



Is APS paying the \$2,000 end-of-year stipend payment from the state?

- Yes, APS will pay the end-of-year stipend to everyone designated as eligible by the State. Additionally, APS will extend the end-of-year stipends to more employee groups than those that are designated by the state, APS has labeled this stipend as an **Appreciation Stipend**. Specifically, all full-time APS employees will receive a \$2,000 stipend and all part-time (hourly) staff and substitutes that worked the equivalent of 10 days prior to April 1, 2022 during the 2021-22 school year will receive a \$1,000 stipend on May 15, 2022.

Who is eligible for a \$2,000 salary stipend payment on 5/15?

- All full-time employees who were hired on or before April 1, 2022, and actively employed on April 15, 2022, are eligible
- Employees on leave, actively employed, and in a paid status on April 15, 2022, are eligible
- Employees on leave, actively employed but in an unpaid status will be reviewed when they return to work
- A full-time employee has an FTE (full-time equivalent) equal to or greater than 0.5. (To find their FTE, employees can follow [these instructions](#).)
- Employees with a pending separation (last day of work) between 4/16 and 5/1 are not eligible

Who is eligible for the \$1,000 salary stipend payment on 5/15?

- All part-time employees (FTE = less than .5) who were hired on or before April 1, 2022, and actively employed on April 15, 2022
- All substitutes hired before April 1, 2022, and have worked the equivalent of 10 days
- All hourly employees hired on or before April 1, 2022, and actively employed on April 15, 2022, and have worked the equivalent of 10 days
- Part-time, substitutes, or hourly employees with a pending separation (last day of work) between 4/16 and 5/1 are not eligible

What deductions may come out of my salary stipend payment?

- Employers are required to deduct mandatory payroll taxes, which are FICA (1.45%), federal income tax, and state income tax.
- Salary stipend payments are not subject to Teacher Retirement System (TRS) or benefits deductions, like health insurance

How much do the pay increases cost the District?

- The cost of the one-time payments is estimated to be \$14 million.

Does this mean we won't get raises for the 22-23 school year?

- No, pay increases are also being proposed for the next school year.
- Any increases would need to be approved by the Board of Education on June 6, 2022, when they review the final budget for adoption. A step increase for all eligible employees has been proposed. Also proposed are:
 - Increasing each step on the teacher and instructional support pay scale by \$2,000.
 - Increasing the non-teacher pay scales by 4%,
 - Converting all remaining hourly special education paraprofessionals to full time with benefits,
 - Stipends for special education, math, and dual-language immersion teachers;
 - Stipends for staff in high poverty schools, stipends for bus drivers, and monitors assigned to high poverty schools
 - Create a salary schedule for Student Support positions (social workers, psychologists, therapists, etc.)
 - Specific positions recommended for market-rate adjustments include bus drivers, mechanics, and parent liaisons.
- The budget for the 22-23 school year is discussed on the third Thursday of each month in the Board's Budget Commission meeting and in the first Monday of each month at the Board's regularly scheduled monthly meeting. All meetings are streamed live and can be watched later the Board's Facebook page at <https://www.facebook.com/apsboard>. Budget commission documents are posted [here](#), and monthly Board meeting documents are posted [here](#).

Who do I contact if I have questions?

- Email the compensation department at compensation@atlanta.k12.ga.us or call the HR Front Desk at 404-802-2312.