

# DIVISION OF HUMAN RESOURCES



DISTRICT LEADERSHIP

Mr. Dijjon DaCosta Sr., Board Chair (District 6)  
Mrs. Deirdre P. Pierce, Vice Chair (District 3)  
Mrs. Anna Hill (District 1)  
Mrs. Whitney McGinniss (District 2)  
Ms. Allyson Gevertz (District 4)  
Mrs. Vickie B. Turner (District 5)  
Dr. Joyce Morley (District 7)

Dr. Devon Horton  
Superintendent



Robert R. Freeman Administrative  
and Instructional Complex (AIC)  
1701 Mountain Industrial Blvd.  
Stone Mountain, GA 30083



Letter From the Director of Human Resources	1
Our Six Core Values	2
Programs and Incentives	3
DCSD Retention Incentives for Current Employees	4
Salary Range and Benefits for Teachers	5
2021-23 E Salary Schedule	6
How To Become A Teacher In Georgia	7
Frontline Applicant Tracking System	8
DeKalb County School District Region Map	9
DCSD Facts Sheet 2022-2023	10





Dr. Devon Horton , Superintendent

Mr. Dijon DaCosta Sr., Board Chair  
Mrs. Deirdre P. Pierce, Vice Chair  
Mrs. Anna Hill  
Mrs. Whitney McGinniss  
Ms. Allyson Gevertz  
Mrs. Vickie B. Turner  
Dr. Joyce Morley

Greetings Future DCSD Employee,  
Thank you for your interest in the DeKalb County School District (DCSD)! We are excited that you are interested in joining the third largest school district in Georgia and the 28th largest in the nation. We take great pride in our mission to ensure student success, leading to higher education and lifelong learning. Our primary goal is to effectively attract, recruit, and develop top talent.

At DCSD, we are committed to inspiring a community of learners to achieve academic excellence. Our district is comprised of over 14,000 administrators, teachers, and support staff who are dedicated to modeling and teaching our scholars. We believe that our most valuable assets are our students, and we strive to provide them with the best education possible.

With a student population of 91,000 (+) students to support, we have implemented a rigorous curriculum to ensure that our students receive a comprehensive education. We are proud of our diverse community and strive to create an inclusive, and supportive environment where all students can succeed. Our district is committed to providing a safe and healthy learning environment for all students.

DCSD is not just a school district; it is a community. We have a strong network of educators, administrators, and support staff who work collaboratively to create a positive and nurturing environment for our students. We believe in building strong relationships with our students and their families, recognizing that education is a partnership between home and school.

As a member of our district, you will have the opportunity to enhance your professional growth through access to comprehensive professional development, resources, and programs. We invite you to join us in our mission to ensure student success where we empower students to achieve their full potential and become lifelong learners.

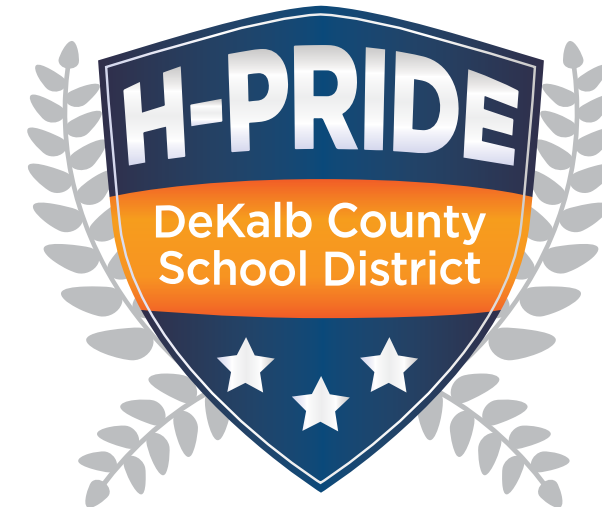
Thank you for considering DCSD as your next career choice. We truly believe that your expertise, passion and commitment to education will greatly contribute to our goal of providing a high-quality education for all students in DCSD.

Always For Children,

*Angelica R. Collins*

Dr. Angelica R. Collins,  
Director of Human Resources, Employment Services

Robert R. Freeman Administrative Complex  
1701 Mountain Industrial Blvd. | Stone Mountain, GA 30083  
678.676.1200 | [www.dekalbschoolsga.org](http://www.dekalbschoolsga.org)



## DeKalb County School District Six Core Values:

- H Humanization-** Before we can address the critical work that has to be accomplished collectively in the DeKalb County School District, we must connect as human beings first. Recognizing value and worth and not viewing others solely as resources and a means to an end.
- P Professionalism-** should be exhibited in all phases of our professional and personal life. Our dress code, the manner in which we communicate, accountability, and punctuality are some traits that represent professionalism.
- R Respect-** A professional work environment is built on mutual respect. We treat each other with courtesy, we value diversity, and appreciate different perspectives.
- I Integrity-** is closely related to professionalism but it involves honesty, truthfulness, and ethical conduct. Taking responsibility for their actions and maintaining confidentiality when required.
- D Dignity-** Fair treatment of individuals. Not discriminating against individuals because of race, gender, age, or sexual orientation. Open and honest communication regardless of the position or title is imperative.
- E Empathy-** Understand and share the feelings, perspectives, and experiences of others. It involves recognizing and acknowledging the emotions and concerns of others, as well as responding in a compassionate and supportive manner.





# Snapshot of FY2023 Implementation of Programs and Incentives:



*We have created and increased the payout for a number of employee incentives:*



## Employee Referral

\$300 (was \$200) per new employee hired. Payouts in September, January and May



## Meritorious Attendance

\$500 payout in both December and May for a total of \$1000 (was \$800)



## Retention Incentives

\$1,000 payouts in October and June for a total of \$2000 (NEW). Only individuals who were employed last year will be eligible for the retention incentive.



## New Hire Incentives

\$2,500- \$4,000 for newly hired Teachers, SROs and Bus Drivers ONLY. Payout in December and June. (\$3000 for New teachers and \$4,000 for Math, Science, and Sped Teachers)



## Supplemental Retirement 2% Match Program

modified to allow PSERS employees to participate after 2 years of employment (was 5 years)



*We have created a Dual Work Option:*



## Dual Roles:

The District will allow employees to work in Dual Roles in the areas of Bus Driver, Bus Monitor, Custodian, Food Service (NEW). Please send any inquires to the Staffing Administrators



*We have increase classroom coverage rates:*



**Planning period coverage for teachers:**  
\$40 per class (was \$30)




## DCSD Retention Incentives for Current Employees

- A 6% raise for all eligible full and part time District employees
- A step increase for all eligible employees
- \$2000 retention incentive for full-time employees who return to DCSD in FY24
- \$2500 new hire incentive for Bus Drivers, and School Resource Officers who join the DCSD family in FY24
- \$3000 new hire incentive for Teachers who join the DCSD family in FY24
- Employee Referral Program of up to \$450 per new applicant (\$300 from district/plus an additional \$150 Transportation)
- Meritorious Attendance Recognition Program of up to \$1000 per year for full-time employees
- Substitute and Part-time Employee Attendance Incentive- \$500 per year
- 2% Supplemental Retirement employer matched 403(B) after 5 years of consecutive employment (TRS/ERS)
- 2% Supplemental Retirement employer matched 403(B) after 2 years of consecutive employment (PSERS)
- Districtwide Professional Development Days
- New Teacher Induction Program (NETwork Program)
- Free Gifted and ESOL Endorsement Programs
- DCSD's TAPP Program-DCSD's in-house Teacher Certification Program
- DCSD Partnerships with Program Providers
- DCSD Teacher Residency- Anticipated Launch Winter 2024
- GACE Reimbursement for eligible teachers/paras  
Exam dates: Sept 1 – Aug. 31, 2024









**14K+**

Employees




**138+**

Schools  
& Centers



**166+**

Spoken  
Languages



**3<sup>rd</sup>**

Largest  
School District  
in Georgia

Competitive Salaries: Salary Range for Teachers  
with a Valid GA Teaching Certificate:

**\$56,976 - \$108,764**

### Benefits of teaching in DeKalb County School District

- Exceptional Benefits Plan
- Life Insurance at No Cost
- Long Term Disability at No Cost
- ESOL Endorsements at No Cost
- Gifted Endorsement at No Cost
- Teacher Support and Coaching (TSC)(Specialist Endorsement at No Cost)
- Teachers Retirement System
- New Teacher Induction Program
- Monthly Induction Seminars
- Professional Learning Opportunities
- District-wide Research Based Curriculum
- District-wide Safe Schools Initiative
- School-Based Mentoring (TSC) Support

For compensation inquiries email:

 [compensation@dekalbschoolsga.org](mailto:compensation@dekalbschoolsga.org) 

### 2023-2024 E Salary Schedule (effective 7.1.2023)

#### Teacher

Salary Based on 190 Work Days/8 Hours Per Day

#### Professional Infield Position

Actual Years Experience	Salary Step	Bachelor's Degree (Slot E04)		Master's Degree (Slot E05)		Specialist Degree (Slot E06)		Doctorate Degree (Slot E07)	
		Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual
0	Step 1	\$ 299.87	\$ 56,976.00	\$ 316.55	\$ 60,144.00	\$ 344.24	\$ 65,406.00	\$ 374.42	\$ 71,139.00
1	Step 2	\$ 304.34	\$ 57,825.00	\$ 322.36	\$ 61,248.00	\$ 350.57	\$ 66,608.00	\$ 381.24	\$ 72,436.00
2	Step 3	\$ 308.81	\$ 58,674.00	\$ 328.16	\$ 62,351.00	\$ 356.89	\$ 67,810.00	\$ 388.07	\$ 73,734.00
3	Step 4	\$ 313.28	\$ 59,523.00	\$ 333.97	\$ 63,455.00	\$ 363.22	\$ 69,012.00	\$ 394.90	\$ 75,031.00
4	Step 5	\$ 317.75	\$ 60,372.00	\$ 339.78	\$ 64,558.00	\$ 369.55	\$ 70,214.00	\$ 401.73	\$ 76,328.00
5	Step 6	\$ 322.22	\$ 61,221.00	\$ 345.59	\$ 65,662.00	\$ 375.87	\$ 71,416.00	\$ 408.56	\$ 77,626.00
6	Step 7	\$ 326.68	\$ 62,070.00	\$ 351.39	\$ 66,765.00	\$ 382.20	\$ 72,618.00	\$ 415.38	\$ 78,923.00
7	Step 8	\$ 331.15	\$ 62,919.00	\$ 357.21	\$ 67,869.00	\$ 388.53	\$ 73,821.00	\$ 422.22	\$ 80,221.00
8	Step 9	\$ 335.63	\$ 63,769.00	\$ 363.01	\$ 68,972.00	\$ 394.86	\$ 75,023.00	\$ 429.04	\$ 81,518.00
9	Step 10	\$ 340.09	\$ 64,618.00	\$ 368.82	\$ 70,076.00	\$ 401.18	\$ 76,225.00	\$ 435.87	\$ 82,816.00
10	Step 11	\$ 344.56	\$ 65,467.00	\$ 374.63	\$ 71,179.00	\$ 407.51	\$ 77,427.00	\$ 442.70	\$ 84,113.00
11	Step 12	\$ 349.03	\$ 66,316.00	\$ 380.43	\$ 72,282.00	\$ 413.84	\$ 78,629.00	\$ 449.53	\$ 85,411.00
12	Step 13	\$ 353.50	\$ 67,165.00	\$ 386.24	\$ 73,386.00	\$ 420.16	\$ 79,831.00	\$ 456.36	\$ 86,708.00
13	Step 14	\$ 357.97	\$ 68,014.00	\$ 392.05	\$ 74,489.00	\$ 426.49	\$ 81,033.00	\$ 463.18	\$ 88,005.00
14	Step 15	\$ 362.44	\$ 68,863.00	\$ 397.86	\$ 75,593.00	\$ 432.82	\$ 82,235.00	\$ 470.02	\$ 89,303.00
15	Step 16	\$ 366.91	\$ 69,712.00	\$ 403.66	\$ 76,696.00	\$ 439.14	\$ 83,437.00	\$ 476.84	\$ 90,600.00
16	Step 17	\$ 371.37	\$ 70,561.00	\$ 409.47	\$ 77,800.00	\$ 445.47	\$ 84,639.00	\$ 483.67	\$ 91,898.00
17	Step 18	\$ 375.84	\$ 71,410.00	\$ 415.28	\$ 78,903.00	\$ 451.79	\$ 85,841.00	\$ 490.50	\$ 93,195.00
18	Step 19	\$ 380.31	\$ 72,259.00	\$ 421.09	\$ 80,007.00	\$ 458.12	\$ 87,043.00	\$ 497.33	\$ 94,493.00
19	Step 20	\$ 384.78	\$ 73,108.00	\$ 426.89	\$ 81,110.00	\$ 464.45	\$ 88,245.00	\$ 504.16	\$ 95,790.00
20	Step 21	\$ 389.25	\$ 73,957.00	\$ 432.71	\$ 82,214.00	\$ 470.77	\$ 89,447.00	\$ 510.99	\$ 97,088.00
21	Step 22	\$ 393.72	\$ 74,806.00	\$ 438.51	\$ 83,317.00	\$ 477.10	\$ 90,649.00	\$ 517.82	\$ 98,385.00
22	Step 23	\$ 398.18	\$ 75,655.00	\$ 444.32	\$ 84,421.00	\$ 483.43	\$ 91,851.00	\$ 524.64	\$ 99,682.00
23	Step 24	\$ 402.65	\$ 76,504.00	\$ 450.13	\$ 85,524.00	\$ 489.75	\$ 93,053.00	\$ 531.47	\$ 100,980.00
24	Step 25	\$ 407.13	\$ 77,354.00	\$ 455.93	\$ 86,627.00	\$ 496.08	\$ 94,255.00	\$ 538.30	\$ 102,277.00
25	Step 26	\$ 411.59	\$ 78,203.00	\$ 461.74	\$ 87,731.00	\$ 502.41	\$ 95,457.00	\$ 545.13	\$ 103,575.00
26	Step 27	\$ 416.06	\$ 79,052.00	\$ 467.55	\$ 88,834.00	\$ 508.73	\$ 96,659.00	\$ 551.96	\$ 104,872.00
27	Step 28	\$ 420.53	\$ 79,901.00	\$ 473.36	\$ 89,938.00	\$ 515.06	\$ 97,861.00	\$ 558.79	\$ 106,170.00
28	Step 29	\$ 425.00	\$ 80,750.00	\$ 479.16	\$ 91,041.00	\$ 521.38	\$ 99,063.00	\$ 565.62	\$ 107,467.00
29+	Step 30	\$ 429.47	\$ 81,599.00	\$ 484.97	\$ 92,145.00	\$ 527.71	\$ 100,265.00	\$ 572.44	\$ 108,764.00

#### Provisional Certificate\*

\$50,845.00 Annually, \$267.61 Daily

\*Certified staff holding a provisional certificate will receive the provisional rate regardless of experience.

Salary placement is based on the educator's current year of teaching and GAPSC certificate.

Salary placement guidelines comply with the Georgia Department of Education's 160-5-2-.05 Experience for Salary Purposes.



# How To Become A Teacher In Georgia

- ✓

Bachelor’s Degree from a GaPSC approved college or university
- ✓

Out of State – professional certificate, test score report, transcripts and experience verification required
- ✓

Pass the GACE Content Area Assessment in the content area of interest
- ✓

Have an offer of employment from a Georgia Public School District
- ✓

Pass the GACE Educator Ethics Assessment

## For More Information:



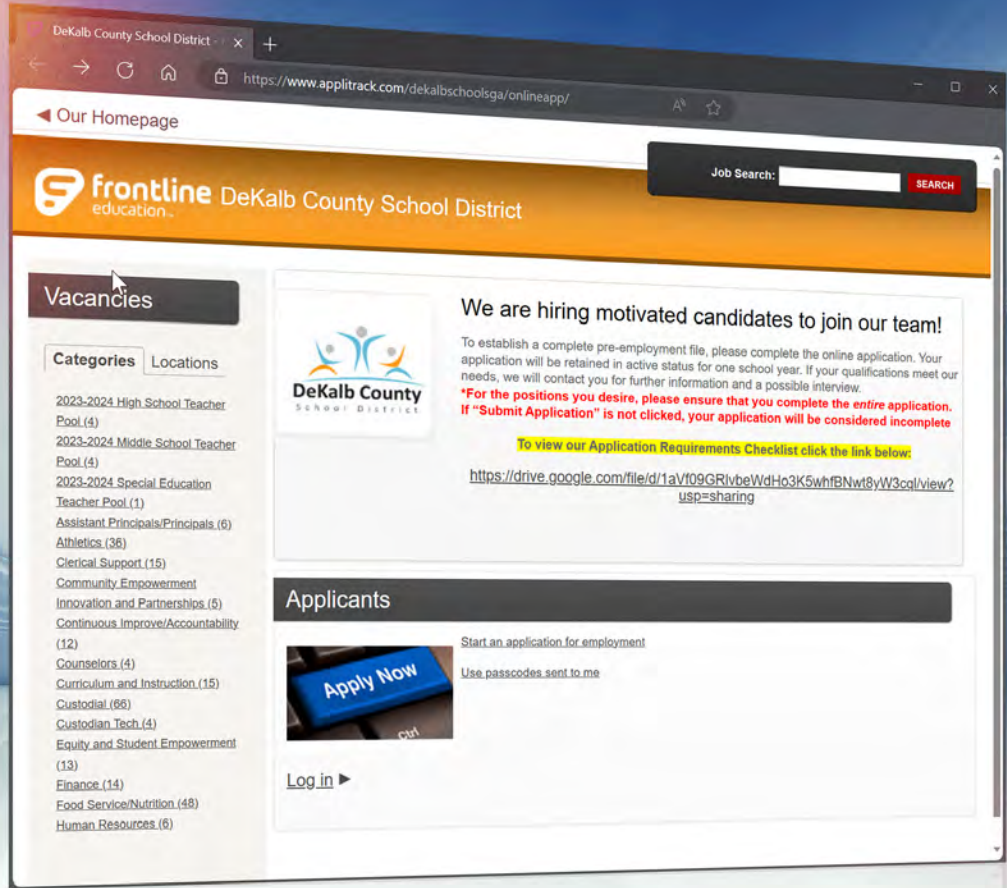
Georgia Professional Standards Commission (GaPSC)  
404-232-2500 or [www.gapsc.com](http://www.gapsc.com)



Georgia Assessment for the Certification of Educators (GACE)  
855-225-7178 [www.gace.ets.org](http://www.gace.ets.org)



DeKalb County School District (DCSD)  
[certification@dekalbschoolsga.org](mailto:certification@dekalbschoolsga.org)  
<https://www.dekalbschoolsga.org/hr/>



# Frontline Applicant Tracking System

To learn how to apply, please visit: <https://www.applitrack.com/dekalbschoolsga/onlineapp/>

## First Time Users

1. Click the link “Start an application for employment”

2. Click START...begin the process

3. Enter your Name, email address, SSN, Create a password, and a security question.

4. Click Next Page

5. Check the box for the vacancy(s) you are interested in.

6. If you don’t select a vacancy, you can save your application as a draft and return to it later.

7. Click Next Page
8. Check the box for future position(s) you may be interested in (optional).

9. After you have selected one or more vacancies, you will be taken to the application pages where you will complete a full application.

10. Once you reach the Confirmation section and you have completed all sections of the application, you will be presented with a Submit Application button.

11. You will receive a notification that your application is finished. It will confirm submission of your application and list the positions for which you have applied.

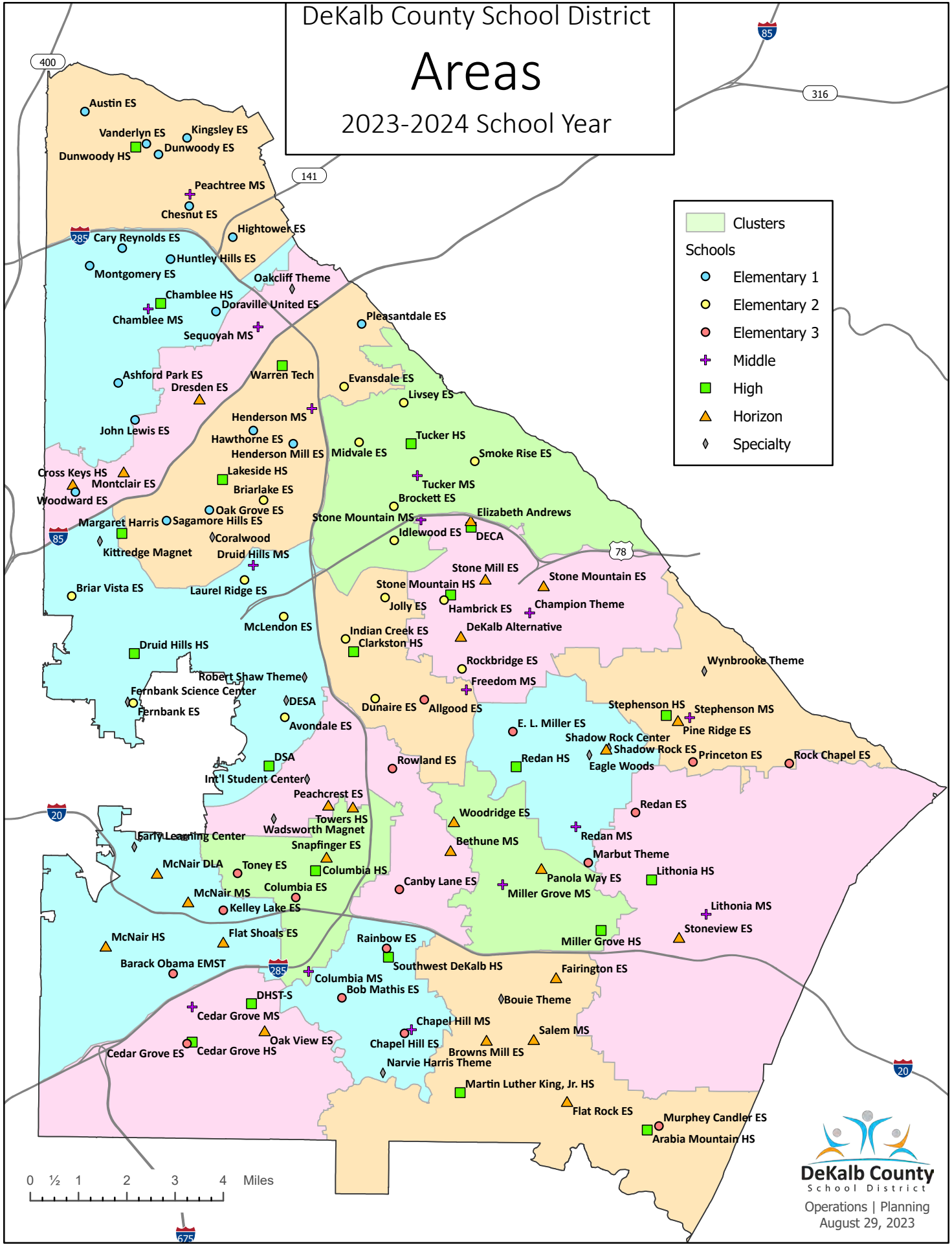
## Registered Users


- If you have already created an account, use your email address and password to log in, by clicking the Log in link.

• Click Vacancy Desired in the navigation section on the left to view vacancies you have selected.

• You may update your application information and apply for vacancies at any time.









**138+**

**SCHOOLS  
& CENTERS**




**92,672**

**STUDENTS**




**14K+**

**EMPLOYEES**




**166+**

**SPOKEN  
LANGUAGES**




**28<sup>th</sup>**

**Largest School  
District in  
the Nation**




**3<sup>rd</sup>**

**Largest  
School District  
in Georgia**



**166+**

**Most Diverse School  
District in Georgia**  
(Students from 166  
Different Countries)



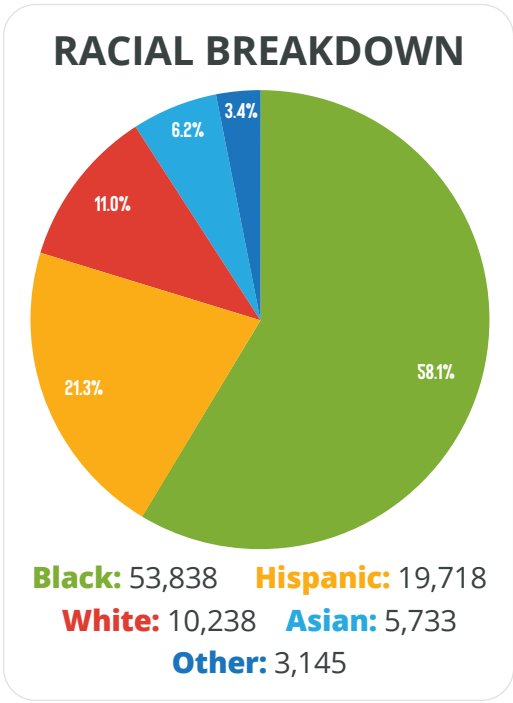
**Several Free Teacher  
Endorsements/PRIDE  
Induction Program**

**SCHOOLS**

Elementary Schools	77
Middle Schools	19
High Schools	22
Program Schools (PK-12)	12
Charter Schools (K-12)	8

**STUDENTS**

Elementary Students	41,997
Middle Students (6-8)	18,202
High Students (9-12)	26,521
Program Schools (PK-12)	1,606
Charter Schools (K-12)	4,346



**HIGHLIGHTS**

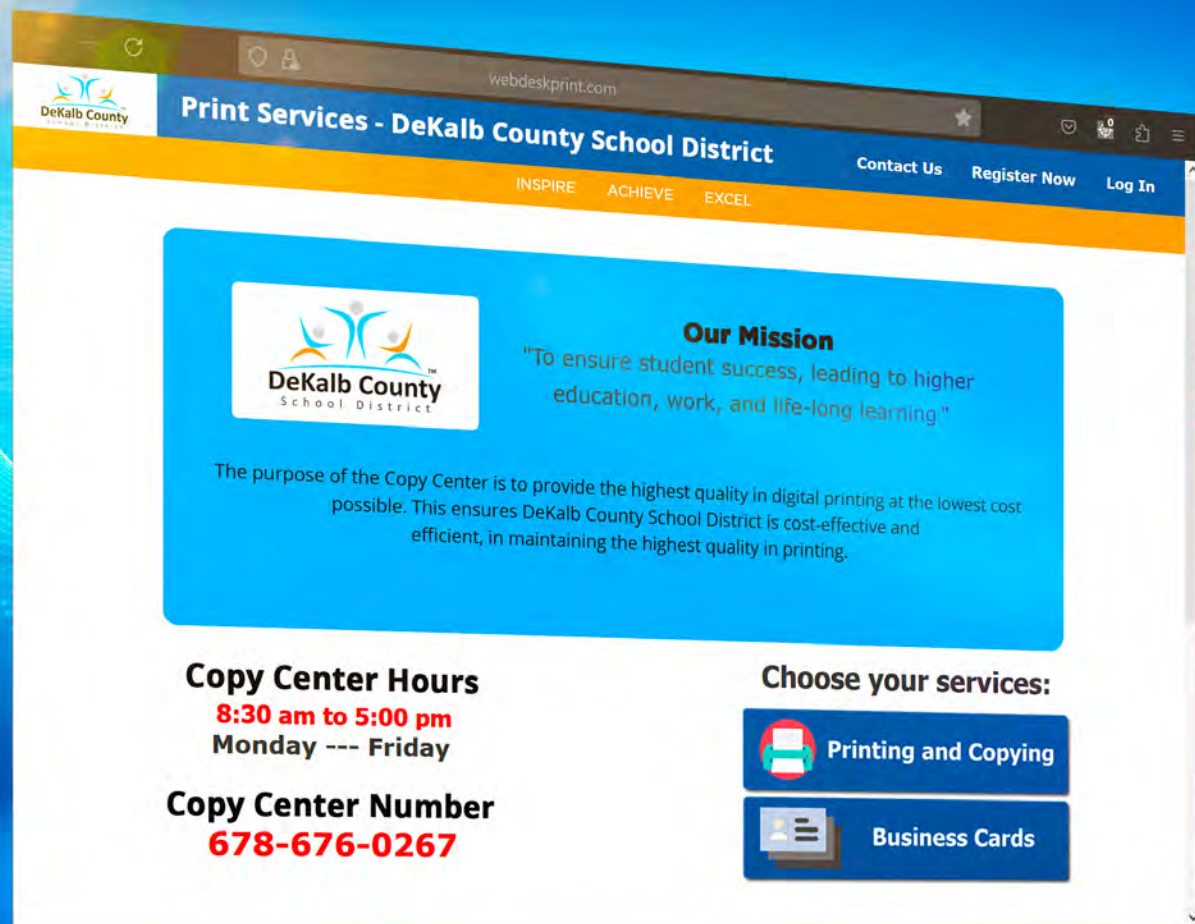
DCSD's graduation rate is **76.2%**,

Climbing CCRPI Scores at **75.4%**

**13+** schools recognized by Governor's Office of Student Achievement

**6** high schools ranked among the top 100 in the state of Georgia





# Print in-house for less, while getting the best!

## The purpose of the DCSD Copy Center:

Provide the highest quality in Digital Printing at the lowest cost possible.

## Our services include:

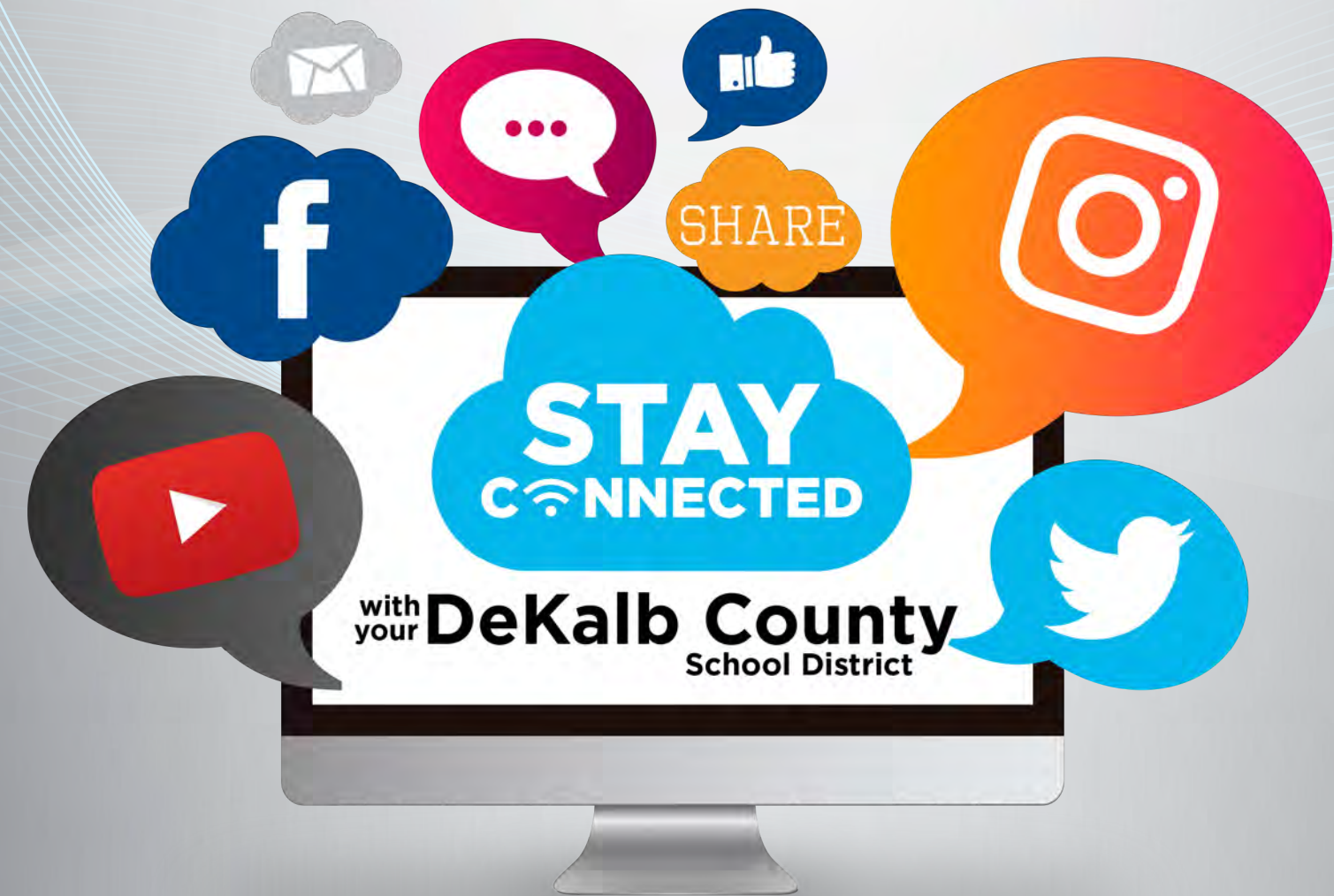
Full color Digital Printing, fast turnaround Color and Black/White Copies, DCSD Business Cards, Letterhead Envelopes, Invitations, Programs, Saddle Stitch Booklets, Spiral Bound Booklets, Bookmarks, Posters/Banners.

## Our finishing options are:

Folding, Trimming, Collating, Hole Punching, Numbering, Scoring, Shrink Wrapping, Limited Laminating, Padding, and more!

## Our store items include:

6"x 9" Progress Report Envelopes, Inter-Courier Envelopes, C-50 Forms, Statement of Leave Forms, Permanent File Folders, Standard Test Records.



@dekalbschools



/dekalbschools



@dekalbschoolsga



flickr.com/photos/dekalbschools



To receive 24-7 access to grades, attendance, report cards, and assessments, sign up for Infinite Campus



**SCHOOLMESSENGER®**  
Get important messages shared via text, calls, and email



