional contribution to Health Insurance	\$940.00	\$4,522.68	\$64,582.68
6	Gwinnett County Schools	190	\$61,968.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$62,033.00
7	Fulton County Schools	190	\$61,567.00	Y	LTD, \$24,000 - \$50,000 Life insurance	\$390.00	\$892.72	\$62,849.72
8	Clayton County Schools	190	\$57,739.00	Y	None Listed	\$0.00	\$0.00	\$57,739.00
9	Rockdale County Schools	190	\$57,134.00	Y	None Listed	\$0.00	\$0.00	\$57,134.00

10TH Year/T6 - CSD ranks 4 of 9 in the total rewards compensation (gross salary + additional benefit paid by district) at \$65,688. Marietta City Schools offers a total rewards compensation at \$78,480.11 which includes a 5.45% employer contribution social security, but not additional paid benefit.

RANK	District	Duty Days	10TH YEAR T6 CERTIFICATE Gross Comp*	Pays toward additional benefits (outside of SHBP)?	Type of additional paid benefit	<u>Estimated*</u> <u>Amount Paid</u> <u>(Annualized)</u>	Local Pension or Local Social Security ANNUALIZED Contribution (estimated for GCPS)	Total Rewards
1	Marietta City Schools	190	\$74,424.00	N	None Listed	\$0.00	\$4,056.11	\$78,480.11
2	Cobb County Schools	190	\$76,237.00	Y	\$15,000 Life Insurance	\$65.00	\$0.00	\$76,302.00
3	DeKalb County Schools	190	\$71,598.00	Y	LTD, Basic Life, Survivor Benefit	\$220.00	\$0.00	\$71,818.00
4	Decatur City Schools	190	\$65,688.00	Y	Additional contribution to Health Insurance	\$940.00	\$5,025.13	\$71,653.13
5	Atlanta Public Schools	191	\$70,986.00	Y	\$10,000 Life Insurance	\$40.00	\$0.00	\$71,026.00
6	Gwinnett County Schools	190	\$67,970.00	Y	\$15,000 Life Insurance	\$100.00	\$0.00	\$68,070.00
7	Fulton County Schools	190	\$68,899.00	Y	LTD, \$24,000 - \$50,000 Life insurance	\$405.00	\$999.04	\$70,303.04
8	Clayton County Schools	190	\$64,965.00	Y	None Listed	\$0.00	\$0.00	\$64,965.00
9	Rockdale County Schools	190	\$63,933.00	Y	None Listed	\$0.00	\$0.00	\$63,933.00

15TH Year/T5 - CSD ranks 3 of 9 in the total rewards compensation (gross salary + additional benefit paid by district) at \$66,800. DeKalb County offers a total rewards compensation at \$77,716 which includes additional paid benefits and employer contribution to social security.

RANK	District	Duty Days	15TH YEAR T5 CERTIFICATE Gross Comp*	Pays toward additional benefits (outside of SHBP)?	Type of additional paid benefit	Estimated* Amount Paid (Annualized)	Local Pension or Local Social Security ANNUALIZED Contribution	Total Rewards
1	DeKalb County Schools	190	\$77,316.00	Y	LTD, Basic Life, Survivor Benefit	\$400.00	\$0.00	\$77,716.00
2	Marietta City Schools	190	\$71,391.00	N	None Listed	\$0.00	\$3,890.81	\$75,281.81
3	Decatur City Schools	190	\$66,800.00	Y	Additional contribution to Health Insurance	\$940.00	\$5,110.20	\$72,850.20
4	Cobb County Schools	190	\$72,151.00	Y	\$15,000 Life Insurance	\$85.00	\$0.00	\$72,236.00
5	Atlanta Public Schools	191	\$71,026.00	Y	\$10,000 Life Insurance	\$55.00	\$0.00	\$71,081.00
6	Fulton County Schools	190	\$68,899.00	Y	LTD, \$24,000 - \$50,000 Life insurance	\$660.00	\$999.04	\$70,558.04
7	Gwinnett County Schools	190	\$67,088.00	Y	\$15,000 Life Insurance	\$85.00	\$0.00	\$67,173.00
8	Clayton County Schools	190	\$64,257.00	Y	None Listed	\$0.00	\$0.00	\$64,257.00
9	Rockdale County Schools	190	\$62,634.00	Y	None Listed	\$0.00	\$0.00	\$62,634.00

15TH Year/T6 - CSD ranks 3 of 9 in the total rewards compensation (gross salary + additional benefit paid by district) at \$74,528. DeKalb County offers a total rewards compensation at \$84,711 which includes additional paid benefits and no employer contribution to social security.

RANK	District	Duty Days	15TH YEAR T6 CERTIFICATE Gross Comp*	Pays toward additional benefits (outside of SHBP)?	Type of additional paid benefit	Estimated* Amount Paid (Annualized)	Local Pension or Local Social Security ANNUALIZED Contribution	Total Rewards
1	DeKalb County Schools	190	\$84,301.00	Y	LTD, Basic Life, Survivor Benefit	\$410.00	\$0.00	\$84,711.00
2	Marietta City Schools	190	\$79,552.00	N	None Listed	\$0.00	\$4,335.58	\$83,887.58
3	Decatur City Schools	190	\$74,528.00	Y	Additional contribution to Health Insurance	\$940.00	\$5,701.39	\$81,169.39
4	Cobb County Schools	190	\$80,880.00	Y	\$15,000 Life Insurance	\$85.00	\$0.00	\$80,965.00
5	Atlanta Public Schools	191	\$77,560.00	Y	\$10,000 Life Insurance	\$55.00	\$0.00	\$77,615.00
6	Gwinnett County Schools	190	\$74,025.00	Y	\$15,000 Life Insurance	\$85.00	\$0.00	\$74,110.00
7	Fulton County Schools	190	\$74,860.00	Y	LTD, \$24,000 - \$50,000 Life insurance	\$680.00	\$1,085.47	\$76,625.47
8	Clayton County Schools	190	\$71,135.00	Y	None Listed	\$0.00	\$0.00	\$71,135.00
9	Rockdale County Schools	190	\$69,933.00	Y	None Listed	\$0.00	\$0.00	\$69,933.00

25TH Year/T6 - CSD ranks 2 of 9 in the total rewards compensation (gross salary + additional benefit paid by district) at 87,154. DeKalb County offers a total rewards compensation at \$97,166 which includes additional paid benefits and no employer contribution to social security.

RANK	District	Duty Days	25TH YEAR T6 CERTIFICATE Gross Comp*	Pays toward additional benefits (outside of SHBP)?	Type of additional paid benefit	<u>Estimated*</u> <u>Amount Paid</u> <u>(Annualized)</u>	Local Pension or Local Social Security ANNUALIZED Contribution	Total Rewards
1	DeKalb County Schools	190	\$96,756.00	Y	LTD, Basic Life, Survivor Benefit	\$410.00	\$0.00	\$97,166.00
2	Decatur City Schools	190	\$87,154.00	Y	Additional contribution to Health Insurance	\$940.00	\$6,667.28	\$94,761.28
3	Marietta City Schools	190	\$89,221.00	N	None Listed	\$0.00	\$4,862.54	\$94,083.54
4	Cobb County Schools	190	\$91,687.00	Y	\$15,000 Life Insurance	\$85.00	\$0.00	\$91,772.00
5	Fulton County Schools	190	\$89,291.00	Y	LTD, \$24,000 - \$50,000 Life insurance	\$680.00	\$1,294.72	\$91,265.72
6	Gwinnett County Schools	190	\$86,135.00	Y	\$15,000 Life Insurance	\$85.00	\$0.00	\$86,220.00
7	Atlanta Public Schools	191	\$85,031.00	Y	\$10,000 Life Insurance	\$55.00	\$0.00	\$85,086.00
8	Clayton County Schools	190	\$82,403.00	Y	None Listed	\$0.00	\$0.00	\$82,403.00
9	Rockdale County Schools	190	\$81,933.00	Y	None Listed	\$0.00	\$0.00	\$81,933.00

Classified Non-Management

Administrative Assistant

Data provided by GA MetroRESA's FY22 annual compensation report on all comparative districts for an Administrative Assistant. CSD ranks 8 of 9 with a highest potential salary for this job classification of \$43,814. Fulton County offers the largest highest potential salary, which is \$57,580, or 31.4%, more than the District. The median total compensation of all districts is \$50,854 which is 16% more than the District's maximum salary.

Adminstrative Assistant							
District	Rank	District Size	Entry Salary	Highest Potential Salary	District Median Salary	Days Worked	Additional Information
Fulton	1	Large	-	\$57,580	-	235	
Gwinnett	2	Large	-	\$56,409	-	-	
Atlanta Public	3	Large	-	\$51,582	-	-	
Rockdale	4	Medium	-	\$51,123	-	200	
Dekalb	5	Large	-	\$50,854	-	241	
Clayton	6	Large	-	\$47,008	-	225	
Cobb	7	Large	-	\$46,642	-	-	
Decatur City	8	Medium	-	\$43,814	-	225	
Marietta City	9	Medium	-	\$36,246	-	200	
			Median	\$50,854			

Bus Driver

Eight of the comparative districts provided data for a Bus Driver. CSD ranks 5 of 9 with a highest potential hourly rate for this job classification of \$26.06/hr. Fulton County offers the largest potential hourly rate, which is \$33.99/hr, or 30.4%, more than the District. The median total compensation of all districts is \$26.06 which is the same as the District's highest potential hourly rate.

Bus Driver							
District	Rank	District Size	Entry Salary	Highest Potential Salary	District Median Salary	Days Worked	Additional Information
Fulton	1	Large	-	\$33.99	-	184	
Marietta City	2	Medium	\$11.48	\$30.76	\$21.12	180	
Atlanta Public	3	Large	\$18.36	\$26.64	\$22.50	190	paid for 201 (190+11 paid holidays)
Clayton	4	Large	\$18.24	\$26.30	\$22.27	186	
Decatur City	5	Medium	\$17.17	\$26.06	\$21.62	185	
Cobb	6	Large	\$18.20	\$25.87	\$22.04	190	
Gwinnett	7	Large	\$17.98	\$25.48	\$21.73	185	7.5 hrs
Dekalb	8	Large	\$16.43	\$24.62	\$20.53	180	
Rockdale	9	Medium	\$18.00	\$24.00	\$21.00		
			Median	\$26.06			

Food Service Worker

Six of the comparative districts provided data for a Food Service Worker. Additional hourly rates were provided by GA MetroRESA's FY22 annual compensation report. CSD ranks 4 of 9 with a highest potential hourly rate for this job classification of \$19.09/hr. Fulton County offers the largest potential hourly rate, which is \$22.35/hr, or 17%, more than the District. The median total compensation of all districts is \$18.14 which is 5.23% less than the District's highest potential hourly rate.

Food Nutrition Worker							
District	Rank	District Size	Entry Salary	Highest Potential Salary	District Median Salary	Days Worked	Additional Information
Fulton	1	Large	\$12.18	\$22.35	\$17.27	182	6 hrs
Atlanta Public	2	Large	\$16.18	\$21.97	\$19.08	190	6hrs
Rockdale	3	Medium	-	\$20.00	-	185	
Decatur City	4	Medium	\$12.12	\$19.09	\$15.61	185	6 hrs
Marietta City	5	Medium	\$12.11	\$18.14	\$15.13	181	Up to 25+ year across 11 pay Levels
Gwinnett	6	Large	\$12.50	\$17.96	\$15.23	180	
Cobb	7	Large	\$13.55	\$17.69	\$15.62	180	
Dekalb	8	Large	-	\$17.00	-	180	
Clayton	9	Large	-	\$16.41	-	185	
			Median	\$18.14			

Paraprofessional

Eight of the comparative districts provided data for a Paraprofessional. CSD ranks 6 of 9 with a highest potential salary for this job classification of \$32,372. Rockdale County offers the largest highest potential salary, which is \$41,993, or 29.7%, more than the District. The median total compensation of all districts is \$33,560 which is 3.6% more than the District's maximum salary.

Paraprofessional							
District	Rank	District Size	Entry Salary	Highest Potential Salary	District Median Salary	Days Worked	Additional Information
Rockdale	1	Medium	\$19,473	\$41,993	\$30,733	185	8 hrs/day - 26 Steps
Fulton	2	Large	\$20,929	\$38,427	\$29,678	184	
Gwinnett	3	Large	\$13,304	\$36,280	\$24,792	190	
Atlanta Public	4	Large	\$24,585	\$34,696	\$29,641	202	
Cobb	5	Large	\$18,210	\$33,560	\$25,885	180	Based on degree level
Decatur City	6	Medium	\$19,619	\$32,372	\$25,996	185	Pre-K is 190 days
Clayton	7	Large	\$23,914	\$31,626	\$27,770	188	7.5 hrs
Marietta City	8	Medium	\$20,054	\$31,491	\$25,773	184	Based on a 7hr day- SPED para 7.5hrs
Dekalb	9	Large	-	\$29,930	-	181	8 hrs
			Median	\$33,560			

Financial Impact

Of the job classification categories analyzed, there were five(5) job classifications where the district's salary was not within the top 5. The financial impact to place the five job classifications in the top five is as follows (totals have been multiplied by the number of staff in the job classification category:

Principal High		Principal Middle		Principal Elementary	
Salary	\$11,575	Salary	\$39,657	Salary	\$31,362
Benefits	<u>\$3,198</u>	Benefits	<u>\$10,957</u>	Benefits	<u>\$8,665</u>
Total	\$14,773		\$50,614		\$40,207
Administrative Assistant		Paraprofessional			
Salary	\$133,760	Salary	\$81,972		
Benefits	<u>\$36,958</u>	Benefits	<u>\$22,649</u>		
Total	\$170,718		\$104,621		

In order for the district to be ranked in the top 5 for salaries for the above job classification categories, the total financial impact for the district is \$380,753

Comprehensive Benefits Package

City Schools of Decatur offers a flexible, competitive benefits package and part of the total compensation package for all eligible employees which includes:

State Health Benefit Plan for Major Medical, Dental Coverage, Vision Care Plan, Optional Life Insurance Plan, Short and Long Term Disability Plans, Critical Illness Plan, Hospital Indemnity Benefit, Credit Union, Accident, Death and Dismemberment Plan, Legal Insurance, Long-Term Care Insurance, Universal Flexibility retirement plans 403(b) and 457 (b).

The City Schools of Decatur Board of Education also provides benefits other than salary. The board pays for the following benefits for contracted personnel:

- Membership in Georgia Teachers Retirement System which at the present time is 19.81% of the gross salary. Eligible employees contribute 6% of their gross salary each pay period.
- Social Security of 6.20% (OASDI) of a salary and Medicare of 1.45% Workers Compensation for injury on the job
- Three days of personal leave annually (as part of accumulated leave allowance)
- A \$78.26 monthly contribution toward an employee's health coverage premium
- Professional leave that is not taken from accumulated leave
- Courtesy Tuition-full-time

CSD ranks highest in employer contribution for additional health benefits among the comparative districts in the amount of **\$940/year**.

Additional Influences on Competitive Compensation

The top predictor of workplace satisfaction is not pay. It is the culture and the values of the organization, closely followed by the quality of the senior leadership and career opportunities for the employees within the company. Data also shows that culture and values of the organization become more important as the income of an employee increases. This does not deny the importance of compensation as being one of the top factors that employees consider when evaluating their employers, but further proves that employee engagement, morale and productivity is vital to overall district performance.¹

CSD has taken a deeper dive into our district priority to “Reward and Recognize Staff to Attract and Retain a Diverse Staff of Exceptional Quality” with annual reviews of staff compensation data in order to remain competitive among comparative districts. Building staff capacity and improved employee engagement by having effective strategies in-place to help create a better work culture, reduce staff turnover, staff retention, increase productivity, in order to build better work and stakeholder relationships. Meeting the needs of staff during their induction into the district by making that immediate connection, makes employees happier and increases overall morale.

Proactively engaging our staff with a strategic layered approach in the District is beneficial and a necessity to incorporate and cultivate the intentionality of encouraging staff to be successful through their CSD employee life cycle.

¹ Culture vs. Compensation by Andrew Chamberlain, Chief economist at Glassdoor

Summary and Conclusions

CSD ranks below the median total compensation for the majority of the job classifications. Of the 11 job classifications analyzed, 4, are above or equal to the median total compensation, and 6 are below. The District ranked first for the Middle School AP job classification. The four job classifications below the median total compensation are Principals (Elem, Middle and High), Elementary Assistant Principal, Administrative Assistants, and Paraprofessionals—are between 1.25% and 4% below the median and significantly below the median salary for paraprofessionals at 16%.

Four job classifications above the median total compensation range from 1.1% above (Assistant Principal- High and Bus Driver) to 5.23% above (Food Service Worker).

When comparing certificated non management's (Teachers) maximum total compensation for the eight benchmark career levels the analysis indicates that the District's compensation is competitive. At all eight benchmark career levels, the combination of salary plus additional benefits and compensation place the District ranked 5th and above the median total compensation. The beginning career teacher falls slightly below the median; however, as the teacher increases in steps, CSD increases rank and is more competitive with other comparative districts.

Based upon these comparisons, the District's total compensation is generally competitive. If it is determined that compensation enhancements are needed, it may not be feasible or fiscally prudent to consider or make compensation adjustments all at once. As we enter into our budget review period and set district priorities, it's

recommended that the District develop a schedule of priorities for adjusting compensation over a period of time as ongoing revenues can support increases. This report should serve as a baseline analysis of comparability that will allow the District to determine its future compensation structure.