

MEMORANDUM

To: All APS Employees

From: Dr. Lisa Herring, Superintendent

Date: August 12, 2020

Subject: Minimum Wage Increase, Bus Driver Hours, Process to Request Telework Status

Dear Colleagues:

Day One 2020 Return + Learn



We are two weeks away from Day One, and the excitement of welcoming our students back is increasing. In this week's staff memo, I have included information on our minimum wage increase, bus driver hours, and our telework process.

Minimum Wage Increase

I am pleased to share that the Board approved an increase of the minimum wage for full-time APS employees from \$12.70 an hour to \$15 an hour for staff on pay grades 111 to 115 and transportation. The increase includes but is not limited to the following positions: clerks, custodians, food assistants, in-school suspension (ISS) monitors, non-instructional aides, paraprofessionals, parent liaisons, school bus monitors, and school bus drivers. Also, bus drivers and monitors will see their base pay increase from a minimum of four hours per day to a minimum of six hours per day.

The raise is effective August 3, 2020, and will be included in paychecks beginning August 31, 2020. All 10 and 11-month employees will receive their annual compensation statement by email before their first paycheck for the 2020-2021 school year on August 31, 2020.

As we move forward, I am hopeful that we will be able to implement the other strategies our Human Resources team developed in partnership with teachers and staff, including increases for hourly staff, teacher pay raises, stipends for high needs schools and subject areas, and converting the remaining hourly special education paraprofessionals to full time with benefits.

Process to Request Telework Status

As a reminder, some positions have been designated to report to work in person one or more days per week based upon the nature of the work performed and the equipment required to do the job. If you are designated to report to work but are unable to do so for a COVID-related reason,

you will not be penalized, and your job will remain in place with the District. You should notify your supervisor if you are unable to report in person at your assigned work site for any reason.

The duties of some positions are eligible for a telework arrangement according to administrative regulation EBB-R2, depending on the reason for requesting telework. Alternatively, employees may also be eligible for emergency paid leave through the Families First Coronavirus Relief Act (FFCRA), use of sick or personal leave, and/or paid leave days from the District's time share sick leave bank. Some employees may be eligible for a workplace accommodation according to the Americans with Disabilities Act (ADA). Please contact leaverequests@atlanta.k12.ga.us if you have any questions about paid leave options.

Thank you for all your hard work. As always, be safe and stay well!

Yours in service,

Dr. Lisa Herring