

Clayton County Public Schools



FISCAL YEAR 2022-2023

COMPENSATION HANDBOOK

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Disclaimer: Information within this document only summarizes compensation for interested individuals. If there is a discrepancy between the information in this handbook and current documents, the current documents obtained in the Division of Business Services, Compensation Department will always govern. Clayton County Public Schools reserves the right to modify, alter, or discontinue this reference document for any reason.

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Compensation Philosophy

Clayton County Public Schools (CCPS) is committed to providing a fair and competitive employee compensation program that will attract, retain and reward high-performing employees at all levels. It strives to cultivate and maintain fair, consistent, and equitable compensation practices that improve morale and are aligned with CCPS's core values and mission to produce a competitive and high-performing organization. Furthermore, CCPS believes that high quality Teachers and Support Staff exhibiting outstanding talent will provide an exemplary level of innovation, creativity, leadership, and knowledge to fulfill the community. We are committed to high performance. □

The CCPS salary structure for Teachers and other Teacher like positions consists of the Teacher Salary Scale. When placing Teachers and Teacher-like positions on the Teacher salary scale, certificate level and years of verified teaching experience determine the level of pay and step. □

The CCPS salary structure for non-teaching professionals/administrators and support employees consists of the hierarchy of position grades and pay ranges. Each non-teaching professional/administrator and support personnel is aligned and identified by a grade. Employees who are compensated in this manner are placed on the Grade Salary Schedule.

Clayton County Public Schools

Experience for Salary Purposes GBA

TEACHERS

Teacher and teacher-like positions require certification and are compensated on the CCPS Teacher Salary Scale. Placement for teachers is determined based on certificate level (T-level) and the number of verifiable teaching years. To be granted a full year, a teacher must meet the requirements in the State Board of Education State Rules (State Rule 160-5-2-.05 – Experience for Salary Purposes). The highlights of the rules are as follows: □

- √ Must have been certified
- √ Must have worked in an accredited institution
- √ Must have worked full-time a minimum of 120 days each school year

160-5-2-.05 STATE BOARD OF EDUCATION RULES

The minimum state salary of certified educators in Georgia is determined by the number of years of creditable experience earned and the highest level and type (provisional or professional) certificate held. Creditable years of experience represent the experience approved by the State Board of Education for advancement on the state salary schedule.

(a) LUA – Local Unit of Administration to include a local board of education or a regional educational services agency (RESA) board of control.

(b) State Salary Schedule – the document describing the minimum state salary for certified personnel that has been approved by the Georgia Board of Education and funded by the Georgia Legislature.

(c) Creditable Year of Experience – to be creditable for salary purposes, a year of experience shall meet the requirements of this rule and shall be earned as described below.

1. Not more than one year of experience shall be credited for any 12-month period.
2. Experience earned during one school year shall be credited at the beginning of the next contract year.
3. Years of experience earned in the public schools of Georgia or in any public school in the nation shall not be credited for salary purposes unless the individual held a valid certificate issued by the appropriate state agency at the time the experience was earned, except in special conditions noted under Section 4(b) and (c).

(d) Full-time Experience – a minimum of 63% of the school year (approximately 120 days) working full time in an LUA while under contract for state salary in a regular school term.

1. Full-time experience in a regionally accredited college or university is defined as teaching 15 quarter hours each quarter for three consecutive quarters or nine semester hours each semester for two consecutive semesters and/or holding a fulltime contract for a professional position from the institution. Two years of part-time teaching at the college level shall not be combined to make one full year.

(e) Partial-year Experience – fractions of school terms representing a minimum of 63% of the school year of consecutive service under contract, e.g., January to June and September to December of consecutive years or January to June and September to December of non-consecutive years provided there has been no break in service between the years in which the partial-year experience was earned. (Example: Service from January to June in 1984; September to June 1984-85; September to June 1985-86; September to December 1986 earns three years of creditable experience. The two half-years have been in continuous, uninterrupted service.)

1. Computation for partial-year experience shall be based upon the contract year of the applicant. All days for which the teacher is eligible for state salary, including pre-/post-planning, sick days, and annual leave days, shall be included in the computation.

2. Half-time Employment – 90 days of full-time employment under contract during one school year or one year of one-half time employment under contract (120 days minimum). One-half time employment is also defined as a minimum of four hours of employment daily. Any time between one-half and full-time (eight hours) experience shall be considered half time for salary purposes.

(f) Combination of Full-time and Half-time Experience – At least 220 days of full-time employment in one academic year or in two consecutive academic years may be composed of the sum of the number of full-time days plus the number of halftime days if two half-time days equate to one full-time day. The combination of fulltime and half-time employment shall have been earned during a period of continuous, uninterrupted service, either within the same academic year or in consecutive years.

(g) Unsatisfactory Performance Evaluation – Certified personnel shall not earn a creditable year of experience for any year the employee received an unsatisfactory performance evaluation as determined by the evaluation system approved by GA DOE or LUA.

(h) Active Military Service Experience – full-time service in any branch of the armed forces. Service in the Reserves shall not be counted as creditable experience for state pay purposes unless the individual is called to active duty during that time.

(i) Regional Accrediting Agency – one of the following agencies located throughout the United States and its territories:

1. Middle States Association of Colleges and Schools (MSA)
2. New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
3. New England Association of Schools and Colleges – Commission on Vocational, Technical, Career Institutions (NEASC-CVICI)

4. North Central Association of Colleges and Schools (NCA)
5. Northwest Association of Schools and Colleges (NASC)
6. Southern Association of Schools and Colleges (SACS)
7. Southern Association of Schools and Colleges – Commission on Occupational Education Institutions (SACS-COEI)
8. Western Association of Schools and Colleges (WASC)

(j) State Accreditation – the one accrediting agency, other than the regional accrediting agency, in a state that is recognized as the state accrediting agency. In Georgia, this agency is the Georgia Accrediting Commission. Approval/recognition by a state agency shall not be equal to or the same as accreditation by a state agency. Accreditation by private school agencies or other independent agencies shall not be acceptable.

(3) RESPONSIBILITY FOR VERIFYING AND AWARDED EXPERIENCE

(a) LUAs are responsible for verifying and evaluating satisfactory experience for placement of certified employees on the state salary schedule. Should questions regarding verification arise, the educator shall be required to submit additional records to the LUA. Appeals of contested experience shall be through the appeal process under the provisions of O.C.G.A. § 20-2-1170. On issues respecting the administration or construction of school law, the appeal may go to the State Board of Education.

(b) In verifying experience, it is the responsibility of the employing Superintendent/RESA Director to document all satisfactory prior experience consistent with this rule. The experience of the system Superintendent shall be verified by the Chairperson of the local board of education; the experience of the RESA Director shall be verified by the Chairperson of the local board of control.

(4) REQUIREMENTS

(a) Under any of the following conditions, each LUA shall recognize experience in a professional position for which a state-issued certificate or a state/national license is required. (In all conditions listed, the individual held a valid, in-field state education certificate or state/national professional license related to the field of employment and was under contract during the period in which the experience was earned.)

1. Serving in a professional position in an LUA in the United States.
2. Serving in a professional position in a regionally/state accredited private elementary, middle, or secondary school. The school shall have been regionally/state accredited at the time the experience was earned.
3. Serving as a teacher or educational administrator in a foreign country, provided the individual held a U.S. Equivalent of a bachelor's degree or higher and held educator credentials or other legal authorization for teaching in the foreign country during the time the experience was earned.

4. Serving in a professional position in kindergarten, pre-kindergarten, or Head Start programs provided they are under the legal jurisdiction of a public school board, the state department of education or are regionally/state accredited.
5. Teaching elementary and secondary school subjects and trade subjects to children or to adults, including veterans, provided the teaching was on a full-time basis and was under the direction of a local school administration, the state department of education, or any other state agency authorized to provide educational services to children in grades pre-kindergarten through 12th grade or authorized to teach elementary and secondary subjects to adults; e.g., in Georgia, these agencies include the Department of Children and Youth Services and the Department of Corrections.
6. Serving in a professional full-time position in a clinical situation or in any special education center, including speech, reading, hearing, and psychological education centers.
7. Serving as a professional, full-time librarian in a bookmobile, public library, Department of Defense library, or public school library shall be counted as experience for media specialists.
8. Serving in a professional position in the U.S. Department of Education or in a state department of education.
9. Serving in a professional position in the Georgia Professional Standards Commission or Professional Practices Commission in Georgia or in their counterparts in any other state.
10. Serving in a professional position such as a teacher, social worker, psychologist, counselor, media specialist, nurse, or administrator, in any government agency authorized to provide services to children in grades pre-kindergarten through twelfth grade or in a private entity sponsored by the U.S. or a state department of education provided the individual was under contract at the time the experience was earned; e.g., the Job Training Partnership Act (JTPA), Family Connection, pre-kindergarten.
11. Serving a full-time, year-long (at least nine months) internship sponsored cooperatively by an institution of higher education and a local unit of administration or in conjunction with an approved staff development program.
12. Serving as a full-time cooperative extension service agent may be used for a maximum of three years' credit provided the experience is earned after July 1, 1995.

(b) Under any of the following conditions, each LUA shall recognize experience in a professional position for which a certificate or state/national license is not required, provided that the individual held a degree from a regionally accredited college/university when the experience was earned.

1. Serving in a professional position in a regionally accredited college/university; e.g., as a teacher, counselor, librarian, dean, president, provided the experience was full-time and the individual held academic/professional rank or the equivalent; e.g., instructor, assistant professor, associate professor, professor. Individuals receiving experience credit shall have held a master's degree, at a minimum, and/or shall have been on a tenured track when the experience was earned.
2. Serving in a teaching, supervisory, or leadership position in schools under the direction of the Georgia Department of Technical and Adult Education (DTAE) or in the DTAE, provided the experience was full-time and the individual held academic/professional rank or the equivalent.
3. Teaching in the Peace Corps.

4. Serving in a professional position in the U.S. Department of Education or in a State Department of Education.
5. Serving in a professional position in a private elementary or secondary school so long as the school was regionally/state accredited at the time the experience was earned.
6. Serving in any local unit of administration in a professional leadership position that does not require a certificate; e.g., school business manager, school personnel director, school facilities director/planner; school/community coordinator.
7. For creditable experience as a School Nutrition Director, serving as a Food Service Manager/Supervisor in a public or private organization, provided the experience was full time. This includes administrative experience in the Child Nutrition Program in the U.S. Department of Agriculture and the American Dietetic Association approved internship, provided the internship was taken after the degree was earned; i.e., the internship was not a part of the degree program.
8. Serving in a full-time, professional position in the Professional Standards Commission or Professional Practices Commission in Georgia and in their counterparts in any other state.
9. Serving in a full-time, professional position in private industry that is job-related to the position the individual is entering in the local unit of administration. In this case, a maximum of three years' credit shall be granted for experience earned after July 1, 1995, and the individual shall be placed on Years of Creditable Experience 3, Salary Step 1.

(c) Under any of the following limited conditions, each LUA shall recognize experience for which a degree is not required.

1. Serving on active duty in the Armed Forces of the United States.
 - (i) A maximum of three years' credit shall be allowed for military service according to the following schedule except for the requirements of the Veterans Reemployment Act.
 - 8 full months = 1 year
 - 20 full months = 2 years
 - 32 full months = 3 years
 - (ii) Six months of active military service combined with two or more months of teaching experience shall be counted as a full year for salary purposes, provided the military service interrupts continuous teaching or prevents entrance into teaching immediately following college graduation.
 - (iii) Teaching experience that is a part of military duty shall not be added to the maximum three-year credit limit.
 - (iv) The three years of military experience shall place an individual on Step 1 of the State Salary Schedule. Other creditable experience beyond this military experience shall be counted from Salary Step 1.
 - (v) Fewer than three years of creditable military experience shall place the individual on Salary Step E. In this case, after a year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1.
2. Working in specific vocational fields.

(i) A maximum of three years' work experience in specific vocational fields is acceptable for salary purposes provided that it is beyond the first two years of work experience required for certification purposes (content of the teaching field); i.e., to receive three years' experience credit, the individual must have a minimum of five years' work experience.

(ii) Three years of creditable work experience shall place the individual on Step 1 of the State Salary Schedule. All other creditable experience for such an individual shall be counted from Salary Step 1.

(iii) Fewer than three years of creditable work experience shall place the individual on Salary Step E. In the latter case, after a year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1.

(d) Each LUA shall not recognize the following experience for advancement on the state salary schedule.

1. Experience as a cooperative extension service agent earned prior to July 1, 1995.
2. Supply/substitute teaching.
3. Clerical or nonprofessional experience in an education institution.
4. Service as a member of a board of education.
5. Experience in private elementary, middle or secondary schools not holding regional/state accreditation.
6. Experience in a college/university not holding regional accreditation.
7. Experience in any college/university as an adjunct faculty member, graduate assistant, athletic coach (without teaching responsibilities), or office staff member shall not be counted.
8. Occupational experience required for the issuance of a teaching certificate.
9. Experience as a teacher aide, paraprofessional, or teacher assistant.

(e) Each LUA shall place educators on the State Salary Schedule according to the following requirements.

1. An individual holding a renewable, professional teaching certificate and having zero years of experience shall be placed on Salary Step E. After one year of teaching in a Georgia LUA, that individual shall be advanced (i.e., skip years one and two to Salary Step 1 as if he/she had three years of creditable experience).
2. An individual holding a renewable, professional teaching certificate and having one or two years of experience that was not earned in a Georgia LUA; e.g., out-of state or in a private school, shall be placed on Salary Step E until a year of experience has been earned in a Georgia LUA, at which time the individual shall be advanced to Salary Step 1 (three years creditable experience) on the State Salary Schedule.
3. An individual holding a renewable, professional certificate and having three or more years of experience, who has not taught previously in a Georgia LUA, shall be placed on the Salary Step that corresponds to the individual's years of creditable experience; e.g., an individual with three years creditable experience not in a Georgia LUA shall be placed on Salary Step 1; an individual with four years of creditable experience shall be placed on Salary Step 2, etc.

4. An individual holding a provisional certificate and having zero, one or two years of creditable experience earns one year of creditable experience for each year taught in a Georgia school system; however, this individual shall not advance (move from Salary Step E to Salary Step 1) on the Salary Schedule until either the professional certificate or three years of creditable experience have been earned; e.g., an individual with a provisional certificate and zero, one or two years of experience is listed at Salary Step E; the individual remains on Salary Step E until he/she has at least one year of creditable experience in the Georgia LUA and a professional certificate has been issued or three years have been earned on the provisional certificate. An individual with a provisional certificate and three years of creditable experience is placed on Salary Step 1. An individual with a provisional certificate and more than three years of experience is placed on the corresponding salary step; e.g., four years of experience equals Salary Step 2.
5. Individuals holding nonrenewable, professional (NT, NS, OR NL) certificates with five-year validity dates and in fields that must be upgraded to a higher degree level with five years (e.g., school media, speech and language pathology, school psychology, administration and supervision) shall be advanced on the salary schedule after a year of creditable experience as if they had three years of creditable experience. Such individuals shall follow the regular rules for placement on the salary schedule. Special Note: NT and NS certificates with three-year validity dates are no longer issued by the Professional Standard Commission; therefore, numbers 6 and 7 following are necessary only for proper placement prior to the 1993-94 school year.
6. An individual holding a nonrenewable, professional (NT) certificate issued for three years and having zero, one or two years of experience shall remain on the entry step until the professional certificate is issued. An individual shall not advance (skip steps on and/or two) on the salary schedule as long as the individual holds a nonrenewable, professional certificate. When the individual receives a renewable, professional certificate and has one year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1 as if he/she had three years of creditable experience.
7. An individual holding a nonrenewable, professional (NT) certificate issued for three years and having three or more years of experience shall be placed on the step that corresponds to the years of creditable experience; e.g., an individual with an NT certificate and five years of creditable experience shall be March 9, 2011 Effective: 30-Mar-11.

Placement of New Employees

1. Certified Teachers Hiring rates for certified teachers will be based on years of creditable service as defined by state regulations. Service credit awarded to new hires will not exceed 30 years. Salary schedules will be prepared annually to illustrate salary placement by years of service. Salary schedules for certified teachers are subject to change each year and should not be used to predict future salaries.

Clayton County Public Schools

Administrative, Non-Teaching Professional and Support for Salary Purposes

Administrative, Non-Teaching Professional, and Support

(a) The difference between the minimum and maximum salary for each classification level has been divided by grade and step on the Grade Salary Schedule. Each grade has a maximum amount of 16 steps. See CCPS Compensation Methodology and Procedures

(b) Salary increases to include steps and/or percentage increases are determined and approved for each fiscal year by the Clayton County Board of Education.

Administrative, Non-Teaching Professional and Support positions that are eligible for consideration of outside experience, will be calculated using the Grade Salary Schedule and based on the amount of directly related verifiable experience. Salary decisions are based on district policies, practices and procedures, industry practices, the Compensation Coordinating Supervisor review and ultimately the Superintendent.

ADMINISTRATIVE POSITIONS

Administrative positions, which require certification, compensated according to the CCPS Grade Salary Schedule. Each grade has a maximum of 16 steps. Salary experience for administrative positions is credited as follows:

- o Administrative positions receive experience credit up to the midpoint of the designated grade
- o Step placement is determined by years of directly relatable experience up to the midpoint for all administrative positions except Chief and Deputy-level positions
- o Step placement for the Chief and Deputy positions is the beginning step for the designated grade

NON- TEACHING PROFESSIONAL AND SUPPORT POSITIONS

Non-Teaching professional/support positions are compensated according to the CCPS Grade Salary Schedule. Each grade has a maximum of 16 steps. For reference, a listing of all non-teaching professional/support positions is listed by grade.

Salary experience for non-teaching professional/support positions is credited as follows:

- o Step placement begins on the first step for positions not considered for experience credit
- o Step placement is determined by years of directly relatable experience up the midpoint for positions that are considered for experience credit
- o Step placement for classified new hires that receive experience credit cannot exceed the midpoint of a grade for years of experience

Promotion - A promotion is the advancement or reassignment of an employee from a position on a lower pay grade to a position on a higher pay grade within the organizations job hierarchy.

Employees promoted within the organization will be placed on the appropriate higher pay grade. Employees promoted to the Grade Salary Schedule from the Teacher Salary Schedule are evaluated as a new hire. If an employee's promotion does not result in a pay raise, the employee's current salary may be adjusted by a percentage increase and placed on the nearest step in the new assigned grade, not to exceed the maximum step. Please note that promoted employees must meet minimal qualifications for the position. Internal equity will always be a consideration when deriving a promotion salary.

Demotion - A demotion is the reassignment of an employee to a position on a lower pay grade in the organizations job worth hierarchy

The Compensation Department utilizes a sliding scale formula to administer demotions. The sliding scale formula allows downward movement between pay grades while maintaining the current step. Voluntary and involuntary demotions will be treated the same. Employees demoted within the organization will be placed on the appropriate lower pay grade while maintaining the current step. Employees demoted to the Teacher Salary Scale from the Grade Salary Scale will be evaluated for teaching experience and degree level in accordance with State Board of Education State Rule 160-5-2-.05.

Lateral Movement

If an employee moves to a new position within the same salary scale or grade, the pay will remain the same.

Rehire

Teacher and teacher-like employees compensated on the CCPS Teacher Salary Scale receives year-for-year experience according to certification level and years of certified teaching experience in accordance with State Board of Education State Rule 160-5-2-.05. Non-teaching professional/support and Administrative positions rehired within one (1) calendar year of separation will receive salary credit for the last step earned at the time of separation.

Reassignment

Step placement for an employee reassigned to a different school, location or department and the position is compensated on a lower pay grade shall be deemed a demotion. All exceptions must go through an authorization process and an exception form completed and signed by the Superintendent. The Superintendent will complete a Reassignment Compensation form. The Superintendent and the Coordinator of Compensation must sign the form.

Verification of Employment & Retroactive Pay for Verification of Employment

Upon offer of employment at CCPS, All employees (both internal and external) will be granted a salary offered based on a verified experience. Therefore, an employee that has no verified experience upon hire will be placed at the entry salary level until CCPS experience verification forms are processed, and an employee's salary will be adjusted to reflect the total number of years of verified experience. The employee will receive retroactive pay as long as proper documentation is received within 60 days of the date of hire.

****Please Note: it is the employee's responsibility to ensure that the verification of experience forms are sent and received by the appropriate organizations and to contact these organizations if delays occur. The expectation is that all verified experience forms will be received by the Compensation department in one packet at one time. Based on the forms the employee's salary will be adjusted and retroactive payment will be calculated, if applicable. Any additional experience verification forms submitted may result in a salary adjustment, but will not be retroactively paid.**

**Hiring rates for all other employees will be determined individually based on each person's job-related qualifications. Hiring rates should be sensitive to internal equity concerns of other employees in the same job. Starting salaries that are above the midpoint may be offered only for hard-to-fill positions with approval of the Superintendent. The Human Resources division will recommend starting salaries for new hire.

Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract.

FLSA = Fair Labor Standards Act - Overtime eligibility

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | |
|--------|------------|--|---------------|---------------|---------------|----------------------|-------|-------------|------------|
| | | | | | | Min. | Max. | Min. | Max. |
| 23 | 02AJ | ACCOUNTANT I | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 22 | 16GG | ACCOUNTING TECHNICIAN II | 225 | 8 | Y | 22.40 | 34.89 | 40,326.00 | 62,819.00 |
| 21 | 16BB | ADMINISTRATIVE ASSISTANT II -8 HR | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 22 | 16BF | ADMINISTRATIVE ASSISTANT III | 225 | 8 | Y | 22.40 | 34.89 | 40,326.00 | 62,819.00 |
| 22 | 16EO | ADMINISTRATIVE SUPPORT SPEC II | 225 | 8 | Y | 22.40 | 34.89 | 40,326.00 | 62,819.00 |
| 31 (2) | 07F2 | ALT SCHOOL ADMINISTRATOR | 225 | 8 | N | 47.44 | 73.91 | 85,394.00 | 133,040.00 |
| 24 | 16IE | ASSESSMENT TRAINING SPL I | 225 | 8 | Y | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 31 | 07C5 | ASSISTANT DIRECTOR | 225 | 8 | N | 47.44 | 73.91 | 85,394.00 | 133,040.00 |
| 34 | 01AF | ASSISTANT SUPERINTENDENT | 225 | 8 | N | 60.21 | 94.91 | 108,383.00 | 170,851.00 |
| 18 | 430B | ASSISTIVE TECHNOLOGY TECH. | 190 | 8 | Y | 17.43 | 26.56 | 26,497.00 | 40,376.00 |
| 28 (2) | 08F1 | AST PRINCIPAL-ELEMENTARY | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 30 (2) | 08D1 | AST PRINCIPAL-HIGH SCHOOL | 225 | 8 | N | 43.65 | 67.99 | 78,574.00 | 122,388.00 |
| 29 (2) | 08E1 | AST PRINCIPAL-MIDDLE SCHOOL | 225 | 8 | N | 40.84 | 65.18 | 73,524.00 | 117,338.00 |
| | 491A | ATHLETIC DIRECTORS (HIGH SCHOOLS) | 210 | 8 | N | TEACHER SALARY SCALE | | | |
| 17 | 15B6 | ATTENDANCE CLERK | 195 | 7.5 | Y | 16.12 | 24.53 | 23,581.00 | 35,877.00 |
| 18 | 14E7 | AUDIOLOGY TECHNICIAN | 190 | 7.5 | Y | 17.43 | 26.56 | 24,842.00 | 37,853.00 |
| 24 | 02AI | AUDITOR | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| | 494B | BEHAVIOR INTERVENTION SPECIALIST-DES (GRANT) | 190 | 8 | TEACHER | SALARY | SCALE | | |
| 22 | 21AC | BI COMM/PARENT LIAISON | 200 | 8 | Y | 22.40 | 34.89 | 35,843.00 | 55,833.00 |
| 20 | 21AE | BI FAMILY SERVICE LIAISON | 188 | 8 | Y | 18.95 | 29.54 | 28,512.00 | 44,432.00 |
| 20 | 21AD | BI LANGUAGE SUPPORT LIAISON | 190 | 8 | Y | 18.95 | 29.54 | 28,815.00 | 44,905.00 |
| 20 | 21AB | BILINGUAL FAMILY LIAISON | 195 | 8 | Y | 18.95 | 29.54 | 29,573.00 | 46,086.00 |

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | |
|--------|------------|--|---------------|---------------|---------------|----------------------------|--------|-------------|------------|
| | | | | | | Min. | Max. | Min. | Max. |
| 29 | | BOARD CERTIFIED APPLIED BEHAVIOR ANALYST | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| PTE | 900J | BOARD CHAIR | 225 | 8 | N | Salary set individually | | | |
| PTE | 900E | BOARD MEMBER | 225 | 8 | N | Salary set individually | | | |
| PTB | 900F | BOOKKEEPER- SUB PART TIME | 205 | 7.5 | Y | 18.86 | 18.86 | - | - |
| 25 | 16DG | BUDGET ANALYST | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| 26 | 16DJ | BUDGET ANALYST II | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 18 (3) | 610J | BUS DRIVER 6.0 HRS. | 186 | 6 | Y | 17.43 | 26.56 | 19,455.00 | 29,645.00 |
| 23 | 622H | BUS DRIVER TRAINER | 225 | 8 | Y | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 13 (6) | 610K | BUS MONITOR I 6.0 HR | 186 | 6 | Y | 14.73 | 20.48 | 16,445.00 | 22,858.00 |
| 28 | | BUSINESS ANALYST | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 23 | 721I | BUYER | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 22 | 722L | BUYER SUPPORT SPECIALIST | 225 | 8 | Y | 22.40 | 34.89 | 40,326.00 | 62,819.00 |
| CKS | 900I | CAMPUS KIDS | 180 | | N | See Miscellaneous Salaries | | | |
| 20 | 01JK | CAMPUS KIDS ASST. SUPERVISOR | 225 | 8 | Y | 18.95 | 29.54 | 34,121.00 | 53,170.00 |
| 25 | 01JG | CAMPUS KIDS SUPERVISOR | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| CPS | 19B1 | CAMPUS SECURITY FT | 205 | 7.5 | Y | 15.89 | 24.15 | 24,430.00 | 37,130.00 |
| 28 | 01JB | CAPTAIN | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| CCB | 185C | CCBE STUDENT EMPLOYEE | 225 | 8 | N | Salary set individually | | | |
| 29 | 03C1 | CCEIS LEAD Mult-Tiered(MTSS) (GRANT-FUNDED) | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| NPT | 1851 | CTAE CCPS STUDENT EMPLOYEE-INTERN | CTAE | WBL STUD | N | 10.00 | 10.00 | | |
| 27 | | CHEMICAL HYGIENE OFFICER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 35 | 01CI | CHIEF FINANCIAL OFFICER | 225 | 8 | N | 65.49 | 103.16 | 117,897.00 | 185,696.00 |
| 35 | 01C0 | CHIEF HUMAN RESOURCES OFFICER | 225 | 8 | N | 65.49 | 103.16 | 117,897.00 | 185,696.00 |
| 35 | 01C1 | CHIEF- SAFETY AND SECURITY | 225 | 8 | N | 65.49 | 103.16 | 117,897.00 | 185,696.00 |
| 35 | 01CZ | CHIEF - TECHNOLOGY | 225 | 8 | N | 65.49 | 103.16 | 117,897.00 | 185,696.00 |
| 35 | 01CY | CHIEF- COMMUNICATIONS & PR | 225 | 8 | N | 65.49 | 103.16 | 117,897.00 | 185,696.00 |
| 26 | 16GT | CIA EARLY LEARNING INST SPECIALIST | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 21 | 02FB | COMMUNICATIONS ASSISTANT | 225 | 8 | N | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 18 | 15C3 | COMMUNICATIONS OFFICER | 225 | 8 | Y | 17.43 | 26.56 | 31,379.00 | 47,813.00 |
| 24 | 02B3 | COMMUNICATIONS SPECIALIST | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 22 | 21AA | COMMUNITY/PARENT LIAISON | 190 | 8 | Y | 22.40 | 34.89 | 34,051.00 | 53,041.00 |
| 22 | 488 | COMMUNITY RELATIONS SUPPORT SPECIALIS II | 225 | 8 | N | 22.40 | 34.89 | 40,326.00 | 62,819.00 |
| 27 | | COMMUNITY RELATIONS MANAGER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 24 | 16GH | COMPENSATION TECHNICIAN III | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 28 | 397 | COMPLIANCE SPECIALIST-VIRTUAL LEARNING PROGRAM | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 21 | 426D | COMPUTER OPERATOR | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 21 | 722I | CONSTRUCTION FIELD TECH | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | |
|---------|------------|---|---------------|---------------|----------------------|---------------------------------|--------|-------------|------------|
| | | | | | | Min. | Max. | Min. | Max. |
| 25 | 720H | CONSTRUCTION SUPV. SPLOST | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| 21 | 721G | CONTRACTS SPEC. CONSTRUCTION | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 29 | 720E | COORDINATING SUPERVISOR | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 29 | 01JD | COORDINATING SUPERVISOR PRE-K | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 29 | 01GN | COORDINATING SUPV-STUDENT DISC | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 30 | 01GI | COORDINATOR- CERTIFIED | 225 | 8 | N | 43.65 | 67.99 | 78,574.00 | 122,388.00 |
| 30 | 01G7 | COORDINATOR- CLASSIFIED | 225 | 8 | N | 43.65 | 67.99 | 78,574.00 | 122,388.00 |
| 13C (6) | 17B1 | CUSTODIAN II | 225 | 8 | Y | 14.73 | 20.48 | 26,525.00 | 36,869.00 |
| 26 | | DATA ANALYST (DISTRICT-LEVEL) | 225 | 8 | Y | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 17 | 16BP | DATA CLERK | 225 | 8 | Y | 16.12 | 24.53 | 29,017.00 | 44,141.00 |
| 28 | 02HB | DATA MANAGEMENT SPECIALIST | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 28 | 413C | DATABASE ADMINISTRATOR | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 36(14) | 01AR | DEPUTY SUPT- GOVT REL/PARTNSHP/GRANTS/OPS | 225 | 8 | N | 71.14 | 112.14 | 128,059.00 | 201,860.00 |
| 36 (14) | 01AT | DEPUTY SUPT-SCH LDERSHIP IMPR | 225 | 8 | N | 71.14 | 112.14 | 128,059.00 | 201,860.00 |
| 36 (14) | 01AU | DEPUTY SUPT- STD SRVCS FEDPROG | 225 | 8 | N | 71.14 | 112.14 | 128,059.00 | 201,860.00 |
| 27 | 415 | DIGITAL CONTENT MANAGER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 25 | 16IF | DIGITAL CONTENT SPECIALIST | 225 | 8 | N | 28.48 | 44.36 | 51,256.23 | 79,854.39 |
| 26 | 424B | DIGITAL LEARNING SPECIALIST | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 32 | 01EF | DIRECTOR-CERTIFIED | 225 | 8 | N | 51.56 | 80.33 | 92,817.00 | 144,607.00 |
| 32 | 01EG | DIRECTOR-CLASSIFIED | 225 | 8 | N | 51.56 | 80.33 | 92,817.00 | 144,607.00 |
| | 03C1 | DISTRICT LEVEL CHAIRPERSON-SST | 220 | 8 | N | TEACHER SALARY SCALE (11 MONTH) | | | |
| 22 | 82A4 | DISTRICT SUCCESS COACH | 190 | 8 | N | 22.40 | 34.89 | 33,714.00 | 52,516.00 |
| 20 | 16GN | DUE PROCESS TECHNICIAN II | 225 | 8 | Y | 18.95 | 29.54 | 34,121.00 | 53,170.00 |
| | 493H | EARLY LEARNING READING COACH | 190 | 8 | TEACHER SALARY SCALE | | | | |
| 26 | 16IC | EARLY LEARNING COMPLIANCE SPECIALIST | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 30 | 02HC | EDUCATIONAL RESEARCH SCIENTIST | 225 | 8 | N | 43.65 | 67.99 | 78,574.00 | 122,388.00 |
| 20 | 20AC | ELECTRONIC IMAGING SPECIALIST | 225 | 8 | Y | 18.95 | 29.54 | 34,121.00 | 53,170.00 |
| 18 | 16EM | ENERGY MGT. ASSISTANT | 225 | 8 | Y | 17.43 | 26.56 | 31,379.00 | 47,813.00 |
| 23 | 16EK | ENERGY MGT. SPECIALIST | 225 | 8 | Y | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 28 | 16M2 | ERP APP SUPPORT ADMINISTRATOR | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 26 | 16M3 | ERP APP SUPPORT SPECIALIST | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 28 | 493C | ESOL INSTRUCTIONAL SPECIALIST | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 23 | 16AD | EXEC. ASST./CHIEF OFFICER SEC | 225 | 8 | Y | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 24 (13) | 16AK | EXEC. ASST./DEPUTY SUPT SEC | 225 | 8 | Y | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 25 (13) | 16A6 | EXECUTIVE ASSISTANT/SUPT SEC | 225 | 8 | Y | 28.76 | 44.80 | 51,769.00 | 80,653.00 |

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | |
|--------|------------|---|------------------|------------------------|----------------------|-------------------------|-------|-------------|------------|
| | | | | | | Min. | Max. | Min. | Max. |
| 33 (2) | 01EI | EXECUTIVE DIRECTOR -CERTIFIED | 225 | 8 | N | 56.04 | 87.32 | 100,878.00 | 157,182.00 |
| 33 (2) | 01EJ | EXECUTIVE DIRECTOR-CLASSIFIED | 225 | 8 | N | 56.04 | 87.32 | 100,878.00 | 157,182.00 |
| 17 | 16BO | FILE ROOM CLERK | 225 | 8 | Y | 16.12 | 24.53 | 29,017.00 | 44,141.00 |
| 26 | 02AK | FINANCIAL ANALYST II | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| PTE | | FINE ARTS FILE PRODUCTION CREW (STUDENT POSIITON) | SUMMER PART-TIME | | Y | 10.00 | 10.00 | - | - |
| PTE | | FINE ARTS SUMMER CAMP ASSISTANT | SUMMER PART-TIME | | Y | 10.00 | 10.00 | - | - |
| 27 | 620B | FLEET MAINTENANCE MANAGER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 22 | 621D | FLEET MAINTENANCE MECHANIC I | 225 | 8 | Y | 22.40 | 34.89 | 39,927.19 | 62,197.42 |
| 23 | 621E | FLEET MAINTENANCE MECHANIC II | 225 | 8 | Y | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 24 | 621F | FLEET MAINTENANCE MECHANIC III | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 25 | 620D | FLEET MAINTENANCE SUPERVISOR | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| | | FLIGHT OPERATIONS INSTRUCTOR | 190 | 8 | TEACHER SALARY SCALE | | | | |
| PTE-N | 900C | GRADUATION COACH | | Part- time Hourly Rate | | | | | |
| | | GRADUATION COACH(COUNSELOR 9TH GRADE) | 200 | 8 | TEACHER SALARY SCALE | | | | |
| 27 | 1253 | GRANT WRITER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 19 | 20AD | GRAPHIC ARTS TECHNICIAN | 225 | 8 | Y | 18.85 | 28.77 | 33,942.00 | 51,791.00 |
| 17 | 15B4 | GUIDANCE SECRETARY | 195 | 7.5 | N | 16.12 | 24.53 | 23,581.00 | 35,877.00 |
| 13 (6) | 482A | HEALTH CARE TECHNICIAN | 185 | 6.5 | Y | 14.73 | 20.48 | 17,720.00 | 24,629.00 |
| 13 (6) | 482B | HEALTH CARE TECHNICIAN- ELITE | 185 | 6.5 | Y | 14.73 | 20.48 | 17,720.00 | 24,629.00 |
| | | (HIMO) HEALTHCARE SCIENCE TEACHER | 190 | 8 | N | TEACHER SALARY SCALE | | | |
| 18 | 4832 | HOME EXTENSION INSTRUCTOR | 225 | 8 | Y | 17.43 | 26.56 | 31,379.00 | 47,813.00 |
| 25 | | HOMELESS EDUCATION NAVIGATOR(GRANT-FUNDED) | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| PTE | 900G | HOURLY POLICE/EMT | 225 | 8 | N | Salary set individually | | | |
| 23 | 16DE | HR ANALYST-ABSENCE MANAGEMENT | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 19 | 16EE | HR SPECIALIST I | 225 | 8 | Y | 18.85 | 28.77 | 33,942.00 | 51,791.00 |
| 21 | 16EI | HR SPECIALIST II | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 23 | 16DB | HUMAN RESOURCES ANALYST I | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 26 | 16DD | HUMAN RESOURCES ANALYST II | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 23 | 16DB | HUMAN RESOURCES BENEFITS ANALYST I | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 26 | 424H | INFORMATION SYSTEM SPECIALIST | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 26 | 423H | INFORMATION SYSTEM TRAINER | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 28 | 16MI | INST. IMPLEMENTATION SPEC. | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 28 | 16MA | INSTRUCTIONAL SPECIALIST | 200 | 8 | N | 36.93 | 57.56 | 59,097.00 | 92,096.00 |
| | 493D | INSTRUCTIONAL SUPPORT TEACHER (VIRTUAL) | 190 | 8 | N | TEACHER SALARY SCALE | | | |
| 26 | 423C | INSTRUCTIONAL TECHNOLOGY SPEC. | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 25 | 01JE | INVESTIGATOR | 225 | 8 | Y | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| 13 (6) | 34B1 | ITINERANT NUTRITION WORKERS | 185 | 6 | Y | 14.73 | 20.48 | 17,027.00 | 22,511.00 |

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | |
|-------|------------|--|---------------|---------------|----------------------|-------------------------|-------|-------------|------------|
| | | | | | | Min. | Max. | Min. | Max. |
| PTE | 9061 | LAY COACH | 225 | | N | Salary set individually | | | |
| 29 | | LEAD ATTENDANCE | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 28 | 01GP | LEAD DISTRICT PBIS (GRANT FUNDED) | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 29 | 03C1 | LEAD CCEIS(MTSS) | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 29 | 03B9 | LEAD MULTI-TIERRED SYSTEM SUPPORT (MTSS)(GRANT) | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 29 | 03B6 | LEAD PSYCHOLOGIST | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 28 | 8868 | LEAD SUPERVISING HEALTHCARE PROFESSIONAL | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 28 | 1259 | LEAD TEACHER | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 28 | 642 | LEAD TEACHER (EARLY CHILDHOOD) | 200 | 8 | N | 36.93 | 57.56 | 59,097.00 | 92,096.00 |
| | | LEAD TEACHER-INTERNATIONAL BACCALAUREATE(SCHOOL) | 190 | 8 | TEACHER SALARY SCALE | | | | |
| 28 | | LEAD TEACHER - MAGNET(DISTRICT LEVEL) | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 27 | 423B | LEARNING MANAGEMENT SYSTEM SPEACIALIST | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 30 | 02GB | LEGAL COMPLIANCE OFFICER-COOR. | 225 | 8 | N | 43.65 | 67.99 | 78,574.00 | 122,388.00 |
| 16 | | LIBRARY MEDIA CLERK | 188 | 8 | Y | 16.29 | 22.65 | 24,500.00 | 34,072.00 |
| 27 | 01JC | LIEUTENANT | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| LRM | 900H | LUNCHROOM MONITORS | 180 | 3 | N | 15.34 | 15.34 | 8,283.60 | 8,283.60 |
| 19 | 20AE | MAIL SERVICE/GRAPHIC ARTS TECH | 225 | 8 | Y | 18.85 | 28.77 | 33,942.00 | 51,791.00 |
| 16(6) | 723F | MAINT WORKER BUILDING & GROUND | 225 | 8 | Y | 16.28 | 22.65 | 29,322.00 | 40,777.00 |
| 18 | 723E | MAINTENANCE APPR W/PSER/PXRS | 225 | 8 | Y | 17.43 | 26.56 | 31,379.00 | 47,813.00 |
| 18 | 723D | MAINTENANCE APPRENTICE W/TRS | 225 | 8 | Y | 17.43 | 26.56 | 31,379.00 | 47,813.00 |
| 24 | 01JI | MAINTENANCE OFFICE SUPERVISOR | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 27 | 720G | MAINTENANCE SUPERVISOR | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 21 | 722G | MAINTENANCE TECH W/PSER/PXRS | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 21 | 722H | MAINTENANCE TECHNICIAN W/TRS | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 24 | | MAINTENANCE MASTER TECHNICIAN(TEXTBOOK) | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 30 | 01JA | MAJOR | 225 | 8 | N | 43.65 | 67.99 | 78,574.00 | 122,388.00 |
| 27 | 01JF | MANAGER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 25 | 1258 | MASTER CHEF/TRAINER | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| 26 | 16GC | MASTER SCHEDULING SPECIALIST | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 24 | 722K | MASTER TECHNICIAN W/PSER/PXRS | 225 | 8 | Y | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 24 | 722J | MASTER TECHNICIAN W/TRS | 225 | 8 | Y | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 26E | 397 | MATHEMATICS SPECIALIST | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 22 | 426A | MIS DATA INFORMATION SYS TECH | 225 | 8 | Y | 22.40 | 34.89 | 39,927.19 | 62,197.42 |
| 20 | 16EB | MIS HELP DESK SPECIALIST | 225 | 8 | Y | 18.95 | 29.54 | 34,121.00 | 53,170.00 |
| 27 | 415G | MIS PROGRAMMER/ANALYST | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 28 | 415F | MIS SENIOR PROGRAMMER ANALYST | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 28 | 413A | MIS SYSTEMS SUPPORT ADMIN | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 27 | 423A | MIS TECHNICAL SUPT SUPERVISOR | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 22 | 425F | MIS TECHNICIAN I | 225 | 8 | Y | 22.40 | 34.89 | 39,927.19 | 62,197.42 |

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | |
|--------|------------|--|---------------|---------------|---------------|-------------|-------|-------------|-----------|
| | | | | | | Min. | Max. | Min. | Max. |
| 23 | 425G | MIS TECHNICIAN II | 225 | 8 | Y | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 24 | 425H | MIS TECHNICIAN III | 225 | 8 | Y | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 25 | 425E | MIS TELECOM TECHNICIAN | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| 24 | 303I | NUT MASTER TECH. W/PSER/PXRS | 225 | 8 | Y | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 24 | 303H | NUT MASTER TECH. W/TRS | 225 | 8 | Y | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 15(6) | 31A5 | NUTRITION ASST MGR | 185 | 8 | Y | 15.06 | 20.92 | 22,287.00 | 30,962.00 |
| 15(6) | 31A4 | NUTRITION ASST MGR- ELITE | 188 | 8 | Y | 15.06 | 20.92 | 22,650.00 | 31,463.00 |
| 23 | 721J | NUTRITION BUYER | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 23 | 301B | NUTRITION LEAD MANAGER | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 18 | 303K | NUTRITION MAINT APPR W/PSER/PX | 225 | 8 | Y | 17.43 | 26.56 | 31,379.00 | 47,813.00 |
| 18 | 303L | NUTRITION MAINT TECH W/PSER | 225 | 8 | Y | 17.43 | 26.56 | 31,379.00 | 47,813.00 |
| 21 | 303J | NUTRITION MAINT TEC W/TRS | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 27 | 303G | NUTRITION MAINTENANCE SUPV | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 20 | 300D | NUTRITION MGR E/S | 190 | 8 | N | 18.95 | 29.54 | 28,815.00 | 44,905.00 |
| 22 | 300G | NUTRITION MGR H/S | 190 | 8 | N | 22.40 | 34.89 | 34,051.00 | 53,041.00 |
| 21 | 300F | NUTRITION MGR M/S | 190 | 8 | N | 20.60 | 32.10 | 31,318.00 | 48,804.00 |
| 22 | 300H | NUTRITION MGR -ELITE | 190 | 8 | N | 22.40 | 34.89 | 34,051.00 | 53,041.00 |
| 25 | 4831 | NUTRITION PROG. TECH SPEC. | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| 23 | 16IA | NUTRITION PROGRAM SPECIALIST | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 23 | 477 | NUTRITION PROGRAM SPECIALIST-PROCUREMENT | 225 | 8 | N | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| PLM-N | 34B2 | NUTRITION SCANNING TECHNICAN | 225 | 8 | Y | 10.49 | 12.48 | 18,888.48 | 22,464.00 |
| 13 (6) | 326L | NUTRITION WORKER 3.0 HR | 185 | 3 | Y | 14.73 | 20.48 | 8,178.00 | 11,367.00 |
| 13 (6) | 326M | NUTRITION WORKER 4.0 HR | 185 | 4 | Y | 14.73 | 20.48 | 10,904.00 | 15,156.00 |
| 13 (6) | 326N | NUTRITION WORKER 5.0 HR | 185 | 5 | Y | 14.73 | 20.48 | 13,631.00 | 18,947.00 |
| 13 (6) | 326O | NUTRITION WORKER 5.5 HR | 185 | 5.5 | Y | 14.73 | 20.48 | 14,993.00 | 20,840.00 |
| 13 (6) | 326P | NUTRITION WORKER 6.0 HR | 185 | 6 | Y | 14.73 | 20.48 | 16,357.00 | 22,736.00 |
| 13 (6) | 326Q | NUTRITION WORKER 6.5 HR | 185 | 6.5 | Y | 14.73 | 20.48 | 17,720.00 | 24,629.00 |
| 13 (6) | 326R | NUTRITION WORKER 7.0 HR | 185 | 7 | Y | 14.73 | 20.48 | 19,083.00 | 26,526.00 |
| 13 (6) | 326S | NUTRITION WORKER 7.5 HR | 185 | 7.5 | Y | 14.73 | 20.48 | 20,446.00 | 28,416.00 |
| 13 (6) | 326U | NUTRITION WORKER- ELITE 4.0 HRS | 188 | 4 | Y | 14.73 | 20.48 | 11,076.00 | 15,400.00 |

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | | | |
|--------|------------|---|--|---------------|---------------|-------------------------|-------|-------------|------------|--|--|
| | | | | | | Min. | Max. | Min. | Max. | | |
| 13 (6) | 326V | NUTRITION WORKER-ELITE 6.0 HRS | 188 | 6 | Y | 14.73 | 20.48 | 16,622.00 | 23,104.00 | | |
| 13 (6) | 326T | NUTRITION WORKER-ELITE 7.0 HRS | 188 | 7 | Y | 14.73 | 20.48 | 19,391.00 | 26,955.00 | | |
| 25 | 4811 | OCCUPATIONAL THERAPIST(OT) | 190 | 8 | N | 28.76 | 44.80 | 43,723.00 | 68,101.00 | | |
| 24 | 01JN | OFFICE SUPERVISOR | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 | | |
| 28 | 114 | PAC-TECHNICAL SPECIALIST (TEACHER) | 225 | 8 | N | 36.93 | 57.55 | 66,489.00 | 103,599.00 | | |
| 16(6) | 14E2 | PARAPRO- SPECIAL ED PRE-K | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14E1 | PARAPRO -SPED INTERRELATED | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14D4 | PARAPRO TITLE I | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14D9 | PARAPRO/CAREGIVER | 190 | 8 | Y | 16.28 | 22.65 | 24,759.00 | 34,428.00 | | |
| 16(6) | 14D8 | PARAPRO/FACILITATOR ISS | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14E3 | PARAPRO/FACILITATOR ISS -ELITE SCHOLARS | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14BC | PARAPRO - INSTRUCTIONAL | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14D1 | PARAPRO/KINDERGARTEN | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14E6 | PARAPRO- ELEMENTARY | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14D6 | PARAPRO-BILINGUAL | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16 (6) | 14D2 | PARAPRO-MEDIA | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14D5 | PARAPRO-REMEDIAL | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14E4 | PARAPRO-SPEC ED - ELITE SCHOLARS | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14D3 | PARAPRO-SPECIAL ED | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14E5 | PARAPRO-SPED/INTERR. ELITE SCHOLARS | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 16(6) | 14D7 | PARAPRO-TECHNOLOGY LAB | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| 28 | 03B8 | PART-TIME PSYCHOLOGIST | 200 | 8 | N | 36.93 | 57.56 | 59,097.00 | 92,096.00 | | |
| PTE | 900C | PART-TIME EMPLOYEES | 225 | 8 | N | Salary set individually | | | | | |
| 30 | 02GA | PERSONNEL REVIEW OFFICER | 225 | 8 | N | 43.65 | 67.99 | 78,574.00 | 122,388.00 | | |
| 25 | 508Q | PHYSICAL THERAPIST (PT) | 190 | 8 | N | 28.76 | 44.80 | 43,723.00 | 68,101.00 | | |
| 26 | 16AB | PLANNING ANALYST | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 | | |
| 26 | 431 | POSITION CONTROL ANALYST II | 225 | 8 | N | 31.26 | 48.72 | 56,284.00 | 87,704.00 | | |
| 16(6) | 14P2 | PRE K ASSISTANT | 190 | 7.5 | Y | 16.28 | 22.65 | 23,213.00 | 32,283.00 | | |
| PK2 | 50AR | PRE K LEAD TEACHER CERTIFIED | Based on Teacher Salary Scale -Certificate level and yrs of experience | | | | | | | | |
| PK3 | 494J | PRE K LEAD TEACHER MASTERS | Based on Teacher Salary Scale - Certificate Level Step E | | | | | | | | |
| PK1 | 494G | PRE K LEAD TEACHER NON-CERT | Based on Teacher Salary Scale - T4 Step E | | | | | | | | |

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | |
|--------|------------|--|---------------|---------------|---------------|----------------------|-------|-------------|------------|
| | | | | | | Min. | Max. | Min. | Max. |
| 25 | 16GW | PRE-K TRANSITION COACH (L4GA) | 190 | 8 | N | 28.76 | 44.80 | 43,723.00 | 68,101.00 |
| 18 | 20AF | PRESS OPERATOR II PRINTING | 225 | 8 | Y | 17.43 | 26.56 | 31,379.00 | 47,813.00 |
| 32 (2) | 07E3 | PRINCIPAL - ELITE SCHOLARS MS | 225 | 8 | N | 51.56 | 80.33 | 92,817.00 | 144,607.00 |
| 31 (2) | 07F1 | PRINCIPAL-ELEMENTARY | 225 | 8 | N | 47.44 | 73.91 | 85,394.00 | 133,040.00 |
| 33 (2) | 07D1 | PRINCIPAL-HIGH SCHOOL | 225 | 8 | N | 56.04 | 87.32 | 100,878.00 | 157,182.00 |
| 32 (2) | 07E1 | PRINCIPAL-MIDDLE SCHOOL | 225 | 8 | N | 51.56 | 80.33 | 92,817.00 | 144,607.00 |
| 27 | 01JL | PRINTING OPERATIONS SUPERVISOR | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 25 | 721H | PROCUREMENT CARD ADMINISTRATOR | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| 27 | 721F | PROCUREMENT SPECIALIST | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 24 | 20AA | PRODUCTION MANAGER | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 23 | 20AB | PRODUCTION/MAIL QT.CONTROL AST | 225 | 8 | Y | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 23 | 16GQ | PROG. SPECIALIST-SCH.NUTRITION | 200 | 8 | N | 24.33 | 37.93 | 38,946.00 | 60,697.00 |
| | | PROGRAM SPECIALIST-SPECIAL EDUCATION | 200 | 8 | N | TEACHER SALARY SCALE | | | |
| 20 | 16F2 | PROGRAM EVALUATOR | 225 | 8 | Y | 18.95 | 29.54 | 34,121.00 | 53,170.00 |
| 27 | | PROGRAM MANAGER | 210 | 8 | Y | 33.99 | 52.95 | 57,113.00 | 88,962.00 |
| 28 | 03B5 | PSYCHOLOGIST-12 MONTH | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 28 | 03B7 | PSYCHOLOGIST -GNETS | 200 | 8 | N | 36.93 | 57.56 | 59,097.00 | 92,096.00 |
| 28 | | PSYCHOLOGIST-SCHOOL-10 MONTH | 200 | 8 | N | 36.93 | 57.56 | 59,097.00 | 92,096.00 |
| 29 | 03B6 | PSYCHOLOGIST - LEAD | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 24 | 16C4 | RECRUITER | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 17 | 16BH | REGISTRAR-DISTRICT WIDE | 225 | 8 | Y | 16.12 | 24.53 | 29,017.00 | 44,141.00 |
| 19 | 15B5 | SCHOOL BOOKKEEPER SPECIALIST | 225 | 8 | Y | 18.85 | 28.77 | 33,942.00 | 51,791.00 |
| 28 | 16GU | SCHOOL CHOICE SPECIALIST | 200 | 8 | N | 36.93 | 57.56 | 59,097.00 | 92,096.00 |
| SRO | 195C | SCHOOL RESOURCE OFFICER | 205 | 8 | Y | 25.69 | 40.02 | 42,139.00 | 65,643.00 |
| 17 | 15B1 | SCHOOL SECRETARY I | 195 | 7.5 | Y | 16.12 | 24.53 | 23,581.00 | 35,877.00 |
| 18 | 15A3 | SCHOOL SECRETARY II-BOOKKEEPER | 205 | 7.5 | Y | 17.43 | 26.56 | 26,811.00 | 40,852.00 |
| 28 | 493K | SECONDARY READING INTERVENTIONIST L4GA | 225 | 8 | Y | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 19 | 16BN | SECRETARY II-A ELITE SCHOLARS | 220 | 8 | Y | 18.85 | 28.77 | 33,942.00 | 51,791.00 |
| 17 | 15B3 | SECRETARY-REGISTRAR | 195 | 7.5 | Y | 16.12 | 24.53 | 23,581.00 | 35,877.00 |
| 25 | 415E | SENIOR ENGINEER | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| 29 | 01JH | SENIOR MANAGER | 225 | 8 | N | 40.14 | 62.54 | 72,261.00 | 112,588.00 |
| 26 | 01G8 | SERGEANT | 225 | 8 | Y | 31.26 | 48.72 | 56,284.00 | 87,704.00 |
| 25 | 4806 | SIGN LANGUAGE INTERPRETER | 190 | 8 | Y | 28.76 | 44.80 | 43,723.00 | 68,101.00 |
| 28 | 4816 | SOCIAL WORKER | 190 | 8 | N | 36.93 | 57.56 | 56,142.00 | 87,490.00 |

| Grade | Class Code | Position | Days per Year | Hours per Day | FLSA Eligible | Hourly Rate | | Annual Rate | |
|-------|------------|--|---------------|---------------|---------------|-------------------------|-------|-------------|------------|
| | | | | | | Min. | Max. | Min. | Max. |
| 25 | 16GR | SPECIALIST | 225 | 8 | N | 28.48 | 44.36 | 51,256.23 | 79,854.39 |
| | | SDI COACH - SPECIAL EDUCATION | 200 | 8 | N | TEACHER SALARY SCALE | | | |
| | | SPECIAL EDUCATION TRANSITION SPECIALIST | 190 | 8 | | TEACHER SALARY SCALE | | | |
| 27 | 415T | SQL DEVELOPER I | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 28 | 413D | SQL DEVELOPER II | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| | | STEM TEACHER | 190 | 8 | | TEACHER SALARY SCALE | | | |
| 25 | 16EQ | STUDENT BEHAVIORAL HEALTH SPECIALIST (GRANT) | 200 | 8 | N | 28.48 | 44.36 | 45,568.00 | 70,976.00 |
| 25 | 16TG | STUDENT ENGAGEMENT SPECIALIST | 190 | 8 | N | 28.76 | 44.80 | 43,723.00 | 68,101.00 |
| 25 | 424G | STUDENT INFORMATION SPECIALIST | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| BDS | 9202 | SUBSTITUTE BUS DRIVER 6.0 | 186 | 6 | N | 18.42 | 26.56 | - | - |
| BMS | 9203 | SUBSTITUTE BUS MONITOR 6.0 | 186 | 6 | N | 15.49 | 20.48 | - | - |
| SUP | 01AB | SUPERINTENDENT | 240 | 8 | N | Salary set individually | | | |
| 25 | 4837 | SUPERVISING HEALTH CARE PROF. | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| P/T | 4838 | SUPERVISING HEALTH CARE PROF P/T | 225 | 8 | N | 28.76 | 44.80 | - | - |
| 25 | 01JH | SUPERVISOR | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| | | TEACHER-ADULT EDUCATION(GRANT FUNDED) | 225 | 8 | N | | | 44,000.00 | 44,000.00 |
| 28 | 514B | TEACHER-JROTC INSTRUCTOR | 220 | 8 | N | Salary set individually | | | |
| 28 | 494A | TEACHER DEVELOPMENT SPECIALIST | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| | | TEACHER SST (GRANT FUNDED) | 190 | 8 | N | TEACHER SALARY SCALE | | | |
| | 50AQ | TEACHER-VIRTUAL | 190 | 8 | N | TEACHER SALARY SCALE | | | |
| 19 | 15B7 | TERMINAL AGENCY CLERK | 225 | 8 | N | 18.85 | 28.77 | 33,942.00 | 51,791.00 |
| 19 | 16G0 | TESTING TECHNICIAN | 225 | 8 | Y | 18.85 | 28.77 | 33,942.00 | 51,791.00 |
| 21 | 167K | TEXTBOOK SPECIALIST | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 19 | 4828 | THEATER TECHNICIAN | 225 | 8 | Y | 18.85 | 28.77 | 33,942.00 | 51,791.00 |
| 22 | | TITLE I PARENT LIAISON | 190 | 8 | Y | 22.40 | 34.89 | 34,051.00 | 53,041.00 |
| 28 | 1252 | TITLE I PROGRAM SPECIALIST | 225 | 8 | N | 36.93 | 57.56 | 66,489.00 | 103,599.00 |
| 24 | 424D | TRAINING SPECIALIST I | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 23 | 623C | TRANS. SPECIALIST | 225 | 8 | Y | 24.33 | 37.93 | 43,811.00 | 68,283.00 |
| 19 | 613B | TRANSPORTATION DISPATCHER | 190 | 8 | Y | 18.85 | 28.77 | 28,658.00 | 43,735.00 |
| 27 | 622E | TRANSPORTATION MANAGER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 27 | 622F | TRANSPORTATION PROJECT MANAGER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| PTR | 623D | TRANSPORTATION SPEC PTR | 225 | 5 | N | 22.50 | 22.50 | 25,312.50 | 25,312.50 |
| 24 | 622G | TRANSPORTATION SUPERVISOR | 225 | 8 | N | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| 21 | 16EP | TRIBUNAL SPECIALIST II | 225 | 8 | Y | 20.60 | 32.10 | 37,089.00 | 57,789.00 |
| 24 | | TRIBUNAL TECHNICIAN III | 225 | 8 | Y | 26.46 | 41.22 | 47,645.00 | 74,200.00 |
| TRS | 9077 | TRS RETIREE-ADM PT W/BENEFITS | 225 | 8 | N | Salary set individually | | | |
| TRS | 9071 | TRS RETIREE-CLER PT W/BENEFITS | 225 | 8 | N | Salary set individually | | | |
| TRS | 9075 | TRS RETIREE-IN A NON TRS CLASS | 225 | 8 | N | Salary set individually | | | |
| TRS | 9079 | TRS RETIREE-PARA PT W/BENEFITS | 225 | 7.5 | N | Salary set individually | | | |
| TRS | 9078 | TRS RETIREE-TEACHER PT W/BENEF | 225 | 8 | N | Salary set individually | | | |
| 27 | 4821 | TV STATION MANAGER | 225 | 8 | N | 33.99 | 52.95 | 61,191.00 | 95,312.00 |
| 25 | 16MB | VITURAL LEARNING SUPPORT SPECIALIST | 225 | 8 | N | 28.76 | 44.80 | 51,769.00 | 80,653.00 |
| | 50AQ | VIRTUAL LEARNING TEACHER | 190 | 8 | N | TEACHER SALARY SCALE | | | |
| 28 | 16MG | WORKFORCE INNOVATOR | 200 | 8 | N | 36.93 | 57.56 | 59,097.00 | 92,096.00 |
| 24 | 1255 | YOUTH APPRENTICESHIP SPEC. | 220 | 8 | Y | 26.46 | 41.22 | 46,591.00 | 72,544.00 |

2022 -2023 Salary Table
Grades 13 - 19 - CPS

| GRADE | POSITION | DAYS PER YEAR | HOURS PER DAY | FLSA ELIGIBLE | STEP | STEP | STEP | STEP | STEP | STEP | STEP |
|-------|---|---------------|---------------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|
| | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 13 | CUSTODIAN II | 225 | 8 | Y | 14.73 | 14.88 | 15.03 | 15.18 | 15.34 | 15.49 | 15.94 | 16.38 | 16.83 | 17.32 | 17.81 | 18.30 | 18.82 | 19.35 | 19.90 | 20.48 |
| | HEALTH CARE TECHNICIAN | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | HEALTH CARE TECHNICIAN- ELITE | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER- ELITE 4.0 HRS | 188 | 4 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER-ELITE 6.0 HRS | 188 | 6 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER-ELITE 7.0 HRS | 188 | 7 | Y | | | | | | | | | | | | | | | | |
| | BUS MONITOR I 6.0 HR | 186 | 6 | Y | | | | | | | | | | | | | | | | |
| | ITINERANT NUTRITION WORKERS | 185 | 6 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER 3.0 HR | 185 | 3 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER 4.0 HR | 185 | 4 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER 5.0 HR | 185 | 5 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER 5.5 HR | 185 | 5.5 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER 6.0 HR | 185 | 6 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER 6.5 HR | 185 | 6.5 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER 7.0 HR | 185 | 7 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION WORKER 7.5 HR | 185 | 7.5 | Y | | | | | | | | | | | | | | | | |
| 15 | NUTRITION ASST MGR | 185 | 8 | Y | 15.06 | 15.21 | 15.36 | 15.52 | 15.68 | 15.84 | 16.28 | 16.74 | 17.21 | 17.70 | 18.19 | 18.71 | 19.23 | 19.78 | 20.34 | 20.92 |
| 16 | MAINT WORKER BUILDING & GROUND | 225 | 8 | Y | 16.29 | 16.46 | 16.62 | 16.79 | 16.96 | 17.13 | 17.60 | 18.10 | 18.63 | 19.14 | 19.69 | 20.23 | 20.82 | 21.42 | 22.02 | 22.65 |
| | PARAPRO- SPECIAL ED, PRE-K | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO -SPED INTERRELATED | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO TITLE I | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO/CAREGIVER | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO/FACILITATOR ISS | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO/FACILITATOR ISS -ELITE SCHOLARS | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO - INSTRUCTIONAL | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO/KINDERGARTEN | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO- ELEMENTARY | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO-BILINGUAL | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO-MEDIA | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO-REMEDIAL | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO-SPEC ED - ELITE SCHOLARS | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO-SPECIAL ED | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO-SPED/INTERR. ELITE SCHOLARS | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PARAPRO-TECHNOLOGY LAB | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | PRE-K ASSISTANT | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | LIBRARY MEDIA CLERK | 188 | 8 | Y | | | | | | | | | | | | | | | | |
| GRADE | | | | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 | STEP 11 | STEP 12 | STEP 13 | STEP 14 | STEP 15 | STEP 16 |
| 17 | ATTENDANCE CLERK | 195 | 7.5 | Y | 16.12 | 16.57 | 17.04 | 17.52 | 18.01 | 18.52 | 19.04 | 19.60 | 20.15 | 20.72 | 21.30 | 21.91 | 22.54 | 23.18 | 23.85 | 24.52 |
| | DATA CLERK | 195 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | FILE ROOM CLERK | 195 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | GUIDANCE SECRETARY | 195 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | REGISTRAR-DISTRICT WIDE | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | SCHOOL SECRETARY I | 195 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | SECRETARY-REGISTRAR | 195 | 7.5 | Y | | | | | | | | | | | | | | | | |
| 18 | ASSISTIVE TECHNOLOGY TECH. | 190 | 8 | Y | 17.43 | 17.92 | 18.42 | 18.95 | 19.47 | 20.03 | 20.60 | 21.19 | 21.80 | 22.42 | 23.06 | 23.71 | 24.40 | 25.09 | 25.82 | 26.56 |
| | COMMUNICATIONS OFFICER | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | ENERGY MGT. ASSISTANT | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | HOME EXTENSION INSTRUCTOR | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | MAINTENANCE APPR W/PSE/PXRS | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | MAINTENANCE APPRENTICE W/TRS | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION MAINT APPR W/PSE/PX | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION MAINT TECH W/PSE/PX | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | PRESS OPERATOR II PRINTING | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| | AUDIOLOGY TECHNICIAN | 190 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | BUS DRIVER 6.0 HRS. | 186 | 6 | Y | 17.43 | 17.92 | 21.18 | 21.79 | 22.39 | 23.03 | 23.69 | 24.37 | 25.07 | 25.78 | 26.52 | 27.27 | 28.06 | 28.85 | 29.69 | 30.54 |

2022 -2023 Salary Table
Grades 13 - 19 - CPS

| | | | | | | | | | | | | | | | | | | | | |
|------------|-------------------------------------|-----|-----|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 19 | ACCOUNTING TECHNICIAN I - 7.5 HR | 195 | 7.5 | Y | 18.86 | 19.38 | 19.94 | 20.51 | 21.08 | 21.69 | 22.30 | 22.94 | 23.60 | 24.27 | 24.96 | 25.69 | 26.43 | 27.20 | 27.97 | 28.77 |
| | ACCOUNTING TECHNICIAN I - 8 HR | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | ADM. ASST. II - 210 DAYS | 210 | 8 | Y | | | | | | | | | | | | | | | | |
| | SCHOOL SECRETARY II-BOOKKEEPER | 225 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | ADMINISTRATIVE ASSISTANT II- 7.5 HR | 225 | 7.5 | Y | | | | | | | | | | | | | | | | |
| | GRAPHIC ARTS TECHNICIAN | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | MAIL SERVICE/GRAPHIC ARTS TECH | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | SECRETARY II-A ELITE SCHOLARS | 220 | 8 | Y | | | | | | | | | | | | | | | | |
| | TESTING TECHNICIAN | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | THEATER TECHNICIAN | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | TRANSPORTATION DISPATCHER | 190 | 8 | Y | | | | | | | | | | | | | | | | |
| CPS | CAMPUS SECURITY FT | 205 | 7.5 | Y | 15.89 | 16.34 | 16.79 | 17.26 | 17.75 | 18.25 | 18.76 | 19.28 | 19.84 | 20.40 | 20.97 | 21.56 | 22.19 | 22.82 | 23.47 | 24.15 |

2022 - 2023 Salary Table
Grades 20 - 29 - SRO

| GRADE | POSITION | DAYS PER YEAR | HOURS PER DAY | FLSA ELIGIBLE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 | STEP 11 | STEP 12 | STEP 13 | STEP 14 | STEP 15 | STEP 16 |
|--|--|---------------|---------------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|
| 20 | BI FAMILY SERVICE LIAISON | 188 | 8 | Y | 28,512 | 29,378 | 30,244 | 31,140 | 32,098 | 33,054 | 34,042 | 35,074 | 36,123 | 37,216 | 38,310 | 39,465 | 40,649 | 41,880 | 43,141 | 44,432 |
| | BI LANGUAGE SUPPORT LIAISON | 190 | 8 | Y | 28,815 | 29,691 | 30,566 | 31,472 | 32,439 | 33,046 | 34,404 | 35,448 | 36,507 | 37,612 | 38,717 | 39,885 | 41,082 | 42,325 | 43,600 | 44,905 |
| | NUTRITION MGR E/S | 190 | 8 | N | | | | | | | | | | | | | | | | |
| | BILINGUAL FAMILY LIAISON | 195 | 8 | Y | 29,574 | 30,472 | 31,371 | 32,300 | 33,293 | 34,285 | 35,310 | 36,380 | 37,468 | 38,602 | 39,736 | 40,934 | 42,163 | 43,439 | 44,747 | 46,086 |
| | CAMPUS KIDS ASST. SUPERVISOR | 225 | 8 | Y | 34,121 | 35,152 | 36,203 | 37,275 | 38,409 | 39,564 | 40,738 | 41,976 | 43,233 | 44,532 | 45,852 | 47,233 | 48,656 | 50,119 | 51,624 | 53,170 |
| | SCHOOL BOOKKEEPER SPECIALIST | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | HR SPECIALIST I | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | DUE PROCESS TECHNICIAN II | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | ELECTRONIC IMAGING SPECIALIST | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | MIS HELP DESK SPECIALIST | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| PROGRAM EVALUATOR | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| 21 | ADMINISTRATIVE ASSISTANT II -8 HR | 225 | 8 | Y | 37,089 | 38,203 | 39,358 | 40,532 | 41,749 | 43,007 | 44,306 | 45,605 | 46,985 | 48,408 | 49,852 | 51,356 | 52,903 | 55,011 | 56,119 | 57,789 |
| | COMMUNICATIONS ASSISTANT | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | COMPUTER OPERATOR | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | CONSTRUCTION FIELD TECH | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | CONTRACTS SPEC. CONSTRUCTION | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | MAINTENANCE TECH W/PSER/PXRS | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | MAINTENANCE TECHNICIAN W/TRS | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | NUTRITION MAINT TEC W/TRS | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | TEXTBOOK SPECIALIST | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | TRIBUNAL SPECIALIST II | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| NUTRITION MGR M/S | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| ADMINISTRATIVE SUPPORT SPEC II | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| 22 | ACCOUNTING TECHNICIAN II | 225 | 8 | Y | 40,326 | 41,522 | 42,780 | 44,058 | 45,377 | 46,739 | 48,141 | 49,604 | 51,089 | 52,614 | 54,181 | 55,810 | 57,480 | 59,191 | 61,005 | 62,819 |
| | ADMINISTRATIVE ASSISTANT III | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | COMMUNITY RELATIONS SUPPORT SPECIALIS II | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | HR SPECIALIST II | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | TERMINAL AGENCY CLERK | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | FLEET MAINTENANCE MECHANIC I | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | MIS DATA INFORMATION SYS TECH | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | MIS TECHNICIAN I | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | BUYER SUPPORT SPECIALIST | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | BI COMM/PARENT LIAISON | 200 | 8 | Y | 35,843 | 36,909 | 38,024 | 39,156 | 40,335 | 41,547 | 42,792 | 44,084 | 45,410 | 46,767 | 48,157 | 49,611 | 51,098 | 52,617 | 54,233 | 55,833 |
| COMMUNITY/PARENT LIAISON | 190 | 8 | Y | 34,051 | 35,064 | 36,124 | 37,197 | 38,318 | 39,469 | 40,653 | 41,881 | 43,139 | 44,428 | 45,749 | 47,131 | 48,543 | 49,986 | 51,521 | 53,041 | |
| DISTRICT SUCCESS COACH | 190 | 8 | N | | | | | | | | | | | | | | | | | |
| NUTRITION MGR H/S | 190 | 8 | N | | | | | | | | | | | | | | | | | |
| NUTRITION MGR -ELITE | 190 | 8 | N | | | | | | | | | | | | | | | | | |
| TITLE I PARENT LIAISON | 190 | 8 | Y | | | | | | | | | | | | | | | | | |
| 23 | ACCOUNTANT I | 225 | 8 | N | 43,811 | 45,130 | 46,491 | 47,893 | 49,336 | 50,800 | 52,325 | 53,892 | 55,521 | 57,170 | 58,902 | 60,655 | 62,469 | 64,366 | 66,304 | 68,283 |
| | BUS DRIVER TRAINER | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | BUYER | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | ENERGY MGT. SPECIALIST | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | EXEC. ASST./CHIEF OFFICER SEC | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | FLEET MAINTENANCE MECHANIC II | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| | HR ANALYST-ABSENCE MANAGEMENT | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | HUMAN RESOURCES ANALYST I | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | HUMAN RESOURCES BENEFITS ANALYST I | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | MIS TECHNICIAN II | 225 | 8 | Y | | | | | | | | | | | | | | | | |
| NUTRITION BUYER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| NUTRITION PROGRAM SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| NUTRITION PROGRAM SPECIALIST-PROCUREMENT | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| PRODUCTION/MAIL QT.CONTROL AST | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| TRANS. SPECIALIST | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| NUTRITION LEAD MANAGER | 200 | 8 | N | 38,946 | 40,109 | 41,321 | 42,565 | 43,858 | 45,151 | 46,508 | 47,898 | 49,353 | 50,823 | 52,358 | 53,910 | 55,526 | 57,206 | 58,936 | 60,697 | |
| PROG. SPECIALIST-SCH.NUTRITION | 200 | 8 | N | | | | | | | | | | | | | | | | | |

**2022 - 2023 Salary Table
Grades 20 - 29 - SRO**

| | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------------|--|-----|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| 24 | ASSESSMENT TRAINING SPL I | 225 | 8 | Y | 47,645 | 49,047 | 50,532 | 52,057 | 53,604 | 55,212 | 56,882 | 58,593 | 60,345 | 62,160 | 64,015 | 65,933 | 67,939 | 69,953 | 72,056 | 74,200 | |
| | AUDITOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | COMMUNICATIONS SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | COMPENSATION TECHNICIAN III | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | FLEET MAINTENANCE MECHANIC III | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MAINTENANCE OFFICE SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MAINTENANCE MASTER TECHNICIAN | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MASTER TECHNICIAN W/PSER/PXRS | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | MASTER TECHNICIAN W/TRS | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | MASTER TECHNICIAN CUSTODIAN | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | MIS TECHNICIAN III | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | NUT MASTER TECH. W/PSER/PXRS | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | NUT MASTER TECH. W/TRS | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | OFFICE SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | PRODUCTION MANAGER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | RECRUITER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | TRAINING SPECIALIST I | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| TRANSPORTATION SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | | |
| TRIBUNAL TECHNICIAN III | 225 | 8 | Y | | | | | | | | | | | | | | | | | | |
| YOUTH APPRENTICESHIP SPEC. | 220 | 8 | Y | 46,591 | 47,960 | 49,417 | 50,893 | 52,404 | 53,986 | 55,621 | 57,292 | 58,998 | 60,776 | 62,590 | 64,473 | 66,429 | 68,402 | 70,446 | 72,544 | | |
| 25 | BUDGET ANALYST | 225 | 8 | N | 51,769 | 53,336 | 54,944 | 56,572 | 58,284 | 60,036 | 61,830 | 63,686 | 65,582 | 67,541 | 69,602 | 74,685 | 73,829 | 76,055 | 78,323 | 80,653 | |
| | CAMPUS KIDS SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | CONSTRUCTION SUPV. SPLOST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | FLEET MAINTENANCE SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | HOMELESS EDUCATION NAVIGATOR(GRANT-FUNDE | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | INVESTIGATOR | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | MASTER CHEF/TRAINER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MIS TELECOM TECHNICIAN | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | NUTRITION PROG. TECH SPEC. | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | PROCUREMENT CARD ADMINISTRATOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | SENIOR ENGINEER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | STUDENT INFORMATION SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | SUPERVISING HEALTH CARE PROF. | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | VITURAL LEARNING SUPPORT SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | OCCUPATIONAL THERAPIST(OT) | 190 | 8 | N | 43,723 | 45,043 | 46,393 | 47,775 | 49,218 | 50,692 | 52,212 | 53,778 | 55,374 | 57,033 | 58,783 | 60,533 | 62,344 | 64,218 | 66,137 | 68,101 | |
| | PHYSICAL THERAPIST (PT) | 190 | 8 | N | | | | | | | | | | | | | | | | | |
| PRE-K TRANSITION COACH (L4GA) | 190 | 8 | N | | | | | | | | | | | | | | | | | | |
| SIGN LANGUAGE INTERPRETER | 190 | 8 | Y | | | | | | | | | | | | | | | | | | |
| STUDENT BEHAVIORAL HEALTH SPECIALIST | 200 | 8 | Y | | | | | | | | | | | | | | | | | | |
| STUDENT ENGAGEMENT SPECIALIST | 190 | 8 | N | | | | | | | | | | | | | | | | | | |
| 26 | CIA EARLY LEARNING INST SPECIALIST | 225 | 8 | N | 56,284 | 57,974 | 59,706 | 61,500 | 63,355 | 65,252 | 67,190 | 69,210 | 71,293 | 73,437 | 75,623 | 77,911 | 80,240 | 82,632 | 85,127 | 87,704 | |
| | DATA ANALYST (DISTRICT-LEVEL) | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | HUMAN RESOURCES ANALYST II | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | INFORMATION SYSTEM SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | INFORMATION SYSTEM TRAINER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | INSTRUCTIONAL TECHNOLOGY SPEC. | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MASTER SCHEDULING SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | POSITION CONTROL ANALYST II | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| SERGEANT | 225 | 8 | Y | | | | | | | | | | | | | | | | | | |

**2022 - 2023 Salary Table
Grades 20 - 29 - SRO**

| | | | | | | | | | | | | | | | | | | | | | |
|----------------------|---|-------------------------|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|--------|
| 27 | CHEMICAL HYGIENE OFFICER | 225 | 8 | N | 61,191 | 63,026 | 64,902 | 66,840 | 68,840 | 70,901 | 73,045 | 75,231 | 77,478 | 79,828 | 82,199 | 84,694 | 87,209 | 89,848 | 92,528 | 95,312 | |
| | COMMUNITY RELATIONS MANAGER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | GRANT WRITER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | LEARNING MANAGEMENT SYSTEM SPEACIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | LIEUTENANT | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MANAGER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MIS PROGRAMMER/ANALYST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MIS TECHNICAL SUPT SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | NUTRITION MAINTENANCE SUPV | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | PRINTING OPERATIONS SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | PROCUREMENT SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | SQL DEVELOPER I | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | TRANSPORTATION MANAGER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | TRANSPORTATION PROJECT MANAGER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| TV STATION MANAGER | 225 | 8 | N | | | | | | | | | | | | | | | | | | |
| SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | | |
| 28 | CAPTAIN | 225 | 8 | N | 66,489 | 68,489 | 70,509 | 72,674 | 74,839 | 77,086 | 79,416 | 81,787 | 84,220 | 86,756 | 89,374 | 92,033 | 94,817 | 97,641 | 100,569 | 103,600 | |
| | DATABASE ADMINISTRATOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | INST. IMPLEMENTATION SPEC. | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MIS SENIOR PROGRAMMER ANALYST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | MIS SYSTEMS SUPPORT ADMIN | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | PSYCHOLOGIST-12 MONTH | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | SECONDARY READING INTERVENTIONIST L4GA | 225 | 8 | Y | | | | | | | | | | | | | | | | | |
| | SQL DEVELOPER II | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | TEACHER DEVELOPMENT SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | TITLE I PROGRAM SPECIALIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | LEAD DISTRICT PBIS (GRANT FUNDED) | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | ASSISTANT PRINCIPAL ELEMENTARY | 225 | 8 | N | 69,848 | 72,058 | 74,390 | 76,739 | 79,209 | 81,730 | 84,321 | 86,998 | 89,761 | 92,576 | 95,495 | 98,518 | 101,609 | 104,804 | 108,103 | 111,471 | |
| | LEAD TEACHER (EARLY CHILDHOOD) | 200 | 8 | N | 59,101 | 60,879 | 62,676 | 64,600 | 66,524 | 68,521 | 70,592 | 72,700 | 74,862 | 77,116 | 79,444 | 81,807 | 84,281 | 86,792 | 89,394 | 92,089 | |
| | PART-TIME PSYCHOLOGIST | 200 | 8 | N | | | | | | | | | | | | | | | | | |
| | PSYCHOLOGIST -GNETS | 200 | 8 | N | | | | | | | | | | | | | | | | | |
| | PSYCHOLOGIST-SCHOOL-10 MONTH | 200 | 8 | N | | | | | | | | | | | | | | | | | |
| | SCHOOL CHOICE SPECIALIST | 200 | 8 | N | | | | | | | | | | | | | | | | | |
| | WORKFORCE INNOVATOR | 200 | 8 | N | | | | | | | | | | | | | | | | | |
| | INSTRUCTIONAL SPECIALIST | 200 | 8 | N | | | | | | | | | | | | | | | | | |
| | TEACHER-JROTC INSTRUCTOR | 220 | 8 | N | 64,363 | 66,299 | 68,253 | 70,347 | 72,459 | 74,624 | 76,877 | 79,182 | 81,541 | 83,987 | 86,522 | 89,091 | 91,784 | 94,530 | 97,363 | 100,302 | |
| SCHOOL SOCIAL WORKER | 190 | 8 | N | 55,586 | 57,258 | 58,946 | 60,754 | 62,578 | 64,448 | 66,394 | 68,385 | 70,422 | 72,534 | 74,723 | 76,942 | 79,268 | 81,639 | 84,086 | 86,625 | | |
| 29 | CCEIS LEAD Multi-Tiered(MTSS) (GRANT-FUNDED) | 225 | 8 | N | 71,546 | 73,710 | 75,915 | 78,181 | 80,548 | 82,957 | 85,447 | 87,999 | 90,653 | 93,368 | 96,164 | 99,063 | 102,043 | 105,105 | 108,228 | 111,474 | |
| | PSYCHOLOGIST - LEAD | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | SENIOR MANAGER | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | BOARD CERTIFIED APPLIED BEHAVIOR ANALYST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | COORDINATING SUPERVISOR | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | COORDINATING SUPERVISOR PRE-K | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | COORDINATING SUPV-STUDENT DISC | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | LEAD ATTENDANCE | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | LEAD CCEIS(MTSS) | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | LEAD MULTI-TIERED SYSTEM SUPPORT (MTSS)(GRANT-FUNDED) | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | LEAD PSYCHOLOGIST | 225 | 8 | N | | | | | | | | | | | | | | | | | |
| | ASSISTANT PRINCIPAL MIDDLE | 225 | 8 | N | 73,524 | 75,851 | 78,305 | 80,778 | 83,378 | 86,032 | 88,759 | 91,577 | 94,486 | 97,449 | 100,521 | 103,703 | 106,957 | 110,320 | 113,793 | 117,338 | |
| | SRO | SCHOOL RESOURCE OFFICER | 205 | 8 | N | 42,139 | 43,381 | 44,706 | 46,048 | 47,423 | 48,831 | 50,321 | 51,829 | 53,386 | 54,992 | 56,632 | 58,322 | 60,094 | 61,883 | 63,738 | 65,643 |

**2022 - 2023 Salary Table
Grades 30 - 36**

| GRADE | POSITION | DAYS PER YEAR | HOURS PER DAY | FLSA ELIGIBLE | STEP |
|-------|---|---------------|---------------|---------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 30 | AST PRINCIPAL-HIGH SCHOOL | 225 | 8 | N | 78,571 | 80,899 | 83,353 | 85,828 | 88,426 | 91,085 | 93,807 | 96,631 | 99,538 | 102,507 | 105,578 | 108,754 | 112,011 | 115,371 | 118,836 | 122,382 |
| | COORDINATOR- CERTIFIED | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | COORDINATOR- CLASSIFIED | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | EDUCATIONAL RESEARCH SCIENTIST | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | LEGAL COMPLIANCE OFFICER-COOR. | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | MAJOR | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | PERSONNEL REVIEW OFFICER | 225 | 8 | N | | | | | | | | | | | | | | | | |
| 31 | ALT SCHOOL ADMINISTRATOR | 225 | 8 | N | 85,394 | 87,951 | 90,590 | 93,312 | 96,116 | 98,981 | 101,971 | 105,022 | 108,176 | 111,434 | 114,773 | 118,216 | 121,742 | 125,392 | 129,164 | 133,040 |
| | ASSISTANT DIRECTOR | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | PRINCIPAL-ELEMENTARY | 225 | 8 | N | | | | | | | | | | | | | | | | |
| 32 | DIRECTOR-CERTIFIED | 225 | 8 | N | 92,817 | 95,601 | 98,466 | 101,434 | 104,486 | 107,599 | 110,815 | 114,155 | 117,577 | 121,123 | 124,752 | 128,484 | 132,339 | 136,319 | 140,400 | 144,607 |
| | DIRECTOR-CLASSIFIED | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | PRINCIPAL - ELITE SCHOLARS MS | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | PRINCIPAL-MIDDLE SCHOOL | 225 | 8 | N | | | | | | | | | | | | | | | | |
| 33 | EXECUTIVE DIRECTOR -CERTIFIED | 225 | 8 | N | 100,878 | 103,909 | 107,022 | 110,238 | 113,557 | 116,959 | 120,464 | 124,071 | 127,803 | 131,638 | 135,576 | 139,658 | 143,843 | 148,173 | 152,606 | 157,182 |
| | EXECUTIVE DIRECTOR-CLASSIFIED | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | PRINCIPAL-HIGH SCHOOL | 225 | 8 | N | | | | | | | | | | | | | | | | |
| 34 | ASSISTANT SUPERINTENDENT | 225 | 8 | N | 108,383 | 111,735 | 115,190 | 118,753 | 122,426 | 126,212 | 130,116 | 134,140 | 138,289 | 142,566 | 146,975 | 151,521 | 156,207 | 161,038 | 165,862 | 170,851 |
| 35 | CHIEF-CONSTRUCTION/SPLOST | 225 | 8 | N | 117,915 | 121,562 | 125,321 | 129,197 | 133,193 | 137,312 | 141,559 | 145,937 | 150,451 | 155,104 | 159,901 | 164,846 | 169,945 | 175,057 | 180,294 | 185,696 |
| | CHIEF FINANCIAL OFFICER | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | CHIEF HUMAN RESOURCES OFFICER | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | CHIEF- SAFETY AND SECURITY | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | CHIEF - TECHNOLOGY | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | CHIEF- COMMUNICATIONS & PR | 225 | 8 | N | | | | | | | | | | | | | | | | |
| 36 | DEPUTY SUPT- GOVT REL/PARTNSHP/GRANTS/OPS | 225 | 8 | N | 128,059 | 132,019 | 136,103 | 140,312 | 144,651 | 149,125 | 153,737 | 158,492 | 163,394 | 168,447 | 173,657 | 179,028 | 184,565 | 190,273 | 195,962 | 201,860 |
| | DEPUTY SUPT-SCH LDERSHIP IMPR | 225 | 8 | N | | | | | | | | | | | | | | | | |
| | DEPUTY SUPT- STD SRVCS FEDPROG | 225 | 8 | N | | | | | | | | | | | | | | | | |



Clayton County Public Schools

Employee Start and End Dates 2022 - 2023

| # Days | First day – Last day of work | # Days | First day – Last day of work |
|--|------------------------------|---|------------------------------|
| Employee Type | | Employee Type | |
| 12 Month Employees | | 11 Month Employees | |
| 240 Superintendent | 07/01/22 – 06/29/23 | 220 JROTC Instructors Youth Apprenticeship Specialist | 07/01/22 – 06/26/23 |
| 225 Bookkeepers Central Office Administrators Central Office Clerical Staff Central Office Directors Central Office Support Staff Lead Psychologists Title I Program Specialists Transportation Director Administrative Assistants Director of Athletics Purchasing Principals Assistant Principals Maintenance Personnel Technology Administrative Staff Transportation Administrative Staff Transportation Director | 07/01/22 – 06/29/23 | 210 Administrative Assistants II (11 Month) Athletic Directors | 07/11/22 – 06/12/23 |
| 10 Month Employees | | 10 Month Employees | |
| 205 School Resource Officer | 07/18/22 – 06/13/23 | 188 Media Clerks Bi Family Service Liaisons | 07/27/22 – 05/26/23 |
| 200 Counselors School Choice Specialists School Nutrition Lead Managers Student Behavioral Health Specialists Teacher Development Specialists Graduation Coaches ESOL Instructional Specialists Psychologists - GNETS Workforce Innovators Psychologists | 07/18/22 – 06/05/23 | 186 Bus Drivers Bus Monitors | 07/28/22 – 05/25/23 |
| 195 School Level Clerks Bilingual Family Liaison Accounting Technicians I | 07/18/22 – 05/26/23 | 185 School Nutrition Program Itinerant Nutrition Workers School Nutrition Assistant Managers | 07/28/22 – 05/24/23 |
| 190 Classroom Teachers Health Care Technicians Media Specialists Paraprofessionals Pre-K Lead Teachers Pre-K Assistants School Nutrition Managers Social Workers Student Engagement Specialists | 07/25/22 – 05/26/23 | 180 Campus Police Staff Security Guards Lunchroom Monitors Campus Kids | 08/03/22 – 05/24/23 |

| | |
|-------------------------|--|
| Position Length | Annual Salaries are prorated and paid |
| 12 Month Employees | from July to June |
| 10 – 11 Month Employees | from September to August |

Please reference the FY23 Employee Work Day Calendar for all Non-Work contract dates.

**Clayton County Public Schools
Teacher Annual Salary Schedule
2022-2023 School Year (190 Day)**

| Each Tier represents the degree level and each step represents the number years of verified experience. | BT-4 Bachelor's Degree | T-4 Bachelors Degree | BT-5 Master's Degree | T-5 Masters Degree | T-6 Specialist Degree | T-7 Doctorate Degree |
|---|---------------------------|-------------------------|-------------------------|-----------------------|--------------------------|-------------------------|
| Step | | | | | | |
| E | 42,342 | 50,308 | 46,556 | 55,181 | 59,966 | 65,373 |
| 1 | 42,342 | 50,919 | 46,556 | 55,859 | 60,728 | 66,044 |
| 2 | 42,342 | 51,578 | 47,678 | 56,631 | 61,630 | 67,075 |
| 3 | 42,342 | 52,104 | 48,833 | 57,512 | 62,582 | 68,122 |
| 4 | 42,342 | 53,153 | 50,024 | 58,664 | 63,891 | 69,353 |
| 5 | 42,342 | 53,968 | 51,659 | 59,608 | 65,012 | 70,576 |
| 6 | 42,342 | 55,210 | 52,934 | 61,035 | 66,620 | 72,434 |
| 7 | 42,342 | 56,019 | 54,904 | 61,975 | 68,093 | 74,042 |
| 8 | 42,342 | 56,756 | 56,276 | 63,130 | 69,720 | 75,800 |
| 9 | 42,342 | 57,817 | 56,276 | 64,561 | 71,318 | 77,622 |
| 10 | 42,342 | 58,681 | 57,689 | 65,365 | 72,179 | 78,848 |
| 11 | 42,501 | 60,061 | 57,848 | 66,833 | 73,897 | 80,464 |
| 12 | 42,661 | 60,662 | 59,464 | 67,532 | 74,410 | 81,072 |
| 13 | 42,819 | 62,297 | 59,623 | 69,282 | 76,279 | 83,347 |
| 14 | 42,979 | 62,917 | 61,282 | 69,999 | 76,989 | 83,961 |
| 15 | 43,137 | 64,142 | 61,441 | 71,371 | 78,531 | 85,779 |
| 16 | 43,297 | 64,777 | 63,145 | 72,103 | 79,323 | 86,478 |
| 17 | 43,456 | 66,236 | 63,304 | 73,802 | 81,181 | 88,626 |
| 18 | 43,615 | 66,890 | 65,055 | 74,559 | 82,017 | 89,418 |
| 19 | 43,774 | 68,277 | 65,213 | 76,148 | 83,672 | 91,230 |
| 20 | 43,934 | 68,876 | 67,012 | 76,840 | 84,334 | 92,062 |
| 21 | 44,092 | 69,792 | 67,170 | 77,893 | 85,454 | 93,291 |
| 22 | 44,252 | 70,151 | 67,330 | 78,319 | 85,927 | 93,807 |
| 23 | 44,411 | 71,170 | 67,489 | 79,493 | 87,235 | 95,235 |
| 24 | 44,570 | 71,616 | 67,648 | 80,015 | 87,751 | 95,799 |
| 25 | 44,729 | 72,542 | 67,807 | 81,017 | 88,860 | 97,009 |
| 26 | 44,888 | 73,250 | 67,967 | 81,760 | 89,603 | 97,814 |
| 27 | 45,047 | 74,233 | 68,125 | 82,956 | 90,938 | 99,254 |
| 28 | 45,207 | 74,704 | 68,285 | 83,528 | 91,565 | 99,942 |
| 29 | 45,365 | 74,728 | 68,444 | 83,552 | 91,589 | 99,967 |
| 30 | 45,525 | 74,752 | 68,603 | 83,576 | 91,613 | 99,991 |
| 31 | 45,684 | 74,752 | 68,762 | 83,576 | 91,613 | 99,991 |
| 32 | 45,843 | 74,752 | 68,921 | 83,576 | 91,613 | 99,991 |
| 33 | 46,002 | 74,752 | 69,080 | 83,576 | 91,613 | 99,991 |
| 34 | 46,162 | 74,752 | 69,240 | 83,576 | 91,613 | 99,991 |

Note: CCPS step is determined according to the State of Georgia guidelines for recognizing creditable years of teaching experience.

Clayton County Public Schools
10 Month Counselor Annual Salary Schedule
2022-2023 School Year (200 Day)

| Each Tier represents the degree level and each step represents the number years of verified experience. | T-4 Bachelors Degree | T-5 Masters Degree | T-6 Specialist Degree | T-7 Doctorate Degree |
|---|----------------------------|-----------------------|--------------------------|-------------------------|
| Step | | | | |
| E | 52,956 | 58,085 | 63,122 | 68,814 |
| 1 | 53,598 | 58,799 | 63,924 | 69,520 |
| 2 | 54,292 | 59,612 | 64,874 | 70,605 |
| 3 | 55,950 | 60,539 | 65,876 | 71,707 |
| 4 | 56,808 | 61,752 | 67,254 | 73,003 |
| 5 | 58,116 | 62,745 | 68,434 | 74,291 |
| 6 | 58,967 | 64,247 | 70,126 | 76,246 |
| 7 | 59,743 | 65,237 | 71,677 | 77,939 |
| 8 | 60,860 | 66,453 | 73,389 | 79,789 |
| 9 | 61,769 | 67,959 | 75,072 | 81,707 |
| 10 | 63,222 | 68,805 | 75,978 | 82,998 |
| 11 | 63,855 | 70,351 | 77,786 | 84,699 |
| 12 | 65,756 | 71,086 | 78,326 | 85,339 |
| 13 | 66,228 | 72,928 | 80,294 | 87,734 |
| 14 | 67,518 | 73,683 | 81,041 | 88,380 |
| 15 | 68,186 | 75,127 | 82,664 | 90,294 |
| 16 | 69,722 | 75,898 | 83,498 | 91,029 |
| 17 | 70,411 | 77,686 | 85,454 | 93,291 |
| 18 | 71,871 | 78,483 | 86,334 | 94,124 |
| 19 | 72,501 | 80,156 | 88,076 | 96,032 |
| 20 | 73,465 | 80,884 | 88,773 | 96,907 |
| 21 | 73,843 | 81,993 | 89,952 | 98,201 |
| 22 | 74,916 | 82,441 | 90,449 | 98,744 |
| 23 | 75,385 | 83,677 | 91,826 | 100,247 |
| 24 | 76,360 | 84,226 | 92,369 | 100,841 |
| 25 | 77,105 | 85,281 | 93,537 | 102,115 |
| 26 | 78,140 | 86,063 | 94,319 | 102,962 |
| 27 | 78,636 | 87,322 | 95,724 | 104,478 |
| 28 | 78,661 | 87,924 | 96,384 | 105,202 |
| 29 | 78,686 | 87,949 | 96,409 | 105,228 |
| 30 | 78,686 | 87,975 | 96,435 | 105,253 |
| 31 | 78,686 | 87,975 | 96,435 | 105,253 |
| 32 | 78,686 | 87,975 | 96,435 | 105,253 |
| 33 | 78,686 | 87,975 | 96,435 | 105,253 |
| 34 | 78,686 | 87,975 | 96,435 | 105,253 |

Note: CCPS step is determined according to the State of Georgia guidelines for recognizing creditable years of teaching experience.

Clayton County Public Schools
11 Month Counselor Annual Salary Schedule
2022-2023 School Year (220 Day)

| Each Tier represents the degree level and each step represents the number years of verified experience. | T-4 Bachelors Degree | T-5 Masters Degree | T-6 Specialist Degree | T-7 Doctorate Degree |
|---|----------------------------|-----------------------|--------------------------|-------------------------|
| Step | | | | |
| E | 58,251 | 63,888 | 69,434 | 75,695 |
| 1 | 58,959 | 64,679 | 70,316 | 76,472 |
| 2 | 59,722 | 65,572 | 71,361 | 77,666 |
| 3 | 60,331 | 66,593 | 72,464 | 78,878 |
| 4 | 61,546 | 67,927 | 73,979 | 80,303 |
| 5 | 62,489 | 69,020 | 75,277 | 81,720 |
| 6 | 63,927 | 70,672 | 77,139 | 83,871 |
| 7 | 64,864 | 71,760 | 78,845 | 85,733 |
| 8 | 65,717 | 73,098 | 80,728 | 87,768 |
| 9 | 66,946 | 74,755 | 82,579 | 89,878 |
| 10 | 67,946 | 75,686 | 83,576 | 91,298 |
| 11 | 69,544 | 77,386 | 85,565 | 93,169 |
| 12 | 70,240 | 78,195 | 86,159 | 93,873 |
| 13 | 72,133 | 80,221 | 88,323 | 96,507 |
| 14 | 72,851 | 81,052 | 89,145 | 97,218 |
| 15 | 74,270 | 82,640 | 90,930 | 99,323 |
| 16 | 75,005 | 83,488 | 91,848 | 100,132 |
| 17 | 76,694 | 85,455 | 93,999 | 102,620 |
| 18 | 77,452 | 86,332 | 94,967 | 103,537 |
| 19 | 79,058 | 88,171 | 96,884 | 105,635 |
| 20 | 79,751 | 88,973 | 97,650 | 106,598 |
| 21 | 80,812 | 90,192 | 98,947 | 108,021 |
| 22 | 81,227 | 90,685 | 99,494 | 108,619 |
| 23 | 82,407 | 92,044 | 101,009 | 110,272 |
| 24 | 82,924 | 92,649 | 101,606 | 110,925 |
| 25 | 83,996 | 93,809 | 102,891 | 112,326 |
| 26 | 84,816 | 94,670 | 103,751 | 113,258 |
| 27 | 85,954 | 96,054 | 105,296 | 114,926 |
| 28 | 86,499 | 96,717 | 106,022 | 115,722 |
| 29 | 86,527 | 96,744 | 106,050 | 115,751 |
| 30 | 86,555 | 96,772 | 106,079 | 115,779 |
| 31 | 86,555 | 96,772 | 106,079 | 115,779 |
| 32 | 86,555 | 106,449 | 106,079 | 115,779 |
| 33 | 86,555 | 106,449 | 106,079 | 115,779 |
| 34 | 86,555 | 106,449 | 106,079 | 115,779 |

Note: CCPS step is determined according to the State of Georgia guidelines for recognizing creditable years of teaching experience.

Clayton County Public Schools

ACTIVITY ALLOTMENTS FOR HIGH SCHOOLS

Supplements for these positions are paid on the T4 salary schedule, state portion only, 190 days and based on CCPS coaching experience only.

| Job Code | Position | Percent | # of Positions |
|----------|---------------------------|---------|----------------|
| H103 | Athletic Director | 12% | 1 |
| H110 | Football, Head | 23% | 1 |
| H109 | Football, Head Spring | 3% | 1 |
| H111 | Football Coordinator . | 11% | 1 |
| H112 | Football Coordinator. | 10% | 5 |
| H114 | Flag Football, Head | 10% | 1 |
| H115 | Flag Football, Assistant | 4% | 1 |
| H117 | JV Football Head | 8% | 1 |
| H118 | JV Football Asst. | 7% | 1 |
| H120 | Basketball, Head, Boys | 17% | 1 |
| H121 | Basketball, Head, Girls | 17% | 1 |
| H122 | Basketball, Asst1., Boys | 10% | 1 |
| H122 | Basketball, Asst1., Girls | 10% | 1 |
| H124 | Basketball, Asst2 Girls | 7% | 1 |
| H125 | Basketball, Asst2 Boys | 7% | 1 |
| H130 | Baseball, Head | 10% | 1 |
| H131 | Baseball, Asst. | 4% | 1 |
| H140 | Track, Head, Boys | 10% | 1 |
| H142 | Track, Head, Girls | 10% | 1 |
| H141 | Track, Asst., Boys | 4% | 1 |
| H143 | Track, Asst., Girls | 4% | 1 |
| H150 | Wrestling, Head | 8% | 1 |
| H151 | Wrestling, Asst. | 4% | 1 |
| H160 | Cross Country, Boys | 5% | 1 |
| H165 | Cross Country, Girls | 5% | 1 |
| H170 | Soccer, Head, Boys | 8% | 1 |
| H171 | Soccer, Asst., Boys | 4% | 1 |
| H173 | Soccer, Head, Girls | 8% | 1 |

| Job Code | Position | Percent | # of Positions |
|----------|--------------------------|---------|----------------|
| H174 | Soccer, Asst., Girls | 4% | 1 |
| H180 | Golf, Head | 4% | 1 |
| H190 | Tennis, Boys | 5% | 1 |
| H191 | Tennis, Girls | 5% | 1 |
| H200 | Softball, Head | 10% | 1 |
| H201 | Softball, Asst. | 4% | 1 |
| H210 | Volleyball, Head, Girls | 10% | 1 |
| H212 | Volleyball, Asst., Girls | 4% | 1 |
| H215 | Asst. AD/ Gender Equity | 5% | 1 |
| H220 | Swimming | 8% | 1 |
| H500 | Band Director | 15% | 1 |
| H501 | Band Director, Asst. | 10% | 1 |
| H510 | Orchestra/Strings | 11% | 1 |
| H520 | Cheerleader, Varsity | 12% | 1 |
| H521 | Cheerleader, J.V. | 8% | 1 |
| H530 | Drill Team | 3% | 1 |
| H540 | Flag Corp | 3% | 1 |
| H550 | Drama | 6% | 1 |
| H560 | Chorus | 10% | 1 |
| H590 | Newspaper | 3% | 1 |
| H592 | Yearbook | 3% | 1 |
| H595 | Miscellaneous Activity | 3% | 1 |

**OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS**

| | | | |
|------|--------------|----|---|
| H132 | Baseball, JV | 4% | 1 |
|------|--------------|----|---|

School Year 2021-2022

Clayton County Public Schools

ACTIVITY ALLOTMENTS FOR MIDDLE SCHOOLS

Supplements for these positions are paid on the T4 salary schedule, state portion only, 190 days.

| Job Code | Position | Percent | # of Positions |
|----------|-----------------------------|---------|----------------|
| M101 | Athletic Director | 6% | 1 |
| M110 | Football, Head | 14% | 1 |
| M109 | Football, Head Spring | 3% | 1 |
| M111 | Football, Asst. | 7% | 3 |
| M120 | Basketball, Head, Boys | 13% | 1 |
| M121 | Basketball, Head, Girls | 13% | 1 |
| M130 | Track, Head, Boys | 4% | 1 |
| M131 | Track, Head, Girls | 4% | 1 |
| M132 | Track, Asst. Girls | 3% | 1 |
| M140 | Swimming, Boys | 3% | 1 |
| M141 | Swimming, Girls | 3% | 1 |
| M145 | Volleyball, 8th Grade Girls | 4% | 1 |
| M500 | Band | 8% | 1 |
| M520 | Cheerleading | 9% | 1 |
| M540 | Pep Squad / Drill Team | 2% | 1 |
| M560 | Chorus | 8% | 1 |
| M565 | Orchestra/Strings | 11% | 1 |
| M585 | Miscellaneous Activity | 3% | 1 |

| | | | |
|--|---------------------|---------|---|
| | Department Chairman | \$1,000 | 5 |
|--|---------------------|---------|---|

**OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS**

| | | | |
|------|----------------------------|----|---|
| M113 | Football, Asst., 7th Grade | 7% | 1 |
|------|----------------------------|----|---|

**Clayton County Public Schools
ACTIVITY SUPPLEMENT SCHEDULE**

Supplements are paid on the T4 salary schedule, state portion only, 190 days.

| STEPS | T-4 STATE SALARY | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------|--------------------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | 1% | 2% | 3% | 4% | 5% | 6% | 7% | 8% | 9% | 10% | 11% | 12% | 13% | 14% | 15% | 16% | 17% | 18% | 19% | 20% | 21% | 22% | 23% | 24% | 25% |
| E,1,2 | \$39,092.00 | \$390.92 | \$781.84 | \$1,172.76 | \$1,563.68 | \$1,954.60 | \$2,345.52 | \$2,736.44 | \$3,127.36 | \$3,518.28 | \$3,909.20 | \$4,300.12 | \$4,691.04 | \$5,081.96 | \$5,472.88 | \$5,863.80 | \$6,254.72 | \$6,645.64 | \$7,036.56 | \$7,427.48 | \$7,818.40 | \$8,209.32 | \$8,600.24 | \$8,991.16 | \$9,382.08 | \$9,773.00 |
| 3 | \$40,115.00 | \$401.15 | \$802.30 | \$1,203.45 | \$1,604.60 | \$2,005.75 | \$2,406.90 | \$2,808.05 | \$3,209.20 | \$3,610.35 | \$4,011.50 | \$4,412.65 | \$4,813.80 | \$5,214.95 | \$5,616.10 | \$6,017.25 | \$6,418.40 | \$6,819.55 | \$7,220.70 | \$7,621.85 | \$8,023.00 | \$8,424.15 | \$8,825.30 | \$9,226.45 | \$9,627.60 | \$10,028.75 |
| 4 | \$41,168.00 | \$411.68 | \$823.36 | \$1,235.04 | \$1,646.72 | \$2,058.40 | \$2,470.08 | \$2,881.76 | \$3,293.44 | \$3,705.12 | \$4,116.80 | \$4,528.48 | \$4,940.16 | \$5,351.84 | \$5,763.52 | \$6,175.20 | \$6,586.88 | \$6,998.56 | \$7,410.24 | \$7,821.92 | \$8,233.60 | \$8,645.28 | \$9,056.96 | \$9,468.64 | \$9,880.32 | \$10,292.00 |
| 5 | \$42,253.00 | \$422.53 | \$845.06 | \$1,267.59 | \$1,690.12 | \$2,112.65 | \$2,535.18 | \$2,957.71 | \$3,380.24 | \$3,802.77 | \$4,225.30 | \$4,647.83 | \$5,070.36 | \$5,492.89 | \$5,915.42 | \$6,337.95 | \$6,760.48 | \$7,183.01 | \$7,605.54 | \$8,028.07 | \$8,450.60 | \$8,873.13 | \$9,295.66 | \$9,718.19 | \$10,140.72 | \$10,563.25 |
| 6 | \$43,743.00 | \$437.43 | \$874.86 | \$1,312.29 | \$1,749.72 | \$2,187.15 | \$2,624.58 | \$3,062.01 | \$3,499.44 | \$3,936.87 | \$4,374.30 | \$4,811.73 | \$5,249.16 | \$5,686.59 | \$6,124.02 | \$6,561.45 | \$6,998.88 | \$7,436.31 | \$7,873.74 | \$8,311.17 | \$8,748.60 | \$9,186.03 | \$9,623.46 | \$10,060.89 | \$10,498.32 | \$10,935.75 |
| 7 | \$44,905.00 | \$449.05 | \$898.10 | \$1,347.15 | \$1,796.20 | \$2,245.25 | \$2,694.30 | \$3,143.35 | \$3,592.40 | \$4,041.45 | \$4,490.50 | \$4,939.55 | \$5,388.60 | \$5,837.65 | \$6,286.70 | \$6,735.75 | \$7,184.80 | \$7,633.85 | \$8,082.90 | \$8,531.95 | \$8,981.00 | \$9,430.05 | \$9,879.10 | \$10,328.15 | \$10,777.20 | \$11,226.25 |
| 8 | \$46,701.00 | \$467.01 | \$934.02 | \$1,401.03 | \$1,868.04 | \$2,335.05 | \$2,802.06 | \$3,269.07 | \$3,736.08 | \$4,203.09 | \$4,670.10 | \$5,137.11 | \$5,604.12 | \$6,071.13 | \$6,538.14 | \$7,005.15 | \$7,472.16 | \$7,939.17 | \$8,406.18 | \$8,873.19 | \$9,340.20 | \$9,807.21 | \$10,274.22 | \$10,741.23 | \$11,208.24 | \$11,675.25 |
| 9,10 | \$47,952.00 | \$479.52 | \$959.04 | \$1,438.56 | \$1,918.08 | \$2,397.60 | \$2,877.12 | \$3,356.64 | \$3,836.16 | \$4,315.68 | \$4,795.20 | \$5,274.72 | \$5,754.24 | \$6,233.76 | \$6,713.28 | \$7,192.80 | \$7,672.32 | \$8,151.84 | \$8,631.36 | \$9,110.88 | \$9,590.40 | \$10,069.92 | \$10,549.44 | \$11,028.96 | \$11,508.48 | \$11,988.00 |
| 11,12 | \$49,241.00 | \$492.41 | \$984.82 | \$1,477.23 | \$1,969.64 | \$2,462.05 | \$2,954.46 | \$3,446.87 | \$3,939.28 | \$4,431.69 | \$4,924.10 | \$5,416.51 | \$5,908.92 | \$6,401.33 | \$6,893.74 | \$7,386.15 | \$7,878.56 | \$8,370.97 | \$8,863.38 | \$9,355.79 | \$9,848.20 | \$10,340.61 | \$10,833.02 | \$11,325.43 | \$11,817.84 | \$12,310.25 |
| 13,14 | \$50,568.00 | \$505.68 | \$1,011.36 | \$1,517.04 | \$2,022.72 | \$2,528.40 | \$3,034.08 | \$3,539.76 | \$4,045.44 | \$4,551.12 | \$5,056.80 | \$5,562.48 | \$6,068.16 | \$6,573.84 | \$7,079.52 | \$7,585.20 | \$8,090.88 | \$8,596.56 | \$9,102.24 | \$9,607.92 | \$10,113.60 | \$10,619.28 | \$11,124.96 | \$11,630.64 | \$12,136.32 | \$12,642.00 |
| 15,16 | \$51,935.00 | \$519.35 | \$1,038.70 | \$1,558.05 | \$2,077.40 | \$2,596.75 | \$3,116.10 | \$3,635.45 | \$4,154.80 | \$4,674.15 | \$5,193.50 | \$5,712.85 | \$6,232.20 | \$6,751.55 | \$7,270.90 | \$7,790.25 | \$8,309.60 | \$8,828.95 | \$9,348.30 | \$9,867.65 | \$10,387.00 | \$10,906.35 | \$11,425.70 | \$11,945.05 | \$12,464.40 | \$12,983.75 |
| 17,18 | \$53,343.00 | \$533.43 | \$1,066.86 | \$1,600.29 | \$2,133.72 | \$2,667.15 | \$3,200.58 | \$3,734.01 | \$4,267.44 | \$4,800.87 | \$5,334.30 | \$5,867.73 | \$6,401.16 | \$6,934.59 | \$7,468.02 | \$8,001.45 | \$8,534.88 | \$9,068.31 | \$9,601.74 | \$10,135.17 | \$10,668.60 | \$11,202.03 | \$11,735.46 | \$12,268.89 | \$12,802.32 | \$13,335.75 |
| 19,20 | \$54,793.00 | \$547.93 | \$1,095.86 | \$1,643.79 | \$2,191.72 | \$2,739.65 | \$3,287.58 | \$3,835.51 | \$4,383.44 | \$4,931.37 | \$5,479.30 | \$6,027.23 | \$6,575.16 | \$7,123.09 | \$7,671.02 | \$8,218.95 | \$8,766.88 | \$9,314.81 | \$9,862.74 | \$10,410.67 | \$10,958.60 | \$11,506.53 | \$12,054.46 | \$12,602.39 | \$13,150.32 | \$13,698.25 |
| 21+ | \$56,287.00 | \$562.87 | \$1,125.74 | \$1,688.61 | \$2,251.48 | \$2,814.35 | \$3,377.22 | \$3,940.09 | \$4,502.96 | \$5,065.83 | \$5,628.70 | \$6,191.57 | \$6,754.44 | \$7,317.31 | \$7,880.18 | \$8,443.05 | \$9,005.92 | \$9,568.79 | \$10,131.66 | \$10,694.53 | \$11,257.40 | \$11,820.27 | \$12,383.14 | \$12,946.01 | \$13,508.88 | \$14,071.75 |

Miscellaneous Salaries

NEW SALARIES

| <u>Substitutes</u> | |
|---|--|
| Teacher Substitute (Non certified w/Bachelors Degree or higher, Valid GA Teacher Cert) | \$120.00 per day |
| Long-Term Substitute Teacher (Valid GA Teacher Certificate) | \$175.00 per day (ten or more consecutive days) |
| Long-Term Substitute Teacher for Pre-K teacher | \$120.00 per day (ten or more consecutive days) |
| Long-Term Substitute Teacher (Non certified w/ Bachelors degree or higher) | \$145.00 per day (ten or more consecutive - up to 45 days) |
| Extended Substitute Teacher | \$180.00 per day |
| Parapro Substitute (Daily & Long Term) | \$110.00 per day |
| Pre-K Teacher Assistant | \$110.00 per day |
| School Secretary Substitute | \$83.00 per day |
| <u>Nutrition</u> | |
| Lunchroom Monitor | \$15.34 per hour |
| Nutrition Worker Scanner | \$15.34 per hour |
| <u>Transportation</u> | |
| Bus Driver Substitute* | \$18.24 per hour |
| Bus Monitor Substitute* | \$15.34 per hour |
| <i>*Note: Paid at a minimum of 2.5 hours for AM/PM trips</i> | |
| <u>Before Care -Selected Elementary Schools</u> | |
| Before Care Certified Teacher 19.25 per hour / Before Care Activity Leader \$10.75 per hour | |
| <u>Campus Kids</u> | |
| Campus Kids Site Coordinator (certified teacher) | \$19.25 per hour |
| Campus Kids Site Coordinator (classified/primary) | \$16.75 per hour |
| Campus Kids Teacher (certified teacher) | \$19.25 per hour |
| Campus Kids Activity Leader | \$10.75 per hour |
| Campus Kids Bookkeeper (Classified CCPS Employee)* | Daytime hourly rate |
| <i>* Max of 4 Hours per month (bookkeeper)</i> | |

| | |
|---|---|
| Part-time Employees | |
| Part-time Employees | Use beginning hourly rate for the position |
| Extended Year | |
| Extended Year pay for Teachers & ParaProfessionals | Regular hourly rate of pay |
| Extended Day | |
| Extended Day pay for Teachers | \$30.00 per hour |
| Summer Workers | |
| All summer workers (other than custodial work) | \$10.00 per hour |
| Custodians | |
| Custodians (employees hired from outside of CCPS) | \$15.34 per hour (including summer workers) |
| All Others | |
| All Others | Consult Compensation Department for hourly rate |
| Benefit Percentages* | |
| Certified employees | 25.09% plus \$11,340.00 annually per employee |
| Classified Employees (administrative staff, ParaProfessionals, etc.) | 25.09% plus \$11,340.00 annually per employee |
| Classified Employees (bus drivers, custodians, etc.) | 10.15% plus \$11,340.00 annually per employee |
| <i>*Note: Provided for the sole purpose of estimating the total cost of labor</i> | |
| Minimum Wage | |
| Minimum Wage | \$7.25 per hour (effective 7/24/09) |

Overtime Pay

Note: This document provides general guidance on the requirements of the *Fair Labor Standards Act*.

The Fair Labor Standards Act, which established a minimum wage and overtime pay requirement for **non-exempt** employees, was revised on July 24, 2009. This law requires the District to pay a minimum wage of \$7.25 per hour and to compensate for overtime exceeding 40 hours worked in a week, with the option to grant **non-exempt** employees compensatory time off instead of paying overtime. The Clayton County School District does not provide the compensatory option for non-exempt employees.

Definitions

Non-exempt employees typically fill non-salaried positions, such as clerical, hourly and paraprofessional. They must receive at least the minimum wage and are eligible to receive overtime pay .

Exempt employees include Executives, Administrators, Coordinators, Principals, Managers, Supervisors, Teachers, and Professional Employees. They are required to receive the minimum salary needed to meet the salary test for exemption status.

Guidance

A non-exempt employee must receive his/her overtime rate of pay for “all hours worked” over 40 hours in the workweek. “All hours worked” means all hours worked for CCPS in any capacity, including all supplemental work, such as the after school program, facility use program, extracurricular events, etc.

When considering overtime pay for non-exempt employees:

1. Non-exempt employees who work more than 40 hours in a workweek will receive overtime pay equal to 1 and ½ times their regular pay rate.
2. Non-exempt employees must request and receive **prior approval** to work overtime. Unauthorized (unapproved) work in excess of 40 hours in the work week will be compensated but may also subject the employee to disciplinary action.
3. Daily time records will be maintained by the Supervisor on each non-exempt employee's overtime hours worked for two years. Employees who are not required to use time devices will use approved CCPS time and attendance forms.
4. Georgia law O.C.G.A. 20-2-218 (a) states: Every teacher who is employed in grades kindergarten through five for a period of more than one-half of the class periods of the regular school day shall be provided a daily lunch period of not less than 30 consecutive minutes, and such employee shall not be assigned any responsibilities during this lunch period.
All non-exempt employees' time spent doing work for the employer is counted as work time, to include the time an employee spends performing work away from the employer's worksite or work the employee performs during lunch or an authorized break. Approved vacations for all non-exempt employees and holidays for twelve month employees are not considered “work time” and will not be counted as work time when calculating overtime.
6. At CCPS, it is the employee's second or supplemental job, organization, or department that is responsible for and required to pay the overtime. Overtime will be calculated using the employee's hourly rate of pay.

Overtime Pay

Contact Information

Questions about the applicability of the Fair Labor Standards Act, or proper procedures for accounting for over-time in a specific situation should be directed to Mona Wesley, Compensation Coordinating Supervisor.

Base Pay for Exempt and Non-exempt Employees

3.1 Classification of Positions as Exempt or Non-exempt

All jobs will be classified as exempt or non-exempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA). The Human Resources division will determine the classification of each position based on a description of assigned job duties and the method of compensation. In order to be exempt, the employee's primary duties must fall under one of three types of exemption: executive, administrative, or professional, as defined under the FLSA, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as non-exempt.

3.2 Salary Basis

All full-time employees are paid on a salary basis for their annual employment period. Payment on a salary basis means that employees are paid a fixed sum for the job, which amount is paid out in equal installments. Exempt employees do not receive overtime compensation. Employees who are non-exempt will receive overtime compensation as described in section 4.0.

3.3 Prorating Pay for Reduced Work Year

Salaries will be adjusted proportionately for employees who work less than full time or less than a full year.

Clayton County Public Schools

Bona Fide Meal Periods

Meal periods must be counted as hours worked unless all three of the following conditions are met:

1. The meal period generally is at least 30 minutes (although a shorter period may qualify under special conditions.)
2. The employee is completely relieved from all duties during the period. (If, for example, the employee must sit at a desk and incidentally answer the telephone during the break, the time would be compensable.)
3. The employee is free to leave the duty post. (There is no requirement, however, that the employee be allowed to leave the premises or work site.)

Clayton County Public Schools

TRS Policy on Hiring TRS Retirees

Full-Time Employment

Temporary Employment

A retiree can be employed in any temporary full time position for three months in a fiscal year and continue receiving monthly benefit payments. The full time position must be paid at the normal contracted compensation.

Contractual Employment

Independent Contractor

If a retiree is engaged in an independent contracting relationship with a TRS covered employer, their compensation is limited to one-half of the average annual compensation used to calculate their retirement benefit or the final compensation at the time of their retirement, whichever is greater. A copy of the contract must be submitted to TRS prior to the effective date of the contract.

Employed by an Entity doing business with a TRS Covered Employer

If a retiree is employed by an entity (e.g. partnership, corporation, etc.) doing business with a TRS covered employer, their compensation may be limited to one-half of the average annual compensation used to calculate their retirement benefit or the final compensation at the time of their retirement, whichever is greater. Documentation of the retiree's duties and responsibilities with the entity and the retiree's relationship with the TRS covered employer must be submitted to TRS.

Other Allowable Employment

Para Professional

A retiree may be employed as a paraprofessional in a part time capacity. The part time status for this position is determined by the employer.

Substitute Teaching

A retiree can be employed as a substitute teacher on an unlimited basis.

Annual Audit of Employment of TRS Employees

Department of Audits will be performing detailed audits of employment records searching for TRS retirees. Any discrepancies will be investigated and, if necessary, benefit payments may be terminated and/or funds collected for benefits wrongly paid.

[More information is available in the Employer section of http://www.trsga.com/ . Once you are in the Employer section, click on the Educate yourself button and the "Hiring TRS Retirees" section.](http://www.trsga.com/)

CLAYTON COUNTY PUBLIC SCHOOLS

Salary Policy

Annual Maintenance of the Salary Schedule

Each fiscal year, the Clayton County Public School District is required to submit and pass a balanced budget. Salary schedules may need to be adjusted and/or created to reflect changes made during the budget process. As a result, in order to maintain equity on how employees are compensated, annual maintenance of the salary schedule may occur.

Compensation Statements

At the beginning of the school year, the Compensation Department will send out compensation statements via Employee Self Service (ESS) for employees hired on or before June 31, 2022, in July (12-month employees) and September (10-11 months employees).

Employees hired after June 2022 or have submitted prior work experience, will receive an email from ccps.compensation@clayton.k12.ga.us with a breakdown of your verified experience, grade, step, and salary.

It is the employee's responsibility to verify if their salary is correct on the letter. If it is not correct, contact the Compensation Department advising of the discrepancy at ccps.compensation@clayton.k12.ga.us.

Any request for salary reviews will be completed within 90 days from the date of request and the requestor must have a valid reason for the request.

Process for Granting Years of Experience

Experience will only be granted once the experience has been verified using the district's forms and process. It is the responsibility of the employee to ensure the Compensation Department has been provided with the proper documentation to allow us to grant their years of experience.

Verification of Experience forms must be received within 60 calendar days of hire date for retroactive payment. Verification of Experience Forms received after 60 calendar days from hire date will only be paid for the number of days remaining on a contract.

****Please Note: it is the employee's responsibility to ensure that the verification of experience forms are sent and received by the appropriate organizations and to contact these organizations if delays occur. The expectation is that all verified experience forms will be received by the Compensation department at one time. Based on the forms the employee's salary will be adjusted and retroactive payment will be calculated, if applicable. Any additional experience verification forms submitted may result in a salary adjustment, but will not be retroactively paid.**

CLAYTON COUNTY PUBLIC SCHOOLS

Salary Policy

Pay Discrepancies

Any incorrect payment that has resulted in an overpayment, the Employee will be placed on a repayment plan that will be satisfied within 6 payments or 3 months of pay periods.

Any incorrect payment that has resulted in an underpayment will be rewarded to the Employee on the next paycheck.

Retro payment for Certification Upgrade

There will be no retro payment for Certificate upgrade. Certificate upgrade will take place on issuance date.

Administrative Supplements (Travel): \$50 per pay period

Deputy Superintendent
Assistant Superintendent
Chiefs
Directors and Principals
Coordinators

All jobs give experience credit and require completed Verification of Experience (VOE) forms.

Stipends: All stipend requests require a reason for payment and signed off on.

Promotional Formula(Classified Scale) - Employees promoted within the District will receive an increase in the amount of 10% and be placed on the closest step to the new salary

ex: Promoted to Grade 25 from Grade 23 working 225 days: $\$50,000 \times 10\% = \$5,000$. New salary is \$55,000. would be placed on the appropriate step to the new salary.

CLAYTON COUNTY PUBLIC SCHOOLS

Salary Policy

Promoted to a high grade working less days. Ex: promoted to grade 25 working 190 days from grade 23 working 225 days.

Take the current position hourly rate multiply it by 10% increase ($\$30.54 \times 10\% = \3.05) $\$30.54 + \$3.05 = \$33.59$ (new hourly rate) $\times 8$ hrs. $\times 190$ days = \$51,062.88 New Annual Salary

Employees demoted within the organization will be placed on the appropriate lower pay grade while maintaining the current step.

Employees demoted to Teacher Salary Scale from the Grade Salary Scale will be evaluated for teaching experience and degree level in accordance with State Board of Education State Rule 160-5-2-.05

Any classified class change promotion and/or demotion:

If your class change requires a payout, it will be calculated on how many days worked, the number of remaining work days, less what you have been paid in the school year.

Payouts: The new salary will be prorated based on the number of days you will work in that position for the remainder of the school year.

Any incorrect payment that has resulted in an **overpayment** to the employee will be placed on a repayment plan that will be satisfied within 6 payments or 3 months of pay periods within that school year the discrepancies are discovered.

Any incorrect payment that has resulted in an **underpayment** to the employee will be rewarded within 90 days of when the discrepancy is discovered. □