

Board Policy GCA: Classified Personnel Compensation

Status: ADOPTED

Original Adopted Date: 09/11/2000 | **Last Reviewed Date:** 09/11/2000

SALARIES

MISSION: To ensure that employees are compensated with salaries commensurate with job responsibilities and duties.

The compensation for each employee shall be based on the salary schedule adopted by the DeKalb County Board of Education. The Superintendent is authorized to establish the salary placement of an employee on the appropriate salary schedule and to provide compensation in accordance with the current schedule.

The DeKalb County Board of Education shall maintain a compensation program which will assist in recruiting, retaining, and rewarding quality personnel as well as motivating and providing personal growth and compensation opportunities as warranted by job performance. The compensation program shall be based on the principle that each position has a salary grade commensurate with its internal value to the organization. The organizational value of a position shall be determined by a systematic program of job analysis and evaluation based upon job content and internal and external comparisons. The compensation program shall be designed to ensure fiscal responsibility, consistent application of objective salary standards, equitable treatment of employees in similar classifications, compliance with governmental regulations, and compensation levels which are competitive with other governmental, educational, and/or private organizations. The compensation program shall reflect training, experience, and performance. The compensation program shall have a comprehensive review at least every five years.

OVERTIME COMPENSATION

MISSION: To ensure that all auxiliary employees working beyond 40 hours per week receive proper compensation.

Employees of the DeKalb County School System who are classified as "non-exempt" in accordance with the definitions of the Fair Labor Standards Act shall be eligible for overtime pay for hours worked in excess of 40 hours per week. Employees may be compensated for overtime either by compensatory time off or by payment on payroll check, both computed at one and one-half times the regular rate.

The workweek in the school system begins at 12:01 a.m. on Saturday and concludes at 12 midnight on the following Friday. The school system shall meet all other provisions of the Fair Labor Standards Act of 1938 as amended which are applicable to public school systems.
