



The DeKalb County School District's wage and salary program for all staff members is based on the administrative practices established for the District. The same salary schedules are used for all classifications to maintain internal equity within the District.

Our compensation philosophy is to pay wage and salary rates, which are sufficient to attract, motivate, and retain a highly qualified and competent work force. Our goal is to provide employees with a total rewards package that is competitive with other school districts. Though an employee's pay is usually the most visible part of compensation, the District's total rewards package includes a number of great benefits.

Total Rewards Package

Benefits at no cost to the employee

- Unum Life Insurance Policy (Basic Life, Accidental Death and Dismemberment)
- Long Term Disability Insurance

Health and Flexible Benefits Options

- Health Maintenance Organization (HMO)
- Health Reimbursement Account (HRA) Health Plans
- High Deductible Health Plans (HDHP)
- Dental
- Vision
- Legal Insurance
- Employee Optional Group Term Life and AD&D Insurance
- Spouse and Children Term Life Insurance
- Dependent Care Spending Accounts
- Health Care Spending Accounts
- Short-Term Disability - Replaces up to 60% of salary
- Long-Term Care Insurance
- Specified Illness Insurance

*****Benefits are at a rate significantly reduced from that available if the individual were not an employee of the District*****

Retirement Plans

- Teachers Retirement System- Board of Education provides a 14.27% contribution each month for covered employees
- Public School Employees Retirement System

Tax Sheltered Annuity

Board of Education provides an 8% contribution each month to employees covered under the Public School Employees Retirement System.