



Summary:

These questions and answers are designed to assist employees and supervisors with understanding the many compensation initiatives for the 2021-2022 school year. The effective date of this guidance is July 1, 2021 and it will be updated as necessary throughout the school year. Nothing in this document supersedes local, state, and federal law, District policy and administrative regulations.

This document is a supplement to the main compensation web page located at www.atlantapublicschools.us/compensation and budget commission presentations located at <https://www.atlantapublicschools.us/Page/51829>.

Please refer to the table of contents below to locate questions by topic or use the Ctrl+f command to type in and navigate to a specific keyword.

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Annual Pay Increases

1. I'm paid on the instructional support scale but have more than 24 years of experience, will I receive an increase this school year?
 - a. The instructional support schedule now has 28 steps for the 2021 - 2022 school year. You will be placed on the appropriate step, based on your verified experience, and receive the corresponding pay increase.
 - b. Also, the supplement for a doctoral stipend has increased from \$2,000 to \$4,000.
2. At the beginning of the 2020 - 2021 school year, we didn't receive a step increase. Will we "catch up" next school year?
 - a. Employees were not held back at their step for the 2020 - 2021 school year. Everyone who was eligible advanced one step. However, there was not a pay increase for that step at the beginning of the 2020 - 2021 school year. Most employees did see an increase effective 4/16/2021. This was seen in your May 14, 2021 paycheck.
3. Where do I find the new hourly rates of pay?
 - a. The hourly rates of pay can be found on Compensation's [Salary Schedule](#) page, under FY22 Salary Schedule Links >>> Rates for Supplemental Duties
4. When do the new hourly rates go into effect?
 - a. The new hourly rates go into effect on July 1, 2021. Therefore, the earliest part-time/hourly employees will see their new pay increase on their paycheck is July 31, 2021.
5. As an annual employee, when will I see my step increase?
 - a. As an annual employee who works July 1 through June 30, you will receive your new rate of pay on the July 31, 2021 paycheck.
6. I'm a less than annual employee; when will I see my pay increase?
 - a. As a less than annual employee, who starts work mid-to-late July, you will receive your new pay rate on the August 31, 2021 paycheck.
7. How do I determine what my pay will be for the 2021-2022 school year?
 - a. Employees who were hired on or before August 1, 2020, should have received a compensation statement from compensation@atlanta.k12.ga.us in July (annual employees) or August (less than annual). If you were hired after that date, or have submitted prior work experience, you received an email from compensation@atlanta.k12.ga.us with a breakdown of your verified experience, pay grade, certificate level (teacher and instructional support only), credit awarded/step, and salary. The compensation statement has your current pay grade and step. Most employees will receive a step at the end of the school year if they worked at least 63% of their work calendar.



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The most current salary schedules can always be found at:
<https://www.atlantapublicschools.us/Page/47417>.

To determine your salary for the school year, select the salary schedule that matches your pay grade.

- **Teachers and Instructional Support** - the first column indicates the step/number of years completed teaching/working and the next four (4) columns have the GaPSC Certificate level. Take last year's step and add 1 to it. That will be your step for the next school year. Go to the row with your new step and then go across to your current certification level. That is your salary for the next school year.
 - If you are on the instructional support scale and have a level 7 certification, add \$4,000 to the annual salary in the specialist column. That will be your new salary for the next school year
- **Employees paid on pay grades** - the first column indicated the step you are on. Take last year's step and add 1 to it. That will be your step for the next school year. The rest of the columns indicate your work schedule. If you work an annual schedule, your salary will be in the first column labeled "252 Days." This information is on your compensation statement. Find your new step and go across it until you come to your work schedule. This is your salary for the next school year.
- **Employees with specific pay schedules** (Bus Drivers/Monitors, Transportation Fleet, Safety and Security, and Information Technology) - the first column indicates the step. Take last year's step and add 1 to it. That will be your step for the next school year. The rest of the columns indicate positions/pay grades. Find your current pay grade on your compensation statement. Find your new step and go across until you come to your position/pay grade. This is your salary for the next school year.

Elementary Extended Day

8. How will elementary employees be compensated for the extra 30 minutes of work each day?
 - a. Exempt employees (punch into Kronos one time a day only) will receive a \$3,000 stipend, paid in equal installments of \$150 per check from August 31, 2021, through June 15, 2022.
 - Exempt employees who are assigned to an elementary school for part of the day will receive a prorated stipend equivalent to the percentage of time they are assigned to an elementary school, as determined by their Full Time Equivalent (FTE) in the Global HR (Lawson) system.



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- b. Non-exempt employees (punch in and out each day) will be paid for all hours worked and clocked in the Kronos timekeeping system. Non-exempt employees are not eligible for stipends for hours worked, because they are eligible for overtime.
9. Is the \$3,000 stipend added to base pay on the posted teacher salary schedules?
- a. No, the posted salary schedules do not include the \$3,000 stipend for elementary, exempt employees. The \$3,000 stipend is temporary in nature (to be paid each year over the next 3 years, 2021 - 2022, 2022 - 2023, and 2023 - 2024).

High Poverty School Stipends

10. How do I know if my school qualifies for the high poverty stipend?
- a. There are two tiers for the high poverty stipend. The first tier includes schools with a poverty percentage of 76.7% or higher.

Tier 1 - High Poverty Schools

Dunbar Elementary School	Scott Elementary School
Boyd Elementary School	Dobbs Elementary School
F. L. Stanton Elementary School	Finch Elementary School
Harper-Archer Elementary School	John Lewis Invictus Academy
Humphries Elementary School	Kimberly Elementary School
Michael R. Hollis Innovation Academy	Hank Aaron New Beginnings Academy
Barack and Michelle Obama Academy	Heritage Academy Elementary
Cascade Elementary School	Hope-Hill Elementary Schools

The second tier includes schools with a poverty percentage of 65.8% or higher.

Tier 2 - High Poverty Schools

Miles Elementary	Peyton Forest Elementary School
Tuskegee Airmen Global Academy	Cleveland Elementary School
M.A. Jones Elementary	Continental Colony Elementary School
Sylvan Middle School	Perkerson Elementary School
Long Middle School	Douglass High School



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Usher/Collier Elementary School	Herman J. Russell West End Academy
Fickett Elementary School	Young Middle School
Hutchinson Elementary School	West Manor Elementary School

11. How is the poverty percentage determined?

- a. APS is using a state-wide measure called “direct certification.” Direct certification is a school poverty measure, which includes students in households receiving state anti-poverty aid, migrants, and homeless. A list of all APS schools’ direct certification percentage can be found [here](#). This measure is updated annually by GA DOE. For more information visit <https://gosa.georgia.gov/directcert>.

12. Who is eligible for a high poverty school stipend?

- a. All employees assigned to a high poverty school in Tier 1 or Tier 2 are eligible for a stipend.
- b. Tier 1 schools: Teachers and other salaried, exempt staff are eligible for \$2,000 per year. Non-exempt support staff are eligible for \$1,000 per year.
- c. Tier 2 schools: Teachers and other salaried, exempt staff are eligible for \$1,000 per year. Non-exempt support staff are eligible for \$500 per year.
- d. Employees who are assigned to an eligible Tier 1 or Tier 2 school for part of the day will receive a prorated stipend equivalent to the percentage of time they are assigned to an eligible school, as determined by their Full Time Equivalent (FTE) in the Global HR (Lawson) system.
- e. Employees must be actively employed without a resignation in the system at the time that stipends are submitted to payroll to be eligible for payment.

13. Why can support staff receive a high poverty school stipend but not an extended day stipend?

- a. High poverty school stipends are a retention stipend and are not considered to be compensation for hours worked. Extended day stipends are based on extra time worked, which must be tracked by the hour for non-exempt staff according to Department of Labor regulations. Therefore, stipends cannot be paid to non-exempt staff for actual time worked. They may be paid for incentives not tied to hours worked, such as retention.

14. How often will the high poverty school stipends be paid?

- a. The stipends will be paid twice a year, with half being paid on December 15 and the other half on May 15.



High Needs Subject Area Stipends

15. Which positions qualify for the special education stipends?
 - a. For the 2021-2022 school year, all special education teaching positions paid on the teacher salary schedule and special education lead teachers are eligible for the special education stipend. Additional high needs subject areas may be added in the future.
 - b. Employees must be actively employed without a resignation in the system at the time that stipends are submitted to payroll to be eligible for payment.
16. I am a special education teacher working at a tier 1 high poverty school. Will I get the \$3,000 special education stipend and the \$2,000 high poverty stipend?
 - a. Yes, these stipends are stackable. For example, if you are a special education teacher working at a tier-one high poverty school, you are eligible for both stipends, a total amount of \$5,000 in addition to your base pay.
17. How often will the high needs subject area stipends be paid?
 - a. The stipends will be paid twice a year, with half being paid on December 15 and the other half on May 15.

General Compensation Topics

18. How do I access the APS Compensation Page?
 - a. You can access the APS Compensation Page by clicking the following link: www.atlantapublicschools.us/compensation or by going to: www.atlantapublicschools.us >>> Departments and Services Directory >>> Human Resources >>> Compensation.
19. When do I receive my first and last check of the school year?
 - a. The first paycheck for the school year is August 31st, and the last paycheck for the school year is August 15th of the following year. (Note: If you are an employee who works year-round, the first paycheck for the new year is July 31st, and the last paycheck for the year is July 15th. This is because the new work year starts every July 1st.)
20. How long do I have to submit my experience verification forms after starting a new role?
 - a. Documents must be received by April 30th of the current school year in order to receive retroactive pay if hired before February 28th. If hired after February 28th, documents must be received by April 30th of the next school year in order to receive the retroactive pay. Documents that are submitted after the deadline will be processed non-retroactively.



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21. Suppose I am applying for out-of-state reciprocity for my certification. Can I just use the same verification form I had to complete for the GaPSC for my previous experience?
- The GaPSC Form will be accepted; however, processing of the form may be delayed if it does not contain all of the necessary information to determine if the experience is creditable for salary purposes.
22. Do you consider my education when calculating my salary?
- Certified positions (i.e., Teacher, Instructional Coach, etc.) are paid based on their certificate level as determined by the Georgia Professional Standards Commission (GaPSC). In conjunction with the certificate level, salaries are determined by the years of verified experience.
 - Non-certified positions are determined by years of verified experience.
23. If my previous employer does not have a record of my employment or no longer exists, how can I get my years of experience verified?
- Submit a notarized letter to the Compensation Department stating pertinent information (as indicated on the Verification of Experience Form Instructions, page 2) regarding your prior employment. Along with the notarized letter, W-2 forms, tax returns, and/or check stubs that would assist in verifying the employment information should be provided.
24. Can I get credit for my experience as a substitute and/or hourly employee (if I was certified)?
- Per the Georgia State Salary Guidelines, supply/substitute teaching experience shall not be recognized for advancement on the salary schedule (see [Georgia State Salary Guidelines](#)).
25. Once my verification forms have been submitted and received by the APS Compensation Department, how long will it take for my verification forms to be processed?
- Verification forms for current employees are typically processed within two pay periods after they have been received by the Compensation Department. Verification forms for new employees starting the following fiscal year will be processed timely for the employee's first paycheck. A member of the Compensation Department will notify you via email once the process has been completed.



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26. Why didn't I get credit for every year of my experience?
- Experience must be equivalent or relevant to your current position and is awarded based on one of the following tiers:
 - Tier 1 - Equivalent Functional Experience (experience is granted year-for-year up to max step)
 - Tier 2 - Relevant Industry Experience (one year granted for every two years)
27. Can my salary be negotiated if I disagree with it?
- Employees are placed on the appropriate salary schedule and step based on their years of verified experience and certificate level (where applicable). The salary is non-negotiable; however, you may contact a member of the Compensation Department to discuss your salary inquiries.
28. When can I expect to see any retroactive pay after my verification forms have been processed?
- If retroactive pay is due, it may take up to two pay periods before it is seen on your paycheck.
29. What do I need to do to get on the appropriate pay scale once my certificate level is updated?
- A copy of the upgraded certificate must be sent to the Compensation Department. A copy of the upgraded certificate should be sent electronically to compensation@atlanta.k12.ga.us for processing. A member of the Compensation Department will notify you via email once the process has been completed.
30. What should I do if I believe my Compensation Statement is inaccurate?
- If you believe that your Compensation Statement is inaccurate, you should send an email to compensation@atlanta.k12.ga.us or contact a member of the Compensation Department.
31. Why doesn't my annual salary on my compensation statement match box 1 of my W-2?
- Your annual salary is a gross dollar amount earned before taxes and deductions are taken out. Meanwhile, your Form W-2 shows your taxable wages reported after pre-tax deductions. Pre-tax deductions, for example, include employer-provided health insurance, dental insurance, life insurance, and disability insurance.
 - Also, the W-2 is for a calendar year (January - December), and compensation statements are for a school year.



2021-2022 Compensation Frequently Asked Questions

32. Why does my contract have the same salary amount as my current salary instead of next year's salary?
- Contracts are prepared every spring during the 2nd school semester before the school year is complete. Experience credit (step increases) for the current school year will not be applied to employees' pay until the new school year starts. Therefore, your contract for the upcoming school year will provide your current salary.
33. Can I determine my salary for the next school year by using the current salary schedule?
- You should anticipate that salary schedules will change from year to year. Salary schedules for a new school year are established in coordination with the Board's adoption of a budget in June. Our goal is to provide a percentage increase to salary schedules in addition to a step increase. Because of this strategy, the current salary schedule may not be an accurate representation of salaries in future years.
34. Who do I contact for direct deposit changes?
- Payroll at (404) 802-2209 or PayDept@atlanta.k12.ga.us
35. Who do I contact for benefits questions?
- Email BenefitsDept@atlanta.k12.ga.us or visit their website: <https://www.atlantapublicschools.us/Page/1198>
36. Do stipends and one-time payments count towards TRS retirement?
- Stipends and one-time payments are not part of base pay and do not count towards TRS.
37. How are stipends identified/labeled on pay stubs?
- Stipends will be listed as "Stipend Pay."

Examples

38. APS is making historic investments in compensation, despite a pandemic. In a "normal" year, employees would receive an average 3% cost of living adjustments. For the 2021-2022 school year, teachers are receiving an average base pay increase of 5.8%, with some as high as 9.6%, not including stipends and add-on pay. Examples are provided below to assist employees with understanding the various compensation incentives that are being implemented this school year.
- A 5-year special education teacher with a master's degree:
 - Made \$56,140 at the start of the 20-21 school year on step 5
 - Received \$1,000 in December 2020 and \$1,000 in April 2021 (equivalent of 3% raise)
 - Salary increased to \$57,263 on April 16th (2% increase)



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- Salary will increase to step 6 on August 31st = \$60,758 (6% increase)
 - Teacher also receives new \$3,000 special ed. stipend for a total of \$63,758 (5% increase)
 - The total increase for this teacher from the start of last school year to this school year is 16%!
- b. A 15-year general education teacher with a bachelor's degree at a school with 80% poverty:
- Made \$61,905 on step 15 at the start of the 20-21 school year
 - Received \$1,000 in December 2020 and \$1,000 in April 2021 (equivalent of 3% raise)
 - Salary increased to \$63,143 on April 16th (2% increase)
 - Salary will increase to step 16 on August 31st = \$65,699 (4% increase)
 - Teacher also receives new \$2,000 high poverty school stipend for a total of \$67,699 (3% increase)
 - The total increase for this teacher from the start of last school year to the start of this school year is 12%!
- c. A 10-year paraprofessional at any school:
- Made \$25,855 (\$17.07/hr) on step 10 at the start of last school year
 - Salary increased to \$27,289 (\$18.01/hr) in August 2020 after Board action to increase minimum wage (6% increase)
 - Received \$1,000 in December 2020 and \$1,000 in April 2021 (equivalent of 7% raise)
 - Salary increased to \$27,825 (\$18.37/hr) on April 16th (2% increase)
 - Salary will increase to step 11 on August 31st = \$28,557 (\$18.85/hr) (3% increase)
 - The total increase for this paraprofessional from the start of last school year to the start of this school year is 18%!