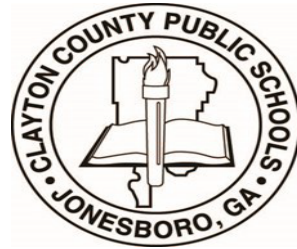


Clayton County Public Schools



FISCAL YEAR 2023-2024

COMPENSATION HANDBOOK

Dr. Anthony Smith, Superintendent/CEO of Schools

Ramona Bivins, Chief Financial Officer

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 maintained 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 "Building A Better Tomorrow, Today!"

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, and sick 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 GADOE 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 12th 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.

(di) 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

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.

(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.

(c) 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:

- √ Administrative positions receive experience credit up to the midpoint of the grade
- √ Step placement is determined by years of directly relatable experience up to the midpoint for all administrative positions except Chief and Deputy-level positions
- √ 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. Experience for non-teaching professional/support positions is credited as follows:

- √ Step placement is determined by years of directly relatable experience up to the **midpoint** for positions for Grades 26 and up.
- √ Step placement is determined by years of directly relatable experience for grades 13 to 25:
 - Grades 17 - 25 start at step 1 and experience credit goes up to step 4.
 - Grade 18 start at step 3 and experience credit goes up to step 6.
 - Grades 13 ,15, and 16 start at step 6 and experience credit goes up to step 8.

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.

Clayton County Public Schools

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.
28	01JF	ACADEMIC CONTENT LEAD	225	8	N	38.05	59.28	68,484.00	106,708.00
23	02AJ	ACCOUNTANT I	225	8	N	25.07	39.07	45,125.00	70,331.00
22	16GG	ACCOUNTING TECHNICIAN II	225	8	Y	23.07	35.94	41,536.00	64,704.00
21	16BB	ADMINISTRATIVE ASSISTANT II -8 HR	225	8	Y	21.22	33.07	38,202.00	59,523.00
22	16BF	ADMINISTRATIVE ASSISTANT III	225	8	Y	23.07	35.94	41,536.00	64,704.00
22	16EO	ADMINISTRATIVE SUPPORT SPEC II	225	8	Y	23.07	35.94	41,536.00	64,704.00
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	N	27.26	42.46	49,074.00	76,426.00
31	07C5	ASSISTANT DIRECTOR	225	8	N	47.44	73.91	85,394.00	133,040.00
34	01AF	ASSISTANT SUPERINTENDENT	225	8	N	95.86	95.86	172,543.00	172,543.00
18	430B	ASSISTIVE TECHNOLOGY TECH.	190	8	Y	17.96	27.36	27,292.00	41,587.00
28 (2)	08F1	AST PRINCIPAL-ELEMENTARY	225	8	N	39.97	63.79	71,943.00	114,815.00
30(2)	08D1	AST PRINCIPAL-HIGH SCHOOL	225	8	N	43.65	67.99	78,571.00	122,382.00
29 (2)	08E1	AST PRINCIPAL-MIDDLE SCHOOL	225	8	N	42.07	67.14	75,730.00	120,858.00
	491A	ATHLETIC DIRECTORS (HIGH SCHOOLS)	210	8	N	TEACHER SALARY SCALE			
17	15B6	ATTENDANCE CLERK	195	7.5	Y	16.60	25.27	24,289.00	36,953.00
18	14E7	AUDIOLOGY TECHNICIAN	190	7.5	Y	17.96	27.36	25,587.00	38,988.00
24	02AI	AUDITOR	225	8	N	27.26	42.46	49,074.00	76,426.00
27	01JF	AUDITOR MANAGER	225	8	N	35.01	54.54	63,027.00	98,171.00
	494B	BEHAVIOR INTERVENTION SPECIALIST-DES (GRANT)	190	8		TEACHER SALARY SCALE			
22	21AC	BI COMM/PARENT LIAISON	200	8	Y	23.07	35.94	36,918.00	57,508.00
22	21AE	BI FAMILY SERVICE LIAISON	200	8	Y	23.07	35.94	36,918.00	57,508.00
22	21AD	BI LANGUAGE SUPPORT LIAISON	200	8	Y	23.07	35.94	36,918.00	57,508.00
20	21AB	BILINGUAL FAMILY LIAISON	195	8	Y	19.52	30.42	30,461.00	47,469.00
29	415J	BOARD CERTIFIED APPLIED BEHAVIOR ANALYST	225	8	N	41.35	64.43	74,429.00	115,967.00
PTE	900J	BOARD CHAIR	225	8	N	Salary set individually			
	16BE	BOARD LIAISON	225	8	N	-	-	90,000.00	90,000.00
PTE	900E	BOARD MEMBER	225	8	N	Salary set individually			
PTB	900F	BOOKKEEPER- SUB PART TIME	225	7.5	Y	19.42	19.42	-	-
25	16DG	BUDGET ANALYST	225	8	N	29.62	46.15	53,322.00	83,073.00

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
26	16DJ	BUDGET ANALYST II	225	8	N	32.21	50.19	57,973.00	90,335.00
18 (3)	610J	BUS DRIVER 6.0 HRS.	186	6	Y	18.87	33.06	21,061.00	36,897.00
23	622H	BUS DRIVER TRAINER	225	8	Y	25.07	39.07	45,125.00	70,331.00
13 (6)	610K	BUS MONITOR I 6.0 HR	186	6	Y	15.95	22.17	17,802.00	24,744.00
28	16DG	BUSINESS ANALYST	225	8	N	38.05	59.28	68,484.00	106,708.00
23	721I	BUYER	225	8	Y	25.07	39.07	45,125.00	70,331.00
22	722L	BUYER SUPPORT SPECIALIST	225	8	Y	23.07	35.94	41,536.00	64,704.00
CKS	900I	CAMPUS KIDS	180		N	See Miscellaneous Salaries			
20	01JK	CAMPUS KIDS ASST. SUPERVISOR	225	8	Y	19.52	30.42	35,145.00	54,765.00
25	01JG	CAMPUS KIDS SUPERVISOR	225	8	N	29.62	46.15	53,322.00	83,073.00
CPS	19B1	CAMPUS SECURITY FT	205	7.5	Y	16.36	24.15	24,430.00	37,130.00
CPS	PTE	CAMPUS SUPPORT (P-T 20 HRS WK)	180			16.36	16.36	-	-
28	01JB	CAPTAIN	225	8	N	38.05	59.28	68,484.00	106,708.00
CCB	185C	CCBE STUDENT EMPLOYEE	225	8	N	Salary set individually			
29	03C1	CCEIS LEAD Mult-Tiered(MTSS) (GRANT-FUNDED)	225	8	N	41.35	64.43	74,429.00	115,967.00
27	01JD	CHEMICAL HYGIENE OFFICER	225	8	N	35.02	54.54	63,027.00	98,171.00
35	01CI	CHIEF FINANCIAL OFFICER	225	8	N	113.25	113.25	203,858.00	203,858.00
35	01C0	CHIEF HUMAN RESOURCES OFFICER	225	8	N	113.25	113.25	203,858.00	203,858.00
35	01C1	CHIEF- SAFETY AND SECURITY	225	8	N	113.25	113.25	203,858.00	203,858.00
35	01CZ	CHIEF - TECHNOLOGY	225	8	N	113.25	113.25	203,858.00	203,858.00
35	01CY	CHIEF- COMMUNICATIONS & PR	225	8	N	113.25	113.25	203,858.00	203,858.00
26	16GT	CIA EARLY LEARNING INST SPECIALIST	225	8	N	32.21	50.19	57,973.00	90,335.00
21	02FB	COMMUNICATIONS ASSISTANT	225	8	Y	21.22	33.07	38,202.00	59,523.00
18	15C3	COMMUNICATIONS OFFICER	225	8	Y	17.96	27.36	32,320.00	49,247.00
24	02B3	COMMUNICATIONS SPECIALIST	225	8	N	27.26	42.46	49,074.00	76,426.00
22	21AA	COMMUNITY/PARENT LIAISON	190	8	Y	23.07	35.94	35,072.00	54,663.00
22	488	COMMUNITY RELATIONS SUPPORT SPECIALIS II	225	8	Y	23.07	35.94	41,536.00	64,704.00
27	01JF	COMMUNITY RELATIONS MANAGER	225	8	N	35.02	54.54	63,027.00	98,171.00
24	16GH	COMPENSATION TECHNICIAN III	225	8	N	27.26	42.46	49,074.00	76,426.00
28	397	COMPLIANCE SPECIALIST-VIRTUAL LEARNING PROGRAM	225	8	N	38.05	59.28	68,484.00	106,708.00
21	426D	COMPUTER OPERATOR	225	8	Y	21.22	33.07	38,202.00	59,523.00
21	722I	CONSTRUCTION FIELD TECH	225	8	Y	21.22	33.07	38,202.00	59,523.00
25	720H	CONSTRUCTION SUPV. SPLOST	225	8	N	29.62	46.15	53,322.00	83,073.00
21	721G	CONTRACTS SPEC. CONSTRUCTION	225	8	Y	21.22	33.07	38,202.00	59,523.00
29	720E	COORDINATING SUPERVISOR	225	8	N	41.35	64.43	74,429.00	115,966.00

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
29	01JD	COORDINATING SUPERVISOR PRE-K	225	8	N	41.35	64.43	74,429.00	115,966.00
29	01GN	COORDINATING SUPV-STUDENT DISC	225	8	N	41.35	64.43	74,429.00	115,966.00
30	01GI	COORDINATOR- CERTIFIED	225	8	N	43.65	67.99	78,571.00	122,382.00
30	01G7	COORDINATOR- CLASSIFIED	225	8	N	43.65	67.99	78,571.00	122,382.00
NPT	1851	CTAE CCPS STUDENT EMPLOYEE-INTERN	CTAE	WBL STUDENT	N	10.00	10.00		
25	16GR	CTAE SPECIALIST	225	8	N	29.62	46.15	53,322.00	83,073.00
13C (6)	17B1	CUSTODIAN II	225	8	Y	15.18	21.10	27,321.00	37,975.00
26	4801	DATA ANALYST (DISTRICT-LEVEL)	225	8	N	32.21	50.19	57,973.00	90,335.00
17	16BP	DATA CLERK	225	8	Y	16.60	25.27	29,888.00	45,465.00
28	02HB	DATA MANAGEMENT SPECIALIST	225	8	N	38.05	59.28	68,484.00	106,708.00
27	415S	DATABASE ADMINISTRATOR 1	225	8	N	35.01	54.53	63,027.00	98,171.00
28	413C	DATABASE ADMINISTRATOR	225	8	N	38.05	59.28	68,484.00	106,708.00
36(14)	01AR	DEPUTY SUPT- ADMINISTRATIVE SERVICES	225	8	N	128.07	128.07	230,534.00	230,534.00
36 (14)	01AT	DEPUTY SUPT-TEACHING & LEARNING/STRATEGIC IMPROV	225	8	N	128.07	128.07	230,534.00	230,534.00
36 (14)	01AU	DEPUTY SUPT- STD SRVCS FEDPROG	225	8	N	128.07	128.07	230,534.00	230,534.00
27	415	DIGITAL CONTENT MANAGER	225	8	N	35.02	54.54	63,027.00	98,171.00
25	16IF	DIGITAL CONTENT SPECIALIST	225	8	N	29.62	46.15	53,322.00	83,073.00
26	424B	DIGITAL LEARNING SPECIALIST	225	8	N	32.21	50.19	57,973.00	90,335.00
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)			
17	16BH	DISTRICT REGISTRAR	225	8	Y	16.60	25.27	29,888.00	45,645.00
22	82A4	DISTRICT SUCCESS COACH	190	8	Y	23.07	35.94	35,072.00	54,663.00
20	16GN	DUE PROCESS TECHNICIAN II	225	8	Y	19.52	30.42	35,145.00	54,765.00
	493H	EARLY LEARNING READING COACH	190	8	N	TEACHER SALARY SCALE			
26	16IC	EARLY LEARNING COMPLIANCE SPECIALIST	225	8	N	32.21	50.19	57,973.00	90,335.00
28	437	EDUCATIONAL INTERPRETER FOR THE HEARING IMPAIRED	190	8	N	38.05	59.28	57,827.00	90,115.00
30	02HC	EDUCATIONAL RESEARCH SCIENTIST	225	8	N	43.65	67.99	78,571.00	122,382.00
21	20AC	ELECTRONIC IMAGING SPECIALIST	225	8	Y	21.22	33.06	38,202.00	59,523.00
	50CR	ELEMENTARY READING SUPPORT TEACHER	190	8	N	TEACHER SALARY SCALE			
18	16EM	ENERGY MGT. ASSISTANT	225	8	Y	17.96	27.36	32,320.00	49,247.00
23	16EK	ENERGY MGT. SPECIALIST	225	8	N	25.07	39.07	45,125.00	70,331.00
28	16M2	ERP APP SUPPORT ADMINISTRATOR	225	8	N	38.05	59.28	68,484.00	106,708.00
26	16M3	ERP APP SUPPORT SPECIALIST	225	8	N	32.21	50.19	57,973.00	90,335.00
28	493C	ESOL INSTRUCTIONAL SPECIALIST	225	8	N	38.05	59.28	68,484.00	106,708.00

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate		
						Min.	Max.	Min.	Max.	
28	493N	ESOL INSTRUCTIONAL SPECIALIST	200	8	N	38.05	59.28	60,874.00	94,852.00	
23	16AD	EXEC. ASST./CHIEF OFFICER SEC	225	8	N	25.07	39.07	45,125.00	70,331.00	
24 (13)	16AK	EXEC. ASST./DEPUTY SUPT SEC	225	8	Y	27.26	42.46	49,074.00	76,426.00	
25 (13)	16A6	EXECUTIVE ASSISTANT/SUPT SEC	225	8	Y	29.62	46.15	53,322.00	83,073.00	
33 (2)	01EI	EXECUTIVE DIRECTOR -CERTIFIED	225	8	N	89.07	89.07	160,326.00	160,326.00	
33 (2)	01EJ	EXECUTIVE DIRECTOR-CLASSIFIED	225	8	N	89.07	89.07	160,326.00	160,326.00	
17	16BO	FILE ROOM CLERK	225	8	Y	16.60	25.27	29,888.00	45,465.00	
26	02AK	FINANCIAL ANALYST II	225	8	N	32.21	50.19	57,973.00	90,335.00	
	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	35.02	54.54	63,027.00	98,171.00	
22	621D	FLEET MAINTENANCE MECHANIC I	225	8	Y	23.07	35.94	41,536.00	64,704.00	
23	621E	FLEET MAINTENANCE MECHANIC II	225	8	Y	25.07	39.07	45,125.00	70,331.00	
24	621F	FLEET MAINTENANCE MECHANIC III	225	8	N	27.26	42.46	49,074.00	76,426.00	
25	620D	FLEET MAINTENANCE SUPERVISOR	225	8	N	29.62	46.15	53,322.00	83,073.00	
	50GK	FLIGHT OPERATIONS INSTRUCTOR	190	8	TEACHER SALARY SCALE					
PTE-N	900C	GRADUATION COACH		Part-time Hourly Rate						
	21AF	GRADUATION COACH(COUNSELOR 9TH GRADE)	200	8	TEACHER SALARY SCALE					
27	1253	GRANT WRITER	225	8	N	35.02	54.54	63,027.00	98,171.00	
19	20AD	GRAPHIC ARTS TECHNICIAN	225	8	Y	19.42	29.64	34,960.00	53,345.00	
17	15B4	GUIDANCE SECRETARY	195	7.5	Y	16.60	25.27	24,289.00	36,953.00	
13 (6)	482A	HEALTH CARE TECHNICIAN	185	6.5	Y	15.95	22.17	19,183.00	26,662.00	
13 (6)	482B	HEALTH CARE TECHNICIAN- ELITE	185	6.5	Y	15.95	22.17	19,183.00	26,662.00	
	50DZ	(HIMO) HEALTHCARE SCIENCE TEACHER	190	8	N	TEACHER SALARY SCALE				
18	4832	HOME EXTENSION INSTRUCTOR	225	8	Y	17.96	27.36	32,320.00	49,247.00	
25	16GB	HOMELESS EDUCATION NAVIGATOR(GRANT-FUNDED)	225	8	N	29.62	46.15	53,322.00	83,073.00	
PTE	900G	HOURLY POLICE/EMT	225	8	N	Salary set individually				
23	16DE	HR ANALYST-ABSENCE MANAGEMENT	225	8	N	25.07	39.07	45,125.00	70,331.00	
23	16DE	HR ANALYST I - DATA REPORTING	225	8	N	25.07	39.07	45,125.00	70,331.00	
23	16DE	HR ANALYST I - PERFORMANCE MANAGEMENT	225	8	N	25.07	39.07	45,125.00	70,331.00	
21	16EE	HR SPECIALIST I	225	8	Y	19.42	29.64	34,960.00	53,345.00	
21	16EI	HR SPECIALIST II	225	8	Y	21.22	33.07	38,202.00	59,523.00	
23	16DB	HUMAN RESOURCES ANALYST I	225	8	N	25.07	39.07	45,125.00	70,331.00	
26	16DD	HUMAN RESOURCES ANALYST II	225	8	N	32.21	50.19	57,973.00	90,335.00	
23	16DB	HUMAN RESOURCES BENEFITS ANALYST I	225	8	N	25.07	39.07	45,125.00	70,331.00	

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
21	16BR	HUMAN RESOURCES RECORDS TECHNICIAN	225	8	N	21.22	33.07	38,202.00	59,523.00
26	424H	INFORMATION SYSTEM SPECIALIST	225	8	N	32.21	50.19	57,973.00	90,335.00
26	423H	INFORMATION SYSTEM TRAINER	225	8	N	32.21	50.19	57,973.00	90,335.00
	1259	INTERNATIONAL BACCALAUREATE LEAD TEACHER	190	8	N	TEACHER SALARY SCALE			
28	16MI	INST. IMPLEMENTATION SPEC.	225	8	N	38.05	59.28	68,484.00	106,708.00
28	16MA	INSTRUCTIONAL SPECIALIST	200	8	N	38.05	59.28	60,874.00	94,852.00
	493D	INSTRUCTIONAL SUPPORT TEACHER (VIRTUAL)	190	8	N	TEACHER SALARY SCALE			
26	423C	INSTRUCTIONAL TECHNOLOGY SPEC.	225	8	N	32.21	50.19	57,973.00	90,335.00
25	01JE	INVESTIGATOR	225	8	N	29.62	46.15	53,322.00	83,073.00
13 (6)	34B1	ITINERANT NUTRITION WORKERS	185	6	Y	15.95	22.17	17,708.00	24,614.00
PTE	9061	LAY COACH	225		N	Salary set individually			
29	03C3	LEAD ATTENDANCE	225	8	N	41.35	64.43	74,429.00	115,967.00
29	1259	LEAD BEHAVIOR INTERVENTION SPECIALIST	225	8	N	41.35	64.43	74,429.00	115,967.00
28	01GP	LEAD DISTRICT PBIS (GRANT FUNDED)	225	8	N	38.05	59.28	68,484.00	106,708.00
29	03C1	LEAD CCEIS(MTSS)	225	8	N	41.35	64.43	74,429.00	115,967.00
29	03B9	LEAD MULTI-TIERRED SYSTEM SUPPORT (MTSS)(GRANT)	225	8	N	41.35	64.43	74,429.00	115,967.00
29	03B6	LEAD PSYCHOLOGIST	225	8	N	41.35	64.43	74,429.00	115,967.00
28	4817	LEAD SCHOOL SOCIAL WORKER	225	8	N	38.05	59.28	68,484.00	106,708.00
28	8868	LEAD SUPERVISING HEALTHCARE PROFESSIONAL	225	8	N	38.05	59.28	68,484.00	106,708.00
28	1259	LEAD TEACHER	225	8	N	38.05	59.28	68,484.00	106,708.00
28	642	LEAD TEACHER (EARLY CHILDHOOD)	200	8	N	38.05	59.28	60,874.00	94,852.00
	1259	LEAD TEACHER-INTERNATIONAL BACCALAUREATE(SCHOOL)	190	8	N	TEACHER SALARY SCALE			
28	493L	LEAD TEACHER - MAGNET(DISTRICT LEVEL)	225	8	N	38.05	59.28	68,484.00	106,708.00
27	423B	LEARNING MANAGEMENT SYSTEM SPEACIALIST	225	8	N	35.02	54.54	63,027.00	98,171.00
30	02GB	LEGAL COMPLIANCE OFFICER-COOR.	225	8	N	43.65	67.99	78,571.00	122,382.00
16	442	LIBRARY MEDIA CLERK	188	8	Y	16.78	23.33	25,235.00	35,094.00
27	01JC	LIEUTENANT	225	8	N	35.02	54.54	63,027.00	98,171.00
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	19.42	29.64	34,960.00	53,345.00
16(6)	723F	MAINT WORKER BUILDING & GROUND	225	8	Y	16.78	23.33	30,202.00	42,001.00
18	723E	MAINTENANCE APPR W/PSER/PXRS	225	8	Y	17.96	27.36	32,320.00	49,247.00
18	723D	MAINTENANCE APPRENTICE W/TRS	225	8	Y	17.96	27.36	32,320.00	49,247.00
24	01JI	MAINTENANCE OFFICE SUPERVISOR	225	8	N	27.26	42.46	49,074.00	76,426.00
27	720G	MAINTENANCE SUPERVISOR	225	8	N	35.02	54.54	63,027.00	98,171.00
21	722G	MAINTENANCE TECH W/PSER/PXRS	225	8	Y	21.22	33.07	38,202.00	59,523.00

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
21	722H	MAINTENANCE TECHNICIAN W/TRS	225	8	Y	21.22	33.07	38,202.00	59,523.00
24	722K	MAINTENANCE MASTER TECHNICIAN(TEXTBOOK)	225	8	N	27.26	42.46	49,074.00	76,426.00
30	01JA	MAJOR	225	8	N	43.65	67.99	78,571.00	122,382.00
27	01JF	MANAGER	225	8	N	35.02	54.54	63,027.00	98,171.00
25	1258	MASTER CHEF/TRAINER	225	8	N	29.62	46.15	53,322.00	83,073.00
26	16GC	MASTER SCHEDULING SPECIALIST	225	8	N	32.21	50.19	57,973.00	90,335.00
24	722K	MASTER TECHNICIAN W/PSER/PXRS	225	8	Y	27.26	42.46	49,074.00	76,426.00
24	722J	MASTER TECHNICIAN W/TRS	225	8	Y	27.26	42.46	49,074.00	76,426.00
26	397	MATHEMATICS SPECIALIST	225	8	N	32.21	50.19	57,973.00	90,335.00
22	426A	MIS DATA INFORMATION SYS TECH	225	8	Y	23.07	35.94	41,536.00	64,704.00
20	16EB	MIS HELP DESK SPECIALIST	225	8	Y	19.52	30.42	35,145.00	54,765.00
27	415G	MIS PROGRAMMER/ANALYST	225	8	N	35.02	54.54	63,027.00	98,171.00
28	415F	MIS SENIOR PROGRAMMER ANALYST	225	8	N	38.05	59.28	68,484.00	106,708.00
28	413A	MIS SYSTEMS SUPPORT ADMIN	225	8	N	38.05	59.28	68,484.00	106,708.00
27	423A	MIS TECHNICAL SUPT SUPERVISOR	225	8	N	35.02	54.54	63,027.00	98,171.00
22	425F	MIS TECHNICIAN I	225	8	Y	22.40	34.89	41,536.00	64,704.00
23	425G	MIS TECHNICIAN II	225	8	Y	25.07	39.07	45,125.00	70,331.00
24	425H	MIS TECHNICIAN III	225	8	N	27.26	42.46	49,074.00	76,426.00
25	425E	MIS TELECOM TECHNICIAN	225	8	N	29.62	46.15	53,322.00	83,073.00
24	303I	NUT MASTER TECH. W/PSER/PXRS	225	8	Y	27.26	42.46	49,074.00	76,426.00
24	303H	NUT MASTER TECH. W/TRS	225	8	Y	27.26	42.46	49,074.00	76,426.00
15(6)	31A5	NUTRITION ASST MGR	185	8	Y	16.30	22.65	24,126.00	33,518.00
15(6)	31A4	NUTRITION ASST MGR- ELITE	188	8	Y	16.30	22.65	24,519.00	34,062.00
23	721J	NUTRITION BUYER	225	8	N	25.07	39.07	45,125.00	70,331.00
23	301B	NUTRITION LEAD MANAGER	225	8	N	25.07	39.07	45,125.00	70,331.00
18	303K	NUTRITION MAINT APPR W/PSER/PX	225	8	Y	17.96	27.36	32,320.00	49,247.00
18	303L	NUTRITION MAINT TECH W/PSER	225	8	Y	17.96	27.36	32,313.00	49,247.00
21	303J	NUTRITION MAINT TEC W/TRS	225	8	Y	21.22	33.07	38,202.00	59,523.00
27	303G	NUTRITION MAINTENANCE SUPV	225	8	N	35.02	54.54	63,027.00	98,171.00
20	300D	NUTRITION MGR E/S	190	8	Y	20.52	31.98	31,192.00	48,612.00
22	300G	NUTRITION MGR H/S	190	8	Y	23.55	36.68	36,809.00	57,337.00
21	300F	NUTRITION MGR M/S	190	8	Y	21.66	33.74	33,902.00	52,831.00
22	300H	NUTRITION MGR -ELITE	190	8	Y	23.55	36.68	35,788.00	55,746.00
25	4831	NUTRITION PROG. TECH SPEC.	225	8	N	29.62	46.15	53,322.00	83,073.00
23	16IA	NUTRITION PROGRAM SPECIALIST	225	8	N	25.07	39.07	45,125.00	70,331.00

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
23	477	NUTRITION PROGRAM SPECIALIST-PROCUREMENT	225	8	N	25.07	39.07	45,125.00	70,331.00
PLM-N	34B2	NUTRITION SCANNING TECHNICAN	225	8	Y	10.49	12.48	18,888.48	22,464.00
27	303G	NUTRITION SUPERVISOR-WAREHOUSE	225	8	N	35.02	54.54	63,027.00	98,171.00
21	454	NUTRITION TECHICIAN (WAREHOUSE)	225	8	Y	21.66	33.74	38,202.00	59,523.00
13 (6)	326L	NUTRITION WORKER 3.0 HR	185	3	Y	15.95	22.17	8,852.00	12,306.00
13 (6)	326M	NUTRITION WORKER 4.0 HR	185	4	Y	15.95	22.17	11,805.00	16,408.00
13 (6)	326N	NUTRITION WORKER 5.0 HR	185	5	Y	15.95	22.17	14,756.00	20,511.00
13 (6)	326O	NUTRITION WORKER 5.5 HR	185	5.5	Y	15.95	22.17	16,232.00	22,561.00
13 (6)	326P	NUTRITION WORKER 6.0 HR	185	6	Y	15.95	22.17	17,708.00	24,614.00
13 (6)	326Q	NUTRITION WORKER 6.5 HR	185	6.5	Y	15.95	22.17	19,183.00	26,662.00
13 (6)	326R	NUTRITION WORKER 7.0 HR	185	7	Y	15.95	22.17	20,657.00	28,716.00
13 (6)	326S	NUTRITION WORKER 7.5 HR	185	7.5	Y	15.95	22.17	22,133.00	30,760.00
13 (6)	326U	NUTRITION WORKER- ELITE 4.0 HRS	188	4	Y	15.95	22.17	11,993.00	16,672.00
13 (6)	326V	NUTRITION WORKER-ELITE 6.0 HRS	188	6	Y	15.95	22.17	17,969.00	24,976.00
13 (6)	326T	NUTRITION WORKER-ELITE 7.0 HRS	188	7	Y	15.95	22.17	20,992.00	29,179.00
25	4811	OCCUPATIONAL THERAPIST(OT)	190	8	N	29.62	46.15	45,034.00	70,144.00
24	01JN	OFFICE SUPERVISOR	225	8	N	27.26	42.46	49,074.00	76,426.00
28	114	PAC-TECHNICAL SPECIALIST (TEACHER)	225	8	N	38.05	59.28	68,484.00	106,708.00
16(6)	14E2	PARAPRO- SPECIAL ED PRE-K	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14E1	PARAPRO -SPED INTERRELATED	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14D4	PARAPRO TITLE I	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14D9	PARAPRO/CAREGIVER	190	8	Y	16.78	23.33	25,502.00	35,462.00
16(6)	14D8	PARAPRO/FACILITATOR ISS	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14E3	PARAPRO/FACILITATOR ISS -ELITE SCHOLARS	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14BC	PARAPRO - INSTRUCTIONAL	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14D1	PARAPRO/KINDERGARTEN	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14E6	PARAPRO- ELEMENTARY	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14D6	PARAPRO-BILINGUAL	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16 (6)	14D2	PARAPRO-MEDIA	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14D5	PARAPRO-REMEDIAL	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14E4	PARAPRO-SPEC ED - ELITE SCHOLARS	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14D3	PARAPRO-SPECIAL ED	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14E5	PARAPRO-SPED/INTERR. ELITE SCHOLARS	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
16(6)	14D7	PARAPRO-TECHNOLOGY LAB	190	7.5	Y	16.78	23.33	23,910.00	33,252.00
28	03B8	PART-TIME PSYCHOLOGIST	200	8	N	38.05	59.28	60,874.00	94,852.00

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate			
						Min.	Max.	Min.	Max.		
PTE	900C	PART-TIME EMPLOYEES	225	8	N	Salary set individually					
30	02GA	PERSONNEL REVIEW OFFICER	225	8	N	43.65	67.99	78,571.00	122,382.00		
	50DZ	PHARMACY HEALTHCARE SCIENCE TEACHER	190	8	N	TEACHER SALARY SCALE					
25	508Q	PHYSICAL THERAPIST (PT)	190	8	N	29.62	46.15	45,034.00	70,144.00		
26	16AB	PLANNING ANALYST	225	8	N	32.21	50.19	57,973.00	90,335.00		
26	431	POSITION CONTROL ANALYST II	225	8	N	32.21	50.19	57,973.00	90,335.00		
16(6)	14P2	PRE K ASSISTANT	190	7.5	Y	16.78	23.33	23,213.00	33,252.00		
PK2	50AR	PRE K LEAD TEACHER CERTIFIED	Based on Teacher Salary Scale -Certificate level and years 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								
25	16GW	PRE-K TRANSITION COACH (L4GA)	190	8	N	29.62	46.15	45,034.00	70,144.00		
18	20AF	PRESS OPERATOR II PRINTING	225	8	Y	17.96	27.36	32,313.00	49,247.00		
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		
33(2)	07D1	PRINCIPAL-ALTERNATIVE 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	35.02	54.54	63,027.00	98,171.00		
25	721H	PROCUREMENT CARD ADMINISTRATOR	225	8	N	29.62	46.15	53,322.00	83,073.00		
27	721F	PROCUREMENT SPECIALIST	225	8	N	35.02	54.54	63,027.00	98,171.00		
24	20AA	PRODUCTION MANAGER	225	8	N	27.26	42.46	49,074.00	76,426.00		
23	20AB	PRODUCTION/MAIL QT.CONTROL AST	225	8	N	25.07	39.07	45,125.00	70,331.00		
25	397	PROGRAM SPECIALIST-SDPI	225	8	N	29.62	46.15	53,322.00	83,073.00		
28	16MC	PROGRAM SPECIALIST-SPECIAL EDUCATION	225	8	N	38.05	59.28	68,484.00	106,708.00		
23	16GQ	PROG. SPECIALIST-SCH.NUTRITION	200	8	N	25.07	39.07	40,114.00	62,518.00		
	16MC	PROGRAM SPECIALIST-SPECIAL EDUCATION	200	8	N	TEACHER SALARY SCALE					
20	16F2	PROGRAM EVALUATOR	225	8	Y	19.52	30.42	35,145.00	54,765.00		
27	01JP	PROGRAM MANAGER	210	8	N	35.02	54.54	58,827.00	91,631.00		
28	03B5	PSYCHOLOGIST-12 MONTH	225	8	N	38.05	59.28	68,484.00	106,708.00		
28	03B7	PSYCHOLOGIST -GNETS	200	8	N	38.05	59.28	60,874.00	94,852.00		
28	03B5	PSYCHOLOGIST-SCHOOL-10 MONTH	200	8	N	38.05	59.28	60,874.00	94,852.00		
29	03B6	PSYCHOLOGIST - LEAD	225	8	N	41.35	64.43	74,429.00	115,967.00		
24	16C4	RECRUITER	225	8	N	27.26	42.46	49,074.00	76,426.00		
17	16BH	REGISTRAR-DISTRICT WIDE	225	8	Y	16.60	25.27	29,888.00	45,465.00		
19	15B5	SCHOOL BOOKKEEPER SPECIALIST	225	8	Y	19.42	29.64	34,960.00	53,345.00		
28	16GU	SCHOOL CHOICE SPECIALIST	200	8	N	38.05	59.28	60,874.00	94,852.00		

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
	496C	SCHOOL COUNSELOR	200	8	N	TEACHER SALARY SCALE			
	493K	SCHOOL READINESS FACILITATOR(PART-TIME)				TEACHER SALARY SCALE			
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	16.60	25.27	24,289.00	36,953.00
19	15A3	SCHOOL SECRETARY II-BOOKKEEPER	225	7.5	Y	17.96	27.36	27,616.00	42,078.00
28	493K	SECONDARY READING INTERVENTIONIST L4GA	225	8	N	38.05	59.28	68,484.00	106,708.00
19	16BN	SECRETARY II-A ELITE SCHOLARS	220	8	Y	19.42	29.64	34,960.00	53,345.00
17	15B3	SECRETARY-REGISTRAR	195	7.5	Y	16.60	25.27	24,289.00	36,953.00
37	01AQ	SENIOR DEPUTY SUPT-CHIEF OF STAFF	225	8	N	141.67	141.67	255,000.00	255,000.00
25	415E	SENIOR ENGINEER	225	8	N	29.62	46.15	53,322.00	83,073.00
29	01JH	SENIOR MANAGER	225	8	N	41.35	64.43	74,429.00	115,967.00
26	01G8	SERGEANT	225	8	N	32.21	50.19	57,973.00	90,335.00
28	4816	SOCIAL WORKER	190	8	N	38.05	59.28	57,827.00	90,115.00
25	16GR	SPECIALIST	225	8	N	29.62	46.15	53,322.00	83,073.00
	50EX	SDI COACH - SPECIAL EDUCATION	200	8	N	TEACHER SALARY SCALE			
	475	SPECIAL EDUCATION TRANSITION SPECIALIST	190	8	N	TEACHER SALARY SCALE			
27	415T	SQL DEVELOPER I	225	8	N	35.02	54.54	63,027.00	98,171.00
28	413D	SQL DEVELOPER II	225	8	N	38.05	59.28	68,484.00	106,708.00
	50GD	STEM TEACHER	190	8	N	TEACHER SALARY SCALE			
25	16EQ	STUDENT BEHAVIORAL HEALTH SPECIALIST (GRANT)	200	8	N	29.62	46.15	47,404.00	73,836.00
25	16TG	STUDENT ENGAGEMENT SPECIALIST	190	8	N	29.62	46.15	45,034.00	70,144.00
25	424G	STUDENT INFORMATION SPECIALIST	225	8	N	29.62	46.15	53,322.00	83,073.00
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			
25HC	4837	SUPERVISING HEALTH CARE PROF.	195	8	N	31.09	48.43	56,041.00	87,310.00
P/T	4838	SUPERVISING HEALTH CARE PROF P/T	195	8	N	31.09	48.43	-	-
25	01JH	SUPERVISOR	225	8	N	29.62	46.15	53,322.00	83,073.00
23	155	TEACHER-ADULT EDUCATION(GRANT FUNDED)	225	8	N	26.60	26.60	47,880.00	47,880.00
28	514B	TEACHER-JROTC INSTRUCTOR	220	8	N	Salary set individually			
28	494A	TEACHER DEVELOPMENT SPECIALIST	225	8	N	38.05	59.28	68,484.00	106,708.00
	100	TEACHER SST (GRANT FUNDED)	190	8	N	TEACHER SALARY SCALE			
	50AQ	TEACHER-VIRTUAL	190	8	N	TEACHER SALARY SCALE			
22	15B7	TERMINAL AGENCY CLERK	225	8	Y	23.07	35.94	41,536.00	64,704.00
19	16G0	TESTING TECHNICIAN	225	8	Y	19.42	29.64	34,960.00	53,345.00

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
21	167K	TEXTBOOK SPECIALIST	225	8	Y	21.22	33.07	38,202.00	59,523.00
19	4828	THEATER TECHNICIAN	225	8	Y	19.42	29.64	34,960.00	53,345.00
22	21AA	TITLE I PARENT LIAISON	190	8	Y	23.07	34.89	35,072.00	54,663.00
28	1252	TITLE I PROGRAM SPECIALIST	225	8	N	38.05	59.28	68,484.00	106,708.00
29	720E	TITLE III COORDINATING SUPERVISOR	228	8	N	41.35	64.43	74,429.00	115,966.00
24	424D	TRAINING SPECIALIST I	225	8	N	27.26	42.46	49,074.00	76,426.00
23	623C	TRANS. SPECIALIST	225	8	N	25.07	39.07	45,125.00	70,331.00
19	613B	TRANSPORTATION DISPATCHER	190	8	Y	19.42	29.64	29,518.00	45,047.00
27	622E	TRANSPORTATION MANAGER	225	8	N	35.02	54.54	63,027.00	98,171.00
27	622F	TRANSPORTATION PROJECT MANAGER	225	8	N	35.02	54.54	63,027.00	98,171.00
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	27.26	42.46	49,074.00	76,426.00
26	02AL	TREASURER	225	8	N	32.21	50.19	57,973.00	90,335.00
21	16EP	TRIBUNAL SPECIALIST II	225	8	Y	21.22	33.07	38,202.00	59,523.00
24	16ER	TRIBUNAL TECHNICIAN III	225	8	N	27.26	42.46	49,074.00	76,426.00
TRS	9077	TRS RETIREE-ADM PT W/BENEFITS	225	8	N	Salary set individually			
TRS	907I	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	35.02	54.54	63,027.00	98,171.00
25	16MB	VIRTUAL LEARNING SUPPORT SPECIALIST	225	8	N	29.62	46.15	53,322.00	83,073.00
	50AQ	VIRTUAL LEARNING TEACHER	190	8	N	TEACHER SALARY SCALE			
27	O1JF	WEBSITE MANAGER	225	8	N	35.02	54.54	63,027.00	98,171.00
28	16MG	WORKFORCE INNOVATOR	200	8	N	38.05	59.28	60,874.00	94,852.00
24	1255	YOUTH APPRENTICESHIP SPEC.	220	8	N	27.26	42.46	47,989.00	74,721.00
18	156	YOUTH DEVELOPMENT EXTENSION INSTRUCTOR (4-H)	225	8	Y	17.96	27.36	32,313.00	49,247.00

2023 -2024 Salary Table
Grades 13 - 19 - CPS

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	
13	CUSTODIAN II	225	8	Y	15.18	15.33	15.48	15.64	15.80	15.96	16.42	16.87	17.33	17.84	18.34	18.85	19.38	19.93	20.49	21.10	
	<i>No position assigned</i>	195	8	Y																	
	HEALTH CARE TECHNICIAN	190	7.5	Y																	
	HEALTH CARE TECHNICIAN- ELITE	190	7.5	Y																	
	NUTRITION WORKER- ELITE 4.0 HRS	188	4	Y	15.94	16.11	16.27	16.44	16.61	16.76	17.25	17.73	18.22	18.75	19.28	19.81	20.37	20.95	21.54	22.17	
	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	188	8	Y	16.3	16.47	16.62	16.8	16.97	17.14	17.62	18.11	18.63	19.15	19.69	20.25	20.82	21.40	22.02	22.64	
	NUTRITION ASST MGR	185	8	Y																	
16	MAINT WORKER BUILDING & GROUND	225	8	Y	16.78	16.95	17.11	17.29	17.47	17.65	18.12	18.64	19.19	19.72	20.28	20.84	21.44	22.05	22.69	23.34	
	<i>No position assigned</i>	205	7.5	Y																	
	<i>No position assigned</i>	195	7.5	Y																	
	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																	
	<i>No position assigned</i>	188	7.5	Y																	
	LIBRARY MEDIA CLERK	188	8	Y																	

2023 -2024 Salary Table
Grades 13 - 19 - CPS

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	REGISTRAR-DISTRICT WIDE	225	8	Y	16.60	17.07	17.55	18.05	18.55	19.07	19.62	20.19	20.75	21.34	21.93	22.57	23.22	23.87	24.57	25.26						
	<i>No position assigned</i>	205	7.5	Y																						
	ATTENDANCE CLERK	195	7.5	Y																						
	DATA CLERK	195	7.5	Y																						
	FILE ROOM CLERK	195	7.5	Y																						
	GUIDANCE SECRETARY	195	7.5	Y																						
	SCHOOL SECRETARY I	195	7.5	Y																						
	SECRETARY-REGISTRAR	195	7.5	Y																						
18	PRESS OPERATOR II PRINTING	225	8	Y	17.95	18.46	18.97	19.52	20.06	20.63	21.23	21.83	22.45	23.09	23.75	24.42	25.14	25.85	26.59	27.36						
	<i>No position assigned</i>	205	8	Y																						
	<i>No position assigned</i>	205	7.5	Y																						
	ASSISTIVE TECHNOLOGY TECH.	190	8	Y																						
	COMMUNICATIONS OFFICER	190	8	Y																						
	ENERGY MGT. ASSISTANT	190	8	Y																						
	HOME EXTENSION INSTRUCTOR	190	8	Y																						
	MAINTENANCE APPR W/PSER/PXRS	190	8	Y																						
	MAINTENANCE APPRENTICE W/TRS	190	8	Y																						
	NUTRITION MAINT APPR W/PSER/PX	190	8	Y																						
	NUTRITION MAINT TECH W/PSER	190	8	Y																						
	AUDIOLOGY TECHNICIAN	190	7.5	Y																						
	BUS DRIVER 6.0 HRS.	186	6	Y	18.87	19.4	22.93	23.59	24.24	24.93	25.65	26.38	27.14	27.91	28.71	29.52	30.38	31.23	32.14	33.06						
	19	ACCOUNTING TECHNICIAN I - 7.5 HR	195	7.5	Y	19.42	19.96	20.54	21.13	21.72	22.34	22.97	23.63	24.31	25.00	25.71	26.45	27.22	28.01	28.81	29.63					
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	Y																						
THEATER TECHNICIAN		225	8	Y																						
<i>No position assigned</i>		205	8	Y																						
<i>No position assigned</i>		195	8	Y																						
TRANSPORTATION DISPATCHER		190	8	Y																						
CPS		CAMPUS SECURITY FT	205	7.5	Y	16.37	16.83	17.29	17.78	18.28	18.80	19.32	19.86	20.44	21.01	21.60	22.21	22.85	23.50	24.17	24.87					

**2023 - 2024 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	29,367	30,259	31,152	32,075	33,062	34,045	35,064	36,126	37,207	38,333	39,459	40,649	41,868	43,137	44,436	45,765
	BI LANGUAGE SUPPORT LIAISON	190	8	Y	29,680	30,582	31,483	32,416	33,412	34,409	35,437	36,512	37,603	38,741	39,879	41,082	42,315	43,596	44,908	46,252
	NUTRITION MGR E/S	190	8	Y	31,192	32,142	33,089	34,069	35,116	36,163	37,244	38,372	39,520	40,715	41,914	43,178	44,473	45,817	47,200	48,612
	BILINGUAL FAMILY LIAISON	195	8	Y	30,461	31,385	32,312	33,269	34,293	35,315	36,369	37,471	38,592	39,761	40,929	42,163	43,428	44,743	46,090	47,469
	<i>No position assigned</i>	195	6.5	Y	24,759	25,512	26,263	27,043	27,873	28,704	29,560	30,459	31,368	32,317	33,269	34,269	35,299	36,368	37,461	38,585
	<i>No position assigned</i>	205	8	Y	32,023	32,997	33,969	34,975	36,049	37,123	38,235	39,395	40,572	41,800	43,027	44,323	45,656	47,037	48,454	49,903
	CAMPUS KIDS ASST. SUPERVISOR	225	8	Y	35,145	36,207	37,289	38,393	39,561	40,751	41,960	43,235	44,530	45,868	47,228	48,650	50,116	51,623	53,173	54,765
	SCHOOL BOOKKEEPER SPECIALIST	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	38,202	39,349	40,539	41,748	43,001	44,297	45,635	46,973	48,395	49,860	51,348	52,897	54,490	56,661	57,803	59,523
	COMMUNICATIONS ASSISTANT	225	8	Y																
	COMPUTER OPERATOR	225	8	Y																
	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																
HR SPECIALIST I	225	8	Y																	
NUTRITION MGR M/S	190	8	Y	33,902	34,917	35,979	37,059	38,158	39,320	40,500	41,680	42,944	44,257	45,568	46,947	48,361	49,808	51,303	52,831	
22	ACCOUNTING TECHNICIAN II	225	8	Y	41,536	42,768	44,063	45,380	46,738	48,141	49,585	51,092	52,622	54,192	55,806	57,484	59,204	60,967	62,835	64,704
	ADMINISTRATIVE ASSISTANT III	225	8	Y																
	ADMINISTRATIVE SUPPORT SPEC II	225	8	Y																
	COMMUNITY RELATIONS SUPPORT SPECIALIS II	225	8	Y																
	HR SPECIALIST II	225	8	Y																
	TERMINAL AGENCY CLERK	225	8	Y																
	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	36,918	38,016	39,164	40,330	41,546	42,794	44,076	45,406	46,772	48,170	49,602	51,100	52,630	54,196	55,860	57,508	
COMMUNITY/PARENT LIAISON	190	8	Y	35,072	36,115	37,208	38,314	39,467	40,654	41,872	43,138	44,433	45,762	47,122	48,545	49,999	51,486	53,067	54,633	
DISTRICT SUCCESS COACH	190	8	Y																	
TITLE I PARENT LIAISON	190	8	Y																	
NUTRITION MGR H/S	190	8	Y	36,809	37,904	39,050	40,211	41,421	42,667	43,945	45,273	46,633	48,027	49,454	50,948	52,474	54,034	55,694	57,327	
NUTRITION MGR -ELITE	190	8	Y																	
<i>No position assigned</i>	188	8	Y	34,703	35,735	36,816	37,910	39,053	40,226	41,431	42,682	43,966	45,280	46,626	48,034	49,472	50,944	52,508	54,058	

2023 - 2024 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	
23	ACCOUNTANT I	225	8	N	45,125	46,484	47,886	49,330	50,816	52,324	53,895	55,509	57,187	58,885	60,669	62,475	64,343	66,297	68,293	70,331	
	BUS DRIVER TRAINER	225	8	Y																	
	BUYER	225	8	Y																	
	ENERGY MGT. SPECIALIST	225	8	Y																	
	EXEC. ASST./CHIEF OFFICER SEC	225	8	N																	
	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																	
	No position assigned	205	8	N	41,117	42,345	43,624	44,938	46,303	47,669	49,102	50,569	52,105	53,657	55,276	56,914	58,622	60,397	62,222	64,081	
	NUTRITION LEAD MANAGER	200	8	N	40,114	41,312	42,560	43,842	45,174	46,505	47,903	49,335	50,834	52,348	53,929	55,527	57,192	58,992	60,704	62,518	
	PROG. SPECIALIST-SCH.NUTRITION	200	8	N																	
	No position assigned	195	8	N	39,111	40,279	41,496	42,746	44,045	45,343	46,706	48,101	49,561	51,039	52,580	54,140	55,762	57,449	59,186	60,955	
	No position assigned	195	6.5	N	31,791	32,741	33,729	34,745	35,800	36,855	37,965	39,099	40,285	41,486	42,738	44,006	45,324	46,697	48,107	49,546	
24	ASSESSMENT TRAINING SPL I	225	8	N	49,074	50,518	52,048	53,619	55,212	56,868	58,588	60,351	62,155	64,025	65,935	67,911	69,977	72,052	74,218	76,426	
	AUDITOR	225	8	N																	
	COMMUNICATIONS SPECIALIST	225	8	N																	
	COMPENSATION TECHNICIAN III	225	8	N																	
	FLEET MAINTENANCE MECHANIC III	225	8	Y																	
	MAINTENANCE OFFICE SUPERVISOR	225	8	Y																	
	MAINTENANCE MASTER TECHNICIAN	225	8	Y																	
	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	N	47,989	49,399	50,899	52,419	53,977	55,605	57,290	59,011	60,768	62,599	64,469	66,407	68,422	70,455	72,560	74,721	
No position assigned	195	6.5	Y	34,574	35,589	36,672	37,766	38,887	40,061	41,276	42,516	43,781	45,102	46,445	47,843	49,294	50,759	52,278	53,832		

**2023 - 2024 Salary Table
Grades 20 - 29 - SRO**

GRADE	POSITION	DAYS PER YEAR	HOURS PER DAY	FLSA ELIGIBLE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
25	BUDGET ANALYST	225	8	N	53,322	54,936	56,592	58,269	60,033	61,837	63,685	65,597	67,549	69,567	71,690	73,836	76,044	78,337	80,673	83,073
	CAMPUS KIDS SUPERVISOR	225	8	N																
	CONSTRUCTION SUPV. SPLOST	225	8	N																
	FLEET MAINTENANCE SUPERVISOR	225	8	N																
	HOMELESS EDUCATION NAVIGATOR(GRANT-FUNDED)	225	8	N																
	INVESTIGATOR	225	8	N																
	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																
	PROGRAM SPECIALIST - SDPI	225	8	N																
	SENIOR ENGINEER	225	8	N																
	STUDENT INFORMATION SPECIALIST	225	8	N																
	SUPERVISOR	225	8	N																
	VITURAL LEARNING SUPPORT SPECIALIST	225	8	N																
	SUPERVISING HEALTH CARE PROF.	225	8	N	56,041	57,738	59,478	61,241	63,095	64,991	66,933	68,942	70,994	73,115	75,346	77,602	79,922	82,332	84,787	87,310
	SUPERVISING HEALTH CARE PROF.	195	8	N	48,507	49,972	51,471	53,004	54,605	56,240	57,928	59,664	61,435	63,275	65,216	67,158	69,169	71,247	73,375	75,555
	STUDENT BEHAVIORAL HEALTH SPECIALIST	200	8	N	47,404	48,836	50,302	51,798	53,364	54,960	56,608	58,306	60,038	61,836	63,734	65,630	67,594	69,624	71,706	73,836
	<i>No position assigned</i>	195	8	N	46,219	47,615	49,043	50,503	52,030	53,586	55,195	56,848	58,537	60,290	62,139	63,989	65,906	67,885	69,913	71,990
	OCCUPATIONAL THERAPIST(OT)	190	8	N	45,034	46,394	47,785	49,208	50,694	52,212	53,778	55,391	57,036	58,744	60,547	62,349	64,214	66,145	68,121	70,144
PHYSICAL THERAPIST (PT)	190	8	N																	
PRE-K TRANSITION COACH (L4GA)	190	8	N																	
STUDENT ENGAGEMENT SPECIALIST	190	8	N																	
<i>No position assigned</i>	190	7.5	N	42,220	43,495	44,800	46,132	47,527	48,952	50,418	51,929	53,472	55,072	56,763	58,452	60,202	62,010	63,863	65,761	
26	CIA EARLY LEARNING INST SPECIALIST	225	8	N	57,973	59,713	61,497	63,345	65,256	67,210	69,206	71,286	73,432	75,640	77,892	80,248	82,647	85,111	87,681	90,335
	DATA ANALYST (DISTRICT-LEVEL)	225	8	N																
	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	N																
	27	CHEMICAL HYGIENE OFFICER	225	8	N	63,027	64,917	66,849	68,845	70,905	73,028	75,236	77,488	79,802	82,223	84,665	87,235	89,825	92,543	95,304
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																
<i>No position assigned</i>		210	8	N	58,827	60,593	62,393	64,264	66,186	68,160	70,222	72,320	74,487	76,742	79,015	81,425	83,838	86,371	88,958	91,631

**2023 - 2024 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		
28	CAPTAIN	225	8	N	68,484	70,544	72,624	74,855	77,084	79,399	81,798	84,241	86,747	89,359	92,055	94,794	97,662	100,570	103,586	106,708		
	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	N																		
	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	71,943	74,220	76,622	79,041	81,585	84,182	86,851	89,608	92,454	95,353	98,360	101,474	104,657	107,948	111,346	114,815		
	TEACHER-JROTC INSTRUCTOR	220	8	N	66,957	68,970	71,003	73,183	75,379	77,631	79,974	82,372	84,828	87,371	90,009	92,682	95,482	98,340	101,286	104,344		
	<i>No position assigned</i>	205	8	N	62,392	64,270	66,162	68,193	70,239	72,338	74,522	76,758	79,044	81,416	83,872	86,362	88,972	91,633	94,382	97,232		
	LEAD TEACHER (EARLY CHILDHOOD)	200	8	N	60,870	62,702	64,548	66,530	68,526	70,574	72,704	74,886	77,116	79,430	81,826	84,256	86,802	89,398	92,078	94,858		
	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																		
	SCHOOL SOCIAL WORKER	190	8	N	57,827	59,565	61,321	63,204	65,100	67,045	69,069	71,142	73,260	75,457	77,735	80,043	82,462	84,928	87,474	90,115		
EDUCATIONAL INTERPRETER FOR THE HEARING IMPAIRED	190	8	Y																			
29	CCEIS LEAD Multi-Tiered(MTSS) (GRANT-FUNDED)	225	8	N	74,429	76,680	78,974	81,332	83,794	86,301	88,890	91,545	94,307	97,131	100,040	103,056	106,155	109,341	112,589	115,967		
	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-TIERRED SYSTEM SUPPORT (MTSS)(GRANT)	225	8	N																		
	LEAD PSYCHOLOGIST	225	8	N																		
	ASSISTANT PRINCIPAL MIDDLE	225	8	N	75,730	78,127	80,654	83,201	85,879	88,613	91,422	94,324	97,321	100,372	103,537	106,814	110,166	113,630	117,207	120,858		
	<i>No position assigned</i>	210	8	N	69,472	71,568	73,702	75,902	78,210	80,552	82,965	85,445	88,015	90,653	93,362	96,176	99,076	102,047	105,088	108,234		
SRO	SCHOOL RESOURCE OFFICER	205	8	N	43,403	44,682	46,047	47,429	48,845	50,297	51,830	53,384	54,987	56,642	58,331	60,071	61,898	63,739	65,649	67,613		

**2023 - 2024 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. 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	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326	160,326
	EXECUTIVE DIRECTOR-CLASSIFIED	225	8	N																
	PRINCIPAL-HIGH SCHOOL	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
34	PRINCIPAL-ALTERNATIVE SCHOOL	225	8	N																
	ASSISTANT SUPERINTENDENT	225	8	N	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543	172,543
35	CHIEF-CONSTRUCTION/SPLOST	225	8	N	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858	203,858
	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- ADMINISTRATIVE SERVICES	225	8	N	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534	230,534
	DEPUTY SUPT - TEACHING & LEARNING/STRATEGIC IMPROVEMENTS	225	8	N																
	DEPUTY SUPT- STD SRVCS FEDPROG	225	8	N																
37	SENIOR DEPUTY SUPT-CHIEF OF STAFF	225	8	N	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000	255,000



Clayton County Public Schools

Employee Start and End Dates 2023 - 2024

# Days	Employee Type	First day – Last day of work	# Days	Employee Type	First day – Last day of work
12 Month Employees			11 Month Employees		
240	Superintendent	07/03/23– 06/28/24	220	JROTC Instructors Lead Counselors Youth Apprenticeship Specialist	07/10/23 – 06/24/24
225	Administrative Assistants Assistant Principals Bookkeepers Central Office Administrators Central Office Clerical Staff Central Office Directors Central Office Support Staff Director of Athletics	07/10/23 – 06/28/24	210	Administrative Assistants II (11 Month) Athletic Directors	07/10/23 – 06/7/24
	Lead Psychologists Maintenance Personnel Principals Purchasing Technology Administrative Staff Title I Program Specialists Transportation Administrative Staff Transportation Director				
10 Month Employees			10 Month Employees		
205	Campus Police Staff School Resource Officers Security Guards	07/17/23– 06/7/24	188	Bilingual Family Service Liaisons	07/26/23 – 05/23/24
200	Counselors ESOL Instructional Specialists Graduation Coaches Psychologists - GNETS Psychologists	07/17/23 – 05/31/24	186	Bus Drivers Bus Monitors	07/28/23 – 05/23/24
195	Accounting Technicians I Bilingual Family Liaisons School Level Clerks	07/17/23 – 05/23/24	185	Itinerant Nutrition Workers School Nutrition Assistant Managers School Nutrition Program	07/28/23 – 05/22/24
190	Classroom Teachers Health Care Technicians Media Clerks Media Specialists Paraprofessionals	07/24/23 – 05/23/24	180	Campus Kids Lunchroom Monitors	08/02/23 – 05/21/24
	Pre-K Lead Teachers Pre-K Assistants School Nutrition Managers Social Workers Student Engagement Specialists				

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 FY24 Employee Work Day Calendar for all Non-Work contract dates

Clayton County Public Schools
Teacher Annual Salary Schedule
2023-2024 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	44,342	52,309	48,556	57,181	61,967	67,372
1	44,342	52,309	48,556	57,181	61,967	67,372
2	44,342	52,919	49,678	57,859	62,729	68,045
3	44,342	53,578	50,833	58,630	63,629	69,075
4	44,342	54,104	52,042	59,512	64,583	70,121
5	44,342	55,153	53,659	60,663	65,890	71,353
6	44,342	55,968	54,934	61,608	67,011	72,576
7	44,342	57,211	56,904	63,034	68,620	74,434
8	44,342	58,018	58,276	63,975	70,093	76,042
9	44,342	58,756	58,276	65,130	71,719	77,799
10	44,342	59,818	59,689	66,561	73,317	79,621
11	44,342	60,680	59,848	67,365	74,180	80,849
12	44,501	62,062	61,464	68,833	75,897	82,464
13	44,661	62,662	61,623	69,532	76,410	83,072
14	44,819	64,298	63,282	71,282	78,278	85,346
15	44,979	64,917	63,441	71,999	78,989	85,962
16	45,137	66,143	65,145	73,370	80,532	87,778
17	45,297	66,777	65,304	74,104	81,324	88,477
18	45,456	68,237	67,055	75,802	83,180	90,626
19	45,615	68,888	67,213	76,559	84,016	91,419
20	45,774	70,277	69,012	78,149	85,673	93,229
21	45,934	70,876	69,170	78,841	86,334	94,061
22	46,092	71,792	69,330	79,893	87,453	95,291
23	46,252	72,151	69,489	80,319	87,926	95,808
24	46,411	73,171	69,648	81,493	89,235	97,234
25	46,570	73,616	69,807	82,015	89,750	97,799
26	46,729	74,543	69,967	83,017	90,860	99,009
27	46,888	75,250	70,125	83,760	91,603	99,815
28	47,047	76,234	70,285	84,957	92,939	101,255
29	47,207	76,705	70,444	85,529	93,566	101,943
30	47,365	76,728	70,603	85,551	93,588	101,967
31	47,525	76,752	70,762	85,576	93,613	101,990
32	47,684	76,752	70,921	85,576	93,613	101,990
33	47,843	76,752	71,080	85,576	93,613	101,990
34	48,002	76,752	71,240	85,576	93,613	101,990

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
2023-2024 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	54,956	60,190	65,228	70,918
1	54,956	60,190	65,228	70,918
2	55,598	60,904	66,030	71,626
3	56,292	61,716	66,978	72,710
4	57,950	62,644	67,982	73,812
5	58,808	63,856	69,358	75,108
6	60,116	64,850	70,538	76,396
7	60,967	66,352	72,232	78,352
8	61,743	67,342	73,782	80,044
9	62,860	68,558	75,494	81,894
10	63,769	70,064	77,176	83,812
11	65,222	70,910	78,084	85,104
12	65,855	72,456	79,892	86,804
13	67,756	73,192	80,432	87,444
14	68,228	75,034	82,398	89,838
15	69,518	75,788	83,146	90,486
16	70,186	77,232	84,770	92,398
17	71,722	78,004	85,604	93,134
18	72,411	79,792	87,558	95,396
19	73,871	80,588	88,438	96,230
20	74,501	82,262	90,182	98,136
21	75,465	82,990	90,878	99,012
22	75,843	84,098	92,056	100,306
23	76,916	84,546	92,554	100,850
24	77,385	85,782	93,932	102,352
25	78,360	86,332	94,474	102,946
26	79,105	87,386	95,642	104,220
27	80,140	88,168	96,424	105,068
28	80,636	89,428	97,830	106,584
29	80,661	90,030	98,490	107,308
30	80,686	90,054	98,514	107,334
31	80,686	90,080	98,540	107,358
32	80,686	90,080	98,540	107,358
33	80,686	90,080	98,540	107,358
34	80,686	90,080	98,540	107,358

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

Clayton County Public Schools
10 Month Counselor Annual Salary Schedule
2023-2024 School Year (210 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	57,815	63,200	68,489	74,464
1	57,815	63,200	68,489	74,464
2	58,489	63,949	69,332	75,207
3	59,218	64,802	70,327	76,346
4	59,404	65,776	71,381	77,503
5	60,959	67,049	72,826	78,863
6	61,860	68,093	74,065	80,216
7	63,233	69,670	75,844	82,270
8	64,126	70,709	77,471	84,046
9	64,940	71,985	79,269	85,989
10	66,114	73,357	81,035	88,003
11	67,068	74,614	81,988	89,359
12	68,594	76,012	83,887	91,144
13	69,258	76,079	84,454	91,816
14	71,066	78,786	86,518	94,330
15	71,751	79,577	87,303	95,010
16	73,105	81,094	89,009	97,018
17	73,807	81,904	89,884	97,791
18	75,419	83,782	91,936	100,166
19	76,140	84,617	92,860	101,042
20	77,675	86,375	94,691	103,043
21	78,336	87,140	95,422	103,963
22	79,349	88,303	96,659	105,321
23	79,745	88,773	97,182	105,893
24	80,873	90,071	98,629	107,470
25	81,365	90,649	99,198	108,093
26	82,389	91,755	100,424	109,431
27	83,171	92,576	101,245	110,321
28	84,258	93,899	102,722	111,913
29	84,779	94,532	103,415	112,673
30	84,804	94,584	103,440	112,701
31	84,832	94,584	103,467	112,726
32	84,832	94,584	103,467	112,726
33	84,832	94,584	103,467	112,726
34	84,832	94,584	103,467	112,726

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
2023-2024 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	60,568	65,888	71,751	78,010
1	60,568	65,888	71,751	78,010
2	61,274	66,680	72,633	78,789
3	62,038	67,573	73,676	79,981
4	62,647	68,594	74,780	81,193
5	63,862	69,927	76,294	82,619
6	64,805	71,020	77,592	84,036
7	66,244	72,673	79,455	86,187
8	67,179	73,759	81,160	88,048
9	68,033	75,097	83,043	90,083
10	69,263	76,756	84,894	92,017
11	70,261	77,686	85,892	93,614
12	71,861	79,385	88,475	95,484
13	72,556	80,194	90,638	96,188
14	74,450	82,221	91,461	98,822
15	75,167	83,052	93,247	99,535
16	76,586	84,641	94,164	101,638
17	77,321	85,488	96,314	102,447
18	79,011	87,454	96,314	104,936
19	79,765	88,332	97,282	105,853
20	81,374	90,171	99,200	107,950
21	82,067	90,972	99,966	108,913
22	83,127	92,191	101,262	110,337
23	83,543	92,686	101,809	110,935
24	84,724	94,043	103,325	112,587
25	85,239	94,648	103,921	113,241
26	86,313	95,810	105,206	114,642
27	87,131	96,670	106,066	115,575
28	88,271	98,054	107,613	117,242
29	88,816	98,716	108,339	118,039
30	88,843	98,745	108,365	118,067
31	88,871	98,771	108,394	118,094
32	88,871	108,449	108,394	118,094
33	88,871	108,449	108,394	118,094
34	88,871	108,449	108,394	118,094

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
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School Year 2023-2024

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	10%	1
M110	Football, Head	14%	1
M109	Football, Head Spring	3%	1
M111	Football, Asst.	7%	3
M114	Flag Football-Head	6%	1
M115	Flag Football-Asst.	4%	1
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
M142	Soccer, Head	6%	1
M143	Soccer, Assistant	4%	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
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**OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS**

M113	Football, Asst., 7th Grade	7%	1
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**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	\$41,092.00	\$410.92	\$821.84	\$1,232.76	\$1,643.68	\$2,054.60	\$2,465.52	\$2,876.44	\$3,287.36	\$3,698.28	\$4,109.20	\$4,520.12	\$4,931.04	\$5,341.96	\$5,752.88	\$6,163.80	\$6,574.72	\$6,985.64	\$7,396.56	\$7,807.48	\$8,218.40	\$8,629.32	\$9,040.24	\$9,451.16	\$9,862.08	\$10,273.00
3	\$42,115.00	\$421.15	\$842.30	\$1,263.45	\$1,684.60	\$2,105.75	\$2,526.90	\$2,948.05	\$3,369.20	\$3,790.35	\$4,211.50	\$4,632.65	\$5,053.80	\$5,474.95	\$5,896.10	\$6,317.25	\$6,738.40	\$7,159.55	\$7,580.70	\$8,001.85	\$8,423.00	\$8,844.15	\$9,265.30	\$9,686.45	\$10,107.60	\$10,528.75
4	\$43,168.00	\$431.68	\$863.36	\$1,295.04	\$1,726.72	\$2,158.40	\$2,590.08	\$3,021.76	\$3,453.44	\$3,885.12	\$4,316.80	\$4,748.48	\$5,180.16	\$5,611.84	\$6,043.52	\$6,475.20	\$6,906.88	\$7,338.56	\$7,770.24	\$8,201.92	\$8,633.60	\$9,065.28	\$9,496.96	\$9,928.64	\$10,360.32	\$10,792.00
5	\$44,253.00	\$442.53	\$885.06	\$1,327.59	\$1,770.12	\$2,212.65	\$2,655.18	\$3,097.71	\$3,540.24	\$3,982.77	\$4,425.30	\$4,867.83	\$5,310.36	\$5,752.89	\$6,195.42	\$6,637.95	\$7,080.48	\$7,523.01	\$7,965.54	\$8,408.07	\$8,850.60	\$9,293.13	\$9,735.66	\$10,178.19	\$10,620.72	\$11,063.25
6	\$45,743.00	\$457.43	\$914.86	\$1,372.29	\$1,829.72	\$2,287.15	\$2,744.58	\$3,202.01	\$3,659.44	\$4,116.87	\$4,574.30	\$5,031.73	\$5,489.16	\$5,946.59	\$6,404.02	\$6,861.45	\$7,318.88	\$7,776.31	\$8,233.74	\$8,691.17	\$9,148.60	\$9,606.03	\$10,063.46	\$10,520.89	\$10,978.32	\$11,435.75
7	\$46,905.00	\$469.05	\$938.10	\$1,407.15	\$1,876.20	\$2,345.25	\$2,814.30	\$3,283.35	\$3,752.40	\$4,221.45	\$4,690.50	\$5,159.55	\$5,628.60	\$6,097.65	\$6,566.70	\$7,035.75	\$7,504.80	\$7,973.85	\$8,442.90	\$8,911.95	\$9,381.00	\$9,850.05	\$10,319.10	\$10,788.15	\$11,257.20	\$11,726.25
8	\$48,701.00	\$487.01	\$974.02	\$1,461.03	\$1,948.04	\$2,435.05	\$2,922.06	\$3,409.07	\$3,896.08	\$4,383.09	\$4,870.10	\$5,357.11	\$5,844.12	\$6,331.13	\$6,818.14	\$7,305.15	\$7,792.16	\$8,279.17	\$8,766.18	\$9,253.19	\$9,740.20	\$10,227.21	\$10,714.22	\$11,201.23	\$11,688.24	\$12,175.25
9,10	\$49,952.00	\$499.52	\$999.04	\$1,498.56	\$1,998.08	\$2,497.60	\$2,997.12	\$3,496.64	\$3,996.16	\$4,495.68	\$4,995.20	\$5,494.72	\$5,994.24	\$6,493.76	\$6,993.28	\$7,492.80	\$7,992.32	\$8,491.84	\$8,991.36	\$9,490.88	\$9,990.40	\$10,489.92	\$10,989.44	\$11,488.96	\$11,988.48	\$12,488.00
11,12	\$51,241.00	\$512.41	\$1,024.82	\$1,537.23	\$2,049.64	\$2,562.05	\$3,074.46	\$3,586.87	\$4,099.28	\$4,611.69	\$5,124.10	\$5,636.51	\$6,148.92	\$6,661.33	\$7,173.74	\$7,686.15	\$8,198.56	\$8,710.97	\$9,223.38	\$9,735.79	\$10,248.20	\$10,760.61	\$11,273.02	\$11,785.43	\$12,297.84	\$12,810.25
13,14	\$52,568.00	\$525.68	\$1,051.36	\$1,577.04	\$2,102.72	\$2,628.40	\$3,154.08	\$3,679.76	\$4,205.44	\$4,731.12	\$5,256.80	\$5,782.48	\$6,308.16	\$6,833.84	\$7,359.52	\$7,885.20	\$8,410.88	\$8,936.56	\$9,462.24	\$9,987.92	\$10,513.60	\$11,039.28	\$11,564.96	\$12,090.64	\$12,616.32	\$13,142.00
15,16	\$53,935.00	\$539.35	\$1,078.70	\$1,618.05	\$2,157.40	\$2,696.75	\$3,236.10	\$3,775.45	\$4,314.80	\$4,854.15	\$5,393.50	\$5,932.85	\$6,472.20	\$7,011.55	\$7,550.90	\$8,090.25	\$8,629.60	\$9,168.95	\$9,708.30	\$10,247.65	\$10,787.00	\$11,326.35	\$11,865.70	\$12,405.05	\$12,944.40	\$13,483.75
17,18	\$55,343.00	\$553.43	\$1,106.86	\$1,660.29	\$2,213.72	\$2,767.15	\$3,320.58	\$3,874.01	\$4,427.44	\$4,980.87	\$5,534.30	\$6,087.73	\$6,641.16	\$7,194.59	\$7,748.02	\$8,301.45	\$8,854.88	\$9,408.31	\$9,961.74	\$10,515.17	\$11,068.60	\$11,622.03	\$12,175.46	\$12,728.89	\$13,282.32	\$13,835.75
19,20	\$56,793.00	\$567.93	\$1,135.86	\$1,703.79	\$2,271.72	\$2,839.65	\$3,407.58	\$3,975.51	\$4,543.44	\$5,111.37	\$5,679.30	\$6,247.23	\$6,815.16	\$7,383.09	\$7,951.02	\$8,518.95	\$9,086.88	\$9,654.81	\$10,222.74	\$10,790.67	\$11,358.60	\$11,926.53	\$12,494.46	\$13,062.39	\$13,630.32	\$14,198.25
21+	\$58,287.00	\$582.87	\$1,165.74	\$1,748.61	\$2,331.48	\$2,914.35	\$3,497.22	\$4,080.09	\$4,662.96	\$5,245.83	\$5,828.70	\$6,411.57	\$6,994.44	\$7,577.31	\$8,160.18	\$8,743.05	\$9,325.92	\$9,908.79	\$10,491.66	\$11,074.53	\$11,657.40	\$12,240.27	\$12,823.14	\$13,406.01	\$13,988.88	\$14,571.75

Miscellaneous 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
<u>Parapro</u>	
Parapro Substitute (Daily & Long Term)	\$110.00 per day
<u>Pre-K Teacher Assistant</u>	
Pre-K Teacher Assistant	\$110.00 per day
<u>School Secretary Substitute</u>	
School Secretary Substitute	\$83.00 per day
<u>Campus Support</u>	
Campus Support - Part Time Hourly	\$16.36 per hour
<u>Nutrition</u>	
Lunchroom Monitor	\$15.94 per hour
Nutrition Worker Scanner	\$15.94 per hour
<u>Transportation</u>	
Bus Driver Substitute*	\$22.93 per hour
Bus Monitor Substitute*	\$16.77 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>	
<u>Part-time Employees</u>	
Part-time Employees	Use beginning hourly rate for the position
<u>Extended Year</u>	
Extended Year pay for Teachers & ParaProfessionals	Regular hourly rate of pay
<u>Extended Day</u>	
Extended Day pay for Teachers	\$30.00 per hour
<u>Summer Workers</u>	
All summer workers (other than custodial work)	\$10.00 per hour
<u>Custodians</u>	
Custodians (employees hired from outside of CCPS)	\$15.64 per hour (including summer workers)
<u>All Others</u>	
All Others	Consult Compensation Department for hourly rate
<u>Benefit Percentages*</u>	
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>	
<u>Minimum Wage</u>	
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.
5. 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 positions 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 set salary for the position, 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

Teacher Retirement System (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

Paraprofessional

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 the Teachers Retirement System of Georgia's website at <https://www.trsga.com/> Once you are in the Employer section, click on the Educate yourself button and the "Hiring TRS Retirees" section.

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, in July (12-month employees) and September (10-11 months employees). Employees hired after June 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. There will only be two years of salary review conducted.

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 a 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 a 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 positions 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 - 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 with the exception of positions at the Executive Director level and above.

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.

*****If an Exception Salary has to be administered for supervising an employee who is making more than the Supervisor, once that person leaves that position the Supervisor has to go back to their original salary before the increase*****



Clayton County Public Schools

FISCAL YEAR 2023-2024

COMPENSATION HANDBOOK

Signed By:

Signature: _____

Name (Print): **Ms. Ramona Bivins**

Title: Chief Financial Officer

Date: _____

Signed By:

Signature: _____

Name (Print): **Dr. Anthony W. Smith**

Title: Superintendent / CEO of Schools

Date: _____