



Message From The Chief

Coming This Summer: Transition to a 26-Pay Schedule for DCSD Employees

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What's Changing

The Timeline:

- **July 2026** – 12-month employees
- **August 2026** – 11- and 10-month employees

What You'll Notice:

- Equal paychecks every two weeks on **Wednesdays** (instead of varying amounts)
- Consistent paycheck amounts that make budgeting easier
- No change to your annual salary or total earnings

The Real Benefit: More Predictable Paychecks

Here's why this matters: Under the current 24-pay cycle, insurance premiums are split across two separate paychecks, so your net pay varies week to week. It's harder to track and plan around.

With the 26-pay schedule, insurance deductions will be combined and evenly divided—meaning you'll see the same net pay every two weeks. Easier to budget, easier to spot mistakes, easier to plan ahead.

What's Next

[Click here to watch a short video](#) from the HR and Finance teams. It covers:

- How the 26-pay schedule works
- Timeline for your employee group
- What to expect during the transition

More details and reminders are coming in the months ahead. We're here to support you through this change!

Stay tuned for FAQs and additional resources.

Talent Acquisition— Director Ms. Tracy Harris

DCSD Difference Maker Job Fair: A Great Success!

Thank you to everyone who helped make our recent DCSD Difference Maker Job Fair such an incredible event. We truly appreciate the collaboration and dedication that made the day possible. With **over 1,000 individuals registered and more than 600 attendees**, the event was a tremendous success and a great opportunity to connect with future Difference Makers.

<https://www.youtube.com/watch?v=TvdMT0bkKeA>

School-Based Contract Reminder

School-based contracts were distributed on **March 16, 2026** and must be signed by **March 26, 2026**. Please review and complete your contract before the deadline.

Help Us Grow the Next Generation of DCSD Teachers!

The ASPIRE Teachers Program is now accepting applications for its inaugural cohort through April 2026!

ASPIRE is DeKalb County School District's grow-your-own teacher initiative, created to support high school seniors and early college students who are interested in pursuing a career in education and returning to serve as educators in DCSD. Participants will receive professional development, mentorship, and a guaranteed teaching opportunity within the district upon successful completion of the program.

We need your help spreading the word! If you know a DCSD high school senior who has a passion for teaching and making a difference in their community, please encourage them to learn more about the [ASPIRE Program](#).

Total Rewards– Director Ms. Rhonda Mapp

Reminder: Verifent and IQ Ticketing System

Please continue utilizing **Verifent** for all employment and experience verification requests. Additionally, all inquiries should be submitted through the **IQ Ticketing System** to ensure timely responses and a more streamlined workflow for our teams.

HRIS– Director Ms. Janitrea Sebree– Kelly

You Can Now Reach FR Via The HelpDesk

Human Resources is excited to announce that HR support is now available through the district's HelpDesk ticketing system. This enhancement provides employees with a streamlined and

efficient way to submit HR-related questions and requests. By submitting a ticket through the HelpDesk, employees can ensure their inquiries are routed directly to the appropriate HR team for review and response.

The HelpDesk system also allows HR to better track, prioritize, and respond to requests in a timely manner. Employees will receive updates as their ticket progresses, helping to improve communication and transparency throughout the process.

We encourage all employees to utilize the HelpDesk when seeking assistance from Human Resources to ensure requests are documented and addressed as efficiently as possible.

Finance

Introducing a New Team Member

Let's give a warm welcome to Tracy Foy who comes to DeKalb County School District,

With extensive knowledge in payroll processing and managerial skills, Tracy is a dynamic and results-driven leader with a passion for payroll excellence. She has successfully led and motivated payroll teams in fast paced environments and consistently exceeding performance expectations. processes, and ensure compliance with evolving regulations. She is a Certified FPC professional with a commitment to continuous learning and development. Welcome to the Finance Division, Tracy!

Ensuring Accuracy, Accountability, and Timely Pay Across the District

If you notice any discrepancies or changes that need to be addressed, please report them promptly through your school or department bookkeeper or timekeeper so they can be reviewed and corrected in a timely manner. The success of payroll operations is a shared effort between employees, school administrators, bookkeepers, and the Total Rewards and Compensation team. Together, we continue to strengthen processes that support transparency, accountability, and the integrity of employee compensation records.



Honoring Black Leaders in Mental and Emotional Health

Mental health plays a vital role in overall well-being. While stigma and barriers to care have historically impacted Black communities, the work of dedicated leaders continues to foster healing, awareness, and progress. This Black History Month, we recognized the Black professionals whose work has helped advance mental and emotional health through greater understanding, access, and compassionate care. Take a moment to read about some of the leaders who have helped promote mental and emotional health in American healthcare.

"Lest we Forget" Dr. Joy DeGruy- A researcher and educator, Dr. Joy DeGruy introduced the concept of Post Traumatic Slave Syndrome (P.T.S.S.), helping to explain the lasting emotional effects of historical trauma. Her work emphasizes resilience, understanding, and healing across generations. Learn more about her [here](#).

Bebe Moore Campbell-An author and mental health advocate, Bebe Moore Campbell is the co-founder of NAMI Urban Los Angeles and helped reduce stigma around mental illness in communities of color. National Minority Mental Health Awareness Month, which happens each July, was created in honor of her and her work and brings awareness to the mental health struggles underrepresented groups face. Learn more about her [here](#).

Dr. Alvin F. Poussaint- Dr. Alvin F. Poussaint was a Professor Emeritus of Psychiatry at Harvard Medical School. He spent more than 50 years working to advance equity in medicine and mental healthcare. In 2019, he received the American Psychiatric Association Distinguished Service Award for his lasting impact on the field. Throughout his career, he helped expand diversity in healthcare by recruiting and mentoring nearly 1,400 students of color and championing culturally responsive care. Learn more about him [here](#).

Dr. Judith Joseph, MD, MBA- Dr. Judith Joseph is a board-certified psychiatrist and clinical assistant professor of psychiatry at Columbia University. Her work focuses on burnout, trauma, and women's mental health, including the emotional challenges many experiences during menopause. She is also the bestselling author of High Functioning, where she sheds light on how people—especially women—can struggle silently while appearing outwardly successful. Through her clinical work and public education, Dr. Joseph continues to break stigma and promote compassionate, culturally responsive mental healthcare. Learn more about her [here](#).

Celebrating the Healthcare Contributions of Women During Women's History Month

In 1995 Congress passed resolutions requesting presidents to proclaim March Women's History Month, celebrating the valuable contributions and achievements women from varied backgrounds have made over the course of American history, improving our lives in countless ways. This list

includes women working as doctors, nurses, midwives, health experts, activists and advocates who have a long history working to heal patients, study diseases, and improve access to healthcare. Here are just a few of the outstanding women who helped shape the history of American healthcare.

Elizabeth Blackwell, M.D. (1821-1910). Dr. Blackwell was the first woman in the U.S. to get a medical degree and whose later academic affiliations helped further support and encourage women hoping to pursue careers in medicine.

Clara Barton (1821-1912). Her work as a highly acclaimed Civil War nurse led her to found the American Red Cross, an organization that would—and continues to—provide humanitarian relief for a wide variety of crises.

Florence Nightingale (1820-1910). Her work as a nurse in the Crimean War led Florence Nightingale to improve the standard for hospital and care facilities, and set new standards for safe nursing practices that continue today.

Alice Hamilton, M.D. (1869-1970). As a pioneer in industrial health and worker safety over her long lifetime, Dr. Hamilton laid the foundation for health and safety protections and a drive to protect vulnerable workers.

Antonia Novello, M.D. (1990). The first woman and Hispanic person to become surgeon general, Dr. Novello dedicated her life to fighting health disparities among the poor and minority groups.

How To Celebrate Women's History Month

Visit the CDC's Office of Women's Health (OWH) and view reports on the current CDC research, prevention programs, services, treatment, and public and professional education activities for women and girls. Click [Here!](#)

Join or support organizations that promote women's/girls' health and their well-being, whether in the realm of reproductive health, maternal health, mental health, preventive health, sports/fitness, and more.