

Douglas County School System to Implement Semi-Monthly Pay Periods

At the October 2, 2017, Board of Education work session, Dr. Michelle Ruble, Assistant Superintendent of Personnel and Policy, presented information on moving to semi-monthly pay periods for all school system employees beginning January 16, 2018.

The school system conducted an employee survey in September which showed that teachers favored a semi-monthly pay period by 62%, with new teachers in favor by an overwhelming 81%. The school system currently pays teachers and most other employees once a month. Since employees are paid on their last day before the holidays in December, they typically go five to six weeks before receiving their next pay check at the end of January.

“We want to accommodate our teachers and other employees by adjusting our pay periods,” said Superintendent Trent North. “We consider this a recruiting and retention tool for our teachers. In most other professions, employees are paid semi-monthly, and we are happy to make this change since the survey shows that this is an important issue for members of our Douglas County School System family.”

For a presentation on survey results, please click [here](#).

Please see below for additional information from the October 2, 2017, Board of Education work session.

Communiqué

A brief summary of the October 2, 2017, 7:00 p.m. Douglas County Board of Education work session follows. Meeting agendas for each board meeting and work session are posted online. For an agenda from the October 2 meeting, please click [here](#). To see supporting documents, click on agenda items.

New Business

Board members should submit their plan for required training and select a legislative liaison by October 28. The superintendent and Board are developing legislative priorities for 2018.

Work Session Agenda

- Dr. Michelle Ruble presented information and survey results on moving to a semi-monthly pay period for all employees.
- Ms. Pam Nail presented an update on graduation rates and scores for SAT and ACT.
- Ms. Lisa Dunnigan gave an update on Title I programs.

Board Agenda Items

Student Achievement & Leadership

Ms. Nail recommended that the following items be approved at the October 16, 2017, Board of Education meeting:

- Purchase of Turnitin, a web-based program integrated through Engrade that allows teachers to provide feedback to students and to check for originality of their work
- Purchase of Education Galaxy, an engaging online tool to support K-5 mathematics and reading, grades 2-5 English/language arts, grades 3-5 science and social studies
- Registration fees for May, 2018, IB exams for Douglas County High School IB students

Operations

Dr. Tim Scott recommended that the Board approve at the October 16, 2017, meeting the purchase of hardware and installation of the Audio Enhancement SAFE System in every classroom at Burnett Elementary and New Manchester Elementary.

Student Services

Ms. Renee Davis recommended that the Board approve at the October 16, 2017, meeting the contract for afterschool tutoring/camps with EPIC Programs for Stewart, Turner, and Chestnut Log Middle Schools.

Personnel & Policy

Dr. Ruble recommended the Board approve at the October 16, 2017, meeting the following items:

- MOU with the Georgia Leadership Institute for School Improvement for consultative work in the development of a leadership competency framework
- Board Policy GARH regarding professional personnel sick leave

Action Agenda

Board approved employee benefits as presented at the September 5, 2017, BOE meeting. For a summary, please click [here](#) and then click on agenda item XC.

Information Only

Overnight and out of state field trips were presented for review.

Special events for October were listed for review, including:

- National Principals Month
- October 2-6 National Diversity Week
- October 8-14 National Fire Prevention Week
- October 9-13 National School Lunch Week
- October 16-20 National School Bus Safety Week
- October 23-31 Red Ribbon Week

Present were Board Members Tracy Rookard, District III, Chair; Michelle Simmons, District IV, Vice Chair; Devetrian Caldwell, District I; D.T. Jackson, District II; and Jeff Morris, District V. Also present were Superintendent Trent North; Chief Academic Officer Pam Nail; Assistant Superintendent of District Operations Dr. Tim Scott; Chief Financial Officer Greg Denney; Assistant Superintendent of Personnel and Policy Dr. Michelle Ruble; Assistant Superintendent of Student Services Renee Davis; Director of Community Relations Karen Stroud; Director of Public Information Portia Lake; Community Relations Coordinator Nell Boggs; and Secretary to the Superintendent Melanie Nicholson.

Upcoming meetings of the Douglas County Board of Education

Monday, October 16, 2017, 7:00 p.m. BOE Meeting

Monday, November 6, 2017, 6:00 p.m. BOE Work Session