

POLICY	Overview of Policy	RATIONALE FOR ABOLISHING	Overview of Policy
CGB – Administrative Personnel Positions	Classify the positions for personnel; authorize the employment of personnel required for instruction, administration, maintenance and operation of facilities, and other appropriate services; employ in accordance with adopted job classifications and salary schedules; Superintendent shall have authority to employ and assign personnel for positions authorized by the Board, provided that assignments at the level of executive director and above are approved by the Board	Covered by CGD - Administrative Personnel Hiring	Superintendent shall have the authority to employ personnel in accordance with the policies of the Board and shall assign personnel to positions authorized by the Board; Board of Education members, collectively and individually, shall remain neutral and not become involved in the review of applications for vacant positions and in the screening process, except in the recruitment and selection of the Superintendent
DCA – Fiscal Goals and Objectives	The accumulation of reserves protects the District from uncontrollable increases in expenditures or unforeseen reductions in revenues, or a combination of the two. It also allows for the prudent financing of capital construction and replacement projects.	Covered by DCL - Fund Balance	The maintenance of a fund balance is essential to the preservation of the financial integrity and is fiscally advantageous for both the District and its taxpayers. This policy establishes goals and provides guidance concerning the desired level of fund balance maintained by the District to mitigate financial risk that can occur from unforeseen revenue fluctuations, unanticipated expenditures, and similar circumstances. The District also seeks to maintain the highest possible credit ratings which are dependent, in part, on the District's maintenance of an adequate
DJAA – Authorized Signatures	All checks, drafts, or other orders for payment of money issued by the Board shall be signed by the Superintendent either as the Secretary or as Superintendent of Schools.	Covered by DJEG - Purchase Orders and Contracts	All contracts of the Board, unless specified otherwise by law, shall be signed by the Superintendent as the Secretary Ex-Officio of the Board or as Superintendent of Schools.
EEA – Free and Reduced Nutrition Programs	Serve meals in all DeKalb schools that meet the nutritional requirements for all students participating in the Free and Reduced Program	Covered by EEE - Wellness Program	fitness programs have been shown to enhance students' overall health, as well as their behavior and academic achievement in school. Academic performance and quality of life are affected by the choice and availability of healthy meals in our schools. DeKalb School District will provide a comprehensive learning environment for developing and practicing lifelong wellness
EGA – Staff Insurance Program	Provide optional health insurance programs, including but not limited to medical, dental, and vision, for the benefit of personnel and their spouses or dependents; authorize the Administration to make periodic deductions from the wages or salaries of employees, to pay the premium for life, accident and sickness, hospitalization, or annuity insurance, or any other kind of insurance, for the benefit of such employees who utilize the option to participate in the group insurance plan agreed upon and entered into by the Board of Education and insurance companies	Covered by DJCB - Salary Deductions	To ensure that all payroll deductions are available and executed legally and properly
GCA – Classified Personnel Compensation	The compensation for each employee shall be based on the salary schedule adopted by the DeKalb County Board of Education	Covered by GCRD - Classified Personnel Overtime Pay	The Superintendent will allow overtime pay or compensatory time only in situations where it is evident that additional time is needed for the smooth and efficient operation of the school system.
GCD – Classified Personnel Hiring	Board of Education members, collectively and individually, shall remain neutral and not become involved in the review of applications for vacant positions and in the screening process, except in the recruitment and selection of the superintendent.	Covered by GBD - Professional Personnel Hiring	Board of Education members, collectively and individually, shall remain neutral and not become involved in the review of applications for vacant positions and in the screening process, except in the recruitment and selection of the superintendent.
GDD – Paraprofessional Hiring	Board of Education members, collectively and individually, shall remain neutral and not become involved in the review of applications for vacant positions and in the screening process, except in the recruitment and selection of the superintendent.	Covered by GBD - Professional Personnel Hiring	To ensure proper personnel classification, authorization, and placement essential for conducting efficient and effective school system services
IDF – Interscholastic Activities	To provide opportunities for student participation in academic interscholastic activities	Covered by IDE(1) Competitive Interscholastic Activities, Grades 9-12	The Board of Education supports the offering of competitive interscholastic activities in grades 9-12 subject to reasonable rules and regulations concerning eligibility to participate.

IFBGA – Electronic Communications	Cellular telephones that are owned by DeKalb County School System (“DCSS”) should be used only for official business related activities, when a safe, convenient and less costly alternative is not available.	Covered by IFBG - Internet Acceptable Use	All guidelines set forth in this policy and any relevant regulations or rules are applicable to all telecommunication services and equipment provided by the District including, but not limited to, the following: 1. Computer workstations and notebook computers; 2. Smart phones, tablets, e-readers, and other mobile devices; 3. Internet services; 4. Telephone services; and 5. Cellular telephone services.
IHEA – Make-Up Opportunities	To ensure that students who are legally absent from school are given opportunities to learn the lessons offered during absences.	Covered by JB - Student Attendance	Final course grades of students shall not be penalized because of absences if the following conditions are met: 1. Absences are justified and validated for excusable reasons; and 2. Make-up work for excused absences was completed satisfactorily.
JBC(3) – Social Security Numbers	A person seeking to register a student for enrollment in the DeKalb County School District shall provide to school officials an official copy of the student’s Social Security number or a waiver objecting to furnishing the Social Security number.	Covered by JBC - School Admissions	A person seeking to register a student for enrollment in the DeKalb County School District shall provide to school officials an official copy of the student’s Social Security number or a waiver objecting to furnishing the Social Security number.