



Operations Report – June 2025

Chief of Staff Elijah Palmer

Division of Operations

Evolv Addition: Conveyor Belt

In June, the Chief of Staff Division's primary focus was advancing school safety measures across the district. I worked closely with Evolv Technologies to coordinate the integration of conveyor belt components into all existing Evolv detection systems at middle and high schools. This enhancement is designed to significantly increase both the efficiency and accuracy of our school safety screening process by ensuring that items such as bags, purses, folders, and other concealed belongings are thoroughly vetted for potential weapons, addressing the limitations of the Evolv detectors alone.

This initiative was successfully brought before the Board of Education and received approval to proceed. We are currently awaiting the release of funds from the state, which is required before we can finalize the purchase order (P.O.) and begin receiving and deploying the equipment.

Our goal is to have the new systems installed and fully operational by the first quarter of FY25, aligning with the start of the 2025–2026 school year, so that students can return to a safer and more secure learning environment. This step reflects our continued commitment to proactive school safety improvements and operational excellence across the district.

MIRACLES Workshop Update

In June, the MIRACLES Workshop convened with renewed momentum as cabinet leaders provided final updates on their FY24 priorities and introduced new strategic initiatives in preparation for the upcoming 2025–2026 fiscal year. This marked a critical transition point in our continuous improvement cycle, particularly following a pause in May when we utilized the previous workshop to celebrate the completion of priorities and acknowledge the progress made across the district.

Because many divisions introduced brand-new priorities, this workshop was notably longer than usual. Each presenting leader was required to thoroughly walk through their initiative using the district's priority presentation protocol, which includes articulating the:

- Plan and Implementation Strategy
- Targeted Audience and Intended Impact
- SMART Goals
- Responsible party via the RACI format
- Alignment to the MIRACLES Tenets
- Projected Timeline

- Current Status and Progress Indicators

This intentional level of detail ensures transparency and accountability, while providing cabinet members with a comprehensive understanding of cross-divisional work. Most importantly, it strengthens our commitment to breaking down silos and promoting a culture of collaboration, cohesion, and shared responsibility in achieving district-wide goals.

A highlight of the day was the presence of school-based leaders: over the course of the workshop, principals and teacher representatives from DCSD schools were invited to observe the planning process. Their attendance provided a meaningful opportunity to see how central office work is connected to school-level outcomes. It also reinforced our value of shared leadership, creating a space where voices from the field could witness the strategic alignment behind the support they receive.

Overall, the June MIRACLES Workshop was a dynamic and productive launch pad for the upcoming school year. It exemplified our commitment to transparency, excellence, and collective responsibility; key pillars of the MIRACLES framework and our broader district mission.

Senior Coordinator Vitella Dodson

Strategic Planning

During June, efforts were made to deepen understanding of the Strategic Plan and its implementation tools. Time was spent reviewing the Strategic Plan Implementation Hub to assess the current status of strategies across each goal area. As the 2024-2025 school year concludes, a comprehensive review is underway to determine the next steps for each strategy, including whether they will transition into the *Not Started, Beginning, Planning, Implementation, or Refinement* phase. In addition, reflection is being conducted on the Year 1 SMART goals to assess progress and begin shaping priorities for Year 2 implementation.

A strategic planning session was conducted with the leadership team at Southwest DeKalb High School to introduce the six strategic goal areas, strategies, and key performance indicators (KPIs). The session supported school-level alignment and planning for the upcoming academic year, ensuring consistency with district-wide priorities.

A planning meeting with the Goal Area 1 sponsor team (Student Academic Success with Equity and Access) is scheduled for July in preparation for the August Board of Education meeting. The meeting will focus on reviewing current progress, identifying next steps, and organizing data and narrative for the upcoming board presentation.

Director Joel Thibodeaux

Internal Audits & Compliance

Athletics Audit

Observations and preliminary recommendations on the Athletics Audit engagement were shared at the May 27, 2025 Audit Committee meeting. Substantial discussion revolved around expense

reclassification, revenue recognition, reconciliation, and concession revenue sharing. There is now increased engagement with Executive Director of Athletics Myss Johnson-Jelks and her team to provide advice and guidance on improvements already underway and recommend new changes in real-time. This audit engagement is projected to be completed by July 2025, but advisement will continue through FY2026.

Bookkeeper Survey

Internal Audits & Compliance continues its collaboration with the Office of Accountability to conduct the upcoming focus groups. The draft report on the survey results is underway, while additional information is being gathered from the focus groups. Individual interviews have been removed from the project's plan. The focus group information and training observations will be used to develop our management recommendations. We have revised the timeline on this project to be completed in mid-August 2025.

Update on 3rd Party Engagements

Operations and DIIT Assessments (CESO) – The final report was delivered to Internal Audits, the Chief of Staff, and the Superintendent on June 13, 2025. A follow-up meeting is being scheduled with Operations and DIIT to review the recommendations and identify areas that have already been addressed, as well as those that require action to establish or improve control processes. The final report will be presented during the Committee of the Whole at the July 14, 2025 Board of Education meeting.

Purchasing Card Audit (Forvis Mazars) – The P-Card audit is nearing completion. Finance and Vendor Services were presented with the P-Card data dashboard, which was built from the submitted information. The Forvis Mazars engagement manager projects that the report will be final in mid-July, and a presentation at the August Audit Committee meeting is tentatively planned.

ESPOST Follow-Up (CliftonLarsonAllen) – This project is an independent evaluation of corrective and improvement measures implemented in response to the Plante Moran ESPLOST audit findings. CLA is currently verifying the final status of “completed” or “in-progress” implementation for all 11 findings. Internal Audits & Compliance will directly engage with all process owners to expedite final verification. We are working to conclude this project by the end of July 2025.

Executive Director Tracey Whaley

Public Safety Recruitment & Retention

Recruitment and Retention

Public Safety continues to work towards recruiting and retaining highly qualified staff:

- Since July 2024, 23 SROs have been hired and most have been assigned to their permanent schools.
- Public Safety leadership is currently working to fill the following positions:

- School Resource Officer
 - 4 positions needed to complete high school staffing
- Campus Supervisor
 - 7- due to resignations or dismissals
 - 18 - based upon SY26 allotments
- Elementary School Associate
 - 4 - due to resignations
 - 10 - based upon SY26 allotments
- Safe Schools Team
 - 1 – Due to promotion to supervisory positions
 - 2 – Due to SY26's new allotment

Technology Integration

- Evolv Conveyor
- Working with Finance to secure Safety Grant Funds from GaDOE

Visitor Management System

- Working with IT to purchase laptops for phase one, which includes Elementary Schools
- Phase two will include Middle and High schools

District Employee Training

Public Safety personnel will conduct Active Threat training at the following locations on the listed dates:

- Miller Grove HS – Wednesday, July 30th, 9 am-11 am
- Stn Mtn Middle – Wednesday, July 30th, 1 pm 3 pm
- Columbia HS – Thursday, July 31st, 9am-11 am
- Lithonia HS – Thursday, July 31st, 1pm-3 pm
- Clarkston HS – Friday, August 1st, 9am-11 am
- Tucker HS – Friday, August 1st, 1pm-3 pm

Centegix Updates

Installations have been scheduled for:

- Silver Hill Building

- Fernbank Science Center
- The Globe Academy (2 locations)
- The Museum School

The following locations have been approved for installation by BOE and cleared legal review:

- The Tapestry School
- DeKalb Preparatory Academy
- New Central Office
- International Community School

The following charter schools have either declined or failed to reply to district communication about the availability of Centegix for charter partners:

- DeKalb Academy of Technology & the Environment (Declined)
- Leadership Preparator (No word back)
- Dekalb PATH

Executive Director Carolyn Lloyd

Board of Operations

The Board of Education convened for its Fall Retreat on September 25th and 26th at Fernbank Science Center, where it established its Legislative Priorities for 2026 in anticipation of the upcoming Georgia General Assembly in January. Additionally, the Board is organizing its final retreat of the year, scheduled for November 2025.

To further prepare for the legislative session, the Board will host its annual Legislative Breakfast on November 6th, inviting members of the DeKalb Delegation and Cabinet members.

On October 30th, a joint meeting with the DeKalb County Commissioners will take place, providing an opportunity for collaboration on key issues such as Safety, Infrastructure, and Workforce.

Lastly, the DeKalb Board of Education has recently been recognized as a Distinguished Board by the Georgia School Boards Association, reaffirming its commitment to supporting the Superintendent and the district.

Interim Chief Jennifer Caracciolo**Community Engagement and Innovative Partnerships**

This month, the Foundation launched the \$12 for 12 employee giving program, with all funds raised going to scholarships for the children of DCSD bus drivers and monitors, cafeteria staff, paraprofessionals, custodians, bookkeepers, and secretaries. Additionally, schools received applications to complete grant requests for \$80,000 in school grants. The application deadline is July 31, and grants will be presented in September. InspiredConsumer made a second food donation, this time in support of the summer school programs.

DSTV produced two videos for the superintendent to use at the Summer Leadership Conference and provided on-site support throughout the entire event. They also worked on new editions of #DeKalbMade (for alums), summer construction and custodian stories, and the back-to-school/staff convocation theme for 2025-2026.

The Department completed the 25-26 Brand Book (formerly known as the Style Guide), which includes updates and additions from the original launch in 2017. Additionally, the 25-29 Strategic Communication Plan and department SOP were completed. Training and work also continued on the new district website. The department is planning for back-to-school events, such as the convocation, and is working on arranging coverage for key events and programs.

Director Dr. Marcia Oglesby**Grants and Partnerships**

The Grants and Partnerships team has been actively working to secure resources and strengthen community ties in support of the DeKalb County School District's upcoming events and initiatives. For the District's annual Mix and Mingle event, the team secured a variety of giveaway items for attendees. This event will also serve as an opportunity to recognize and highlight the impactful contributions of six key community partners. These include **State Farm, Georgia Power/Atlanta Gas Light, Africa's Children's Fund of Metro Atlanta, Stratix, and Georgia United Credit Union.**

In preparation for the district's **Back to School Convocation**, the team reached out to both new and existing partners, as well as DeKalb County Commissioners' offices, to solicit financial support. These efforts aim to provide gifts for each school and giveaways for teachers. **Grady Health System**, a new partner, has committed to giving \$2,500 to support the Convocation. Additionally, **Evergreen Construction** has committed to providing \$5,000. The team will continue to reach out to various partners and organizations for support.

Beyond events, the team has also been diligently working to strengthen the district's capacity to access federal and state funding. In collaboration with the **Transportation Department, Public Safety, Student Advancement, and Georgia State University**, the team successfully wrote and submitted two major grant applications. The **Community-Oriented Policing Services (COPS) School Violence Prevention Program (SVPP)** grant will be used to purchase surveillance cameras

or 250 school buses in the district. The **Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant** is designed to increase college readiness and success for low-income students. These competitive grants were submitted on **June 25th** and **June 26th**, respectively.

Program Administrator Dr. Damienne Denham Shabazz

Adult Education

Adult Education Graduation and ESL Honor Ceremony

On June 18th, the DCSD Adult Education program proudly celebrated the accomplishments of its students during the annual Graduation and ESL Honors Ceremony. The event honored 47 GED/HSE graduates and 11 ESL Level 6+ completers, recognizing their hard work, determination, and academic success.

The ceremony saw an enthusiastic turnout, with family, friends, DeKalb County School District leadership, and Board of Education members in attendance to support and celebrate the graduates. Their presence created a warm and uplifting atmosphere that reflected the occasion's significance.

Several valued community partners were also present, offering information and resources to help graduates take their next steps toward career advancement. Representatives from **Georgia Piedmont Technical College, DCSD Operations, Goodwill Industries, and WorkSource DeKalb** shared details about their workforce development programs and support services.

As a special gesture, each graduate received an Android tablet, generously donated by district partner Strategix, to help them continue their educational and professional journeys.

The ceremony was a true celebration of perseverance, growth, and community, showcasing the transformative power of education. Congratulations to all the graduates and honorees!

Expanding the Program - IELCE program at ECCA

DeKalb County School District Adult Education and ESL Program is excited to partner with the **Ethiopian Community Association in Atlanta** to implement an IELCE program—including an Integrated Education and Training (IET) component for FY 2026-2029. By the start of FY 2026 and continuing through FY 2029, the DeKalb County School District Adult Education and ESL Program will implement an Integrated English Literacy and Civics Education (IELCE) program with an Integrated Education and Training (IET) component specifically designed to support the Ethiopian Community Association of Atlanta (ECCA) members in DeKalb County. The program will annually enroll at least 35 participants from the Ethiopian community, providing culturally responsive English language instruction, civics education, and workforce training aligned with local labor market demands.

IET and Workforce Development EOY

The DCSD Adult Education IET program increased its number of community partners from 3 to 5, representing a 66.7% growth. This significant increase supports District Strategic Plan Goal Area 2:2 by creating more opportunities for collaboration between the district, families, community partners, and businesses, thereby strengthening partnerships that advance district-wide initiatives and enhance community engagement. Our program currently offers IETs in the following areas:

- Custodial Technician
- ServeSafe Manager

We are working to onboard a CNA program in partnership with DCSD CTAE by September 2025.

Manager Marcia Coward

Family Engagement

The Family and Community Empowerment (FACE) Department remained steadfast in its mission to support student success by engaging families, strengthening partnerships, and providing equitable access to critical resources. In June, the department made significant strides in summer literacy programming, digital equity, community outreach, redistricting transition support, and robust planning for the highly anticipated 2025 Back-to-School Rally.

Let's Read and RISE DeKalb: Summer Literacy Program

In alignment with our district's Read and Rise Literacy Initiative, the FACE team continued implementation of its summer literacy programming at key sites, including Sienna Ridge Apartments and Indian Creek Elementary. The closing celebration at Sienna Ridge showcased the joy and growth of participating scholars and reinforced the program's impact on early literacy development.

Ongoing communication with families via Class Dojo ensured sustained engagement, timely updates, and access to literacy tools. Additional outreach is scheduled at Woodward Elementary, where staff will provide families with home-based summer literacy activities.

Parent & Community Feedback

The FACE team continues to value parent feedback as a key tool for continuous improvement. Parents praised the program's accessibility, impact on reading confidence, and its hands-on approach—affirming the department's belief that families are essential partners in student learning.

Digital Literacy & Family Engagement

To bridge the digital divide, the department launched a 5-week Summer Digital Literacy Class at Indian Creek Elementary School on June 5, targeting Fambassadors and families in the Read and Rise initiative. The course provides hands-on training in digital tools and access to district platforms, while reinforcing the connection between digital literacy and academic achievement.

Additionally, FACE staff provided DeKalb County Public Library resources to enhance summer learning, integrating both physical and digital opportunities to support reading development.

Annual Verification & On-the-Ground Support

Throughout June, FACE provided targeted assistance to families navigating Annual Verification and new student registration. Staff supported families directly at Indian Creek Elementary and Woodward Elementary, offering both technical assistance and personal guidance to ensure completion of the process.

This work was further expanded through community outreach at Smoke Rise Elementary's Registration Hub and across several Mobile IMPACT Hub visits. These efforts exemplify FACE's "meeting families where they are" approach, breaking down access barriers and fostering relationships through localized service delivery.

Mobile IMPACT Hub Outreach

The Mobile IMPACT Hub was deployed to several high-impact locations in June, including Parc 1000 Apartments and Commissioner Chakira Johnson's District 4 Back-to-School Rally. These activations offered on-site support for Parent Portal access, Annual Verification, and resource distribution, while strengthening trust and visibility in underserved communities.

FACE will continue to collaborate with school-based summer programs, including the Elementary Athletic Summer Camps at Miller Grove HS, Godfrey Stadium, and North DeKalb Stadium in early July, extending its reach across the central and southern regions of DeKalb.

Transition Support: Idlewood Redistricting

FACE played a lead role in providing transition support to families impacted by the Idlewood to Smoke Rise redistricting. Planning meetings with school leadership and community partners were held to coordinate the upcoming Welcome Carnival, now scheduled for Friday, August 1, 2025, from 1:00 p.m. to 4:00 p.m.

This event will serve as a positive bridge to build new school-family connections and ensure continuity of care, relationships, and trust for families navigating this significant change.

Back to School Rally 2025: Strategic Planning

Preparations for the districtwide Back to School Rally, scheduled for Saturday, July 26, 2025 (9:00 AM–1:00 PM), have reached full momentum. The FACE team has coordinated cross-departmentally and with external partners to ensure a comprehensive and celebratory experience for DeKalb students and families.

Key highlights include:

- Secured over 11,500 school supply kits, thanks to our longstanding partnership with The Empty Stocking Fund.

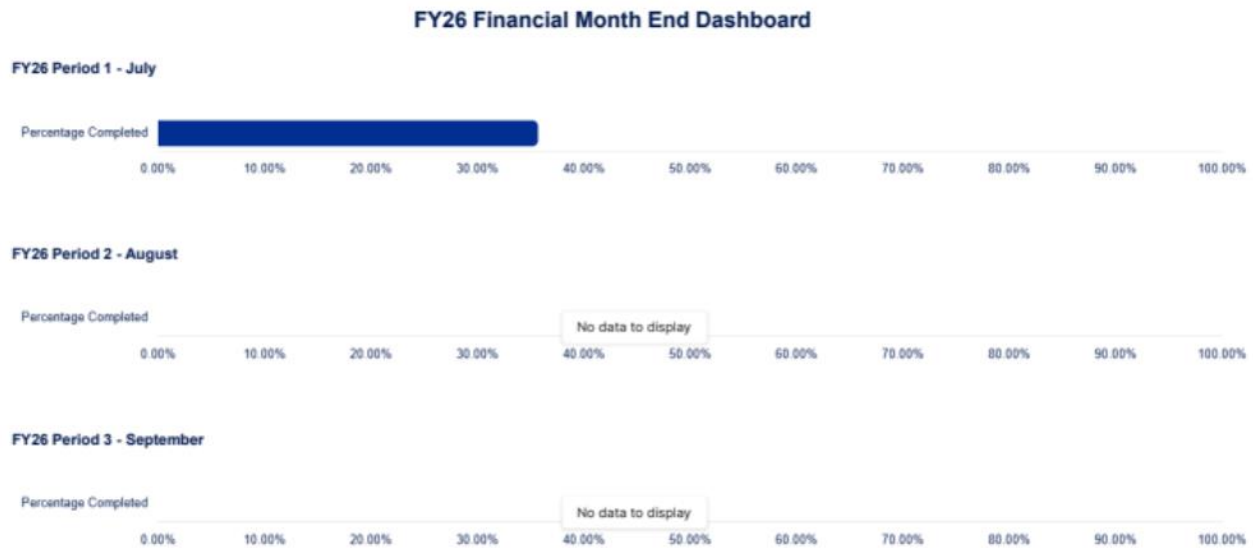
- Planning a Read and Rise Tent, featuring:
 - Storytellers and guest readers, including Superintendent Dr. Devon Horton and Board Chair Ms. Deirdre Pierce.
 - Appearances by animated characters like Sonic and Paw Patrol.
 - Literacy activities, including student-authored books and storytelling.
 - Participation by student author Sidney Covington and storyteller Shana Ashby.

This year's Rally promises to be the largest and most inclusive yet, with FACE at the forefront of building excitement, access, and a positive launch to the school year.

Finance

Monthly Tasks

The Division of Finance utilizes Smart Sheets to keep track of routine, monthly tasks. These tasks are primarily accounting and payroll-related. It is essential to keep track of these tasks and ensure they are completed on time and accurately; this, in turn, will lead to efficient payroll processing with fewer errors and reliable financial reporting. While we are aggressive, we aim to have all tasks completed by the end of the following month.



Annual Tasks

The Division of Finance utilizes Smart Sheets to keep track of annual tasks, reports, and activities related to Finance. This dashboard encompasses all areas within Finance and helps us plan for and track upcoming deadlines that occur quarterly or annually.

FY26 Annual Finance Tasks

Metrics

Quick Links

- [FY26 Annual Finance Task Sheet](#)
- [At Risk Tasks](#)
- [High Priority Tasks Due](#)
- [Recently Completed Tasks](#)

Outstanding Tasks by Status

48
Outstanding Tasks

41
Planned Tasks

0
Initiated Tasks

7
Ongoing Tasks

Task Analysis

58
Total Tasks

48
Outstanding Tasks

44
Average Task Time (days)

89%
Completed Early or On Time

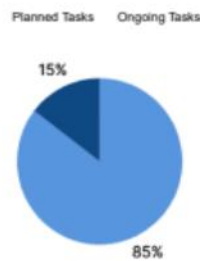
7
Completed Early

1
Completed on Time

2
Completed Late

9
Completed Total

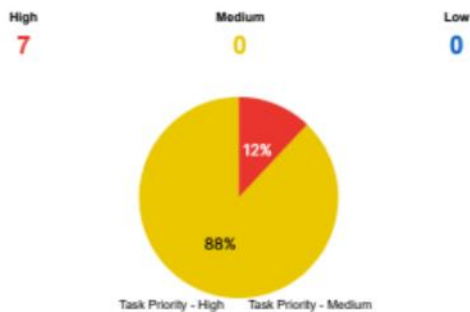
Outstanding Tasks by Status



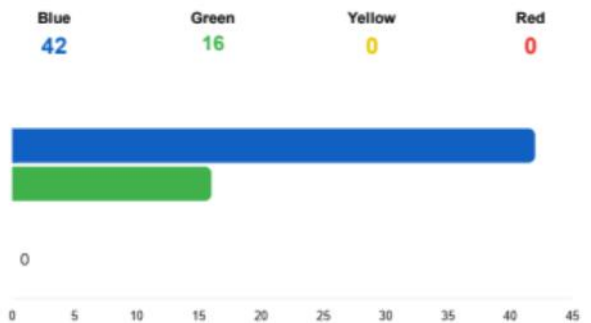
Completed Tasks by Time



Total Tasks by Priority



Total Tasks by Health



Reports

High Priority Tasks Due

Task Name	Description	Estimated Completion Date
DE-046A - FY25 Actuals		09/19/25
DE-046B - FY25 Final Budget		08/22/25
DE-046B - FY26 Initial Budget		10/17/25
CS-1 (Salary & Travel Detail)		08/15/25
TIGA (Transparency in Government)		09/19/25
P-Card DOAS Detail		09/19/25
Evaluations Part I- Goal Setting and Self Evaluation		08/29/25

At Risk Tasks

Task Name	Description	Task Priority	Estimated Completion Date

Completed Tasks

Recently Completed Tasks

Task Name	Description	Task Priority	Contact(s)	Start Date	Estimated Completion Date	Actual Completion Date	Latest Comment
Task Health							
FY26 Budget Uploaded to CVOIG		—	Regina Bagley	07/01/25	08/29/25	07/29/25	
Annual Indirect Cost Report GADDOE		—	Lance McConkey, Thc	08/01/25	09/01/25	07/01/25	
Annual Completion Report - Due 7/30 (Group 2)		—	Kelly Brown	06/30/25	07/30/25	07/31/25	
Annual Completion Report - Due 6/30 (Group 1)		—	Kelly Brown	05/31/25	06/30/25	06/30/25	
School Kickoff Bookkeeper Collaborative Training		—	Ashelia Hines, Carla S	08/15/25	10/15/25	06/04/25	Byron Schueneman -
Agenda Items - Finance Contracts - PowerSchool / Allovue (Do we need to re-bid?)		—	Regina Bagley	05/01/26	07/15/26	07/14/25	
Agenda Items - Budget Calendar		—	Regina Bagley	09/01/25	10/15/25	06/09/25	

Miracles and Other Finance Projects

The third Smart Sheet dashboard we use monitors significant projects spearheaded by the Division of Finance. Within this dashboard, we can plan project milestones, assign responsibilities, monitor overall health, and track both planned and actual completion dates.

Done	Task Name	Assigned To	Projected / Actual End Date	Deliverable / Comments
☐	Medicaid Reimbursement	Byron Schueneman	12/31/25	Reimbursement for eligible services provided.
☐	Treasury Management - Debtbooks	Lance McConkey	05/31/25	Formal treasury management strategy.
☐	My Retirement Manager	Lance McConkey	10/31/25	Streamline 403b & 457 sign-up and processing.
☒	Capital Asset Scanner Integration	Lance McConkey	08/31/25	Improve inventory process of capital assets.
☐	Payroll - Electronic Processing of Child Support BOA	Ashelia Hines	08/31/25	Speeds up the remittance and delivery of child support.
☐	Payroll - Time & Attendance	Ashelia Hines	10/31/25	District wide time & attendance solution.
☐	ClassWallet	Byron Schueneman	08/31/25	Platform to provide teacher allotments to buy supplies.
☐	Invoice Entry & Management in Munis	Carla Smith	09/30/25	Reengineering of invoice processing for greater efficiency.
☐	Munis Cash Reconciliation Module	Lance McConkey	06/30/25	Accurately track bank balances by bank & fund.
☐	BGT BGA Role Analysis & Budget Workflow Update	Regina Bagley	08/31/25	Update roles and workflow for Budget efficiency.
☐	Budget - Strategically Target Pilot Initiatives Based on Need	Regina Bagley	06/30/26	
☐	Budget - Fiscal Year Roll	Regina Bagley	09/30/25	
☐	Payroll - Fiscal Year Roll	Ashelia Hines	10/15/25	
☐	Allotments - Enhancing Needs Based Allocations	Milton Hall	03/31/26	
☐	Allotments - Sustain & Communicate Existing Successes Related to RAMP	Milton Hall	03/31/26	
☐	Vendor Services - Enhancing Relationships with Vendors	Carla Smith	06/30/26	
☐	Comptroller - Distinction Award for Excellent Financial Reporting	Lance McConkey	11/15/25	
☐	Comptroller - DE-046 Produced out of Munis	Lance McConkey	09/12/25	
☐	Payroll - Direct Deposit Change, Prenote Process	Ashelia Hines	10/31/25	

Deputy Chief Financial Officer Lauren Scott

Division of Finance

As of June 2025, DeKalb County School District has an approved FY 2026 budget and is in the process of rolling the year. School Nutrition Services (SNS) is being transitioned from the Division of Operations to the Division of Finance under the CFO's oversight, as of July 1. This change, listed as FY 2026 MIRACLE, consolidates all fiscal functions—budgeting, payroll, accounts payable, and purchasing—under a single division to enhance efficiency and accountability.

Budget

FY2026 Budget Development

The budget team is working to upload the FY26 budget, along with the completion of the final budget book, in conjunction with the start of the new fiscal year.

ClassWallet

The budget team is currently working with IT to identify the names and email addresses of all teachers in DCSD to establish the ClassWallet account. This platform is scheduled to open ordering to teachers within the first couple of weeks of the 2025-2026 school year.

Director Milton Hall

Allotments

Ramp and Local School Support

The RAMP committee's recommendations were presented to the CFO and Superintendent during June's Finance Steering meeting. As a result of that meeting, it was determined that we would like to consider more flexible options with any additional allocations to support special programs in FY27. During the Finance Steering Committee, the need for STEM/STEAM support was also presented, and an unspecified stipend to support STEM/STEAM coordinators will be implemented in FY27.

The set funding model to support our Non-traditional High Schools (i.e., DeKalb Alternative and Elizabeth Andrews High School) using a five-year research and data collection approach was presented and approved during June's Finance Steering Committee meeting.

As we prepare for FY26, the need to continue making the RAMP a more transparent document will be discussed during the Allotment 1 one-on-one session with the CFO. Additionally, we will revisit some of the funding models to allow for better alignment with the distribution of resources to support equity and access.

On-Going Local School Support

The Office of Allotments continues to support local schools with scheduling assistance, as requested by principals and Area Team members, via Teams and in-person Meetings. The goal is to help schools maximize FTE funding through effective scheduling.

Director Asheia Hines

Payroll

The Vacation Accrual Workshop, hosted by the Payroll Department, was a success. The workshop

provided employees with a dedicated opportunity to address concerns related to their vacation balances, receive personalized assistance, and gain a clearer understanding of the recent reconciliation efforts. More than 100 employees participated, with strong engagement across multiple departments. One-on-one sessions allowed staff to review their individual accrual records, and the team was able to clarify discrepancies that resulted from data misalignment between Munis and the Time and Attendance system.

The feedback was overwhelmingly positive. Many employees expressed appreciation for the transparency, personalized attention, and proactive communication. The workshop not only resolved several outstanding concerns but also helped restore trust in the district's leave management process.

Garnishments

The Payroll Department is aiming to improve the wage garnishment process for child support and tax levies. The existing process, while entirely legal and upheld DCSD's obligations, led to delays, tracking difficulties, and an increased potential for errors or lost payments. To expedite processing and delivery times, and improve tracking and accountability, the department initiated a transition to ACH disbursements, consolidating all garnishment and child support payments into a single ACH file submitted directly to the State Disbursement Unit (SDU). The targeted production-ready date for this improved process is July 30th.

To support this modernization effort, Payroll engaged internal and external stakeholders to define the ACH implementation framework. Confirmation was received from Bank of America (BOA) that only one file is required for garnishment submissions. The team established that two ACH batches will be created moving forward—one for payroll and one dedicated solely to garnishments. Payroll staff also worked closely with SDUs and relevant agencies to collect the necessary direct deposit information, ensuring a seamless transition. A pilot program will be launched with a limited set of garnishments to test the new ACH disbursement process, aiming to reduce administrative burden, improve payment accuracy, ensure compliance, and enhance the timeliness of garnishment payments across the board.

Comptroller Lance McConkey

Accounting & Financial Reporting, Capital Assets, Deferred Compensation, Local School Accounting

FY23/FY24 SPLOST Audits

The District transitioned to the Georgia Department of Audits and Accounts (DOAA) to conduct the FY23 & FY24 SPLOST audits. DOAA completed fieldwork in June, and all requested items have been submitted. According to an update received on Friday, June 27, 2025, the manager's review will begin no later than the week of July 7-11. No issues were noted with any procedures completed.

MyRetirement Manager Platform Expansion

The implementation team, including representatives from Finance, Human Resources, Technology, and the vendor, continues to meet bi-weekly. A project timeline, including the required deliverables, is being followed, with each division responsible for providing its respective deliverables. Currently, all deliverables have either been completed by set deadlines or are noted as on track. Completion is scheduled for the end of July/early August and go-live is planned for September 2025.

DebtBook Treasury and Cash Management Platform

Accounting has contracted with Debtbook to implement a treasury and cash management platform. Several meetings have been held to finalize the setup of the platform and upload historical data. The implementation work is 95% complete. Currently, the vendor is working through interface connections and setup with Bank of America, which has delayed the completion. Once implemented, the platform will provide enhanced data to support improved cash management, informed investment strategies, accurate forecasting, and comprehensive analysis of banking fees.

Medicaid Reimbursement

Finance established a new Miracles project in March 2025 in collaboration with the Student Services Division and the Special Education Department. This project will initiate and sustain Medicaid billing and reimbursement for services provided to students in the District. Go Solutions was selected as the vendor to support the District's program. Additionally, Finance, Accounting, and Financial Reporting employees attended mandatory State training on Tuesday, June 17, 2025. The State has committed to assisting Finance employees in establishing the program. Next steps include completing the required documentation submissions with both the Federal and State Agencies.

Additionally, job postings will be requested for additional staff to support the program. These positions will be fully funded through reimbursements received from the program. The goal is to complete this project by the end of the calendar year 2025.

FY25 Year-End Close

The Business Services teams have been working on various items in preparation for the year-end close. These activities will increase in July and August. The DE46 submission deadline for FY25 was moved up to Friday, September 19, 2025.

Executive Director Carla Smith

Vendor Services

Invoice Processing Testing Complete

The Accounts Payable team conducted testing of notifications in the non-production environment

last month. In June, we held weekly meetings to evaluate the three-way match process in the IMPL2 environment, where the 2024 Munis release was implemented. The goal was to assess the functionality of the upcoming release. Each team member was assigned to test various types of deficiencies to help resolve bottlenecks in the process. Additionally, we reconfigured the Munis Hub/Dashboard to display essential information regarding invoices as they were assigned. We also collaborated with the Operations-Business Services Team to clarify their process for archiving invoices in their designated email box after the invoices have been processed and paid.

Procurement/Accounts Payable Training

The Vendor Services Department participated in the Finance Bookkeeper Training, organized by the Local School Accounting Team. This training covered essential topics, including vendor registration, PCard processing, requisitions and purchase orders, accounts payable, and year-end closing procedures. Additionally, a training session was conducted for ten newly hired or reassigned operations facility managers. Another PCard training session is scheduled for July, specifically for the Manager III positions, before the distribution of the cards.

Solicitations on the Street/Pending

Non-Capital Projects: RFP 25-611 Cell Phone Lockers hit the street on June 19th, and the site visit was on June 30th; RFP 25-608 K-12 Routing and Planning with GPS Integration System project held solicitation evaluations, shortlisted vendors, and held interviews in June; ITB 26-700 Custodial Equipment Repair (not on the street) final draft is pending departmental approval.

Capital Projects: The capital procurement team held evaluations for the CM at Risk 25-752-008 Security Vestibules Group 3 in June.

We look forward to collaborating with the divisions on these crucial projects.

Human Resources

HR Team Begins Everything DiSC® Training

The HR Team has officially launched its participation in the *Everything DiSC®* training as part of our ongoing **Leadership Education and Advancement Program (L.E.A.P.)** initiative. This engaging and research-backed training is designed to strengthen leadership, communication, and collaboration within HR and across the district. Through the DiSC framework, team members will build greater self-awareness and enhance their effectiveness in working with others—advancing not only individual development but also our collective capacity to lead and serve.

Deputy Chief Jason E. Kennedy

HR Core Team

The HR Core Team is pleased to announce the successful rollout of the HR IQ Ticketing System, which was officially launched on July 1. This new system represents a significant advancement in how HR receives, tracks, and responds to employee inquiries across the district.

The rollout was supported by a strong communication plan executed throughout June, effectively informing employees of the upcoming change and preparing them for the transition.

This milestone marks a significant step toward improving efficiency, accountability, and service delivery within the HR Division. The team will continue to monitor the system's performance and provide support as needed to ensure a smooth user experience.

Director Tracy Harris

Talent Acquisition

The Talent Acquisition team continues to work diligently to close out the 2025–2026 hiring season with strategic recruitment efforts. Most recently, the team proudly participated in the Teach For America Job Fair, where we connected with a strong pool of mission-aligned teacher candidates committed to educational success. In addition, we successfully hosted the district's final job fair of the season on June 20, 2025, which drew considerable interest from both experienced educators and recent graduates, as well as several classified candidates.

As a result of our sustained recruitment campaigns and partnership outreach, we have reduced the number of certified teacher vacancies to 67—demonstrating significant progress in staffing our schools with qualified educators ahead of the new school year.

Looking ahead, the Talent Acquisition team will launch DeKalb County School District's first virtual onboarding session on July 8, 2025. This initiative is designed to streamline the onboarding experience, expand accessibility, and ensure that all new hires are well-informed, supported, and ready to serve our students on their first day.

IGNITE

Cohort 3 Begins, Cohort 2 Takes Flight

Summer is in full swing, and we are excited to officially welcome Cohort 3 as they begin their journey in the IGNITE Teacher Residency Program. Residents have participated in on-campus orientations; those pursuing special education and secondary math and science attended Kennesaw State University, while elementary residents began at Clayton State University. All residents are now engaged in their summer coursework, laying the academic foundation for a transformational year ahead. We are also looking forward to our upcoming Resident Summer Experience on July 23–24, where residents will engage in team-building activities and ground themselves in their “why” as they prepare to make a meaningful impact in classrooms across DeKalb County.

At the same time, we are incredibly proud of Cohort 2 as they prepare to step into their roles as teachers of record for the 2025–2026 school year. Their official onboarding takes place on July 8, 2025, marking an exciting transition from resident to full-time educator. With a year of rigorous preparation behind them, these future teachers are ready to lead with skill, compassion, and purpose. We can’t wait to see the difference they will make in the lives of their students and their school communities.

Interim Director Rhonda Mapp

Total Rewards

Total Rewards continues to seek opportunities to streamline processes and enhance service delivery for all stakeholders. As part of these efforts, we implemented a standardized year-end payout for all employees, effective June 30th of each year. This change is designed to reduce delays in processing during position transitions and to support more accurate and efficient data collection.

During this data cleanup process, we identified a discrepancy affecting several new employees who were inadvertently set to receive 26 paychecks instead of the intended 25. We are currently reviewing the configuration within the MUNIS system to identify the root cause and to implement preventative measures to avoid recurrence.

Our goal remains to ensure consistency, accuracy, and a seamless experience for all employees across the district.

Director Janitrea Sebree-Kelly

Human Resources Information Systems

The HRIS team has made significant strides across multiple initiatives to support operational efficiency and data accuracy. In preparation for the 12-month step increase process, the team

completed several system audits and updates within the Munis platform, ensuring alignment and readiness for finalization on Monday, June 30, 2025. HRIS also completed CPI Cycle III ahead of schedule. This process was designed by the Georgia Department of Education (GA DOE) to analyze employee leave days for compliance and reporting purposes. Additionally, the team worked closely with the Total Rewards team to process end-of-employment dates for approximately 1,025 individuals who will not return for the upcoming school year, including substitutes who did not meet established work standards. While also playing an instrumental role in the Meritorious Attendance Incentive, HRIS consolidated data from three Munis sources to validate employee attendance records and determine eligibility, with the qualified results being submitted to Payroll for processing and distribution. Summer school data imports were completed at the end of June, enabling district timekeepers to log the hours worked by designated staff accurately. Further supporting the division's transition to a paperless environment, HRIS is digitizing the Employee Verifications form. The new digital version will be accessible via the Office 365 portal and other platforms, ensuring both current and former employees can easily complete the verification process.

Performance Evaluation Coordinator Kismet Sims

Evaluations Team

The Evaluations team closed out the Teacher Keys and Leader Keys platforms on June 17th, reporting 115 unsatisfactory teachers and eight unsatisfactory principals/assistant principals. All district leaders who support these teachers and leaders have been notified. Each of these employees should be placed on a PLP for Remediation that should be reviewed, monitored, and updated by the leader(s) throughout the upcoming school year.

We are also excited to share that Champion Dillard has endorsed making the Teacher Keys and Leader Keys Credentialing Review mandatory. This training will be conducted in a face-to-face format for all Area Superintendents, Executive Administrators, Principals, and Assistant Principals on July 25th and July 29th. The mandatory training will ensure that all leaders receive consistent and comprehensive information regarding the processes and procedures for evaluating employees.

All evaluation platforms are currently in maintenance mode through July 7th to allow for system updates. Once the platforms reopen, the Evaluations team will be available to assist with adding or removing employees from their respective positions and school assignments within the system.

Employee Relations Manager Jamel Crawford

Employee Relations Team

The Employee Relations Team is closing out the 25/26 SY with a Yearly Total of 489 Employee Misconduct Investigations and a Yearly Total of 196 Employee Grievances. Employee Relations has scheduled Summer Non-Renewal Hearings for employees and scheduled New Teacher Orientations Training for the 25/26 SY. We have collaborated with the Chief of Staff and rolled out the new 25/26 Employee Notification Protocol.



Employee Relations will be rolling out dates for Employee Tribunals. Employee Relations is updating its Progressive Discipline Procedures and also rolling out the NEW Administrative Leave with Pay process.

Legal Services

The Office of Legal Affairs participated in the Miracles Workshop for July 2025 and presented status updates on progress regarding OLA's Miracles Goals. The OLA has completed a legal review of all Board Agenda items for the July 2025 Board meeting. It is on track to complete the review of the August 2025 Board Agenda items in accordance with established deadlines. Furthermore, the OLA completed District-wide legal requests promptly and participated in DCSD Steering Committees for Operations, Human Resources, and Finance. OLA attorneys also continued work on the Board and Administrative policy committees.

Additionally, the OLA coordinated with outside counsel on litigation matters, legislative affairs, and annexation issues. The OLA continues to review and implement strategic initiatives to achieve budgetary and cost-saving goals for the District's legal affairs, including directly handling legal matters, such as those related to Exceptional Education. OLA Attorneys provided legal support during the July BOE meeting. Finally, the OLA participated in school readiness activities associated with the start of the new school year, including providing legal support and advice about evolving Federal enforcement activities.

Executive Legal Director and Title IX Coordinator Marissa Key, Esq.

Employee Relations

The Office of Legal Affairs continues to collaborate with the Division of Human Resources to address employment matters. The District's EEOC Charges and employment lawsuits remain below 1%. The OLA strives to address all employee concerns internally with minimum disruption to employment services.

Policies

Administrative Policy Committee members are conducting meetings with division leaders to review the district's SWSS waivers and discuss how the waivers can be used in the policy revision process. Priority policies are continually reviewed and revised as needed. The HR policy review is ongoing.

Title IX

School social workers and Assistant Principals received training on their roles in the Title IX process. Local school coordinators/investigators are being identified. Once all staff members are identified, they will be added to each school's website. The team continues to provide hands-on training to staff as needed.

Open Records

As of August 1, 2025, the Open Records Team received 124 requests since July 1, 2025, for the 2025-2026 SY. This dedicated team has a 100% closure rate for the 2024-2025 SY.

Legal Director Glinton R. Darien, Jr., Esq.

Risk Management and Workers' Compensation

Document Retention Management

The Office of Legal Affairs is working with IT on document retention management. This involves formulating a plan for transferring documents to electronic storage and implementing document destruction. On July 24, 2025, a representative of the Office of Legal Affairs attended the Records Digitization: Data Retention Steering Committee and School Leadership meeting. During this meeting, discussions were held regarding student records digitization, redundancy concerns, scanned record details, enrollment packages, digitization project goals, legal and compliance considerations, backup systems, record consolidation, ESIS records, and next steps.

Insurance Matters

The Office of Legal Affairs has submitted an application for the renewal of the District's crime insurance policy. Additionally, OLA has continued its work on obtaining the final documents for the timely renewal of the District's Excess Workers' Compensation Insurance coverage. Further, OLA has obtained the renewal of the District's Property Insurance coverage. Lastly, the Office of Legal Affairs has obtained the necessary renewals for the Student Accident Insurance Program. This program is voluntary, and the premium is paid by those parents who elect to buy coverage for their child. Lastly, the District has obtained the renewal of the District's Student Professional Liability Coverage. This provides coverage for approximately 700 high school students engaged in professional occupations, such as nursing assistants, patient care technicians, bookkeepers, and other related fields. At no additional cost to the District, general liability coverage will also be provided.

Risk Management

The Office of Legal Affairs continues its ongoing work with Gartner representatives. On July 21, 2025, a member of the Office of Legal Affairs met with a Gartner Representative regarding assistance retention schedules, emerging privacy issues, key budget, staff, and technology insights, and policy considerations. On July 24, 2025, a member of OLA attended the Gartner webinar on privacy and artificial intelligence, focusing on how legal teams manage critical risks. Gartner provides strategic partnerships supporting every assurance function within the District. The main areas of support are provided in Legal, Compliance, Privacy, Risk, and Audit. For Legal, the focus is on Board Management and Governance, Legal Service Provider Selection, Strategy and Performance Management, Contracts Management, Emerging Technologies Planning and Strategy, Legal Operations, and Talent Management. For Risk, the main areas are Risk Management, Operational Risk Assessment, Business Continuity Management, Cyber Risk Management, Enterprise Process, Program Management, and Risk Response Strategies. For Compliance, the focus is on Compliance Function Strategy, Structure, and metrics; third-party risk management; compliance risk mitigation strategies; code and policy management; training and communications; technology roadmaps; and Planning.

The Office of Legal Affairs handles workers' compensation matters for employees. The team investigates and resolves claims related to injuries that occur during the course of employment. The team provides training to employees regarding the process used for filing a claim. Employees may contact OLA for assistance after a work-related injury. To assist with this process, template reports are provided for completion. These include the Employee Accident Report and the Authorization to Physician Form. Additionally, the team has implemented current best practices to prevent work injuries. The Office of Legal Affairs is currently reviewing and updating its Panel of Physicians, which contains a list of physicians authorized to treat employees after a work-related injury.

Liability Matters

The Office of Legal Affairs handles the school bus accident claims for the District. The team investigates, negotiates, and resolves claims related to school bus accidents. Additionally, this team reviews and handles claims related to the use of any District vehicle or truck. To assist with this process, templates for a Fleet Vehicle Accident Report and a Transportation Vehicle Accident are provided. Student accident claims are also forwarded to OLA for review. A template Incident Report form is provided to assist with this process.

Senior Legal Counsel Chasity Middlebrooks-Cody, Esq.

Employee Relations & Student Relations

Training & Legal Compliance

The Office of Legal Affairs provided Title IX training to School Social Workers, Assistant Principals, and Principals for the 2025-2026 school year. The OLA will facilitate the Fall Legal Symposium for School-Based Leaders on Wednesday, October 1, 2025. The OLA training calendar is open, and Departments are encouraged to request specific training sessions. We will continue to collaborate with the Division of Schools and Leadership to provide relevant training to District leaders collectively. Lastly, we continue to review all federal and state legislation to ensure District compliance.

Student Relations

The Office of Legal Affairs continues to collaborate with the Division of Wrap Around Services and the Division of Schools and Leadership to provide support on student discipline matters. The Code of Student Conduct has been reviewed and will be published to School-Based staff ahead of the 2025-2026 school year. The OLA is collaborating with District Divisions to ensure compliance with new state laws that may impact student discipline, health, and safety matters.

Parent & Student Matters

The Office of Legal Affairs continues to provide support to local schools as they address legal matters affecting student enrollment and parent concerns. The OLA is collaborating with local

schools to promptly address enrollment and other student/parent concerns for the 2025-2026 school year. To support families, the OLA reduced the response time to 24 hours for reviewing legal enrollment documents (court orders) for the week preceding the first day of school. This will limit the amount of activity in the schools and aid in student attendance on the first day of school. Parents may continue to contact the local school, Area offices, or the OLA directly to submit court orders for review of matters regarding student enrollment and access. The standard processing time, outside of the week before August 4, 2025, is 48 hours from receipt of the request.

Legal Counsel Imani Redd, Esq.

Contract Administration

Contracts Management

Since the last Operations Report, the Contracts Administration team has reviewed over 106 contracts and prepared 10 agreements and amendments for various departments. The team holds weekly meetings to review contract activity, address time-sensitive matters, and continuously improve contract administration processes.

To support this work, five active tracking charts have been established to monitor agreements from initial preparation through final execution and readiness for use—including those requiring Board approval. These charts are updated every week.

In early July, we identified an administrative gap in the processing of some agreements being uploaded into our internal systems. In response, our team developed a formal process to address and prevent further delays.

Additionally, we have transitioned a new Contract Specialist into the Contract Administration department to support this work and strengthen overall efficiency.

Training Management

The Contract Administration team recently conducted training for bookkeepers from various schools in preparation for the new school year. The session focused on the process for submitting agreements and renewals, as well as a review of the DJE Board Policy related to purchasing.

As we continue to implement improvements within the contract administration process, we plan to hold additional department-specific training sessions to enhance efficiency and support across the district further.

Senior Legal Counsel Vicki Lewis, Esq.

Exceptional Education and Section 504

Assessing Exceptional Education and 504 Areas of Opportunity

The Office for Legal Affairs onboarded Legal Counsel for Exceptional Education (EE) on July 28, 2025. Meetings were held on July 29th and 30th with the Executive Director of EE to provide Legal

Counsel with an overview of EE's operations and legal needs. As a result of the meetings, OLA will support EE by reviewing its standard operating procedures, policies, procedures, and practices to decide necessary updates and training needs. In collaboration with EE leadership and outside counsel, OLA will determine the proper work product to transition from outside counsel, aiming to reduce legal costs. Meetings with District 504 Coordinators are planned to assess specific legal needs. OLA will continue to work closely with EE to devise plans to improve efficiency, consistency, and ensure legal compliance.

Operations

The Operations Team is moving full speed ahead as we wrap up the summer break and gear up for a successful start to the school year! We are proud to have implemented the Facilities Projects for School Principals initiative, with exciting improvements underway at Coralwood, DSA, Lakeside, Tucker, Wynbrooke, Marbut, and Narvie, among others. We are also thrilled to welcome HPM to the team, whose expertise and efficiency have already made a substantial impact, completing several follow-up projects during the tight summer schedule. Our vision of being seen and present in every school before the first day of classes is coming to life, helping us foster extraordinary partnerships with our school leaders.

We are also excited to share major wins in recruitment and training. Shoutout to Recruiter DeGroot, whose efforts at last week's job fair led to an impressive 87 candidate recommendations, an incredible achievement! In addition, we are pleased with the successful rollout of Kismet Simms' training sessions on SuperEval and DKES Evaluations for the Operations Teams, ensuring our team members are equipped and aligned with performance expectations. A special thank you to Mr. Thornton for presenting the district's new protocols regarding furniture, facilities, and the C50 process (vital updates that are streamlining our operations).

Ultimately, our commitment to growth and excellence is sustained through our Professional Development Cohorts. The executive team has made key decisions for the upcoming round of participants, setting the stage for another impactful year of leadership development. We are also strengthening cross-departmental collaboration, especially with our Legal Department, to improve the speed and efficiency of contract execution and processing. A warm thank you to Crystal Holley, Kelvin Thornton, and Ernest Davis for helping pave the way. We will continue to build the road to success with cross-divisional collaborations.

Deputy Chief Operations Officer Antwyn Brown

Division of Operations

The month of June serves as a springboard for the Division of Operations' summer intensive efforts surrounding facility improvement and readiness. Divisional leadership coordinated a follow-up tutorial on DKES personnel evaluation to ensure understanding and managerial compliance. This refresher was vital as we continue to refocus the spirit of accountability amongst the Divisional management team. We maintained an "all-hands" approach to ensure seamless execution (facilities, equipment, and logistics) of the District Summer Leadership Conference, held at Miller Grove High School. This effort also included significant faith-based engagement to ensure accommodation of Facility Use Agreement leases that had previously executed agreements to utilize Miller Grove High School.

In a continued effort to foster cross-divisional partnership, Operations and the Division of Access and Opportunity participated in the exit interview following the release of the Athletic Audit.

Report to contextualize and discuss the subsequent findings. Department of Business Services and Facilities Maintenance staff also participated in “End of Year Process” meetings with the Department of Procurement-Vendor Services to streamline vendor payment reconciliation before the end of the current fiscal year. The Divisions of Operations and Finance collaborated to begin the transition of oversight responsibility for the Department of School Nutrition Services (SNS) this month.

As a community partner, Operations participated in extensive DeKalb County Governmental Department of Voter Registration and Elections (VRE) precinct preparation efforts for the June 17, 2025, Public Service Commissioner elections. HPM staff, the Division of Operations-Emerging Leaders, and I also attended the Board of Voter Registration and Elections' special-called meeting to discuss the change of voting precincts due to priority DCSD construction projects. I was afforded the opportunity to assist the DeKalb County Board of Commissioners, District 5 Commissioner, and Division of Access and Opportunity leadership in coordinating a celebrity philanthropic effort.

The first Cohort of the University of Georgia’s Carl Vinson Institute of Government School Operations program completed its capstone project and subsequent program requirements in an exemplary manner, which was highly complimentary of the high-caliber initiatives and leaders within the DeKalb County School District.



The Department of Transportation continued its due diligence process by engaging external vendors to learn more about bus cameras and monitoring stop arm speed violations. Divisional leadership also made time to make a formal and warm introduction of Dr. Chardra Carter as the

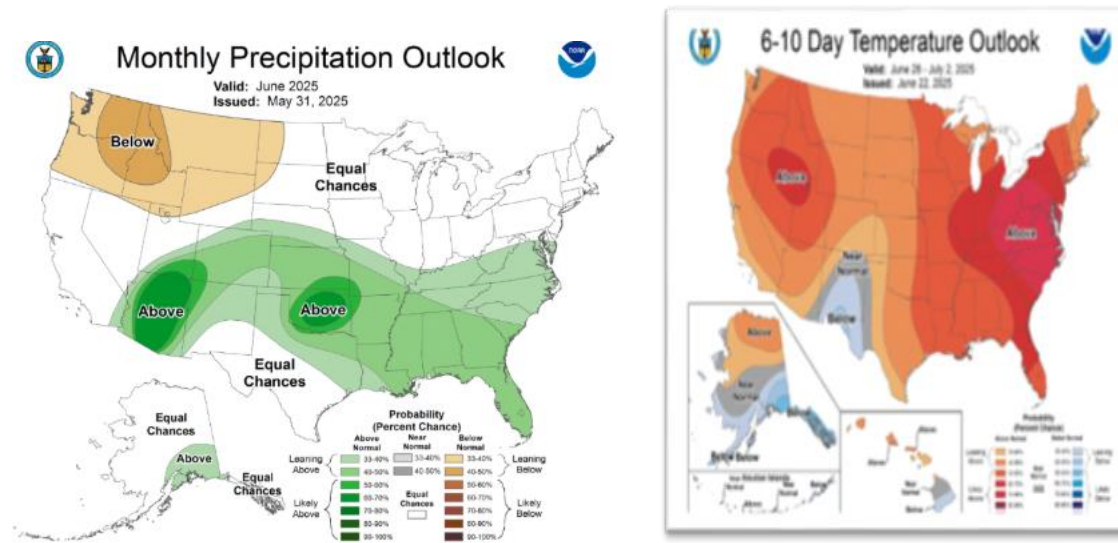
newly appointed Director of Fleet Services. The Department of Facilities Maintenance, along with the Division of HR-Operations staff, led internal 360-degree feedback sessions for internal candidates who had unsuccessfully applied for management-level positions.

The Division of Operations' Employee Engagement Group (EEG) held its monthly meeting to share information and provide feedback regarding Divisional activity. The June EEG meeting saw the reemergence of compensation, teacher retirement, and professional workforce training opportunities as leading concerns. Chief Hofstetter and I were afforded the opportunity to both learn from and share with one another during the Cabinet retreat held this month. We, along with Board Vice-Chair Gevertz, also recognized the individual and collective efforts and services of our recent retirees and existing staff during the annual Division of Operations Employee Engagement Cookout.

Executive Director Keith Ball

Capital Improvements and Facilities

Summer of '25 is quickly flying by as we are past the halfway point of our very short, but spectacular heavy work season. Fifty-eight calendar days and 38 workdays create a very intense and busy June and July. One of our biggest challenges has been the rain and severe storms that have occurred almost every day this summer, followed by our first wave of extreme heat. Downpours, lightning, and heat are not safe conditions to work in, which has forced us to be creative with schedules. Kudos to our team and construction partners for coordinating and working through all that Mother Nature has thrown at us! As you can tell from the NOAA chart below, our precipitation is 55-60% above our normal precipitation levels for this time of year.



Major capital projects at Dresden ES, Champion Theme Middle School, Cross Keys High School, and Sequoyah Middle/High School are on or close to meeting their milestones and timelines. Pray for clear skies. Moderate temperatures and sunshine enable us to maintain our aggressive schedule.

Work at Redan MS, Fairington ES, and Salem MS is progressing nicely. New SPLOST projects at the International Student Center, located at Midway and Ashford Park, are underway, with significant progress being made. I am happy to announce the closeout of the SPLOST Project at Green Forrest. Ms. Chante' Lemon, Senior Project Manager, led this work and we are excited to repurpose that site as a training facility and operational zone hub to provide better response times to facilities located in that area.

On the facility maintenance side of the house, we are methodically executing our robust cleaning schedule of all 138 schools while also working tirelessly to close out outstanding work orders by our school readiness deadline of July 25.

Thank you to our Operations Team and Capital Improvement Team, HPM! Your efforts to reach new levels and heights are acknowledged and appreciated. Below is a photo of the progress of the new school in Dresden.



Executive Director Raymond Stanley

Transportation and Fleet Operations

Fleet

On behalf of the Operations Division, I am pleased to formally welcome Dr. Chardra Carter as the new Director of Fleet Services. The Board of Education officially approved Dr. Carter during the June 2025 meeting, bringing extensive experience, deep institutional knowledge, and a strong commitment to operational excellence.

Dr. Carter previously served as Manager III/Assistant Director of Fleet Services for DeKalb County School District, where she demonstrated exceptional leadership, strategic insight, and a collaborative spirit. Her background in fleet management, combined with her dedication to continuous improvement, makes her well-positioned to lead the department into its next phase of growth.

We are confident that Dr. Carter's team-oriented leadership approach will foster a culture of accountability, innovation, and professional development. Her emphasis on data-driven decision-making will be instrumental in advancing the department's goals and supporting the district's broader mission of service and efficiency.

Transportation

The routing team, transportation supervisors, managers, designated bus drivers, and bus monitors have been working diligently to support the successful launch of over 40 summer school programs that commenced on June 2, 2025. Despite the ongoing challenges related to limited driver availability, the team remains committed to delivering high-quality service. Their continued efforts ensure that more than 12,000 students are provided safe and reliable transportation to and from their respective summer learning sites.

Transportation & Fleet

Team members from both the Transportation and Fleet Services departments had the opportunity to attend the 61st Annual Georgia Pupil Transportation (GAPT) Conference, held from June 16 to 19, 2025. This statewide event brought together transportation professionals from across Georgia for high-impact professional development, knowledge sharing, and strategic collaboration.

Attendees participated in a wide range of sessions focused on student safety, regulatory updates, fleet management innovations, and operational best practices. The opportunity to engage with leaders from the Georgia Department of Education (GaDOE), Georgia Department of Transportation (GDOT), and key industry vendors provided valuable insights that will inform and enhance our operational practices.

The conference also fostered meaningful networking and peer-to-peer learning, reinforcing our team's commitment to continuous improvement and excellence in service delivery. The information and strategies gained during the conference will contribute significantly to advancing the effectiveness and efficiency of DCSD's Transportation and Fleet operations.

Director Dr. Chandra Carter

Fleet Services

Leadership, Infrastructure Upgrades, Training, and Continued Professional Growth

The DeKalb County Schools Fleet Services Department is pleased to announce the appointment of Dr. Chandra Carter as Director of Fleet Services. Dr. Carter brings a wealth of experience and a forward-thinking vision that aligns with the department's commitment to operational excellence and collaborative leadership. Her appointment marks a significant step toward enhancing service delivery and fostering a culture of innovation.

A significant infrastructure milestone was achieved with the complete upgrade of the fuel pump system at the Administrative and Instructional Complex (AIC). The outdated system, which dispenses fuel at a rate of 7–10 gallons per minute, has been replaced with a modern setup featuring six diesel and two unleaded pumps, capable of delivering 35–40 gallons per minute. This improvement significantly reduces fueling time and enhances efficiency across the district’s transportation services.



The Fleet Services team recently completed a six-week Effective Communication Training Course, led by PL Facilitator Jeremy Fuller. The training emphasized teamwork, clarity, and collaboration skills, essential for maintaining a high-performing, customer-focused department. Professional development remains a key priority.



Technicians attended specialized training in Cartersville and will lead internal sessions to share insights and best practices with the broader team. Additionally, Fleet Services and Transportation staff participated in the 2025 Georgia Association of Pupil Transportation (GAPT) Conference in Jekyll Island, Georgia. Together, these developments reflect a renewed commitment to excellence, growth, and service.

Director Bernando Brown

Student Transportation

2025 GAPT Conference Attendance and Key Takeaways

Between June 16 and June 19, 2025, members of DeKalb County School District’s Transportation and Fleet Services teams participated in the 61st Annual Georgia Association for Pupil Transportation (GAPT) Conference. This wasn’t just another conference; it was a focused opportunity for our team to sharpen its skills, stay ahead of regulatory changes, and connect with peers across the state who are serious about safe and efficient student transportation.

From hands-on sessions to strategic conversations with state leaders and industry experts, our participation wasn’t about checking a box; it was about bringing back real solutions, actionable insights, and more innovative ways to serve the students and families of DeKalb.

Conference Participation and Learning

Conference attendees participated in various sessions addressing student safety, state and federal transportation regulations, fleet management systems, and operational best practices. The sessions featured guidance from the Georgia Department of Education (GaDOE), Georgia Department of Transportation (GDOT), and industry partners. These engagements offered timely and relevant strategies to strengthen district-level operational performance and compliance.

Strategic Value and Operational Impact

Insights gained from the GAPT Conference will directly inform DCSD's transportation strategy for the 2025–2026 school year. Key takeaways will support more effective

routing systems, improved safety standards, expanded fleet technology integration, and enhanced service reliability. Additionally, peer collaboration at the conference reinforced the importance of ongoing professional learning and strategic innovation within pupil transportation.

To institutionalize these learnings, the Transportation team will conduct a redelivery of key lessons during the week of July 7, 2025. These internal debriefing sessions will ensure alignment across all units and promote department-wide application of new best practices.



Recognition and Acknowledgment

During the conference, I was honored to be recognized as the Metro RESA Director of the Year for the 2025 school year. While I am grateful for this distinction, I view it as a reflection of our entire department's commitment to operational excellence and student-centered service delivery.

Conclusion and Next Steps

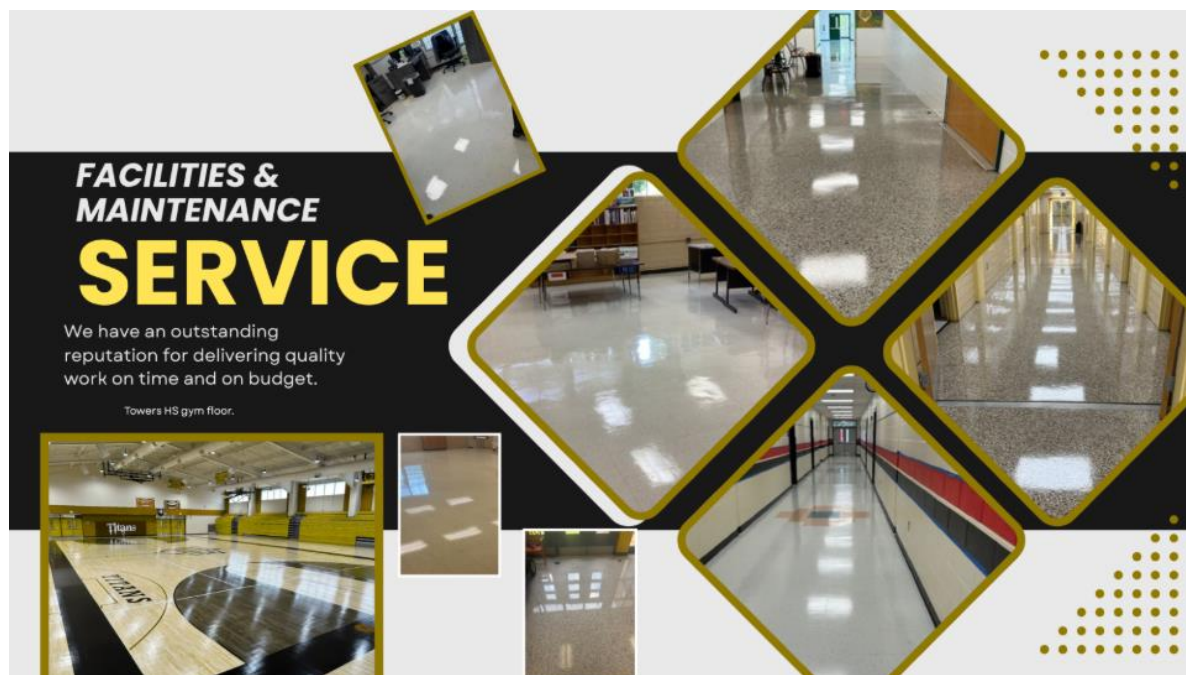
Moving forward, the department will continue integrating conference insights into upcoming training programs, SY26 planning initiatives, and daily operations. We remain committed to advancing student safety, compliance, and operational efficiency across all areas of DCSD transportation.

Director Bobby Moncrief

Facilities Services

The Operations Division has had a high-energy month, undertaking a wave of work with efficiency and pride. We completed an impressive 1,404 work orders while receiving 1,416 new requests, maintaining our strong momentum. One of the highlights was the refinishing of the Towers High School gym floor, where bold new logos were added, and the area inside the 3-point line was

stained in a striking new color. With astounding results and rave reviews from both the school staff and the Athletic Department! We also refreshed the school interior with new paint at Idlewood and Midvale, giving these spaces a cleaner and more inviting look for students and staff. These projects demonstrate our ongoing commitment to excellence and responsiveness. Thank you to our dedicated teams for their hard work. The work we are doing is visibly making a difference across the district.



Director Keith Singleton

Business Services

Business Services Strategic Update

Business Services has officially initiated the transformation of the current Grainger contract into a fully integrated Storefront model, enhancing efficiency and providing direct access to critical MRO (Maintenance, Repair, and Operations) supplies.

In parallel, we are moving full speed ahead with our latest **MIRACLES Initiative**—the implementation of a comprehensive **Warehouse Operational Management System (WMS)**. Key components of this initiative include:

- **Installation of new racking systems** that fully comply with **OSHA standards** to ensure safety and maximize storage capacity.
- **District-wide inventory assessment**, beginning with the central warehouse, to capture accurate stock levels and condition.
- **Data migration into the Zenventory platform**, providing real-time visibility, tracking, and control of warehouse and school site inventories.

These efforts reflect our commitment to operational excellence, safety, and data-driven resource management across the district.

Director Hans Williams

Planning & E-SPLOST/CIP Programming

Facility Condition Analysis and Limited Site Visits

Planning staff are coordinating with HPM contractors to conduct condition analyses of District facilities, along with limited site visits to verify condition data as needed. HPM is in the process of analyzing all the District's facility data, including past assessment data, capital improvement data, maintenance records, and interviews with District staff to determine facility condition to a level appropriate for long-range capital improvement programming.

HPM will also conduct site visits to a limited number of DCSD facilities on an as-needed basis to verify the condition of major building systems at sites where the current condition is unclear or could have changed substantially since the last assessment. Site visits will begin at the end of May and will continue as needed through July until teachers return.

Student Assignment Process Coordination

The planning staff is working closely with Student Assignment to assist with hosting weekly Student Assignment Process (SAP) Committee meetings throughout the summer. These meetings focus on refining the information presented during the last school year and initiating the visioning process for what the SAP Committee will recommend for the upcoming fall. These meetings will give the SAP Committee a head start when regular meetings resume this Fall and will make it easier for the SAP Committee to come to meaningful recommendations in a shorter timeframe.