

# *2018/2019*

*Clayton County Public Schools*

"Committed to High Performance"

## **COMPENSATION HANDBOOK**

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## **Clayton County Public Schools Compensation Philosophy**

Clayton County Public Schools is committed to providing a fair and competitive employee compensation program that will attract, retain and reward high performing employees at all levels. We strive to cultivate and maintain fair, consistent and equitable compensation practices that improve morale and are aligned with CCPS core values and mission to produce a competitive and high performing organization. Furthermore, we believe that high quality teachers and support staff exhibiting outstanding talent will provide an exemplary level of innovation, creativity, leadership and knowledge to fulfill the CCPS mission and strategic goals while providing a quality education to our most prized possession, the students of our community. We are Committed to High Performance.

The Clayton County Public Schools Compensation Handbook is intended to facilitate salary communications within the district and to serve as a guide for administering salaries for all employees. The provisions and information set forth in this document are informational. The Clayton County Public Schools District reserves and retains the right to amend, alter, change, delete or modify any of the provisions of the 2018-2019 Compensation Handbook during the school year in the best interest of the district.

# **Certified Teacher Salary Schedules**

**Clayton County Public Schools  
Teacher Annual Salary Schedule  
2018-2019 School Year (190 Day)**

Each Tier represents the degree level and each step represents the number of years of verified experience.	T-1 JROTC	T-2 Associates Degree	T-4 Bachelors Degree	T-5 Masters Degree	T-6 Specialist Degree	T-7 Doctorate Degree
<b>Step</b>						
E,1,2	\$ 39,757	\$ 40,760	\$ 44,387	\$ 49,647	\$ 53,795	\$ 59,015
3	\$ 39,757	\$ 40,760	\$ 44,387	\$ 49,647	\$ 53,795	\$ 59,015
4	\$ 40,762	\$ 41,794	\$ 45,451	\$ 50,870	\$ 55,178	\$ 60,549
5	\$ 41,030	\$ 42,033	\$ 45,660	\$ 50,919	\$ 55,386	\$ 60,607
6	\$ 41,136	\$ 42,139	\$ 45,766	\$ 51,026	\$ 55,493	\$ 60,713
7	\$ 41,242	\$ 42,245	\$ 45,872	\$ 51,132	\$ 55,599	\$ 60,819
8	\$ 41,348	\$ 42,351	\$ 45,978	\$ 51,238	\$ 57,433	\$ 61,775
9	\$ 41,812	\$ 42,764	\$ 46,190	\$ 53,058	\$ 60,072	\$ 64,469
10	\$ 43,718	\$ 43,999	\$ 47,142	\$ 54,661	\$ 61,445	\$ 66,452
11	\$ 43,718	\$ 43,999	\$ 47,142	\$ 54,661	\$ 61,445	\$ 68,384
12	\$ 44,416	\$ 45,547	\$ 49,152	\$ 56,202	\$ 63,177	\$ 68,491
13	\$ 44,416	\$ 45,547	\$ 49,152	\$ 56,202	\$ 63,177	\$ 68,491
14	\$ 47,109	\$ 47,930	\$ 52,686	\$ 59,385	\$ 66,063	\$ 72,449
15	\$ 47,109	\$ 47,930	\$ 52,686	\$ 59,385	\$ 66,063	\$ 72,449
16	\$ 49,693	\$ 50,764	\$ 54,354	\$ 61,254	\$ 68,133	\$ 74,710
17	\$ 49,693	\$ 50,764	\$ 54,354	\$ 61,254	\$ 68,133	\$ 74,710
18	\$ 51,293	\$ 52,402	\$ 56,062	\$ 63,169	\$ 70,254	\$ 77,028
19	\$ 51,293	\$ 52,402	\$ 56,062	\$ 63,169	\$ 70,254	\$ 77,028
20	\$ 52,932	\$ 54,079	\$ 58,030	\$ 65,350	\$ 72,648	\$ 79,625
21	\$ 52,932	\$ 54,079	\$ 58,030	\$ 65,350	\$ 72,648	\$ 79,625
22	\$ 54,447	\$ 55,797	\$ 59,658	\$ 67,198	\$ 74,715	\$ 81,902
23	\$ 54,611	\$ 55,960	\$ 59,822	\$ 67,362	\$ 74,879	\$ 82,065
24	\$ 56,166	\$ 57,555	\$ 61,494	\$ 69,261	\$ 77,003	\$ 84,404
25	\$ 56,330	\$ 57,720	\$ 61,659	\$ 69,425	\$ 77,167	\$ 84,569
26	\$ 57,927	\$ 59,359	\$ 63,376	\$ 71,375	\$ 79,351	\$ 86,973
27	\$ 58,091	\$ 59,522	\$ 63,540	\$ 71,539	\$ 79,514	\$ 87,138
28	\$ 59,731	\$ 61,204	\$ 65,304	\$ 73,543	\$ 81,757	\$ 89,610
29	\$ 59,895	\$ 61,369	\$ 65,469	\$ 73,707	\$ 81,921	\$ 89,774
30	\$ 60,059	\$ 61,532	\$ 65,632	\$ 73,870	\$ 82,085	\$ 89,937
31	\$ 60,223	\$ 61,697	\$ 65,797	\$ 74,035	\$ 82,249	\$ 90,102
32	\$ 60,387	\$ 61,860	\$ 65,960	\$ 74,198	\$ 82,413	\$ 90,265
33	\$ 60,551	\$ 62,024	\$ 66,124	\$ 74,363	\$ 82,576	\$ 90,430
34	\$ 60,714	\$ 62,188	\$ 66,288	\$ 74,526	\$ 82,741	\$ 90,593
35	\$ 60,879	\$ 62,352	\$ 66,452	\$ 74,690	\$ 82,904	\$ 90,757
36+	\$ 61,042	\$ 62,516	\$ 66,616	\$ 74,854	\$ 83,069	\$ 90,921

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

**Clayton County Public Schools**  
**Teacher Annual Salary Schedule (12 Payments)**  
**2018-2019 School Year (190 Day)**

Step	T-1	T-2	T-4	T-5	T-6	T-7
	Total	Total	Total	Total	Total	Total
E,1,2	\$ 3,313	\$ 3,397	\$ 3,699	\$ 4,137	\$ 4,483	\$ 4,918
3	\$ 3,313	\$ 3,397	\$ 3,699	\$ 4,137	\$ 4,483	\$ 4,918
4	\$ 3,397	\$ 3,483	\$ 3,788	\$ 4,239	\$ 4,598	\$ 5,046
5	\$ 3,419	\$ 3,503	\$ 3,805	\$ 4,243	\$ 4,616	\$ 5,051
6	\$ 3,428	\$ 3,512	\$ 3,814	\$ 4,252	\$ 4,624	\$ 5,059
7	\$ 3,437	\$ 3,520	\$ 3,823	\$ 4,261	\$ 4,633	\$ 5,068
8	\$ 3,446	\$ 3,529	\$ 3,832	\$ 4,270	\$ 4,786	\$ 5,148
9	\$ 3,484	\$ 3,564	\$ 3,849	\$ 4,422	\$ 5,006	\$ 5,372
10	\$ 3,643	\$ 3,667	\$ 3,928	\$ 4,555	\$ 5,120	\$ 5,538
11	\$ 3,643	\$ 3,667	\$ 3,928	\$ 4,555	\$ 5,120	\$ 5,699
12	\$ 3,701	\$ 3,796	\$ 4,096	\$ 4,684	\$ 5,265	\$ 5,708
13	\$ 3,701	\$ 3,796	\$ 4,096	\$ 4,684	\$ 5,265	\$ 5,708
14	\$ 3,926	\$ 3,994	\$ 4,391	\$ 4,949	\$ 5,505	\$ 6,037
15	\$ 3,926	\$ 3,994	\$ 4,391	\$ 4,949	\$ 5,505	\$ 6,037
16	\$ 4,141	\$ 4,230	\$ 4,529	\$ 5,105	\$ 5,678	\$ 6,226
17	\$ 4,141	\$ 4,230	\$ 4,529	\$ 5,105	\$ 5,678	\$ 6,226
18	\$ 4,274	\$ 4,367	\$ 4,672	\$ 5,264	\$ 5,855	\$ 6,419
19	\$ 4,274	\$ 4,367	\$ 4,672	\$ 5,264	\$ 5,855	\$ 6,419
20	\$ 4,411	\$ 4,507	\$ 4,836	\$ 5,446	\$ 6,054	\$ 6,635
21	\$ 4,411	\$ 4,507	\$ 4,836	\$ 5,446	\$ 6,054	\$ 6,635
22	\$ 4,537	\$ 4,650	\$ 4,971	\$ 5,600	\$ 6,226	\$ 6,825
23	\$ 4,551	\$ 4,663	\$ 4,985	\$ 5,614	\$ 6,240	\$ 6,839
24	\$ 4,680	\$ 4,796	\$ 5,125	\$ 5,772	\$ 6,417	\$ 7,034
25	\$ 4,694	\$ 4,810	\$ 5,138	\$ 5,785	\$ 6,431	\$ 7,047
26	\$ 4,827	\$ 4,947	\$ 5,281	\$ 5,948	\$ 6,613	\$ 7,248
27	\$ 4,841	\$ 4,960	\$ 5,295	\$ 5,962	\$ 6,626	\$ 7,261
28	\$ 4,978	\$ 5,100	\$ 5,442	\$ 6,129	\$ 6,813	\$ 7,467
29	\$ 4,991	\$ 5,114	\$ 5,456	\$ 6,142	\$ 6,827	\$ 7,481
30	\$ 5,005	\$ 5,128	\$ 5,469	\$ 6,156	\$ 6,840	\$ 7,495
31	\$ 5,019	\$ 5,141	\$ 5,483	\$ 6,170	\$ 6,854	\$ 7,508
32	\$ 5,032	\$ 5,155	\$ 5,497	\$ 6,183	\$ 6,868	\$ 7,522
33	\$ 5,046	\$ 5,169	\$ 5,510	\$ 6,197	\$ 6,881	\$ 7,536
34	\$ 5,060	\$ 5,182	\$ 5,524	\$ 6,211	\$ 6,895	\$ 7,549
35	\$ 5,073	\$ 5,196	\$ 5,538	\$ 6,224	\$ 6,909	\$ 7,563
36+	\$ 5,087	\$ 5,210	\$ 5,551	\$ 6,238	\$ 6,922	\$ 7,577

Note: Above schedule is divided into 12 equal payments (paid from September 2018 through August 2019)

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

**Clayton County Public Schools**  
**Teacher Annual Salary Schedule (13 Payments)**  
**2018-2019 School Year (190 Day)**

Step	T-1 Total	T-2 Total	T-4 Total	T-5 Total	T-6 Total	T-7 Total
E,1,2	\$ 3,058	\$ 3,135	\$ 3,414	\$ 3,819	\$ 4,138	\$ 4,540
3	\$ 3,058	\$ 3,135	\$ 3,414	\$ 3,819	\$ 4,138	\$ 4,540
4	\$ 3,136	\$ 3,215	\$ 3,496	\$ 3,913	\$ 4,244	\$ 4,658
5	\$ 3,156	\$ 3,233	\$ 3,512	\$ 3,917	\$ 4,260	\$ 4,662
6	\$ 3,164	\$ 3,241	\$ 3,520	\$ 3,925	\$ 4,269	\$ 4,670
7	\$ 3,172	\$ 3,250	\$ 3,529	\$ 3,933	\$ 4,277	\$ 4,678
8	\$ 3,181	\$ 3,258	\$ 3,537	\$ 3,941	\$ 4,418	\$ 4,752
9	\$ 3,216	\$ 3,290	\$ 3,553	\$ 4,081	\$ 4,621	\$ 4,959
10	\$ 3,363	\$ 3,385	\$ 3,626	\$ 4,205	\$ 4,727	\$ 5,112
11	\$ 3,363	\$ 3,385	\$ 3,626	\$ 4,205	\$ 4,727	\$ 5,260
12	\$ 3,417	\$ 3,504	\$ 3,781	\$ 4,323	\$ 4,860	\$ 5,269
13	\$ 3,417	\$ 3,504	\$ 3,781	\$ 4,323	\$ 4,860	\$ 5,269
14	\$ 3,624	\$ 3,687	\$ 4,053	\$ 4,568	\$ 5,082	\$ 5,573
15	\$ 3,624	\$ 3,687	\$ 4,053	\$ 4,568	\$ 5,082	\$ 5,573
16	\$ 3,823	\$ 3,905	\$ 4,181	\$ 4,712	\$ 5,241	\$ 5,747
17	\$ 3,823	\$ 3,905	\$ 4,181	\$ 4,712	\$ 5,241	\$ 5,747
18	\$ 3,946	\$ 4,031	\$ 4,312	\$ 4,859	\$ 5,404	\$ 5,925
19	\$ 3,946	\$ 4,031	\$ 4,312	\$ 4,859	\$ 5,404	\$ 5,925
20	\$ 4,072	\$ 4,160	\$ 4,464	\$ 5,027	\$ 5,588	\$ 6,125
21	\$ 4,072	\$ 4,160	\$ 4,464	\$ 5,027	\$ 5,588	\$ 6,125
22	\$ 4,188	\$ 4,292	\$ 4,589	\$ 5,169	\$ 5,747	\$ 6,300
23	\$ 4,201	\$ 4,305	\$ 4,602	\$ 5,182	\$ 5,760	\$ 6,313
24	\$ 4,320	\$ 4,427	\$ 4,730	\$ 5,328	\$ 5,923	\$ 6,493
25	\$ 4,333	\$ 4,440	\$ 4,743	\$ 5,340	\$ 5,936	\$ 6,505
26	\$ 4,456	\$ 4,566	\$ 4,875	\$ 5,490	\$ 6,104	\$ 6,690
27	\$ 4,469	\$ 4,579	\$ 4,888	\$ 5,503	\$ 6,116	\$ 6,703
28	\$ 4,595	\$ 4,708	\$ 5,023	\$ 5,657	\$ 6,289	\$ 6,893
29	\$ 4,607	\$ 4,721	\$ 5,036	\$ 5,670	\$ 6,302	\$ 6,906
30	\$ 4,620	\$ 4,733	\$ 5,049	\$ 5,682	\$ 6,314	\$ 6,918
31	\$ 4,633	\$ 4,746	\$ 5,061	\$ 5,695	\$ 6,327	\$ 6,931
32	\$ 4,645	\$ 4,758	\$ 5,074	\$ 5,708	\$ 6,339	\$ 6,943
33	\$ 4,658	\$ 4,771	\$ 5,086	\$ 5,720	\$ 6,352	\$ 6,956
34	\$ 4,670	\$ 4,784	\$ 5,099	\$ 5,733	\$ 6,365	\$ 6,969
35	\$ 4,683	\$ 4,796	\$ 5,112	\$ 5,745	\$ 6,377	\$ 6,981
36+	\$ 4,696	\$ 4,809	\$ 5,124	\$ 5,758	\$ 6,390	\$ 6,994

Note: Above schedule is divided into 13 equal payments (paid from August 2018 through August 2019)

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

**Clayton County Public Schools  
Teacher Annual Salary Schedule (14 Payments)  
2018-2019 School Year (190 Day)**

<b>Step</b>	<b>T-1 Total</b>	<b>T-2 Total</b>	<b>T-4 Total</b>	<b>T-5 Total</b>	<b>T-6 Total</b>	<b>T-7 Total</b>
E,1,2	\$ 2,840	\$ 2,911	\$ 3,171	\$ 3,546	\$ 3,843	\$ 4,215
3	\$ 2,840	\$ 2,911	\$ 3,171	\$ 3,546	\$ 3,843	\$ 4,215
4	\$ 2,912	\$ 2,985	\$ 3,247	\$ 3,634	\$ 3,941	\$ 4,325
5	\$ 2,931	\$ 3,002	\$ 3,261	\$ 3,637	\$ 3,956	\$ 4,329
6	\$ 2,938	\$ 3,010	\$ 3,269	\$ 3,645	\$ 3,964	\$ 4,337
7	\$ 2,946	\$ 3,018	\$ 3,277	\$ 3,652	\$ 3,971	\$ 4,344
8	\$ 2,953	\$ 3,025	\$ 3,284	\$ 3,660	\$ 4,102	\$ 4,412
9	\$ 2,987	\$ 3,055	\$ 3,299	\$ 3,790	\$ 4,291	\$ 4,605
10	\$ 3,123	\$ 3,143	\$ 3,367	\$ 3,904	\$ 4,389	\$ 4,747
11	\$ 3,123	\$ 3,143	\$ 3,367	\$ 3,904	\$ 4,389	\$ 4,885
12	\$ 3,173	\$ 3,253	\$ 3,511	\$ 4,014	\$ 4,513	\$ 4,892
13	\$ 3,173	\$ 3,253	\$ 3,511	\$ 4,014	\$ 4,513	\$ 4,892
14	\$ 3,365	\$ 3,424	\$ 3,763	\$ 4,242	\$ 4,719	\$ 5,175
15	\$ 3,365	\$ 3,424	\$ 3,763	\$ 4,242	\$ 4,719	\$ 5,175
16	\$ 3,549	\$ 3,626	\$ 3,882	\$ 4,375	\$ 4,867	\$ 5,336
17	\$ 3,549	\$ 3,626	\$ 3,882	\$ 4,375	\$ 4,867	\$ 5,336
18	\$ 3,664	\$ 3,743	\$ 4,004	\$ 4,512	\$ 5,018	\$ 5,502
19	\$ 3,664	\$ 3,743	\$ 4,004	\$ 4,512	\$ 5,018	\$ 5,502
20	\$ 3,781	\$ 3,863	\$ 4,145	\$ 4,668	\$ 5,189	\$ 5,688
21	\$ 3,781	\$ 3,863	\$ 4,145	\$ 4,668	\$ 5,189	\$ 5,688
22	\$ 3,889	\$ 3,985	\$ 4,261	\$ 4,800	\$ 5,337	\$ 5,850
23	\$ 3,901	\$ 3,997	\$ 4,273	\$ 4,812	\$ 5,349	\$ 5,862
24	\$ 4,012	\$ 4,111	\$ 4,392	\$ 4,947	\$ 5,500	\$ 6,029
25	\$ 4,024	\$ 4,123	\$ 4,404	\$ 4,959	\$ 5,512	\$ 6,041
26	\$ 4,138	\$ 4,240	\$ 4,527	\$ 5,098	\$ 5,668	\$ 6,212
27	\$ 4,149	\$ 4,252	\$ 4,539	\$ 5,110	\$ 5,680	\$ 6,224
28	\$ 4,267	\$ 4,372	\$ 4,665	\$ 5,253	\$ 5,840	\$ 6,401
29	\$ 4,278	\$ 4,383	\$ 4,676	\$ 5,265	\$ 5,851	\$ 6,412
30	\$ 4,290	\$ 4,395	\$ 4,688	\$ 5,276	\$ 5,863	\$ 6,424
31	\$ 4,302	\$ 4,407	\$ 4,700	\$ 5,288	\$ 5,875	\$ 6,436
32	\$ 4,313	\$ 4,419	\$ 4,711	\$ 5,300	\$ 5,887	\$ 6,448
33	\$ 4,325	\$ 4,430	\$ 4,723	\$ 5,312	\$ 5,898	\$ 6,459
34	\$ 4,337	\$ 4,442	\$ 4,735	\$ 5,323	\$ 5,910	\$ 6,471
35	\$ 4,348	\$ 4,454	\$ 4,747	\$ 5,335	\$ 5,922	\$ 6,483
36+	\$ 4,360	\$ 4,465	\$ 4,758	\$ 5,347	\$ 5,933	\$ 6,494

Note: Above schedule is divided into 14 equal payments (paid from July 2018 through August 2019)

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  
2018-2019 School Year (200 Day)**

	<b>T-1</b>	<b>T-2</b>	<b>T-4</b>	<b>T-5</b>	<b>T-6</b>	<b>T-7</b>
<b>Step</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>
E,1,2	\$ 41,849	\$ 42,905	\$ 46,723	\$ 52,259	\$ 56,627	\$ 62,122
3	\$ 41,849	\$ 42,905	\$ 46,723	\$ 52,259	\$ 56,627	\$ 62,122
4	\$ 42,908	\$ 43,994	\$ 47,843	\$ 53,547	\$ 58,082	\$ 63,736
5	\$ 43,189	\$ 44,245	\$ 48,063	\$ 53,599	\$ 58,302	\$ 63,797
6	\$ 43,301	\$ 44,357	\$ 48,175	\$ 53,711	\$ 58,413	\$ 63,908
7	\$ 43,412	\$ 44,469	\$ 48,286	\$ 53,823	\$ 58,525	\$ 64,020
8	\$ 43,524	\$ 44,580	\$ 48,398	\$ 53,934	\$ 60,456	\$ 65,026
9	\$ 44,013	\$ 45,015	\$ 48,621	\$ 55,851	\$ 63,234	\$ 67,862
10	\$ 46,019	\$ 46,315	\$ 49,623	\$ 57,538	\$ 64,679	\$ 69,949
11	\$ 46,019	\$ 46,315	\$ 49,623	\$ 57,538	\$ 64,679	\$ 71,984
12	\$ 46,753	\$ 47,944	\$ 51,739	\$ 59,160	\$ 66,502	\$ 72,095
13	\$ 46,753	\$ 47,944	\$ 51,739	\$ 59,160	\$ 66,502	\$ 72,095
14	\$ 49,588	\$ 50,452	\$ 55,459	\$ 62,511	\$ 69,540	\$ 76,262
15	\$ 49,588	\$ 50,452	\$ 55,459	\$ 62,511	\$ 69,540	\$ 76,262
16	\$ 52,308	\$ 53,436	\$ 57,215	\$ 64,478	\$ 71,718	\$ 78,642
17	\$ 52,308	\$ 53,436	\$ 57,215	\$ 64,478	\$ 71,718	\$ 78,642
18	\$ 53,993	\$ 55,160	\$ 59,012	\$ 66,494	\$ 73,952	\$ 81,083
19	\$ 53,993	\$ 55,160	\$ 59,012	\$ 66,494	\$ 73,952	\$ 81,083
20	\$ 55,718	\$ 56,925	\$ 61,084	\$ 68,790	\$ 76,472	\$ 83,816
21	\$ 55,718	\$ 56,925	\$ 61,084	\$ 68,790	\$ 76,472	\$ 83,816
22	\$ 57,313	\$ 58,733	\$ 62,798	\$ 70,735	\$ 78,647	\$ 86,212
23	\$ 57,485	\$ 58,905	\$ 62,971	\$ 70,908	\$ 78,820	\$ 86,384
24	\$ 59,122	\$ 60,585	\$ 64,731	\$ 72,907	\$ 81,056	\$ 88,847
25	\$ 59,295	\$ 60,758	\$ 64,904	\$ 73,079	\$ 81,229	\$ 89,020
26	\$ 60,975	\$ 62,483	\$ 66,712	\$ 75,132	\$ 83,527	\$ 91,551
27	\$ 61,148	\$ 62,655	\$ 66,885	\$ 75,304	\$ 83,699	\$ 91,724
28	\$ 62,875	\$ 64,426	\$ 68,742	\$ 77,413	\$ 86,061	\$ 94,326
29	\$ 63,048	\$ 64,599	\$ 68,915	\$ 77,586	\$ 86,232	\$ 94,499
30	\$ 63,220	\$ 64,771	\$ 69,087	\$ 77,758	\$ 86,406	\$ 94,671
31	\$ 63,393	\$ 64,944	\$ 69,260	\$ 77,931	\$ 86,578	\$ 94,844
32	\$ 63,565	\$ 65,116	\$ 69,432	\$ 78,103	\$ 86,751	\$ 95,016
33	\$ 63,738	\$ 65,289	\$ 69,605	\$ 78,276	\$ 86,923	\$ 95,189
34	\$ 63,910	\$ 65,461	\$ 69,777	\$ 78,448	\$ 87,096	\$ 95,361
35	\$ 64,083	\$ 65,634	\$ 69,950	\$ 78,622	\$ 87,268	\$ 95,534
36+	\$ 64,255	\$ 65,806	\$ 70,122	\$ 78,793	\$ 87,441	\$ 95,706

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

**Clayton County Public Schools  
11 Month Counselor Annual Salary Schedule  
2018-2019 School Year (220 Day)**

<b>Step</b>	<b>T-1 Total</b>	<b>T-2 Total</b>	<b>T-4 Total</b>	<b>T-5 Total</b>	<b>T-6 Total</b>	<b>T-7 Total</b>
E,1,2	\$ 46,034	\$ 47,196	\$ 51,396	\$ 57,485	\$ 62,289	\$ 68,334
3	\$ 46,034	\$ 47,196	\$ 51,396	\$ 57,485	\$ 62,289	\$ 68,334
4	\$ 47,198	\$ 48,394	\$ 52,628	\$ 58,902	\$ 63,890	\$ 70,110
5	\$ 47,508	\$ 48,670	\$ 52,869	\$ 58,959	\$ 64,132	\$ 70,176
6	\$ 47,631	\$ 48,793	\$ 52,992	\$ 59,082	\$ 64,255	\$ 70,299
7	\$ 47,754	\$ 48,916	\$ 53,115	\$ 59,205	\$ 64,377	\$ 70,422
8	\$ 47,876	\$ 49,038	\$ 53,238	\$ 59,328	\$ 66,501	\$ 71,529
9	\$ 48,414	\$ 49,516	\$ 53,484	\$ 61,436	\$ 69,557	\$ 74,648
10	\$ 50,620	\$ 50,946	\$ 54,585	\$ 63,292	\$ 71,147	\$ 76,944
11	\$ 50,620	\$ 50,946	\$ 54,585	\$ 63,292	\$ 71,147	\$ 79,182
12	\$ 51,429	\$ 52,738	\$ 56,913	\$ 65,076	\$ 73,152	\$ 79,305
13	\$ 51,429	\$ 52,738	\$ 56,913	\$ 65,076	\$ 73,152	\$ 79,305
14	\$ 54,547	\$ 55,497	\$ 61,005	\$ 68,762	\$ 76,494	\$ 83,888
15	\$ 54,547	\$ 55,497	\$ 61,005	\$ 68,762	\$ 76,494	\$ 83,888
16	\$ 57,539	\$ 58,779	\$ 62,936	\$ 70,926	\$ 78,890	\$ 86,506
17	\$ 57,539	\$ 58,779	\$ 62,936	\$ 70,926	\$ 78,890	\$ 86,506
18	\$ 59,392	\$ 60,676	\$ 64,914	\$ 73,143	\$ 81,347	\$ 89,191
19	\$ 59,392	\$ 60,676	\$ 64,914	\$ 73,143	\$ 81,347	\$ 89,191
20	\$ 61,290	\$ 62,618	\$ 67,192	\$ 75,669	\$ 84,119	\$ 92,198
21	\$ 61,290	\$ 62,618	\$ 67,192	\$ 75,669	\$ 84,119	\$ 92,198
22	\$ 63,044	\$ 64,607	\$ 69,078	\$ 77,808	\$ 86,512	\$ 94,834
23	\$ 63,233	\$ 64,796	\$ 69,268	\$ 77,999	\$ 86,702	\$ 95,023
24	\$ 65,034	\$ 66,643	\$ 71,204	\$ 80,197	\$ 89,161	\$ 97,731
25	\$ 65,224	\$ 66,833	\$ 71,394	\$ 80,386	\$ 89,352	\$ 97,922
26	\$ 67,073	\$ 68,731	\$ 73,383	\$ 82,645	\$ 91,880	\$ 100,706
27	\$ 67,263	\$ 68,920	\$ 73,573	\$ 82,834	\$ 92,069	\$ 100,896
28	\$ 69,162	\$ 70,868	\$ 75,616	\$ 85,155	\$ 94,667	\$ 103,758
29	\$ 69,353	\$ 71,059	\$ 75,806	\$ 85,345	\$ 94,856	\$ 103,949
30	\$ 69,542	\$ 71,248	\$ 75,995	\$ 85,534	\$ 95,046	\$ 104,138
31	\$ 69,732	\$ 71,438	\$ 76,186	\$ 85,725	\$ 95,235	\$ 104,328
32	\$ 69,921	\$ 71,627	\$ 76,375	\$ 85,914	\$ 95,426	\$ 104,517
33	\$ 70,112	\$ 71,818	\$ 76,565	\$ 86,104	\$ 95,615	\$ 104,708
34	\$ 70,301	\$ 72,007	\$ 76,754	\$ 86,293	\$ 95,805	\$ 104,897
35	\$ 70,491	\$ 72,197	\$ 76,945	\$ 86,484	\$ 95,994	\$ 105,087
36+	\$ 70,680	\$ 72,387	\$ 77,134	\$ 86,673	\$ 96,185	\$ 105,277

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

# **Certified Teacher Classifications by Title**

**Clayton County Public Schools**  
**Certified Teachers - Classifications by Title**

<b>Job Code</b>	<b>Position</b>	<b>Days per Year</b>	<b>Hours per Day</b>
4955	AUTISM SPECIALIST	200	8
4945	BEHAVIOR INTERVENTION SPEC.	190	8
4961	COUNSELOR - 11 MONTHS	220	8
4963	COUNSELOR/TITLE III INT. ADV.	200	8
4964	COUNSELOR - GRADE 9	200	8
4960	COUNSELOR - GUIDANCE	200	8
4800	DATA ANALYST	220	8
4980	GLOBAL TEACHERS - ECE	190	8
4981	GLOBAL TEACHERS - ELA	190	8
4990	GLOBAL TEACHERS - HIGH SCHOOL ELITE SCHOLARS	190	8
4982	GLOBAL TEACHERS - MATH	190	8
4984	GLOBAL TEACHERS - S STUDIES	190	8
4983	GLOBAL TEACHERS - SCIENCE	190	8
4985	GLOBAL TEACHERS - SPECIAL ED	190	8
4986	GLOBAL TEACHERS - WORLD LANGUAGE	190	8
4948	GNETS BEHAVIOR SPECIALIST (SM)	190	8
4947	GNETS SUPERVISOR (SOUTH METRO)	200	8
4938	INST SUPPORT TEACHER ELEMENTARY	190	8
4939	INST SUPPORT TEACHER SECONDARY	190	8
498G	INTALAGE-SPEC ED INTERRELATED	190	8
498E	INTALAGE TEACHER - ESOL	190	8
498B	INTALAGE TEACHER - MATH	190	8
498H	INTALAGE TEACHER - ENG & TECH	190	8
498D	INTALAGE TEACHER - ELA	190	8
498F	INTALAGE TEACHER - SCIENCE	190	8
498C	INTALAGE TEACHER - WORLD LANGUAGE	190	8
498A	INTALAGE TEACHERS - SPEC ED	190	8
5213	INTERNATIONAL STUDENT ADVISOR	200	8
4970	MEDIA SPECIALIST	190	8
4971	MEDIA SPECIALIST - ELITE SCHOLARS	190	8
494C	PRE K LEAD TEACHER CERTIFIED	190	8

**Clayton County Public Schools**  
**Certified Teachers - Classifications by Title**

<b>Job Code</b>	<b>Position</b>	<b>Days per Year</b>	<b>Hours per Day</b>
4962	SCHOOL COUNSELING SPECIALIST	200	8
4935	SPECIAL ED COMPLIANCE SPEC.	220	8
50FM	TEACH-SPEC ED - INTER - HS ELITE SCHOLARS	190	8
50BM	TEACHER - ART - HS ELITE SCHOLARS	190	8
50FB	TEACHER - AUTISM GEN. CURR	190	8
50CA	TEACHER - DANCE ELEMENTARY	190	8
50AW	TEACHER - ESOL HS ELITE SCHOLARS	190	8
50A6	TEACHER - PRE K LEAD	190	8
50CB	TEACHER - THEATRE ELEMENTARY	190	8
50F1	TEACHER - ADAPTED PE	190	8
50EB	TEACHER - AGRI SCIENCE	190	8
50D8	TEACHER - ANIMATION DIGITAL MEDIA	190	8
50C2	TEACHER - ART ELEMENTARY	190	8
50D2	TEACHER - ART HIGH SCHOOL	190	8
50B0	TEACHER - ART MIDDLE SCHOOL	190	8
50HA	TEACHER - ART THERAPY	190	8
50FJ	TEACHER - ASSISTIVE TECHNOLOGY	190	8
50G9	TEACHER - AUDIOLOGIST	190	8
50FP	TEACHER - AUTISM- ADAPTED CURR.	190	8
50ES	TEACHER - AUTOMOTIVE	190	8
50C8	TEACHER - BAND	190	8
50E9	TEACHER - BROADCAST JOURNALISM	190	8
50E2	TEACHER - BUSINESS EDUCATION	190	8
50D0	TEACHER - CHORUS	190	8
50G7	TEACHER - COMMUNICATIONS	190	8
50B7	TEACHER - COMPUTER TECH MID SCH	190	8
50BX	TEACHER - CONNECTIONS MIDDLE SCH	190	8
50E7	TEACHER - CONSTRUCTION	190	8
50E6	TEACHER - COSMETOLOGY	190	8
50BE	TEACHER - DANCE HIGH SCHOOL	190	8
50BV	TEACHER - DANCE MIDDLE SCHOOL	190	8

**Clayton County Public Schools**  
**Certified Teachers - Classifications by Title**

<b>Job Code</b>	<b>Position</b>	<b>Days per Year</b>	<b>Hours per Day</b>
50B1	TEACHER - DRAMA ELEMENTARY	190	8
50BF	TEACHER - DRAMA HIGH SCHOOL	190	8
50BZ	TEACHER - DRAMA MIDDLE SCHOOL	190	8
50AE	TEACHER - EARLY INTERVENTION 1-3	190	8
50AG	TEACHER - EARLY INTERVENTION 4-5	190	8
50AC	TEACHER - EARLY INTERVENTION - KDG	190	8
50AU	TEACHER - EIGHTH GD HS ELITE SCHOLARS	190	8
50F4	TEACHER - EMOTION BEH. DIS (EBD)	190	8
50D4	TEACHER - ENGINEERING /TECHNOLOGY	190	8
500B	TEACHER - ESOL	190	8
50B4	TEACHER - FACS MIDDLE SCHOOL	190	8
50D3	TEACHER - FAM CONSUMER SCIENCE	190	8
50A5	TEACHER - FIFTH GRADE	190	8
50A1	TEACHER - FIRST GRADE	190	8
50FQ	TEACHER - FMID- ADAPTED CURR.	190	8
50A4	TEACHER - FOURTH GRADE	190	8
50AV	TEACHER - GENERAL HS ELITE SCHOLARS	190	8
50BD	TEACHER - GENERAL MUSIC HIGH	190	8
50B2	TEACHER - GENERAL MUSIC MIDDLE	190	8
50F2	TEACHER - GIFTED ECE	190	8
50F6	TEACHER - GIFTED ELA	190	8
50FU	TEACHER - GIFTED	190	8
50FW	TEACHER - GIFTED HS ELITE SCHOLARS	190	8
50FY	TEACHER - GIFTED ELITE SCHOLARS - S STUDIES	190	8
50FX	TEACHER - GIFTED ELITE SCHOLARS - SCIENCE	190	8
50F7	TEACHER - GIFTED MATH	190	8
50FG	TEACHER - GIFTED S STUDIES	190	8
50FA	TEACHER - GIFTED SCIENCE	190	8
50HD	TEACHER - GNETS (SOUTH METRO)	190	8
50E4	TEACHER - HEALTHCARE SCIENCE	190	8
50F8	TEACHER - HEARING IMPAIRED (HI)	190	8

**Clayton County Public Schools**  
**Certified Teachers - Classifications by Title**

<b>Job Code</b>	<b>Position</b>	<b>Days per Year</b>	<b>Hours per Day</b>
50C7	TEACHER - HOSPITAL HOMEBOUND	190	8
50D7	TEACHER - INFORMATION TECHNOLOGY	190	8
50FS	TEACHER - INTERRELATED SPEC ED	190	8
50A0	TEACHER - KINDERGARTEN	190	8
50CI	TEACHER - LANG ARTS MIDDLE SCHOOL	190	8
50BN	TEACHER - LANG ARTS ELITE SCHOLARS	190	8
50DN	TEACHER - LANGUAGE ARTS	190	8
50ED	TEACHER - LAW AND JUSTICE	190	8
50E1	TEACHER - MARKETING EDUCATION	190	8
50DP	TEACHER - MATH	190	8
50BP	TEACHER - MATH HS ELITE SCHOLARS	190	8
50CM	TEACHER - MATH MIDDLE SCHOOL	190	8
50G4	TEACHER - MIDLY INTEL DIS (MID)	190	8
50GS	TEACHER - MOD. INTEL DISAB. (MOID)	190	8
50FE	TEACHER - MOID / SID / PID	190	8
50C0	TEACHER - MUSIC ELEMENTARY	190	8
50G8	TEACHER - MUSIC THERAPY (MT)	190	8
50D1	TEACHER - ORCHESTRA	190	8
50G2	TEACHER - ORTHO IMPAIRED (OI)	190	8
50BT	TEACHER - PE ELITE SCHOLARS	190	8
50C4	TEACHER - PE ELEMENTARY	190	8
50DT	TEACHER - PE HIGH SCHOOL	190	8
50B6	TEACHER - PE MIDDLE SCHOOL	190	8
50C5	TEACHER - REMEDIAL LANG ARTS	190	8
50CY	TEACHER - REMEDIAL MATH	190	8
50DQ	TEACHER - SCIENCE	190	8
50BQ	TEACHER - SCIENCE ELITE SCHOLARS	190	8
50CP	TEACHER - SCIENCE MIDDLE SCHOOL	190	8
50A2	TEACHER - SECOND GRADE	190	8
50AT	TEACHER - SEVENTH GRADE ELITE SCHOLARS	190	8
50FF	TEACHER - SID / PID	190	8

**Clayton County Public Schools**  
**Certified Teachers - Classifications by Title**

<b>Job Code</b>	<b>Position</b>	<b>Days per Year</b>	<b>Hours per Day</b>
50AS	TEACHER - SIXTH GRADE ELITE SCHOLARS	190	8
50FC	TEACHER - SLD / EBD / MID	190	8
50DR	TEACHER - SOCIAL STUDIES	190	8
50BR	TEACHER - SOCIAL STUDIES ELITE SCHOLARS	190	8
50CR	TEACHER - SOCIAL STUDIES MID SCH	190	8
50F0	TEACHER - SPECIAL NEEDS PRESCHOOL	190	8
50F3	TEACHER - SPECIAL NEEDS KINDERGARTEN	190	8
50F9	TEACHER - SPEECH IMPAIRED (SI)	190	8
50BY	TEACHER - STUDY SKILLS M/S	190	8
50FS	TEACHER - SUPPORTED EMPLOYMENT	190	8
50B3	TEACHER - TECHNOLOGY MIDDLE SCHOOL	190	8
50A3	TEACHER - THIRD GRADE	190	8
50C6	TEACHER - TITLE I	190	8
50E8	TEACHER - TRADE AND INDUSTRY	190	8
50D6	TEACHER - TV/ VIDEO TECHNOLOGY	190	8
50G0	TEACHER - VISUALLY IMPAIRED (VI)	190	8
50E3	TEACHER - WORK BASED LEARNING	190	8
50BS	TEACHER - WORLD LANGUAGE ELITE SCHOLARS	190	8
50B8	TEACHER - WORLD LANGUAGE MIDDLE SCHOOL	190	8
50CN	TEACHER - WORLD LANG - CHINESE	190	8
50CK	TEACHER - WORLD LANG - FRENCH	190	8
50CL	TEACHER - WORLD LANG - LATIN	190	8
50CJ	TEACHER - WORLD LANG - SPANISH	190	8
500C	TEACHING AS A PROFESSION	190	8
490A	TECHNICAL SPECIALIST - TEACHER	190	8
4936	TITLE I ACADEMIC COACH	190	8
50HT	TRANSITION SPECIALIST SPEC. ED	190	8

**Certified Teacher  
Experience for Salary Purposes**

# Clayton County Public Schools

## EXPERIENCE FOR SALARY PURPOSES

### 160-5-2-05 EXPERIENCE FOR SALARY PURPOSES.

#### (1) PURPOSE

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.

#### (2) DEFINITIONS

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

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

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

1. Not more than one year of experience shall be credited for any 12-month period.

2. Experience earned during one school year shall be credited at the beginning of the next contract year.

3. Years of experience earned in the public schools of Georgia or in any public school in the nation shall not be credited for salary purposes unless the individual held a valid certificate issued by the appropriate state agency at the time the experience was earned, except in special conditions noted under Section 4(b) and (c).

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

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

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

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

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

# Clayton County Public Schools

## EXPERIENCE FOR SALARY PURPOSES

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

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

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

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

1. Middle States Association of Colleges and Schools (MSA)
2. New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
3. New England Association of Schools and Colleges – Commission on Vocational, Technical, Career Institutions (NEASC-CVICI)
4. North Central Association of Colleges and Schools (NCA)
5. Northwest Association of Schools and Colleges (NASC)
6. Southern Association of Schools and Colleges (SACS)
7. Southern Association of Schools and Colleges – Commission on Occupational Education Institutions (SACS-COEI)
8. Western Association of Schools and Colleges (WASC)

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

### (3) RESPONSIBILITY FOR VERIFYING AND AWARDED EXPERIENCE.

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

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

### (4) REQUIREMENTS.

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

1. Serving in a professional position in an LUA in the United States.

# **Clayton County Public Schools**

## **EXPERIENCE FOR SALARY PURPOSES**

2. Serving in a professional position in a regionally/state accredited private elementary, middle, or secondary school. The school shall have been regionally/state accredited at the time the experience was earned.

3. Serving as a teacher or educational administrator in a foreign country, provided the individual held a U.S. Equivalent of a bachelor's degree or higher and held educator credentials or other legal authorization for teaching in the foreign country during the time the experience was earned.

4. Serving in a professional position in kindergarten, pre-kindergarten, or Head Start programs provided they are under the legal jurisdiction of a public school board, the state department of education or are regionally/state accredited.

5. Teaching elementary and secondary school subjects and trade subjects to children or to adults, including veterans, provided the teaching was on a full-time basis and was under the direction of a local school administration, the state department of education, or any other state agency authorized to provide educational services to children in grades pre-kindergarten through 12th grade or authorized to teach elementary and secondary subjects to adults; e.g., in Georgia, these agencies include the Department of Children and Youth Services and the Department of Corrections.

6. Serving in a professional full-time position in a clinical situation or in any special education center, including speech, reading, hearing, and psychological education centers.

7. Serving as a professional, full-time librarian in a bookmobile, public library, Department of Defense library, or public school library shall be counted as experience for media specialists.

8. Serving in a professional position in the U.S. Department of Education or in a state department of education.

9. Serving in a professional position in the Georgia professional Standards commission or Professional Practices Commission in Georgia or in their counterparts in any other state.

10. Serving in a professional position such as a teacher, social worker, psychologist, counselor, media specialist, nurse, or administrator, in any government agency authorized to provide services to children in grades pre-kindergarten through twelfth grade or in a private entity sponsored by the U.S. or a state department of education provided the individual was under contract at the time the experience was earned; e.g., the Job Training Partnership Act (JTPA), Family Connection, pre-kindergarten.

11. Serving a full-time, year-long (at least nine months) internship sponsored cooperatively by an institution of higher education and a local unit of administration or in conjunction with an approved staff development program.

12. Serving as a full-time cooperative extension service agent may be used for a maximum of three years' credit provided the experience is earned after July 1, 1995.

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

1. Serving in a professional position in a regionally accredited college/university; e.g., as a teacher, counselor, librarian, dean, president, provided the experience was full-time and the individual held academic/professional rank or the equivalent; e.g., instructor, assistant professor, associate professor, professor. Individuals receiving experience credit shall have held a master's degree, at a minimum, and/or shall have been on a tenured track when the experience was earned.

# **Clayton County Public Schools**

## **EXPERIENCE FOR SALARY PURPOSES**

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.

# Clayton County Public Schools

## EXPERIENCE FOR SALARY PURPOSES

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

2. Working in specific vocational fields.

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

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

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

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

1. Experience as a cooperative extension service agent earned prior to July 1, 1995.

2. Supply/substitute teaching.

3. Clerical or nonprofessional experience in an education institution.

4. Service as a member of a board of education.

5. Experience in private elementary, middle or secondary schools not holding regional/state accreditation.

6. Experience in a college/university not holding regional accreditation.

7. Experience in any college/university as an adjunct faculty member, graduate assistant, athletic coach (without teaching responsibilities), or office staff member shall not be counted.

8. Occupational experience required for the issuance of a teaching certificate.

9. Experience as a teacher aide, paraprofessional, or teacher assistant.

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

1. An individual holding a **renewable, professional** teaching certificate and having zero years of experience shall be placed on Salary Step E. After one year of teaching in a Georgia LUA, that individual shall be advanced (i.e., skip years one and two to Salary Step 1 as if he/she had three years of creditable

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,

## **Clayton County Public Schools**

### **EXPERIENCE FOR SALARY PURPOSES**

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 within 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 Standards 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 one 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 placed on step three of the salary schedule.

Authority O.C.G.A. § 20-2-200; 20-2-212.

**Adopted: March 9, 2011 Effective: March 30, 2011**

**Certified Teacher  
Activity Allotments & Supplements**

**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.

<b>Job Code</b>	<b>Position</b>	<b>Percent</b>	<b># of Positions</b>
H103	Athletic Director	15%	1
H110	Football, Head	23%	1
H109	Football, Head Spring	3%	1
H111	Football, 1st Asst.	12%	1
H112	Football, Asst.	10%	5
H117	JV Football Head	8%	1
H118	JV Football Asst.	7%	1
H120	Basketball, Head, Boys	15%	1
H121	Basketball, Head, Girls	15%	1
H122	Basketball, Asst., Boys	10%	1
H122	Basketball, Asst., Girls	10%	1
H124	Basketball, Asst., 9th Grade Girls	6%	1
H125	Basketball, Asst., 9th Grade Boys	6%	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

<b>Job Code</b>	<b>Position</b>	<b>Percent</b>	<b># of Positions</b>
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	Gender Equity	4%	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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**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.

<b>Job Code</b>	<b>Position</b>	<b>Percent</b>	<b># of Positions</b>
M101	Athletic Director	6%	1
M110	Football, Head	14%	1
M109	Football, Head Spring	3%	1
M111	Football, Asst.	7%	3
M120	Basketball, Head, Boys	13%	1
M121	Basketball, Head, Girls	13%	1
M130	Track, Head, Boys	4%	1
M131	Track, Head, Girls	4%	1
M132	Track, Asst.	3%	1
M140	Swimming, Boys	3%	1
M141	Swimming, Girls	3%	1

<b>Job Code</b>	<b>Position</b>	<b>Percent</b>	<b># of Positions</b>
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.

Step	E, 1, 2	3	4	5	6	7	8	9,10	11,12	13,14	15,16	17,18	19,20	21+
<b>T-4 State Salary</b>	\$ 34,092.00	\$ 35,116.00	\$ 36,169.00	\$ 37,524.00	\$ 38,745.00	\$ 39,908.00	\$ 41,704.00	\$ 42,955.00	\$ 44,244.00	\$ 45,571.00	\$ 46,937.00	\$ 48,346.00	\$ 49,796.00	\$ 51,291.00
1%	\$ 340.92	\$ 351.16	\$ 361.69	\$ 375.24	\$ 387.45	\$ 399.08	\$ 417.04	\$ 429.55	\$ 442.44	\$ 455.71	\$ 469.37	\$ 483.46	\$ 497.96	\$ 512.91
2%	\$ 681.84	\$ 702.32	\$ 723.38	\$ 750.48	\$ 774.90	\$ 798.16	\$ 834.08	\$ 859.10	\$ 884.88	\$ 911.42	\$ 938.74	\$ 966.92	\$ 995.92	\$ 1,025.82
3%	\$ 1,022.76	\$ 1,053.48	\$ 1,085.07	\$ 1,125.72	\$ 1,162.35	\$ 1,197.24	\$ 1,251.12	\$ 1,288.65	\$ 1,327.32	\$ 1,367.13	\$ 1,408.11	\$ 1,450.38	\$ 1,493.88	\$ 1,538.73
4%	\$ 1,363.68	\$ 1,404.64	\$ 1,446.76	\$ 1,500.96	\$ 1,549.80	\$ 1,596.32	\$ 1,668.16	\$ 1,718.20	\$ 1,769.76	\$ 1,822.84	\$ 1,877.48	\$ 1,933.84	\$ 1,991.84	\$ 2,051.64
5%	\$ 1,704.60	\$ 1,755.80	\$ 1,808.45	\$ 1,876.20	\$ 1,937.25	\$ 1,995.40	\$ 2,085.20	\$ 2,147.75	\$ 2,212.20	\$ 2,278.55	\$ 2,346.85	\$ 2,417.30	\$ 2,489.80	\$ 2,564.55
6%	\$ 2,045.52	\$ 2,106.96	\$ 2,170.14	\$ 2,251.44	\$ 2,324.70	\$ 2,394.48	\$ 2,502.24	\$ 2,577.30	\$ 2,654.64	\$ 2,734.26	\$ 2,816.22	\$ 2,900.76	\$ 2,987.76	\$ 3,077.46
7%	\$ 2,386.44	\$ 2,458.12	\$ 2,531.83	\$ 2,626.68	\$ 2,712.15	\$ 2,793.56	\$ 2,919.28	\$ 3,006.85	\$ 3,097.08	\$ 3,189.97	\$ 3,285.59	\$ 3,384.22	\$ 3,485.72	\$ 3,590.37
8%	\$ 2,727.36	\$ 2,809.28	\$ 2,893.52	\$ 3,001.92	\$ 3,099.60	\$ 3,192.64	\$ 3,336.32	\$ 3,436.40	\$ 3,539.52	\$ 3,645.68	\$ 3,754.96	\$ 3,867.68	\$ 3,983.68	\$ 4,103.28
9%	\$ 3,068.28	\$ 3,160.44	\$ 3,255.21	\$ 3,377.16	\$ 3,487.05	\$ 3,591.72	\$ 3,753.36	\$ 3,865.95	\$ 3,981.96	\$ 4,101.39	\$ 4,224.33	\$ 4,351.14	\$ 4,481.64	\$ 4,616.19
10%	\$ 3,409.20	\$ 3,511.60	\$ 3,616.90	\$ 3,752.40	\$ 3,874.50	\$ 3,990.80	\$ 4,170.40	\$ 4,295.50	\$ 4,424.40	\$ 4,557.10	\$ 4,693.70	\$ 4,834.60	\$ 4,979.60	\$ 5,129.10
11%	\$ 3,750.12	\$ 3,862.76	\$ 3,978.59	\$ 4,127.64	\$ 4,261.95	\$ 4,389.88	\$ 4,587.44	\$ 4,725.05	\$ 4,866.84	\$ 5,012.81	\$ 5,163.07	\$ 5,318.06	\$ 5,477.56	\$ 5,642.01
12%	\$ 4,091.04	\$ 4,213.92	\$ 4,340.28	\$ 4,502.88	\$ 4,649.40	\$ 4,788.96	\$ 5,004.48	\$ 5,154.60	\$ 5,309.28	\$ 5,468.52	\$ 5,632.44	\$ 5,801.52	\$ 5,975.52	\$ 6,154.92
13%	\$ 4,431.96	\$ 4,565.08	\$ 4,701.97	\$ 4,878.12	\$ 5,036.85	\$ 5,188.04	\$ 5,421.52	\$ 5,584.15	\$ 5,751.72	\$ 5,924.23	\$ 6,101.81	\$ 6,284.98	\$ 6,473.48	\$ 6,667.83
14%	\$ 4,772.88	\$ 4,916.24	\$ 5,063.66	\$ 5,253.36	\$ 5,424.30	\$ 5,587.12	\$ 5,838.56	\$ 6,013.70	\$ 6,194.16	\$ 6,379.94	\$ 6,571.18	\$ 6,768.44	\$ 6,971.44	\$ 7,180.74
15%	\$ 5,113.80	\$ 5,267.40	\$ 5,425.35	\$ 5,628.60	\$ 5,811.75	\$ 5,986.20	\$ 6,255.60	\$ 6,443.25	\$ 6,636.60	\$ 6,835.65	\$ 7,040.55	\$ 7,251.90	\$ 7,469.40	\$ 7,693.65
16%	\$ 5,454.72	\$ 5,618.56	\$ 5,787.04	\$ 6,003.84	\$ 6,199.20	\$ 6,385.28	\$ 6,672.64	\$ 6,872.80	\$ 7,079.04	\$ 7,291.36	\$ 7,509.92	\$ 7,735.36	\$ 7,967.36	\$ 8,206.56
17%	\$ 5,795.64	\$ 5,969.72	\$ 6,148.73	\$ 6,379.08	\$ 6,586.65	\$ 6,784.36	\$ 7,089.68	\$ 7,302.35	\$ 7,521.48	\$ 7,747.07	\$ 7,979.29	\$ 8,218.82	\$ 8,465.32	\$ 8,719.47
18%	\$ 6,136.56	\$ 6,320.88	\$ 6,510.42	\$ 6,754.32	\$ 6,974.10	\$ 7,183.44	\$ 7,506.72	\$ 7,731.90	\$ 7,963.92	\$ 8,202.78	\$ 8,448.66	\$ 8,702.28	\$ 8,963.28	\$ 9,232.38
19%	\$ 6,477.48	\$ 6,672.04	\$ 6,872.11	\$ 7,129.56	\$ 7,361.55	\$ 7,582.52	\$ 7,923.76	\$ 8,161.45	\$ 8,406.36	\$ 8,658.49	\$ 8,918.03	\$ 9,185.74	\$ 9,461.24	\$ 9,745.29
20%	\$ 6,818.40	\$ 7,023.20	\$ 7,233.80	\$ 7,504.80	\$ 7,749.00	\$ 7,981.60	\$ 8,340.80	\$ 8,591.00	\$ 8,848.80	\$ 9,114.20	\$ 9,387.40	\$ 9,669.20	\$ 9,959.20	\$ 10,258.20
21%	\$ 7,159.32	\$ 7,374.36	\$ 7,595.49	\$ 7,880.04	\$ 8,136.45	\$ 8,380.68	\$ 8,757.84	\$ 9,020.55	\$ 9,291.24	\$ 9,569.91	\$ 9,856.77	\$ 10,152.66	\$ 10,457.16	\$ 10,771.11
22%	\$ 7,500.24	\$ 7,725.52	\$ 7,957.18	\$ 8,255.28	\$ 8,523.90	\$ 8,779.76	\$ 9,174.88	\$ 9,450.10	\$ 9,733.68	\$ 10,025.62	\$ 10,326.14	\$ 10,636.12	\$ 10,955.12	\$ 11,284.02
23%	\$ 7,841.16	\$ 8,076.68	\$ 8,318.87	\$ 8,630.52	\$ 8,911.35	\$ 9,178.84	\$ 9,591.92	\$ 9,879.65	\$ 10,176.12	\$ 10,481.33	\$ 10,795.51	\$ 11,119.58	\$ 11,453.08	\$ 11,796.93
24%	\$ 8,182.08	\$ 8,427.84	\$ 8,680.56	\$ 9,005.76	\$ 9,298.80	\$ 9,577.92	\$ 10,008.96	\$ 10,309.20	\$ 10,618.56	\$ 10,937.04	\$ 11,264.88	\$ 11,603.04	\$ 11,951.04	\$ 12,309.84
25%	\$ 8,523.00	\$ 8,779.00	\$ 9,042.25	\$ 9,381.00	\$ 9,686.25	\$ 9,977.00	\$ 10,426.00	\$ 10,738.75	\$ 11,061.00	\$ 11,392.75	\$ 11,734.25	\$ 12,086.50	\$ 12,449.00	\$ 12,822.75
26%	\$ 8,863.92	\$ 9,130.16	\$ 9,403.94	\$ 9,756.24	\$ 10,073.70	\$ 10,376.08	\$ 10,843.04	\$ 11,168.30	\$ 11,503.44	\$ 11,848.46	\$ 12,203.62	\$ 12,569.96	\$ 12,946.96	\$ 13,335.66
27%	\$ 9,204.84	\$ 9,481.32	\$ 9,765.63	\$ 10,131.48	\$ 10,461.15	\$ 10,775.16	\$ 11,260.08	\$ 11,597.85	\$ 11,945.88	\$ 12,304.17	\$ 12,672.99	\$ 13,053.42	\$ 13,444.92	\$ 13,848.57
28%	\$ 9,545.76	\$ 9,832.48	\$ 10,127.32	\$ 10,506.72	\$ 10,848.60	\$ 11,174.24	\$ 11,677.12	\$ 12,027.40	\$ 12,388.32	\$ 12,759.88	\$ 13,142.36	\$ 13,536.88	\$ 13,942.88	\$ 14,361.48
29%	\$ 9,886.68	\$ 10,183.64	\$ 10,489.01	\$ 10,881.96	\$ 11,236.05	\$ 11,573.32	\$ 12,094.16	\$ 12,456.95	\$ 12,830.76	\$ 13,215.59	\$ 13,611.73	\$ 14,020.34	\$ 14,440.84	\$ 14,874.39
30%	\$ 10,227.60	\$ 10,534.80	\$ 10,850.70	\$ 11,257.20	\$ 11,623.50	\$ 11,972.40	\$ 12,511.20	\$ 12,886.50	\$ 13,273.20	\$ 13,671.30	\$ 14,081.10	\$ 14,503.80	\$ 14,938.80	\$ 15,387.30
31%	\$ 10,568.52	\$ 10,885.96	\$ 11,212.39	\$ 11,632.44	\$ 12,010.95	\$ 12,371.48	\$ 12,928.24	\$ 13,316.05	\$ 13,715.64	\$ 14,127.01	\$ 14,550.47	\$ 14,987.26	\$ 15,436.76	\$ 15,900.21
32%	\$ 10,909.44	\$ 11,237.12	\$ 11,574.08	\$ 12,007.68	\$ 12,398.40	\$ 12,770.56	\$ 13,345.28	\$ 13,745.60	\$ 14,158.08	\$ 14,582.72	\$ 15,019.84	\$ 15,470.72	\$ 15,934.72	\$ 16,413.12
33%	\$ 11,250.36	\$ 11,588.28	\$ 11,935.77	\$ 12,382.92	\$ 12,785.85	\$ 13,169.64	\$ 13,762.32	\$ 14,175.15	\$ 14,600.52	\$ 15,038.43	\$ 15,489.21	\$ 15,954.18	\$ 16,432.68	\$ 16,926.03
34%	\$ 11,591.28	\$ 11,939.44	\$ 12,297.46	\$ 12,758.16	\$ 13,173.30	\$ 13,568.72	\$ 14,179.36	\$ 14,604.70	\$ 15,042.96	\$ 15,494.14	\$ 15,958.58	\$ 16,437.64	\$ 16,930.64	\$ 17,438.94
35%	\$ 11,932.20	\$ 12,290.60	\$ 12,659.15	\$ 13,133.40	\$ 13,560.75	\$ 13,967.80	\$ 14,596.40	\$ 15,034.25	\$ 15,485.40	\$ 15,949.85	\$ 16,427.95	\$ 16,921.10	\$ 17,428.60	\$ 17,951.85

## Clayton County Public Schools Miscellaneous Salaries

<b><u>Substitutes</u></b>	
Teacher Substitute (Rank 1-4)	\$93.00 per day - 4-year college degree or higher
Long-Term Substitute Teacher (Rank 1)	\$137.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher (Rank 1) for Pre-K teacher	\$120.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher (Rank 2-4)	\$120.00 per day (ten or more consecutive - up to 45 days)
Extended Substitute Teacher (Rank 99)	\$180.00 per day
Parapro Substitute (Daily & Long Term)	\$83.00 per day
Pre-K Teacher Assistant	\$73.00 per day
School Secretary Substitute	\$73.00 per day
Twelve-Month Secretary Substitute	\$78.00 per day
<b><u>Nutrition</u></b>	
Lunchroom Monitor	\$10.25 per hour
Nutrition Worker Scanner	\$12.00 per hour
<b><u>Transportation</u></b>	
Bus Driver Substitute*	\$14.28 per hour
Bus Monitor Substitute*	\$7.25 per hour
<i>*Note: Paid at a minimum of 2.5 hours for AM/PM trips</i>	
<b><u>Before Care -Selected Elemenatary Schools</u></b>	
Before Care Certified Teacher 19.25 per hour / Befrore Care Activity Leader 9.50 per hour	
<b><u>Campus Kids</u></b>	
Campus Kids Site Coordinator (certified teacher)	\$19.25 per hour
Campus Kids Site Coordinator (non CCPS employee)	\$15.30 per hour
Campus Kids Teacher (certified teacher)	\$19.25 per hour
Campus Kids Activity Leader	\$9.50 per hour
Campus Kids Bookkeeper (Classified CCPS Employee)*	Daytime hourly rate
<i>* Max of 4 Hours per month (bookkeeper)</i>	

## Clayton County Public Schools Miscellaneous Salaries

<b><u>Part-time Employees</u></b>	
Part-time Employees	Use beginning hourly rate for the position
<b><u>Extended Year</u></b>	
Extended Year pay for Teachers & ParaProfessionals	Regular hourly rate of pay
<b><u>Extended Day</u></b>	
Extended Day pay for Teachers	Regular hourly rate of pay
<b><u>Summer Workers</u></b>	
All summer workers (other than custodial work)	\$10.00 per hour
<b><u>Custodians</u></b>	
Custodians (employees hired from outside of CCPS)	\$10.68 per hour (including summer workers)
<b><u>All Others</u></b>	
All Others	Consult Payroll Department for hourly rate
<b><u>Benefit Percentages*</u></b>	
Certified employees	24.85% plus \$11,340.00 annually per employee
Classified Employees (administrative staff, ParaProfessionals, etc.)	24.85% 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>	
<b><u>Minimum Wage</u></b>	
Minimum Wage	\$7.25 per hour (effective 7/24/09)

# **Classified & Administrative Classifications by Title**

## 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.
23	02A3	ACCOUNTANT I	225	8	N	23.40	36.47	42,113.53	65,637.65
19	16G2	ACCOUNTING TECHNICIAN I - 7.5 HR	195	7.5	Y	16.31	25.41	23,859.77	37,160.46
19	16G1	ACCOUNTING TECHNICIAN I - 8 HR	225	8	Y	16.77	26.12	30,183.01	47,008.61
21	16G3	ACCOUNTING TECHNICIAN II	225	8	Y	19.81	30.86	35,652.82	55,550.22
22	01KR	ACCOUNTS PAYABLE SUPERVISOR	225	8	N	21.54	33.55	38,764.26	60,385.85
19	16B6	ADM. ASST. II - 210 DAYS	210	8	Y	16.31	25.41	27,408.15	42,686.89
19	16B2	ADMINISTRATIVE ASSISTANT II - 8 HR	225	8	Y	16.77	26.12	30,183.01	47,008.61
19	16B3	ADMINISTRATIVE ASSISTANT II - 7.5 HR	225	7.5	Y	16.77	26.12	28,296.58	44,070.57
21	16B4	ADMINISTRATIVE ASSISTANT III	225	8	Y	19.81	30.86	35,652.82	55,550.22
22	16E6	ADMINISTRATIVE SUPPORT SPEC II	225	8	Y	21.54	33.55	38,764.26	60,385.85
31 (2)	07C2	ALT SCHOOL ADMINISTRATOR	225	8	N	46.97	71.05	84,544.15	127,886.40
31	07C4	ASSISTANT DIRECTOR	225	8	N	45.60	71.05	82,086.70	127,886.40
34 (6)	01AI	ASSISTANT SUPERINTENDENT	225	8	N	67.89	91.24	122,198.60	164,232.86
18	430A	ASSISTIVE TECHNOLOGY TECH.	190	8	Y	15.01	23.38	22,811.42	35,544.13
29 (2)	08B5	ASST. PRINCIPAL - K-8	225	8	N	39.76	60.13	71,563.27	108,226.82
29 (2)	08B4	AST PRINCIPAL - ELITE SCHOLARS	225	8	N	39.76	60.13	71,563.27	108,226.82
28 (2)	08C1	AST PRINCIPAL - ELEMENTARY	225	8	N	36.58	55.33	65,835.83	99,586.11
30 (2)	08A1	AST PRINCIPAL - HIGH SCHOOL	225	8	N	43.20	65.36	77,766.35	117,640.43
29 (2)	08B1	AST PRINCIPAL - MIDDLE SCHOOL	225	8	N	39.76	60.13	71,563.27	108,226.82
17	15A7	ATTENDANCE CLERK	195	7.5	Y	13.81	21.51	20,193.86	31,457.93
18	14C1	AUDIOLOGY TECHNICIAN	190	7.5	Y	15.01	23.38	21,385.70	33,322.62
24	02A2	AUDITOR	225	8	N	25.44	39.63	45,799.70	71,325.46
22	21A6	BI COMM/PARENT LIAISON	200	8	Y	20.95	32.64	33,524.28	52,223.14
20	21A8	BI FAMILY SERVICE LIAISON	188	8	Y	17.73	27.63	26,663.45	41,549.88
20	21A7	BI LANGUAGE SUPPORT LIAISON	190	8	Y	17.73	27.63	26,947.11	41,991.90
20	21A3	BILINGUAL FAMILY LIAISON	195	8	Y	17.73	27.63	27,656.24	43,096.95
PTE	9007	BOARD CHAIR	225	8	N	Salary set individually			
PTE	9002	BOARD MEMBER	225	8	N	Salary set individually			
PTB	9003	BOOKKEEPER - SUB PART TIME	205	7.5	Y	14.43	14.43	22,186.13	22,186.13

## 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.
25	16D4	BUDGET ANALYST	225	8	N	27.65	43.07	49,763.00	77,529.00
18 (3)	610G	BUS DRIVER 5.0 HRS	186	5	Y	15.92	23.38	14,803.77	21,747.40
23	622D	BUS DRIVER TRAINER	225	8	Y	23.40	36.47	42,113.53	65,637.65
13 (4)	616A	BUS MONITOR I 5.0 HR	186	5	Y	10.81	15.41	10,051.82	14,335.55
23	721D	BUYER	225	8	N	23.40	36.47	42,113.53	65,637.65
21	722F	BUYER SUPPORT SPECIALIST	225	8	Y	19.81	30.86	35,652.82	55,550.22
CKS	9006	CAMPUS KIDS	180		N	See Miscellaneous Salaries			
20	01KS	CAMPUS KIDS ASST. SUPERVISOR	225	8	Y	18.22	28.39	32,799.01	51,110.96
25	01KO	CAMPUS KIDS SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53
CPS	19A1	CAMPUS SECURITY FT	180	7.5	Y	13.40	20.89	18,090.00	28,174.50
28	01G2	CAPTAIN	225	8	N	35.51	55.33	63,913.47	99,586.11
CCB	185A	CCBE STUDENT EMPLOYEE	225	8	N	Salary set individually			
35 (11)	01CF	CHIEF FINANCIAL OFFICER	225	8	N	85.55	99.17	153,986.88	178,501.91
35 (11)	01CM	CHIEF HUMAN RESOURCES OFFICER	225	8	N	85.55	99.17	153,986.88	178,501.91
35(11)	01CS	CHIEF - ENGEMENT GOV REL PRTNER	225	8	N	85.55	99.17	153,986.88	178,501.91
35 (11)	01CV	CHIEF - SAFETY AND SECURITY	225	8	N	85.55	99.17	153,986.88	178,501.91
35 (11)	01CU	CHIEF - TECHNOLOGY	225	8	N	85.55	99.17	153,986.88	178,501.91
35 (11)	01CT	CHIEF - COMMUNICATIONS & PR	225	8	N	85.55	99.17	153,986.88	178,501.91
26	16GQ	CIA EARLY LEARNING INST SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
21	02B4	COMMUNICATIONS ASSISTANT	225	8	N	19.81	30.86	35,652.82	55,550.22
18	15C2	COMMUNICATIONS OFFICER	225	8	Y	11.88	18.51	21,385.70	33,322.62
24	02B3	COMMUNICATIONS SPECIALIST	225	8	N	25.44	39.63	45,799.70	71,325.46
22	21A1	COMMUNITY / PARENT LIAISON	190	8	Y	20.95	32.64	31,848.06	49,611.99
21	426C	COMPUTER OPERATOR	225	8	Y	19.81	30.86	35,652.82	55,550.22
21	722C	CONSTRUCTION FIELD TECH	225	8	Y	19.81	30.86	35,652.82	55,550.22
21	721B	CONTRACTS SPEC. CONSTRUCTION	225	8	Y	19.81	30.86	35,652.82	55,550.22
29	720B	COORDINATING SUPERVISOR	225	8	N	38.59	60.13	69,462.55	108,226.82
29	01G4	COORDINATING SUPERVISOR PRE-K	225	8	N	38.59	60.13	69,462.55	108,226.82
29	01GH	COORDINATING SUPV - STUDENT DISC	225	8	N	38.59	60.13	69,462.55	108,226.82

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30	01GF	COORDINATOR - CERTIFIED	225	8	N	41.96	65.36	75,526.90	117,640.43
30	01GQ	COORDINATOR - CLASSIFIED	225	8	N	41.96	65.36	75,526.90	117,640.43
13C (4)	17A1	CUSTODIAN II	225	8	Y	12.83	18.31	23,099.36	32,952.25
28	02E2	DATA MANAGEMENT SPECIALIST	225	8	N	35.51	55.33	63,913.47	99,586.11
28	413D	DATABASE ADMINISTRATOR	225	8	N	35.51	55.33	63,913.47	99,586.11
36 (14)	01AK	DEPUTY SUPT - GOV REL,PRTN,GRANTS,OPS	225	8	N	101.61	107.80	182,901.54	194,039.33
36 (14)	01AP	DEPUTY SUPT - SCH LDERSHIP IMPR	225	8	N	101.61	107.80	182,901.54	194,039.33
36 (14)	01AQ	DEPUTY SUPT - STD SRVCS FEDPROG	225	8	N	101.61	107.80	182,901.54	194,039.33
26	424A	DIGITAL LEARNING SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
32	01EB	DIRECTOR - CERTIFIED	225	8	N	49.57	77.22	89,221.23	139,004.37
32	01ED	DIRECTOR - CLASSIFIED	225	8	N	49.57	77.22	89,221.23	139,004.37
22	82A2	DISTRICT SUCCESS COACH	190	8	N	21.54	33.55	32,734.27	50,992.49
20	16G4	DUE PROCESS TECHNICIAN II	225	8	Y	18.22	28.39	32,799.01	51,110.96
20	20A3	ELECTRONIC IMAGING SPECIALIST	225	8	Y	18.22	28.39	32,799.01	51,110.96
18	16ES	ENERGY MGT. ASSISTANT	225	8	Y	15.43	24.03	27,765.20	43,262.98
23	16E4	ENERGY MGT. SPECIALIST	225	8	Y	23.40	36.47	42,113.53	65,637.61
28	4937	ESOL INSTRUCTIONAL SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
23	16A4	EXEC. ASST. / CHIEF OFFICER SEC	225	8	Y	23.40	36.47	42,113.53	65,637.65
24 (13)	16A7	EXEC. ASST. / DEPUTY SUPT SEC	225	8	Y	36.28	29.43	65,300.74	71,325.46
25 (13)	16A6	EXECUTIVE ASSISTANT / SUPT SEC	225	8	Y	39.43	43.07	70,968.73	77,528.53
33 (2)	01EQ	EXECUTIVE DIRECTOR - CERTIFIED	225	8	N	55.49	83.94	99,883.38	151,093.43
33 (2)	01ER	EXECUTIVE DIRECTOR - CLASSIFIED	225	8	N	55.49	83.94	99,883.38	151,093.43
17	16B9	FILE ROOM CLERK	225	8	Y	14.19	22.11	25,545.57	39,794.81
27	620A	FLEET MAINTENANCE MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
22	621A	FLEET MAINTENANCE MECHANIC I	225	8	Y	21.54	33.55	38,764.26	60,385.85
23	621B	FLEET MAINTENANCE MECHANIC II	225	8	Y	23.40	36.47	42,113.53	65,637.65
24	621C	FLEET MAINTENANCE MECHANIC III	225	8	N	25.44	39.63	45,799.70	71,325.46
25	620C	FLEET MAINTENANCE SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53
27	1236	GRANT WRITER	225	8	N	32.68	50.90	58,820.21	91,619.22

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26	16D5	GRANTS / BUDGET ANALYST II	225	8	N	30.06	46.84	54,103.50	84,306.33
19	20A4	GRAPHIC ARTS TECHNICIAN	225	8	Y	16.77	26.12	30,183.01	47,008.61
17	15A5	GUIDANCE SECRETARY	195	7.5	N	13.81	21.51	20,193.86	31,457.93
13 (5)	4826	HEALTH CARE TECHNICIAN	185	6.5	Y	11.13	15.41	13,383.55	18,536.02
13 (5)	4827	HEALTH CARE TECHNICIAN - ELITE	188	6.5	Y	11.13	15.41	13,600.58	18,836.60
18	4835	HOME EXTENSION INSTRUCTOR	225	8	Y	15.43	24.03	27,765.20	43,262.98
PTE	9004	HOURLY POLICE / EMT	225	8	N	Salary set individually			
23	16D3	HR ANALYST - ABSENCE MANAGEMENT	225	8	N	23.40	36.47	42,113.53	65,637.65
19	16E1	HR SPECIALIST I	225	8	Y	16.77	26.12	30,183.01	47,008.61
21	16E2	HR SPECIALIST II	225	8	Y	19.81	30.86	35,652.82	55,550.22
23	16D1	HUMAN RESOURCES ANALYST I	225	8	N	23.40	36.47	42,113.53	65,637.65
26	16DC	HUMAN RESOURCES ANALYST II	225	8	N	30.06	46.84	54,103.50	84,306.33
26	424F	INFORMATION SYSTEM SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
26	423E	INFORMATION SYSTEMS TRAINER	225	8	N	30.06	46.84	54,103.50	84,306.33
28	1230	INST. IMPLEMENTATION SPEC.	225	8	N	35.51	55.33	63,913.47	99,586.11
28	16ME	INSTRUCTIONAL SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
26	423D	INSTRUCTIONAL TECHNOLOGY SPEC.	225	8	N	30.06	46.84	54,103.50	84,306.33
25	01G5	INVESTIGATOR	225	8	Y	27.65	43.07	49,763.33	77,528.53
13 (4)	34A1	ITINERANT NUTRITION WORKERS	185	6	Y	10.81	15.41	11,997.33	17,110.17
PTE	9060	LAY COACH	225		N	Salary set individually			
29	03B2	LEAD PSYCHOLOGIST	225	8	N	38.59	60.13	69,462.55	108,226.82
28	1237	LEAD TEACHER	225	8	N	34.55	53.83	62,183.16	96,890.04
30	02D2	LEGAL COMPLIANCE OFFICER - COOR.	225	8	N	41.96	65.36	75,526.90	117,640.43
27	01G3	LIEUTENANT	225	8	N	32.68	50.90	58,820.22	91,619.22
LRM	9005	LUNCHROOM MONITORS	180	3	N	10.25	10.25	9,225.00	9,225.00
19	20A5	MAIL SERVICE / GRAPHIC ARTS TECH	225	8	Y	16.77	26.12	30,183.01	47,008.61
16	723C	MAINT WORKER BUILDING & GROUNDS	225	8	Y	13.06	20.35	23,504.30	36,623.91
18	723B	MAINTENANCE APPR W/PSER / PXRS	225	8	Y	15.43	24.03	27,765.20	43,262.98
18	723A	MAINTENANCE APPRENTICE W/TRS	225	8	Y	15.43	24.03	27,765.20	43,262.98

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24	01KQ	MAINTENANCE OFFICE SUPERVISOR	225	8	N	25.44	39.63	45,799.70	71,325.46
27	720D	MAINTENANCE SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22
21	722A	MAINTENANCE TECH W/PSER / PXRS	225	8	Y	19.81	30.86	35,652.82	55,550.22
21	722B	MAINTENANCE TECHNICIAN W/TRS	225	8	Y	19.81	30.86	35,652.82	55,550.22
30	01G1	MAJOR	225	8	N	41.96	65.36	75,526.90	117,640.43
27	01HB	MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
25	122G	MASTER CHEF / TRAINER	225	8	N	27.65	43.07	49,763.33	77,528.53
26	16G0	MASTER SCHEDULING SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
24	722E	MASTER TECHNICIAN W/PSER / PXRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
24	722D	MASTER TECHNICIAN W/TRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
22	426B	MIS DATA INFORMATION SYS TECH	225	8	Y	21.54	33.55	38,764.26	60,385.85
20	16E0	MIS HELP DESK SPECIALIST	225	8	Y	18.22	28.39	32,799.01	51,110.96
27	415C	MIS PROGRAMMER / ANALYST	225	8	N	32.68	50.90	58,820.21	91,619.22
28	415B	MIS SENIOR PROGRAMMER ANALYST	225	8	N	35.51	55.33	63,913.47	99,586.11
28	413b	MIS SYSTEMS SUPPORT ADMIN	225	8	N	35.51	55.33	63,913.47	99,586.11
27	423B	MIS TECHNICAL SUPT SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22
22	425B	MIS TECHNICIAN I	225	8	Y	21.54	33.55	38,764.26	60,385.85
23	425C	MIS TECHNICIAN II	225	8	Y	23.40	36.47	42,113.53	65,637.65
24	425D	MIS TECHNICIAN III	225	8	Y	25.44	39.63	45,799.70	71,325.46
25	425A	MIS TELECOM TECHNICIAN	225	8	N	27.65	43.07	49,763.33	77,528.53
24	303C	NUT MASTER TECH. W/PSER / PXRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
24	303B	NUT MASTER TECH. W/TRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
15	31A3	NUTRITION ASST MGR	185	8	Y	11.68	18.21	17,280.60	26,951.39
15	31A2	NUTRITION ASST MGR - ELITE	188	8	Y	11.68	18.21	17,560.82	27,388.44
23	721E	NUTRITION BUYER	225	8	N	23.40	36.47	42,113.53	65,637.65
23	301A	NUTRITION LEAD MANAGER	200	8	N	22.76	35.48	36,420.80	56,765.03
18	303E	NUTRITION MAINT APPR W/PSER / PXRS	225	8	Y	15.43	24.03	27,765.20	43,262.98
18	303F	NUTRITION MAINT TECH W/PSER	225	8	Y	15.43	24.03	27,765.20	43,262.98
21	303D	NUTRITION MAINT TEC W/TRS	225	8	Y	19.81	30.86	35,652.82	55,550.22

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27	303A	NUTRITION MAINTENANCE SUPV	225	8	N	32.68	50.90	58,820.21	91,619.22
20	300A	NUTRITION MGR E/S	190	8	N	17.73	27.63	26,947.11	41,991.90
22	300C	NUTRITION MGR H/S	190	8	N	20.95	32.64	31,848.06	49,611.99
21	300B	NUTRITION MGR M/S	190	8	N	19.27	30.03	29,291.75	45,639.12
22	300E	NUTRITION MGR - ELITE	190	8	N	20.95	32.64	31,848.06	49,611.99
25	4830	NUTRITION PROG. TECH SPEC.	225	8	N	27.65	43.07	49,763.33	77,528.53
23	16H1	NUTRITION PROGRAM SPECIALIST	225	8	N	23.40	36.47	42,113.53	65,637.65
PLM	34A2	NUTRITION SCANNING TECHNICAN	225	8	Y	10.49	12.48	18,888.48	22,464.00
13 (4)	326A	NUTRITION WORKER 3.0 HR	185	3	Y	10.81	15.41	5,998.67	8,555.09
13 (4)	326B	NUTRITION WORKER 4.0 HR	185	4	Y	10.81	15.41	7,998.22	11,406.78
13 (4)	326C	NUTRITION WORKER 5.0 HR	185	5	Y	10.81	15.41	9,997.78	14,258.48
13 (4)	326D	NUTRITION WORKER 5.5 HR	185	5.5	Y	10.81	15.41	10,997.56	15,684.32
13 (4)	326E	NUTRITION WORKER 6.0 HR	185	6	Y	10.81	15.41	11,997.33	17,110.17
13 (4)	326F	NUTRITION WORKER 6.5 HR	185	6.5	Y	10.81	15.41	12,997.11	18,536.02
13 (4)	326G	NUTRITION WORKER 7.0 HR	185	7	Y	10.81	15.41	13,996.89	19,961.87
13 (4)	326H	NUTRITION WORKER 7.5 HR	185	7.5	Y	10.81	15.41	14,996.67	21,387.71
13 (4)	326J	NUTRITION WORKER - ELITE 4.0 HRS	188	4	Y	10.81	15.41	8,127.92	11,591.76
13 (4)	326K	NUTRITION WORKER - ELITE 6.0 HRS	188	6	Y	10.81	15.41	12,191.88	17,387.63
13 (4)	326I	NUTRITION WORKER - ELITE 7.0 HRS	188	7	Y	10.81	15.41	14,223.86	20,285.57
25	4810	OCCUPATIONAL THERAPIST (OT)	190	8	N	26.90	41.91	40,884.70	63,696.12
24	01KT	OFFICE SUPERVISOR	225	8	N	25.44	39.63	45,799.70	71,325.46
16	14B5	PARAPRO- SPECIAL ED PRE-K	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14B4	PARAPRO - SPED INTERRELATED	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14A5	PARAPRO TITLE I	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14B3	PARAPRO / CAREGIVER	188	8	Y	12.70	19.80	19,107.47	29,772.85
16	14B2	PARAPRO / FACILITATOR ISS	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14B6	PARAPRO / FACILITATOR ISS -ELITE SCHOLARS	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14BA	PARAPRO - INSTRUCTIONAL	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14A2	PARAPRO - KINDERGARTEN	188	7.5	Y	12.70	19.80	17,913.25	27,912.04

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16	14B9	PARAPRO - ELEMENTARY	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14A8	PARAPRO - BILINGUAL	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16 (2)	14A3	PARAPRO - MEDIA	188	7.5	Y	13.08	19.80	18,441.89	27,912.04
16	14A6	PARAPRO - REMEDIAL	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14B7	PARAPRO - SPEC ED - ELITE SCHOLARS	188	7.5	Y	12.70	19.80	17,913.22	27,912.04
16	14A4	PARAPRO - SPECIAL ED	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14B8	PARAPRO - SPED/INTERR. ELITE SCHOLARS	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16	14B1	PARAPRO - TECHNOLOGY LAB	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
28	03B4	PART-TIME PSYCHOLOGIST	200	8	N	35.51	55.33	56,811.98	88,520.00
PTE	900A	PART-TIME EMPLOYEES	225	8	N	Salary set individually			
30	02D1	PERSONNEL REVIEW OFFICER	225	8	N	41.96	65.36	75,526.90	117,640.43
25	508P	PHYSICAL THERAPIST (PT)	190	8	N	26.90	41.91	40,884.70	63,696.12
26	16A3	PLANNING ANALYST	225	8	N	30.06	46.84	54,103.50	84,306.33
PK4	14A1	PRE K ASSISTANT	190	7.5	Y	12.70	12.70	18,103.82	18,103.82
PK2	4942	PRE K LEAD TEACHER CERTIFIED	Based on Teacher Salary Scale -Certificate level and yrs of experience						
PK3	4944	PRE K LEAD TEACHER MASTERS	Based on Teacher Salary Scale - Certificate Level						
PK1	4943	PRE K LEAD TEACHER NON-CERT	Based on Teacher Salary Scale - T4 Step E						
20	1240	PRE-K ASSISTANT SUPERVISOR	225	8	N	18.22	28.39	32,799.01	51,110.96
18	20A6	PRESS OPERATOR II PRINTING	225	8	Y	15.43	24.03	27,765.20	43,262.98
32 (2)	07B3	PRINCIPAL - ELITE SCHOLARS MS	225	8	N	51.05	77.22	91,896.68	139,004.37
32 (2)	07B2	PRINCIPAL - K-8	225	8	N	51.05	77.22	91,896.68	139,004.37
31 (2)	07C1	PRINCIPAL - ELEMENTARY	225	8	N	46.97	71.05	84,544.15	127,886.40
33 (2)	07A1	PRINCIPAL - HIGH SCHOOL	225	8	N	55.49	83.94	99,883.38	151,093.43
32 (2)	07B1	PRINCIPAL - MIDDLE SCHOOL	225	8	N	51.05	77.22	91,896.68	139,004.37
27	01KU	PRINTING OPERATIONS SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22
25	721C	PROCUREMENT CARD ADMINISTRATOR	225	8	N	27.65	43.07	49,763.33	77,528.53
27	721A	PROCUREMENT SPECIALIST	225	8	N	32.68	50.90	58,820.21	91,619.22
24	20A1	PRODUCTION MANAGER	225	8	N	25.44	39.63	45,799.70	71,325.46
23	20A2	PRODUCTION / MAIL QT.CONTROL AST	225	8	Y	23.40	36.47	42,113.53	65,637.65

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Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
23	16G8	PROG. SPECIALIST - SCH. NUTRITION	200	8	N	22.76	35.48	36,420.80	56,765.03
20	16F1	PROGRAM EVALUATOR	225	8	Y	18.22	28.39	32,799.01	51,110.96
28	03B1	PSYCHOLOGIST - 12 MONTH	225	8	N	35.51	55.33	63,913.47	99,586.11
28	03B3	PSYCHOLOGIST	200	8	N	34.55	53.83	55,273.92	86,124.48
30	02E1	PSYCHOMETRICIAN	225	8	N	41.96	65.36	75,526.90	117,640.43
24	16C3	RECRUITER	225	8	N	25.44	39.63	45,799.70	71,325.46
19	15A6	SCHOOL BOOKKEEPER SPECIALIST	225	8	Y	16.77	26.12	30,183.01	47,008.61
25	16GS	SCHOOL CHOICE SPECIALIST	225	8	N	27.65	43.07	49,763.33	77,528.53
22	195B	SCHOOL RESOURCE OFFICER	190	8	Y	20.95	32.64	31,848.06	49,611.99
17	15A2	SCHOOL SECRETARY I	195	7.5	Y	13.81	21.51	20,193.86	31,457.93
18	15A3	SCHOOL SECRETARY II - BOOKKEEPER	205	7.5	Y	15.01	23.38	23,074.05	35,953.36
19	16B7	SECRETARY II-A ELITE SCHOLARS	220	8	Y	16.31	25.41	28,713.30	44,719.60
17	15A4	SECRETARY - REGISTRAR	195	7.5	Y	13.81	21.51	20,193.86	31,457.93
25	415A	SENIOR ENGINEER	225	8	N	27.65	43.07	49,763.33	77,528.53
26	01G6	SERGEANT	225	8	Y	30.06	46.84	54,103.50	84,306.33
25	4805	SIGN LANGUAGE INTERPRETER	190	8	Y	26.88	41.91	40,864.70	63,696.12
28	4815	SOCIAL WORKER	190	8	N	34.55	53.83	52,510.22	81,818.26
25	16G9	SPECIALIST	225	8	N	27.65	43.07	49,763.33	77,528.53
25	424E	STUDENT INFORMATION SPECIALIST	225	8	N	27.65	43.07	49,763.33	77,528.53
28	02E3	STUDENT LEARN OBJ (SLO) SPEC	225	8	N	35.51	55.33	63,913.47	99,586.11
BDS	9200	SUBSTITUTE BUS DRIVER 5.0	186	5	N	14.28	14.28	13,280.40	13,280.40
BMS	9201	SUBSTITUTE BUS MONITOR 5.0	186	5	N	7.25	7.25	6,742.50	6,742.50
SUM	346E	SUMMER SCHOOL NUTR SUPERVISOR	235	8	N	Salary set individually			
SUM	345L	SUMMER SCHOOL NUTRITION DRIVER	235	8	Y	Salary set individually			
SUM	34A7	SUMMER SCHOOL NUTRITION MANAGER	235	8	N	Salary set individually			
SUM	34A3	SUMMER SCHOOL NUTRITION WORKER	235	8	N	Salary set individually			
SUP	01A1	SUPERINTENDENT	240	8	N	Salary set individually			
25	4836	SUPERVISING HEALTH CARE PROF.	195	8	N	26.90	41.91	41,960.62	65,372.34
25	01KP	SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53

## 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	514A	TEACHER - JROTC INSTRUCTOR	220	8	N	Salary set individually			
28	4940	TEACHER DEVELOPMENT SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
19	15A8	TERMINAL AGENCY CLERK	225	8	N	16.77	26.12	30,183.01	47,008.61
19	16G5	TESTING TECHNICIAN	225	8	Y	16.77	26.12	30,183.01	47,008.61
21	167J	TEXTBOOK SPECIALIST	225	8	Y	19.81	30.86	35,652.82	55,550.22
19	4825	THEATER TECHNICIAN	225	8	Y	16.77	26.12	30,183.01	47,008.61
27	1235	TITLE I PROGRAM SPECIALIST	225	8	N	32.68	50.90	58,820.21	91,619.22
24	424C	TRAINING SPECIALIST I	225	8	N	25.44	39.63	45,799.70	71,325.46
22	82AA	TRANS TO WORK REHAB SPEC I	230	8	N	20.15	31.38	37,070.11	57,746.74
20	82A1	TRANS TO WORK SUPPORT SPEC I	230	8	N	17.05	26.56	31,365.56	48,877.21
23	623A	TRANS. SPECIALIST	225	8	Y	23.40	36.47	42,113.53	65,637.65
19	613A	TRANSPORTATION DISPATCHER	190	8	Y	16.31	25.41	24,797.85	38,621.47
27	622A	TRANSPORTATION MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
27	622B	TRANSPORTATION PROJECT MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
PTR	623B	TRANSPORTATION SPEC PTR	225	5	N	22.50	22.50	25,312.50	25,312.50
24	622C	TRANSPORTATION SUPERVISOR	225	8	N	25.44	39.63	45,799.70	71,325.46
21	16E9	TRIBUNAL SPECIALIST II	225	8	Y	19.81	30.86	35,652.82	55,550.22
TRS	9072	TRS RETIREE - ADM PT W/BENEFITS	225	8	N	Salary set individually			
TRS	9071	TRS RETIREE - CLER PT W/BENEFITS	225	8	N	Salary set individually			
TRS	9070	TRS RETIREE - IN A NON TRS CLASS	225	8	N	Salary set individually			
TRS	9074	TRS RETIREE - PARA PT W/BENEFITS	225	7.5	N	Salary set individually			
TRS	9073	TRS RETIREE - TEACHER PT W/BENEF	225	8	N	Salary set individually			
27	4820	TV STATION MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
25	1239	WEBMASTER	225	8	Y	27.65	43.07	49,763.33	77,528.53
24	1238	YOUTH APPRENTICESHIP SPEC.	220	8	Y	24.76	38.55	43,569.56	67,852.38

# Clayton County Public Schools

## CLASSIFIED EMPLOYEES SALARY DESCRIPTION

### (1) CLASSIFIED EMPLOYEES

(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.

### (2) CALCULATION OF SALARY FOR CLASSIFIED EMPLOYEES

(a) Classified positions that are eligible for consideration of outside experience (Grade 27 and above), will be calculated using the Grade Salary Schedule and based on the amount of directly related verifiable experience. Salary descisions are based on district poolicies, practices and procedures, industry practices, the Payroll and Compensation Coordinator review and utimately the Superintendent.

(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.

# **Classified & Administrative Salary Schedules**

**Clayton County Public Schools  
 Salary Schedule  
 225 Days - 8.0 Hours  
 Custodians**

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 13C**

<b>HR.</b>				12.83	13.22	13.61	14.03	14.45	14.87	15.33	15.79	16.26	16.74	17.25	17.76	18.31
<b>MO.</b>				1,924.95	1,982.79	2,042.24	2,104.91	2,167.57	2,230.24	2,299.33	2,368.42	2,439.12	2,511.43	2,586.95	2,664.07	2,746.02
<b>YR.</b>				23,099.36	23,793.49	24,506.91	25,258.90	26,010.88	26,762.86	27,591.97	28,421.08	29,269.47	30,137.14	31,043.38	31,968.89	32,952.25

# Clayton County Public Schools

## Salary Schedule

### 225 Days - 8.0 Hours

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

#### GRADE 13

HR.				11.11	11.44	11.78	12.14	12.51	12.87	13.27	13.66	14.07	14.49	14.93	15.37	15.84
MO.				1,666.37	1,715.92	1,767.12	1,821.62	1,876.12	1,930.62	1,990.07	2,049.53	2,110.63	2,173.39	2,239.45	2,305.51	2,376.52
YR.				19,996.49	20,591.04	21,205.40	21,859.40	22,513.40	23,167.40	23,880.85	24,594.30	25,327.57	26,080.66	26,873.39	27,666.11	28,518.29

#### GRADE 14

HR.	11.04	11.38	11.73	12.08	12.44	12.80	13.20	13.59	14.00	14.41	14.85	15.29	15.76	16.23	16.71	17.21
MO.	1,656.47	1,707.66	1,758.86	1,811.71	1,866.21	1,920.71	1,980.16	2,037.96	2,100.72	2,161.83	2,227.89	2,293.95	2,363.31	2,434.33	2,506.99	2,581.31
YR.	19,877.59	20,491.95	21,106.31	21,740.49	22,394.49	23,048.49	23,761.94	24,455.57	25,208.66	25,941.93	26,734.66	27,527.38	28,359.75	29,211.93	30,083.92	30,975.74

#### GRADE 15

HR.	12.00	12.38	12.74	13.12	13.52	13.93	14.35	14.78	15.22	15.68	16.14	16.63	17.12	17.64	18.17	18.72
MO.	1,800.15	1,856.30	1,910.80	1,968.60	2,028.06	2,089.16	2,151.92	2,216.33	2,282.39	2,351.75	2,421.12	2,493.78	2,568.10	2,645.72	2,724.99	2,807.57
YR.	21,601.76	22,275.58	22,929.58	23,623.21	24,336.66	25,069.94	25,823.03	26,595.93	27,388.66	28,221.02	29,053.38	29,925.38	30,817.20	31,748.65	32,699.92	33,690.82

#### GRADE 16

HR.	13.06	13.44	13.86	14.27	14.69	15.14	15.58	16.05	16.55	17.03	17.55	18.07	18.62	19.18	19.75	20.35
MO.	1,958.69	2,016.49	2,079.25	2,140.36	2,203.12	2,270.83	2,336.89	2,407.90	2,482.22	2,554.89	2,632.51	2,710.13	2,792.71	2,876.93	2,962.81	3,051.99
YR.	23,504.30	24,197.94	24,951.03	25,684.30	26,437.39	27,249.93	28,042.66	28,894.84	29,786.65	30,658.65	31,590.10	32,521.55	33,512.46	34,523.18	35,553.73	36,623.91

#### GRADE 17

HR.	14.19	14.61	15.06	15.50	15.98	16.45	16.94	17.46	17.98	18.52	19.07	19.64	20.24	20.83	21.47	22.11
MO.	2,128.80	2,191.56	2,259.27	2,325.33	2,396.34	2,467.36	2,541.68	2,619.30	2,696.92	2,777.84	2,860.42	2,946.30	3,035.48	3,124.66	3,220.45	3,316.23
YR.	25,545.57	26,298.66	27,111.20	27,903.93	28,756.11	29,608.29	30,500.10	31,431.56	32,363.01	33,334.10	34,325.00	35,355.55	36,425.72	37,495.91	38,645.36	39,794.81

#### GRADE 18

HR.	15.43	15.89	16.36	16.86	17.35	17.88	18.42	18.97	19.54	20.13	20.73	21.35	22.00	22.65	23.33	24.03
MO.	2,313.77	2,383.13	2,454.15	2,528.46	2,602.78	2,682.05	2,762.98	2,845.55	2,931.43	3,018.96	3,109.80	3,202.28	3,299.72	3,397.16	3,499.55	3,605.25
YR.	27,765.20	28,597.56	29,449.74	30,341.56	31,233.37	32,184.65	33,155.73	34,146.64	35,177.18	36,227.54	37,317.54	38,427.36	39,596.63	40,765.90	41,994.62	43,262.98

#### GRADE 19

HR.	16.77	17.26	17.79	18.33	18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.63	25.36	26.12
MO.	2,515.25	2,589.57	2,668.84	2,749.77	2,830.69	2,916.57	3,002.45	3,093.28	3,185.76	3,281.55	3,378.99	3,481.39	3,585.43	3,694.43	3,803.43	3,917.38
YR.	30,183.01	31,074.83	32,026.10	32,997.19	33,968.28	34,998.82	36,029.36	37,119.36	38,229.18	39,378.63	40,547.90	41,776.62	43,025.16	44,333.16	45,641.16	47,008.61

# Clayton County Public Schools

## Salary Schedule

### 225 Days - 8.0 Hours

STEP																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	

#### GRADE 20

<b>HR.</b>	18.22	18.77	19.33	19.91	20.51	21.13	21.76	22.42	23.09	23.78	24.49	25.22	25.98	26.77	27.57	28.39
<b>MO.</b>	2,733.25	2,815.83	2,900.05	2,985.93	3,076.76	3,169.25	3,263.39	3,362.48	3,463.22	3,567.26	3,672.96	3,783.61	3,897.57	4,014.82	4,135.38	4,259.25
<b>YR.</b>	32,799.01	33,789.91	34,800.64	35,831.18	36,921.18	38,031.00	39,160.63	40,349.72	41,558.62	42,807.16	44,075.52	45,403.34	46,770.79	48,177.88	49,624.60	51,110.96

#### GRADE 21

<b>HR.</b>	19.81	20.40	21.02	21.65	22.30	22.97	23.66	24.35	25.09	25.85	26.62	27.43	28.25	29.10	29.97	30.86
<b>MO.</b>	2,971.07	3,060.25	3,152.73	3,246.87	3,344.31	3,445.05	3,549.10	3,653.14	3,763.79	3,877.75	3,993.35	4,113.91	4,237.78	4,364.94	4,495.41	4,629.19
<b>YR.</b>	35,652.82	36,723.00	37,832.81	38,962.45	40,131.72	41,340.62	42,589.17	43,837.71	45,165.52	46,532.97	47,920.24	49,366.97	50,853.32	52,379.32	53,944.95	55,550.22

#### GRADE 22

<b>HR.</b>	21.54	22.17	22.85	23.53	24.23	24.96	25.71	26.49	27.28	28.10	28.93	29.80	30.70	31.61	32.58	33.55
<b>MO.</b>	3,230.36	3,326.14	3,426.89	3,529.28	3,634.98	3,743.98	3,856.28	3,973.54	4,092.44	4,214.66	4,340.17	4,470.64	4,604.41	4,741.49	4,886.82	5,032.15
<b>YR.</b>	38,764.26	39,913.72	41,122.62	42,351.35	43,619.71	44,927.70	46,275.34	47,682.43	49,109.33	50,575.87	52,082.05	53,647.68	55,252.95	56,897.86	58,641.85	60,385.85

#### GRADE 23

<b>HR.</b>	23.40	24.10	24.83	25.58	26.35	27.13	27.94	28.78	29.65	30.53	31.46	32.39	33.36	34.37	35.41	36.47
<b>MO.</b>	3,509.46	3,615.16	3,724.17	3,836.46	3,952.07	4,069.32	4,191.53	4,317.05	4,447.52	4,579.64	4,718.37	4,858.75	5,004.08	5,156.02	5,311.26	5,469.80
<b>YR.</b>	42,113.53	43,381.89	44,689.99	46,037.52	47,424.79	48,831.88	50,298.42	51,804.60	53,370.23	54,955.68	56,620.40	58,304.94	60,048.94	61,872.21	63,735.11	65,637.65

#### GRADE 24

<b>HR.</b>	25.44	26.19	26.99	27.80	28.63	29.48	30.38	31.29	32.23	33.20	34.19	35.21	36.28	37.36	38.48	39.63
<b>MO.</b>	3,816.64	3,928.94	4,047.85	4,170.07	4,293.93	4,422.75	4,556.52	4,693.59	4,833.97	4,979.31	5,127.94	5,281.53	5,441.73	5,603.58	5,772.03	5,943.79
<b>YR.</b>	45,799.70	47,147.34	48,574.24	50,040.78	51,527.14	53,072.96	54,678.23	56,323.13	58,007.67	59,751.67	61,535.30	63,378.38	65,300.74	67,242.92	69,264.37	71,325.46

#### GRADE 25

<b>HR.</b>	27.65	28.48	29.34	30.21	31.13	32.06	33.02	34.01	35.02	36.07	37.17	38.28	39.43	40.62	41.83	43.07
<b>MO.</b>	4,146.94	4,272.46	4,401.28	4,531.75	4,668.82	4,809.20	4,952.88	5,101.52	5,253.46	5,410.35	5,575.50	5,742.30	5,914.06	6,092.42	6,274.09	6,460.71
<b>YR.</b>	49,763.33	51,269.51	52,815.32	54,380.95	56,025.86	57,710.40	59,434.58	61,218.21	63,041.48	64,924.20	66,906.01	68,907.64	70,968.73	73,109.09	75,289.08	77,528.53

#### GRADE 26

<b>HR.</b>	30.06	30.96	31.89	32.84	33.83	34.85	35.88	36.96	38.07	39.22	40.38	41.61	42.85	44.13	45.46	46.84
<b>MO.</b>	4,508.62	4,644.05	4,782.78	4,926.46	5,075.09	5,227.03	5,382.27	5,544.12	5,710.92	5,882.68	6,057.74	6,241.06	6,427.68	6,619.26	6,819.09	7,025.53

**225 Days - 8.0 Hours**

# Clayton County Public Schools

## Salary Schedule

### 225 Days - 8.0 Hours

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
YR.	54,103.50	55,728.59	57,393.31	59,117.49	60,901.12	62,724.39	64,587.29	66,529.47	68,531.10	70,592.18	72,692.91	74,892.72	77,132.17	79,431.07	81,829.06	84,306.33

#### GRADE 27

HR.	32.68	33.66	34.66	35.69	36.76	37.86	39.01	40.18	41.38	42.63	43.90	45.23	46.57	47.98	49.41	50.90
MO.	4,901.68	5,048.67	5,198.96	5,354.20	5,514.40	5,679.55	5,851.30	6,026.36	6,206.38	6,394.65	6,584.57	6,784.41	6,985.89	7,197.28	7,411.98	7,634.94
YR.	58,820.21	60,584.03	62,387.48	64,250.38	66,172.74	68,154.55	70,215.64	72,316.36	74,476.54	76,735.80	79,014.89	81,412.88	83,830.70	86,367.42	88,943.77	91,619.22

#### GRADE 28

HR.	35.51	36.58	37.65	38.81	39.97	41.17	42.41	43.68	44.98	46.33	47.73	49.15	50.64	52.14	53.71	55.33
MO.	5,326.12	5,486.32	5,648.17	5,821.58	5,994.98	6,175.00	6,361.62	6,551.54	6,746.42	6,949.56	7,159.30	7,372.34	7,595.30	7,821.56	8,056.07	8,298.84
YR.	63,913.47	65,835.83	67,778.01	69,858.91	71,939.82	74,099.99	76,339.44	78,618.53	80,957.07	83,394.70	85,911.60	88,468.14	91,143.59	93,858.67	96,672.85	99,586.11

#### GRADE 29

HR.	38.59	39.76	40.95	42.17	43.45	44.74	46.09	47.46	48.90	50.36	51.87	53.43	55.04	56.69	58.38	60.13
MO.	5,788.55	5,963.61	6,141.97	6,325.29	6,516.86	6,711.74	6,913.22	7,119.66	7,334.36	7,554.01	7,780.27	8,014.78	8,255.90	8,503.63	8,756.31	9,018.90
YR.	69,462.55	71,563.27	73,703.63	75,903.44	78,202.35	80,540.89	82,958.70	85,435.97	88,012.32	90,648.13	93,363.22	96,177.39	99,070.84	102,043.56	105,075.73	108,226.82

#### GRADE 30

HR.	41.96	43.20	44.51	45.83	47.22	48.64	50.10	51.60	53.16	54.74	56.38	58.08	59.82	61.61	63.46	65.36
MO.	6,293.91	6,480.53	6,677.06	6,875.24	7,083.33	7,296.38	7,514.37	7,740.63	7,973.49	8,211.31	8,457.39	8,711.72	8,972.66	9,241.86	9,519.31	9,803.37
YR.	75,526.90	77,766.35	80,124.71	82,502.88	84,999.97	87,556.51	90,172.50	92,887.58	95,681.94	98,535.75	101,488.65	104,540.64	107,671.91	110,902.26	114,231.71	117,640.43

#### GRADE 31

HR.	45.60	46.97	48.38	49.83	51.33	52.86	54.46	56.09	57.77	59.51	61.29	63.13	65.01	66.96	68.98	71.05
MO.	6,840.56	7,045.35	7,256.74	7,474.74	7,699.34	7,928.90	8,168.37	8,412.80	8,665.48	8,926.42	9,193.96	9,469.76	9,752.17	10,044.49	10,346.72	10,657.20
YR.	82,086.70	84,544.15	87,080.87	89,696.86	92,392.13	95,146.85	98,020.48	100,953.56	103,985.74	107,117.00	110,327.54	113,637.17	117,026.07	120,533.88	124,160.59	127,886.40

#### GRADE 32

HR.	49.57	51.05	52.58	54.17	55.80	57.46	59.18	60.96	62.79	64.68	66.62	68.61	70.67	72.80	74.98	77.22
MO.	7,435.10	7,658.06	7,887.62	8,125.43	8,369.86	8,619.24	8,876.87	9,144.42	9,418.57	9,702.63	9,993.29	10,292.22	10,601.05	10,919.79	11,246.79	11,583.70
YR.	89,221.23	91,896.68	94,651.40	97,505.21	100,438.29	103,430.83	106,522.46	109,732.99	113,022.80	116,431.52	119,919.51	123,506.60	127,212.59	131,037.49	134,961.48	139,004.37

#### GRADE 33

# Clayton County Public Schools

## Salary Schedule

### 225 Days - 8.0 Hours

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
HR.	53.87	55.49	57.15	58.87	60.64	62.46	64.33	66.26	68.25	70.30	72.40	74.58	76.82	79.13	81.50	83.94
MO.	8,080.84	8,323.62	8,572.99	8,830.63	9,096.52	9,369.02	9,649.78	9,938.79	10,237.72	10,544.90	10,860.34	11,187.34	11,522.59	11,869.41	12,224.48	12,591.12
YR.	96,970.12	99,883.38	102,875.92	105,967.55	109,158.27	112,428.26	115,797.34	119,265.52	122,852.60	126,538.77	130,324.03	134,248.02	138,271.10	142,432.91	146,693.81	151,093.43

**GRADE 34**

HR.	58.56	60.32	62.13	64.00	65.92	67.89	69.92	72.03	74.19	76.42	78.70	81.07	83.50	86.00	88.58	91.24
MO.	8,784.39	9,048.63	9,319.48	9,600.23	9,887.60	10,183.22	10,488.75	10,804.18	11,127.88	11,463.14	11,805.00	12,160.08	12,525.06	12,899.95	13,286.41	13,686.07
YR.	105,412.64	108,583.54	111,833.72	115,202.80	118,651.15	122,198.60	125,864.95	129,650.22	133,534.57	137,557.65	141,660.00	145,920.90	150,300.71	154,799.43	159,436.87	164,232.86

**GRADE 35**

HR.												85.55	88.11	90.76	93.49	96.28	99.17
MO.												12,832.24	13,217.04	13,613.40	14,022.98	14,442.46	14,875.16
YR.												153,986.88	158,604.51	163,360.86	168,275.75	173,309.56	178,501.91

**GRADE 36**

HR.																101.61	104.65	107.80
MO.																15,241.79	15,697.61	16,169.94
YR.																182,901.54	188,371.34	194,039.33

**Clayton County Public Schools  
Salary Schedule  
225 Days - 7.5 Hours**

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 19**

HR.	16.77	17.26	17.79	18.33	18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.63	25.36	26.12
MO.	2,358.05	2,427.72	2,502.04	2,577.91	2,653.77	2,734.28	2,814.79	2,899.95	2,986.65	3,076.46	3,167.80	3,263.80	3,361.34	3,463.53	3,565.72	3,672.55
YR.	28,296.58	29,132.65	30,024.47	30,934.86	31,845.26	32,811.39	33,777.53	34,799.40	35,839.85	36,917.46	38,013.65	39,165.58	40,336.09	41,562.34	42,788.58	44,070.57

# Clayton County Public Schools

## Salary Schedule

### 220 Days - 8.0 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

#### GRADE 19

<b>HR.</b>	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
<b>MO.</b>	2,392.78	2,463.47	2,538.89	2,615.87	2,692.85	2,774.55	2,856.25	2,942.66	3,030.64	3,121.76	3,214.46	3,311.86	3,410.84	3,514.54	3,618.23	3,726.63
<b>YR.</b>	28,713.30	29,561.69	30,466.64	31,390.44	32,314.25	33,294.61	34,274.97	35,311.89	36,367.67	37,461.15	38,573.48	39,742.38	40,930.12	42,174.43	43,418.74	44,719.60

#### GRADE 24

<b>HR.</b>	24.76	25.48	26.26	27.05	27.85	28.69	29.55	30.44	31.35	32.30	33.26	34.26	35.30	36.35	37.44	38.55
<b>MO.</b>	3,630.80	3,737.63	3,850.75	3,967.01	4,084.84	4,207.39	4,334.65	4,465.05	4,598.59	4,736.85	4,878.24	5,024.36	5,176.75	5,330.72	5,490.97	5,654.36
<b>YR.</b>	43,569.56	44,851.57	46,209.00	47,604.13	49,018.11	50,488.66	52,015.76	53,580.57	55,183.08	56,842.16	58,538.94	60,292.28	62,121.03	63,968.64	65,891.65	67,852.38

#### GRADE 28

<b>HR.</b>	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
<b>MO.</b>	5,066.78	5,219.17	5,373.14	5,538.10	5,703.07	5,874.32	6,051.85	6,232.53	6,417.92	6,611.16	6,810.69	7,013.36	7,225.46	7,440.70	7,663.79	7,894.74
<b>YR.</b>	60,801.31	62,630.06	64,477.67	66,457.25	68,436.83	70,491.82	72,622.22	74,790.33	77,015.00	79,333.93	81,728.28	84,160.33	86,705.50	89,288.38	91,965.52	94,736.93

#### GRADE 30

<b>HR.</b>	40.82	42.03	43.31	44.59	45.94	47.33	48.74	50.21	51.72	53.26	54.86	56.51	58.20	59.94	61.74	63.59
<b>MO.</b>	5,987.44	6,164.97	6,351.93	6,540.46	6,738.42	6,941.09	7,148.47	7,363.71	7,585.24	7,811.48	8,045.57	8,287.52	8,535.75	8,791.84	9,055.78	9,326.01
<b>YR.</b>	71,849.24	73,979.64	76,223.16	78,485.54	80,861.03	83,293.08	85,781.70	88,364.57	91,022.86	93,737.71	96,546.83	99,450.21	102,429.00	105,502.06	108,669.38	111,912.12

**Clayton County Public Schools  
Salary Schedule  
215 Days - 8.0 Hours**

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 21**

HR.	19.27	19.85	20.45	21.06	21.69	22.35	23.02	23.69	24.41	25.15	25.90	26.68	27.49	28.31	29.16	30.03
MO.	2,762.16	2,845.07	2,931.05	3,018.57	3,109.16	3,202.82	3,299.55	3,396.28	3,499.15	3,605.09	3,712.56	3,824.65	3,939.80	4,058.03	4,179.32	4,303.69
YR.	33,145.93	34,140.86	35,172.64	36,222.84	37,309.90	38,433.80	39,594.55	40,755.30	41,989.75	43,261.05	44,550.78	45,895.78	47,277.63	48,696.32	50,151.87	51,644.27

**GRADE 28**

HR.	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
MO.	4,951.62	5,100.55	5,251.02	5,412.24	5,573.45	5,740.81	5,914.31	6,090.88	6,272.05	6,460.91	6,655.90	6,853.97	7,061.24	7,271.59	7,489.62	7,715.32
YR.	59,419.46	61,206.65	63,012.27	64,946.86	66,881.44	68,889.73	70,971.71	73,090.55	75,264.65	77,530.89	79,870.81	82,247.59	84,734.92	87,259.10	89,875.39	92,583.82

# Clayton County Public Schools

## Salary Schedule

### 210 Days - 8.0 Hours

STEP																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	

#### GRADE 19

<b>HR.</b>	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
<b>MO.</b>	2,284.01	2,351.50	2,423.48	2,496.97	2,570.45	2,648.43	2,726.42	2,808.90	2,892.88	2,979.86	3,068.35	3,161.33	3,255.81	3,354.78	3,453.76	3,557.24
<b>YR.</b>	27,408.15	28,217.98	29,081.79	29,963.61	30,845.42	31,781.22	32,717.02	33,706.81	34,714.59	35,758.37	36,820.14	37,935.91	39,069.66	40,257.41	41,445.16	42,686.89

#### GRADE 22

<b>HR.</b>	20.95	21.57	22.23	22.89	23.58	24.28	25.01	25.77	26.54	27.34	28.15	29.00	29.87	30.75	31.70	32.64
<b>MO.</b>	2,933.37	3,020.36	3,111.84	3,204.82	3,300.80	3,399.77	3,501.75	3,608.23	3,716.21	3,827.18	3,941.16	4,059.63	4,181.11	4,305.58	4,437.55	4,569.52
<b>YR.</b>	35,200.49	36,244.27	37,342.03	38,457.79	39,609.55	40,797.29	42,021.03	43,298.76	44,594.48	45,926.20	47,293.91	48,715.61	50,173.29	51,666.98	53,250.64	54,834.30

#### GRADE 27

<b>HR.</b>	31.79	32.75	33.72	34.73	35.77	36.84	37.95	39.09	40.26	41.48	42.71	44.00	45.31	46.68	48.08	49.52
<b>MO.</b>	4,451.05	4,584.52	4,720.99	4,861.96	5,007.43	5,157.40	5,313.37	5,472.33	5,635.80	5,806.76	5,979.22	6,160.69	6,343.65	6,535.61	6,730.56	6,933.02
<b>YR.</b>	53,412.60	55,014.26	56,651.91	58,343.55	60,089.18	61,888.79	63,760.39	65,667.99	67,629.57	69,681.13	71,750.69	73,928.23	76,123.76	78,427.27	80,766.77	83,196.25

#### GRADE 28

<b>HR.</b>	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
<b>MO.</b>	4,836.47	4,981.94	5,128.91	5,286.37	5,443.84	5,607.30	5,776.77	5,949.23	6,126.19	6,310.65	6,501.11	6,694.57	6,897.03	7,102.48	7,315.44	7,535.89
<b>YR.</b>	58,037.62	59,783.24	61,546.87	63,436.46	65,326.06	67,287.64	69,321.21	71,390.77	73,514.31	75,727.84	78,013.35	80,334.86	82,764.34	85,229.81	87,785.27	90,430.70

#### GRADE 29

<b>HR.</b>	37.55	38.68	39.84	41.03	42.27	43.53	44.84	46.18	47.57	49.00	50.46	51.99	53.55	55.16	56.80	58.50
<b>MO.</b>	5,256.38	5,415.34	5,577.31	5,743.77	5,917.74	6,094.70	6,277.66	6,465.12	6,660.08	6,859.54	7,064.99	7,277.95	7,496.90	7,721.85	7,951.30	8,189.75
<b>YR.</b>	63,076.54	64,984.13	66,927.72	68,925.29	71,012.85	73,136.39	75,331.93	77,581.45	79,920.95	82,314.44	84,779.91	87,335.36	89,962.80	92,662.23	95,415.64	98,277.03

#### GRADE 30

<b>HR.</b>	40.82	42.03	43.31	44.59	45.94	47.33	48.74	50.21	51.72	53.26	54.86	56.51	58.20	59.94	61.74	63.59
<b>MO.</b>	5,715.28	5,884.74	6,063.21	6,243.17	6,432.13	6,625.59	6,823.54	7,029.00	7,240.46	7,456.41	7,679.86	7,910.81	8,147.76	8,392.21	8,644.16	8,902.10
<b>YR.</b>	68,583.37	70,616.93	72,758.47	74,918.01	77,185.53	79,507.03	81,882.53	84,348.00	86,885.46	89,476.91	92,158.34	94,929.74	97,773.14	100,706.51	103,729.87	106,825.21

**210 Days - 8.0 Hours**

# Clayton County Public Schools

## Salary Schedule

### 205 Days - 8.0 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

#### GRADE 18

<b>HR.</b>	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
<b>MO.</b>	2,051.03	2,112.51	2,175.46	2,241.34	2,307.22	2,377.49	2,449.23	2,522.43	2,598.55	2,676.14	2,756.66	2,838.64	2,925.02	3,011.39	3,102.16	3,195.85
<b>YR.</b>	24,612.32	25,350.16	26,105.57	26,896.12	27,686.66	28,529.91	29,390.73	30,269.11	31,182.63	32,113.72	33,079.94	34,063.73	35,100.22	36,136.72	37,225.91	38,350.25

#### GRADE 20

<b>HR.</b>	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
<b>MO.</b>	2,422.88	2,496.07	2,570.74	2,646.86	2,727.38	2,809.36	2,892.81	2,980.65	3,069.95	3,162.18	3,255.88	3,353.96	3,454.98	3,558.92	3,665.79	3,775.59
<b>YR.</b>	29,074.51	29,952.89	30,848.85	31,762.37	32,728.59	33,712.38	34,713.74	35,767.80	36,839.42	37,946.19	39,070.52	40,247.55	41,459.72	42,707.03	43,989.47	45,307.05

#### GRADE 23

<b>HR.</b>	22.76	23.45	24.16	24.88	25.63	26.39	27.19	28.00	28.85	29.70	30.60	31.51	32.46	33.44	34.45	35.48
<b>MO.</b>	3,110.94	3,204.64	3,301.26	3,400.81	3,503.29	3,607.23	3,715.56	3,826.83	3,942.48	4,059.60	4,182.57	4,307.01	4,435.84	4,570.52	4,708.14	4,848.68
<b>YR.</b>	37,331.32	38,455.65	39,615.12	40,809.72	42,039.46	43,286.76	44,586.77	45,921.92	47,309.76	48,715.18	50,190.86	51,684.11	53,230.07	54,846.30	56,497.66	58,184.16

#### GRADE 28

<b>HR.</b>	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
<b>MO.</b>	4,721.31	4,863.32	5,006.79	5,160.51	5,314.22	5,473.80	5,639.23	5,807.58	5,980.33	6,160.40	6,346.32	6,535.18	6,732.81	6,933.38	7,141.26	7,356.47
<b>YR.</b>	56,655.77	58,359.83	60,081.47	61,926.07	63,770.68	65,685.56	67,670.70	69,690.99	71,763.97	73,924.80	76,155.89	78,422.12	80,793.76	83,200.53	85,695.14	88,277.59

#### GRADE 29

<b>HR.</b>	37.55	38.68	39.84	41.03	42.27	43.53	44.84	46.18	47.57	49.00	50.46	51.99	53.55	55.16	56.80	58.50
<b>MO.</b>	5,131.23	5,286.41	5,444.52	5,607.02	5,776.84	5,949.59	6,128.19	6,311.19	6,501.51	6,696.21	6,896.78	7,104.66	7,318.40	7,538.00	7,761.99	7,994.76
<b>YR.</b>	61,574.72	63,436.89	65,334.20	67,284.21	69,322.07	71,395.05	73,538.31	75,734.27	78,018.07	80,354.57	82,761.34	85,255.95	87,820.83	90,455.98	93,143.84	95,937.10

# Clayton County Public Schools

## Salary Schedule

### 205 Days - 7.5 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

#### GRADE 15

HR.				12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
MO.				1,635.99	1,685.40	1,736.18	1,788.33	1,841.86	1,896.76	1,954.40	2,012.05	2,072.44	2,134.20	2,198.70	2,264.58	2,333.21
YR.				19,631.88	20,224.79	20,834.17	21,460.02	22,102.34	22,761.13	23,452.85	24,144.58	24,869.25	25,610.38	26,384.46	27,175.01	27,998.49

#### GRADE 16

HR.	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
MO.	1,627.76	1,675.79	1,727.95	1,778.73	1,830.88	1,887.15	1,942.05	2,001.07	2,062.83	2,123.22	2,187.73	2,252.23	2,320.86	2,390.85	2,462.22	2,536.33
YR.	19,533.06	20,109.50	20,735.35	21,344.73	21,970.58	22,645.84	23,304.63	24,012.82	24,753.96	25,478.63	26,252.70	27,026.78	27,850.26	28,690.22	29,546.64	30,436.01

#### GRADE 17

HR.		14.21	14.65	15.08	15.54	16.00	16.49	16.99	17.49	18.02	18.55	19.11	19.69	20.27	20.89	21.51
MO.		1,821.27	1,877.55	1,932.44	1,991.46	2,050.48	2,112.24	2,176.75	2,241.25	2,308.50	2,377.13	2,448.50	2,522.61	2,596.72	2,676.33	2,755.93
YR.		21,855.29	22,530.55	23,189.34	23,897.53	24,605.73	25,346.87	26,120.94	26,895.02	27,702.04	28,525.52	29,381.94	30,271.31	31,160.67	32,115.92	33,071.16

#### GRADE 18

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	1,922.84	1,980.48	2,039.50	2,101.26	2,163.02	2,228.90	2,296.15	2,364.77	2,436.14	2,508.88	2,584.37	2,661.23	2,742.21	2,823.18	2,908.27	2,996.11
YR.	23,074.05	23,765.78	24,473.97	25,215.11	25,956.25	26,746.79	27,553.81	28,377.29	29,233.72	30,106.61	31,012.45	31,934.75	32,906.46	33,878.17	34,899.29	35,953.36

#### GRADE 19

HR.	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
MO.	2,090.28	2,152.04	2,217.92	2,285.17	2,352.42	2,423.79	2,495.16	2,570.65	2,647.50	2,727.11	2,808.08	2,893.18	2,979.64	3,070.23	3,160.81	3,255.51
YR.	25,083.35	25,824.49	26,615.04	27,422.05	28,229.07	29,085.49	29,941.91	30,847.75	31,770.05	32,725.29	33,697.01	34,718.13	35,755.72	36,842.72	37,929.72	39,066.13

# Clayton County Public Schools

## Salary Schedule

### 200 Days - 8.0 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 22**

<b>HR.</b>	20.95	21.57	22.23	22.89	23.58	24.28	25.01	25.77	26.54	27.34	28.15	29.00	29.87	30.75	31.70	32.64
<b>MO.</b>	2,793.69	2,876.53	2,963.65	3,052.21	3,143.61	3,237.88	3,335.00	3,436.41	3,539.24	3,644.94	3,753.48	3,866.32	3,982.01	4,100.55	4,226.24	4,351.93
<b>YR.</b>	33,524.28	34,518.35	35,563.84	36,626.47	37,723.38	38,854.57	40,020.03	41,236.92	42,470.94	43,739.24	45,041.82	46,395.81	47,784.09	49,206.64	50,714.89	52,223.14

**GRADE 23**

<b>HR.</b>	22.76	23.45	24.16	24.88	25.63	26.39	27.19	28.00	28.85	29.70	30.60	31.51	32.46	33.44	34.45	35.48
<b>MO.</b>	3,035.07	3,126.48	3,220.74	3,317.86	3,417.84	3,519.25	3,624.94	3,733.49	3,846.32	3,960.58	4,080.56	4,201.96	4,327.65	4,459.05	4,593.31	4,730.42
<b>YR.</b>	36,420.80	37,517.71	38,648.90	39,814.36	41,014.11	42,230.99	43,499.29	44,801.87	46,155.87	47,527.00	48,966.69	50,423.53	51,931.78	53,508.58	55,119.67	56,765.03

**GRADE 25**

<b>HR.</b>	26.90	27.71	28.55	29.39	30.28	31.19	32.13	33.09	34.07	35.09	36.16	37.25	38.36	39.52	40.69	41.91
<b>MO.</b>	3,586.38	3,694.93	3,806.33	3,919.16	4,037.71	4,159.11	4,283.37	4,411.92	4,543.32	4,679.00	4,821.83	4,966.08	5,114.62	5,268.88	5,425.99	5,587.38
<b>YR.</b>	43,036.53	44,339.11	45,675.97	47,029.96	48,452.52	49,909.35	51,400.46	52,942.99	54,519.80	56,148.02	57,861.94	59,593.00	61,375.48	63,226.51	65,111.82	67,048.55

**GRADE 28**

<b>HR.</b>	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
<b>MO.</b>	4,606.16	4,744.70	4,884.67	5,034.64	5,184.61	5,340.29	5,501.68	5,665.93	5,834.47	6,010.15	6,191.54	6,375.78	6,568.60	6,764.27	6,967.08	7,177.04
<b>YR.</b>	55,273.92	56,936.42	58,616.06	60,415.68	62,215.30	64,083.47	66,020.20	67,991.21	70,013.63	72,121.75	74,298.43	76,509.39	78,823.18	81,171.25	83,605.02	86,124.48

# Clayton County Public Schools

## Salary Schedule

### 195 Days - 8.0 Hours

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 12**

HR.	9.09	9.37	9.65	9.94	10.24	10.55	10.87	11.19	11.53	11.88	12.23	12.60	12.97	13.36	13.76	14.17
MO.	1,182.28	1,218.49	1,254.70	1,292.30	1,331.29	1,371.67	1,413.45	1,455.23	1,498.39	1,544.35	1,590.30	1,637.65	1,686.39	1,736.52	1,789.44	1,842.36
YR.	14,187.40	14,621.88	15,056.36	15,507.55	15,975.45	16,460.06	16,961.38	17,462.70	17,980.73	18,532.19	19,083.64	19,651.81	20,236.68	20,838.27	21,473.28	22,108.28

**GRADE 13**

HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,405.09	1,446.87	1,490.04	1,535.99	1,581.95	1,627.90	1,678.03	1,728.17	1,779.69	1,832.61	1,888.31	1,944.01	2,003.89
YR.				16,861.12	17,362.44	17,880.47	18,431.92	18,983.38	19,534.83	20,136.42	20,738.00	21,356.30	21,991.31	22,659.74	23,328.17	24,046.73

**GRADE 15**

HR.	11.68	12.04	12.39	12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
MO.	1,517.89	1,565.24	1,611.19	1,659.93	1,710.06	1,761.59	1,814.51	1,868.82	1,924.52	1,983.01	2,041.49	2,102.77	2,165.43	2,230.88	2,297.72	2,367.35
YR.	18,214.68	18,782.85	19,334.30	19,919.18	20,520.76	21,139.06	21,774.07	22,425.79	23,094.22	23,796.07	24,497.92	25,233.19	25,985.17	26,770.57	27,572.69	28,408.22

**GRADE 17**

HR.	13.81	14.21	14.65	15.08	15.54	16.00	16.49	16.99	17.49	18.02	18.55	19.11	19.69	20.27	20.89	21.51
MO.	1,795.01	1,847.93	1,905.02	1,960.72	2,020.60	2,080.48	2,143.15	2,208.60	2,274.05	2,342.29	2,411.91	2,484.33	2,559.53	2,634.72	2,715.49	2,796.26
YR.	21,540.12	22,175.13	22,860.26	23,528.69	24,247.25	24,965.82	25,717.80	26,503.20	27,288.61	28,107.43	28,942.97	29,811.92	30,714.30	31,616.68	32,585.90	33,555.13

**GRADE 18**

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	1,950.98	2,009.46	2,069.34	2,132.01	2,194.67	2,261.52	2,329.75	2,399.38	2,471.79	2,545.60	2,622.19	2,700.17	2,782.33	2,864.50	2,950.83	3,039.96
YR.	23,411.72	24,113.57	24,832.13	25,584.11	26,336.09	27,138.21	27,957.03	28,792.57	29,661.53	30,547.20	31,466.29	32,402.09	33,388.02	34,373.95	35,410.02	36,479.50

**GRADE 19**

HR.	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
MO.	2,120.87	2,183.53	2,250.38	2,318.61	2,386.85	2,459.26	2,531.67	2,608.26	2,686.25	2,767.02	2,849.18	2,935.52	3,023.25	3,115.16	3,207.07	3,303.15
YR.	25,450.43	26,202.41	27,004.52	27,823.35	28,642.17	29,511.13	30,380.09	31,299.18	32,234.98	33,204.20	34,190.13	35,226.20	36,278.97	37,381.88	38,484.79	39,637.83

**GRADE 20**

HR.	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
MO.	2,304.69	2,374.31	2,445.34	2,517.75	2,594.34	2,672.32	2,751.70	2,835.25	2,920.20	3,007.93	3,097.05	3,190.35	3,286.44	3,385.31	3,486.97	3,591.41
YR.	27,656.24	28,491.78	29,344.02	30,212.98	31,132.07	32,067.87	33,020.38	34,023.03	35,042.38	36,095.16	37,164.64	38,284.26	39,437.30	40,623.76	41,843.64	43,096.95

# Clayton County Public Schools

## Salary Schedule

### 195 Days - 8.0 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 23**

HR.	22.76	23.45	24.16	24.88	25.63	26.39	27.19	28.00	28.85	29.70	30.60	31.51	32.46	33.44	34.45	35.48
MO.	2,959.19	3,048.31	3,140.22	3,234.92	3,332.40	3,431.27	3,534.32	3,640.15	3,750.16	3,861.57	3,978.54	4,096.91	4,219.46	4,347.57	4,478.47	4,612.16
YR.	35,510.28	36,579.77	37,682.67	38,819.00	39,988.75	41,175.21	42,411.81	43,681.82	45,001.97	46,338.83	47,742.53	49,162.94	50,633.48	52,170.87	53,741.68	55,345.90

**GRADE 25**

HR.	26.90	27.71	28.55	29.39	30.28	31.19	32.13	33.09	34.07	35.09	36.16	37.25	38.36	39.52	40.69	41.91
MO.	3,496.72	3,602.55	3,711.17	3,821.18	3,936.77	4,055.13	4,176.29	4,301.62	4,429.73	4,562.03	4,701.28	4,841.93	4,986.76	5,137.15	5,290.34	5,447.69
YR.	41,960.62	43,230.63	44,534.07	45,854.22	47,241.21	48,661.62	50,115.45	51,619.41	53,156.80	54,744.32	56,415.39	58,103.17	59,841.09	61,645.85	63,484.03	65,372.34

# Clayton County Public Schools

## Salary Schedule

### 195 Days - 7.5 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

#### GRADE 15

<b>HR.</b>	11.68	12.04	12.39	12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
<b>MO.</b>	1,423.02	1,467.41	1,510.49	1,556.19	1,603.18	1,651.49	1,701.10	1,752.01	1,804.24	1,859.07	1,913.90	1,971.34	2,030.09	2,091.45	2,154.12	2,219.39
<b>YR.</b>	17,076.27	17,608.92	18,125.91	18,674.23	19,238.22	19,817.87	20,413.19	21,024.17	21,650.83	22,308.81	22,966.80	23,656.11	24,361.10	25,097.41	25,849.40	26,632.71

#### GRADE 16

<b>HR.</b>	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
<b>MO.</b>	1,548.35	1,594.05	1,643.66	1,691.96	1,741.57	1,795.10	1,847.32	1,903.46	1,962.20	2,019.65	2,081.01	2,142.37	2,207.64	2,274.22	2,342.11	2,412.61
<b>YR.</b>	18,580.23	19,128.55	19,723.87	20,303.52	20,898.84	21,541.16	22,167.81	22,841.47	23,546.45	24,235.77	24,972.08	25,708.40	26,491.71	27,290.69	28,105.34	28,951.32

#### GRADE 17

<b>HR.</b>	13.81	14.21	14.65	15.08	15.54	16.00	16.49	16.99	17.49	18.02	18.55	19.11	19.69	20.27	20.89	21.51
<b>MO.</b>	1,682.82	1,732.43	1,785.96	1,838.18	1,894.32	1,950.45	2,009.20	2,070.56	2,131.92	2,195.89	2,261.17	2,329.06	2,399.55	2,470.05	2,545.77	2,621.49
<b>YR.</b>	20,193.86	20,789.18	21,431.50	22,058.15	22,731.80	23,405.45	24,110.44	24,846.75	25,583.07	26,350.72	27,134.03	27,948.68	28,794.66	29,640.64	30,549.29	31,457.93

#### GRADE 18

<b>HR.</b>	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
<b>MO.</b>	1,829.04	1,883.87	1,940.01	1,998.76	2,057.51	2,120.17	2,184.14	2,249.42	2,317.31	2,386.50	2,458.30	2,531.41	2,608.44	2,685.46	2,766.41	2,849.96
<b>YR.</b>	21,948.49	22,606.47	23,280.12	23,985.11	24,690.09	25,442.07	26,209.72	26,993.03	27,807.68	28,638.00	29,499.64	30,376.96	31,301.27	32,225.58	33,196.89	34,199.53

#### GRADE 19

<b>HR.</b>	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
<b>MO.</b>	1,988.31	2,047.06	2,109.73	2,173.70	2,237.67	2,305.56	2,373.44	2,445.25	2,518.36	2,594.08	2,671.10	2,752.05	2,834.29	2,920.46	3,006.62	3,096.71
<b>YR.</b>	23,859.77	24,564.76	25,316.74	26,084.39	26,852.04	27,666.69	28,481.33	29,342.98	30,220.29	31,128.94	32,053.25	33,024.56	34,011.54	35,045.51	36,079.49	37,160.46

# Clayton County Public Schools

## Salary Schedule

### 195 Days - 6.5 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 20**

HR.	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
MO.	1,872.56	1,929.13	1,986.83	2,045.67	2,107.90	2,171.26	2,235.76	2,303.64	2,372.66	2,443.94	2,516.36	2,592.16	2,670.23	2,750.57	2,833.16	2,918.02
YR.	22,470.70	23,149.57	23,842.02	24,548.05	25,294.81	26,055.15	26,829.06	27,643.71	28,471.93	29,327.31	30,196.27	31,105.96	32,042.81	33,006.81	33,997.96	35,016.27

**GRADE 23**

HR.	22.76	23.45	24.16	24.88	25.63	26.39	27.19	28.00	28.85	29.70	30.60	31.51	32.46	33.44	34.45	35.48
MO.	2,404.34	2,476.75	2,551.43	2,628.37	2,707.57	2,787.91	2,871.63	2,957.62	3,047.01	3,137.52	3,232.57	3,328.74	3,428.31	3,532.40	3,638.76	3,747.38
YR.	28,852.10	29,721.06	30,617.17	31,540.44	32,490.86	33,454.86	34,459.59	35,491.48	36,564.10	37,650.30	38,790.80	39,944.89	41,139.70	42,388.83	43,665.11	44,968.55

**GRADE 24**

HR.	24.76	25.48	26.26	27.05	27.85	28.69	29.55	30.44	31.35	32.30	33.26	34.26	35.30	36.35	37.44	38.55
MO.	2,614.79	2,691.73	2,773.20	2,856.92	2,941.78	3,030.04	3,121.68	3,215.60	3,311.77	3,411.34	3,513.17	3,618.39	3,728.14	3,839.03	3,954.44	4,072.11
YR.	31,377.51	32,300.78	33,278.35	34,283.09	35,301.40	36,360.44	37,460.21	38,587.14	39,741.23	40,936.04	42,158.01	43,420.72	44,737.73	46,068.32	47,453.22	48,865.28

# Clayton County Public Schools

## Salary Schedule

### 190 Days - 8.0 Hours

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

#### GRADE 18

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	1,900.95	1,957.94	2,016.28	2,077.34	2,138.40	2,203.53	2,270.02	2,337.86	2,408.41	2,480.33	2,554.95	2,630.94	2,710.99	2,791.05	2,875.17	2,962.01
YR.	22,811.42	23,495.27	24,195.41	24,928.11	25,660.81	26,442.36	27,240.19	28,054.30	28,900.98	29,763.93	30,659.46	31,571.26	32,531.92	33,492.57	34,502.07	35,544.13

#### GRADE 19

HR.	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
MO.	2,066.49	2,127.55	2,192.67	2,259.16	2,325.65	2,396.20	2,466.76	2,541.39	2,617.37	2,696.07	2,776.12	2,860.25	2,945.73	3,035.28	3,124.83	3,218.46
YR.	24,797.85	25,530.55	26,312.10	27,109.93	27,907.76	28,754.44	29,601.11	30,496.64	31,408.44	32,352.81	33,313.46	34,322.96	35,348.74	36,423.37	37,498.00	38,621.47

#### GRADE 20

HR.	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
MO.	2,245.59	2,313.43	2,382.63	2,453.19	2,527.82	2,603.80	2,681.14	2,762.55	2,845.32	2,930.80	3,017.64	3,108.55	3,202.17	3,298.51	3,397.56	3,499.32
YR.	26,947.11	27,761.22	28,591.61	29,438.29	30,333.81	31,245.62	32,173.71	33,150.64	34,143.86	35,169.64	36,211.70	37,302.61	38,426.09	39,582.13	40,770.73	41,991.90

#### GRADE 21

HR.	19.27	19.85	20.45	21.06	21.69	22.35	23.02	23.69	24.41	25.15	25.90	26.68	27.49	28.31	29.16	30.03
MO.	2,440.98	2,514.25	2,590.23	2,667.57	2,747.63	2,830.40	2,915.88	3,001.36	3,092.27	3,185.89	3,280.87	3,379.92	3,481.69	3,586.16	3,693.35	3,803.26
YR.	29,291.75	30,170.99	31,082.80	32,010.88	32,971.54	33,964.75	34,990.53	36,016.31	37,107.22	38,230.70	39,370.46	40,559.06	41,780.23	43,033.96	44,320.26	45,639.12

#### GRADE 22

HR.	20.95	21.57	22.23	22.89	23.58	24.28	25.01	25.77	26.54	27.34	28.15	29.00	29.87	30.75	31.70	32.64
MO.	2,654.01	2,732.70	2,815.47	2,899.60	2,986.43	3,075.99	3,168.25	3,264.59	3,362.28	3,462.69	3,565.81	3,673.00	3,782.91	3,895.53	4,014.93	4,134.33
YR.	31,848.06	32,792.43	33,785.65	34,795.15	35,837.21	36,911.84	38,019.03	39,175.07	40,347.39	41,552.28	42,789.73	44,076.02	45,394.89	46,746.31	48,179.15	49,611.99

#### GRADE 25

HR.	26.90	27.71	28.55	29.39	30.28	31.19	32.13	33.09	34.07	35.09	36.16	37.25	38.36	39.52	40.69	41.91
MO.	3,407.06	3,510.18	3,616.01	3,723.21	3,835.82	3,951.16	4,069.20	4,191.32	4,316.15	4,445.05	4,580.74	4,717.78	4,858.89	5,005.43	5,154.69	5,308.01
YR.	40,884.70	42,122.15	43,392.17	44,678.47	46,029.89	47,413.88	48,830.44	50,295.84	51,793.81	53,340.62	54,968.84	56,613.35	58,306.70	60,065.18	61,856.23	63,696.12

#### GRADE 28

HR.	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
MO.	4,375.85	4,507.47	4,640.44	4,782.91	4,925.38	5,073.27	5,226.60	5,382.64	5,542.75	5,709.64	5,881.96	6,056.99	6,240.17	6,426.06	6,618.73	6,818.19
YR.	52,510.22	54,089.60	55,685.26	57,394.90	59,104.53	60,879.30	62,719.19	64,591.65	66,512.95	68,515.67	70,583.51	72,683.92	74,882.02	77,112.69	79,424.77	81,818.26

# Clayton County Public Schools

## Salary Schedule

### 190 Days - 7.5 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

#### GRADE 16

HR.	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
MO.	1,508.65	1,553.17	1,601.51	1,648.58	1,696.91	1,749.07	1,799.95	1,854.65	1,911.89	1,967.86	2,027.65	2,087.43	2,151.04	2,215.91	2,282.06	2,350.75
YR.	18,103.82	18,638.08	19,218.13	19,782.92	20,362.98	20,988.83	21,599.41	22,255.79	22,942.69	23,614.34	24,331.77	25,049.21	25,812.44	26,590.93	27,384.69	28,208.98

#### GRADE 18

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	1,782.14	1,835.57	1,890.27	1,947.51	2,004.75	2,065.81	2,128.14	2,191.74	2,257.89	2,325.31	2,395.27	2,466.50	2,541.56	2,616.61	2,695.47	2,776.89
YR.	21,385.70	22,026.82	22,683.20	23,370.10	24,057.01	24,789.71	25,537.68	26,300.91	27,094.67	27,903.69	28,743.24	29,598.06	30,498.67	31,399.28	32,345.69	33,322.62

#### GRADE 25

HR.	26.90	27.71	28.55	29.39	30.28	31.19	32.13	33.09	34.07	35.09	36.16	37.25	38.36	39.52	40.69	41.91
MO.	3,194.12	3,290.79	3,390.01	3,490.51	3,596.09	3,704.21	3,814.88	3,929.36	4,046.39	4,167.24	4,294.44	4,422.92	4,555.21	4,692.59	4,832.52	4,976.26
YR.	38,329.41	39,489.52	40,680.16	41,886.06	43,153.02	44,450.52	45,778.54	47,152.35	48,556.69	50,006.83	51,533.29	53,075.01	54,662.53	56,311.11	57,990.22	59,715.12

**Clayton County Public Schools**  
**Salary Schedule**  
**188 Days - 6.5 Hours**

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 13**

<b>HR.</b>					11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
<b>MO.</b>					1,133.38	1,167.20	1,203.20	1,239.19	1,275.19	1,314.46	1,353.73	1,394.09	1,435.54	1,479.18	1,522.81	1,569.72
<b>YR.</b>					13,600.58	14,006.37	14,438.34	14,870.31	15,302.28	15,773.53	16,244.77	16,729.10	17,226.52	17,750.13	18,273.73	18,836.60

# Clayton County Public Schools

## Salary Schedule

### 188 Days - All Hours

STEP																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	

**GRADE 13 (4 Hours per day)**

HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				677.33	697.47	718.28	740.43	762.58	784.73	808.90	833.07	857.90	883.41	910.26	937.11	965.98
YR.				8,127.92	8,369.59	8,619.30	8,885.13	9,150.96	9,416.79	9,706.79	9,996.78	10,294.83	10,600.94	10,923.15	11,245.37	11,591.76

**GRADE 13 (6 Hours per day)**

HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,015.99	1,046.20	1,077.41	1,110.64	1,143.87	1,177.10	1,213.35	1,249.60	1,286.85	1,325.12	1,365.39	1,405.67	1,448.97
YR.				12,191.88	12,554.38	12,928.96	13,327.70	13,726.44	14,125.19	14,560.18	14,995.17	15,442.25	15,901.41	16,384.73	16,868.06	17,387.63

**GRADE 13 (7 Hours per day)**

HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,185.32	1,220.56	1,256.98	1,295.75	1,334.52	1,373.28	1,415.57	1,457.86	1,501.33	1,545.97	1,592.96	1,639.95	1,690.46
YR.				14,223.86	14,646.77	15,083.78	15,548.98	16,014.18	16,479.38	16,986.88	17,494.37	18,015.96	18,551.64	19,115.52	19,679.40	20,285.57

**GRADE 15 (8 Hours per day)**

HR.	11.68	12.04	12.39	12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
MO.	1,463.40	1,509.05	1,553.35	1,600.34	1,648.68	1,698.35	1,749.37	1,801.73	1,855.43	1,911.82	1,968.21	2,027.28	2,087.70	2,150.80	2,215.24	2,282.37
YR.	17,560.82	18,108.59	18,640.25	19,204.13	19,784.12	20,380.22	20,992.43	21,620.76	22,265.19	22,941.85	23,618.50	24,327.38	25,052.37	25,809.58	26,582.90	27,388.44

**GRADE 18 (5 Hours per day)**

HR.				15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.				1,246.91	1,284.67	1,322.43	1,362.71	1,403.83	1,445.78	1,489.41	1,533.89	1,580.04	1,627.03	1,676.54	1,726.04	1,778.07	1,831.77
YR.				14,962.95	15,416.07	15,869.19	16,352.51	16,845.91	17,349.37	17,872.97	18,406.64	18,960.45	19,524.33	20,118.42	20,712.51	21,336.80	21,981.24

# Clayton County Public Schools

## Salary Schedule

### 188 Days - 8.0 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 16**

<b>HR.</b>	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
<b>MO.</b>	1,592.29	1,639.28	1,690.30	1,739.97	1,790.99	1,846.03	1,899.74	1,957.47	2,017.88	2,076.96	2,140.06	2,203.16	2,270.29	2,338.76	2,408.57	2,481.07
<b>YR.</b>	19,107.47	19,671.35	20,283.56	20,879.66	21,491.87	22,152.42	22,796.85	23,489.62	24,214.60	24,923.48	25,680.69	26,437.90	27,243.44	28,065.10	28,902.86	29,772.85

**GRADE 20**

<b>HR.</b>	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
<b>MO.</b>	2,221.95	2,289.08	2,357.55	2,427.37	2,501.21	2,576.39	2,652.92	2,733.47	2,815.37	2,899.95	2,985.88	3,075.83	3,168.47	3,263.79	3,361.80	3,462.49
<b>YR.</b>	26,663.45	27,469.00	28,290.65	29,128.41	30,014.51	30,916.72	31,835.04	32,801.69	33,784.45	34,799.43	35,830.53	36,909.95	38,021.60	39,165.47	40,341.56	41,549.88

**GRADE 22**

<b>HR.</b>	20.95	21.57	22.23	22.89	23.58	24.28	25.01	25.77	26.54	27.34	28.15	29.00	29.87	30.75	31.70	32.64
<b>MO.</b>	2,626.07	2,703.94	2,785.83	2,869.07	2,955.00	3,043.61	3,134.90	3,230.23	3,326.89	3,426.24	3,528.28	3,634.34	3,743.09	3,854.52	3,972.67	4,090.81
<b>YR.</b>	31,512.82	32,447.25	33,430.01	34,428.88	35,459.98	36,523.29	37,618.83	38,762.70	39,922.68	41,114.88	42,339.31	43,612.07	44,917.04	46,254.24	47,672.00	49,089.75

**Clayton County Public Schools  
Salary Schedule  
188 Days - 7.5 Hours**

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 16**

HR.	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
MO.	1,492.77	1,536.82	1,584.65	1,631.22	1,679.05	1,730.66	1,781.00	1,835.13	1,891.77	1,947.15	2,006.30	2,065.46	2,128.39	2,192.59	2,258.04	2,326.00
YR.	17,913.25	18,441.89	19,015.84	19,574.68	20,148.63	20,767.89	21,372.05	22,021.52	22,701.19	23,365.76	24,075.65	24,785.53	25,540.73	26,311.03	27,096.43	27,912.04

# Clayton County Public Schools

## Salary Schedule

### 186 Days - 5.0 Hours

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 13**

HR.			10.50	10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.			813.58	837.65	862.56	888.29	915.69	943.08	970.48	1,000.37	1,030.25	1,060.97	1,092.52	1,125.72	1,158.93	1,194.63
YR.			9,762.92	10,051.82	10,350.68	10,659.51	10,988.26	11,317.01	11,645.77	12,004.40	12,363.04	12,731.64	13,110.20	13,508.69	13,907.18	14,335.55

**GRADE 18**

HR.			15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.			1,233.65	1,271.01	1,308.36	1,348.21	1,388.89	1,430.40	1,473.57	1,517.57	1,563.23	1,609.72	1,658.70	1,707.68	1,759.15	1,812.28
YR.			14,803.77	15,252.07	15,700.36	16,178.55	16,666.69	17,164.80	17,682.83	18,210.83	18,758.75	19,316.63	19,904.40	20,492.16	21,109.82	21,747.40

**Clayton County Public Schools**  
**Salary Schedule**  
**185 Days - 8.0 Hours - Grade 15**

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>GRADE 15 - 8.0 Hours</b>																
<b>HR.</b>	11.68	12.04	12.39	12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
<b>MO.</b>	1,440.05	1,484.97	1,528.57	1,574.81	1,622.37	1,671.25	1,721.45	1,772.98	1,825.82	1,881.31	1,936.80	1,994.93	2,054.38	2,116.48	2,179.89	2,245.95
<b>YR.</b>	17,280.60	17,819.63	18,342.80	18,897.68	19,468.42	20,055.01	20,657.45	21,275.75	21,909.90	22,575.75	23,241.61	23,939.18	24,652.60	25,397.72	26,158.70	26,951.39

**Clayton County Public Schools  
Salary Schedule  
185 Days - 7.5 Hours - Grade 12**

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 12 - 7.5 Hours**

HR.	9.09	9.37	9.65	9.94	10.24	10.55	10.87	11.19	11.53	11.88	12.23	12.60	12.97	13.36	13.76	14.17
MO.	1,051.55	1,083.75	1,115.96	1,149.40	1,184.08	1,220.00	1,257.15	1,294.31	1,332.71	1,373.58	1,414.45	1,456.56	1,499.91	1,544.50	1,591.57	1,638.63
YR.	12,618.60	13,005.04	13,391.47	13,792.77	14,208.93	14,639.96	15,085.84	15,531.73	15,992.48	16,482.96	16,973.43	17,478.77	17,998.97	18,534.04	19,098.83	19,663.62

# Clayton County Public Schools Salary Schedule 185 Days - All Hours - Grade 13

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>GRADE 13 - 3.0 Hours</b>																
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				499.89	514.75	530.11	546.46	562.81	579.16	596.99	614.83	633.16	651.99	671.80	691.62	712.92
YR.				5,998.67	6,177.02	6,361.32	6,557.51	6,753.70	6,949.89	7,163.92	7,377.94	7,597.91	7,823.83	8,061.64	8,299.44	8,555.09

<b>GRADE 13 - 4.0 Hours</b>																
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				666.52	686.34	706.81	728.61	750.41	772.21	795.99	819.77	844.21	869.31	895.74	922.16	950.57
YR.				7,998.22	8,236.03	8,481.76	8,743.35	9,004.94	9,266.52	9,551.89	9,837.26	10,130.55	10,431.77	10,748.85	11,065.92	11,406.78

<b>GRADE 13 - 5.0 Hours</b>																
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				833.15	857.92	883.52	910.77	938.01	965.26	994.99	1,024.71	1,055.27	1,086.64	1,119.67	1,152.70	1,188.21
YR.				9,997.78	10,295.04	10,602.20	10,929.19	11,256.17	11,583.15	11,939.86	12,296.57	12,663.19	13,039.72	13,436.06	13,832.41	14,258.48

<b>GRADE 13 - 5.5 Hours</b>																
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				916.46	943.71	971.87	1,001.84	1,031.82	1,061.79	1,094.49	1,127.19	1,160.79	1,195.31	1,231.64	1,267.97	1,307.03
YR.				10,997.56	11,324.54	11,662.42	12,022.10	12,381.79	12,741.47	13,133.85	13,526.23	13,929.51	14,343.69	14,779.67	15,215.65	15,684.32

<b>GRADE 13 - 6.0 Hours</b>																
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				999.78	1,029.50	1,060.22	1,092.92	1,125.62	1,158.32	1,193.99	1,229.66	1,266.32	1,303.97	1,343.61	1,383.24	1,425.85
YR.				11,997.33	12,354.04	12,722.64	13,115.02	13,507.40	13,899.78	14,327.84	14,755.89	15,195.83	15,647.66	16,123.27	16,598.89	17,110.17

<b>GRADE 13 - 6.5 Hours</b>																
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,083.09	1,115.30	1,148.57	1,184.00	1,219.42	1,254.84	1,293.49	1,332.13	1,371.85	1,412.64	1,455.57	1,498.51	1,544.67
YR.				12,997.11	13,383.55	13,782.86	14,207.94	14,633.02	15,058.10	15,521.82	15,985.54	16,462.15	16,951.63	17,466.88	17,982.13	18,536.02

# Clayton County Public Schools Salary Schedule 185 Days - All Hours - Grade 13

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>GRADE 13 - 7.0 Hours</b>																
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,166.41	1,201.09	1,236.92	1,275.07	1,313.22	1,351.37	1,392.98	1,434.60	1,477.37	1,521.30	1,567.54	1,613.78	1,663.49
YR.				13,996.89	14,413.05	14,843.08	15,300.86	15,758.64	16,216.41	16,715.81	17,215.20	17,728.47	18,255.60	18,810.49	19,365.37	19,961.87

<b>GRADE 13 - 7.5 Hours</b>																
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,249.72	1,286.88	1,325.28	1,366.15	1,407.02	1,447.89	1,492.48	1,537.07	1,582.90	1,629.96	1,679.51	1,729.05	1,782.31
YR.				14,996.67	15,442.55	15,903.30	16,393.78	16,884.25	17,374.73	17,909.79	18,444.86	18,994.79	19,559.58	20,154.09	20,748.61	21,387.71

**Clayton County Public Schools**  
**Salary Schedule**  
**180 Days - 7.5 Hours**

STEP															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

**GRADE 13**

HR.	MO.	YR.	10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
			1,215.95	1,252.10	1,289.46	1,329.23	1,368.99	1,408.76	1,452.15	1,495.53	1,540.12	1,585.91	1,634.12	1,682.32	1,734.14
			14,591.35	15,025.19	15,473.48	15,950.70	16,427.92	16,905.14	17,425.75	17,946.35	18,481.41	19,030.94	19,609.39	20,187.84	20,809.67

**GRADE CPS**

HR.	MO.	YR.	13.40	13.80	14.21	14.64	15.08	15.53	15.99	16.47	16.97	17.48	18.00	18.54	19.10	19.67	20.26	20.87
			1,507.50	1,552.50	1,598.63	1,647.00	1,696.50	1,747.13	1,798.88	1,852.88	1,909.13	1,966.50	2,025.00	2,085.75	2,148.75	2,212.88	2,279.25	2,347.88
			18,090.00	18,630.00	19,183.50	19,764.00	20,358.00	20,965.50	21,586.50	22,234.50	22,909.50	23,598.00	24,300.00	25,029.00	25,785.00	26,554.50	27,351.00	28,174.50

**Clayton County Public Schools  
Overtime Guidance**

**Fair Labor Standards Act  
Overtime**

# Clayton County Public Schools

## Overtime Guidance

**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, 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 workweek 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
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 highest rate of 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 Yoshi Barber, the Payroll and Compensation Coordinator.

**Fair Labor Standards Act  
Bona Fide Meal Periods**

## **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.)

# **TRS Policy Hiring TRS Retirees**

# Clayton County Public Schools

## TRS Policy on Hiring TRS Retirees

Retired members of the Teachers Retirement System of Georgia (TRS) have the ability to be employed on a part-time basis under certain terms and conditions. All employment of a TRS retiree must be reported to TRS prior to employment.

TRS will review all employment of a retiree on a monthly basis just as it does all active members. All compensation whether on an hourly or salaried basis cannot exceed 49% of the compensation that would normally be paid to the individual if he or she worked on a full-time basis in the position.

Before returning to work in any capacity in a TRS-covered position, TRS retirees must have a “*break-in-service*” of at least one month (ex. if the retirement date is July 1, the employee can begin working no earlier than August 1).

### **Part-Time Employment**

#### **Hourly**

TRS has published a schedule of the maximum hours that a retiree can work during each month of the fiscal year on their website. This calculation is based on the total business days for each month, less the generally observed holidays. This should accommodate all payroll cycles used by TRS employers.

A retiree working in a part-time capacity cannot exceed the maximum number of hours per month displayed in the chart below.

#### **Daily**

TRS retirees can only work 9 days per CCPS Attendance Period.

**Maximum Hours TRS Retirees Can Work During Each Month for FY2018-2019**

Months	49% of Normal Full-Time Hours
July 2018	87
August 2018	83
September 2018	83
October 2018	87
November 2018	75
December 2018	83

Months	49% of Normal Full-Time Hours
January 2019	75
February 2019	83
March 2019	91
April 2019	83
May 2019	83
June 2019	87

#### **Salaried**

The retiree can only receive forty-nine percent (49%) of the normal contracted compensation for the position being held. The employment cannot exceed forty-nine percent (49%) of the full-time status of the position.

# Clayton County Public Schools

## TRS Policy on Hiring TRS Retirees

### **Full-Time Employment**

#### **Temporary Employment**

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

### **Contractual Employment**

#### **Independent Contractor**

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

#### **Employed by an Entity doing business with a TRS Covered Employer**

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

### **Other Allowable Employment**

#### **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**

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

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

**Substitute  
Teachers & Paraprofessionals**

# Clayton County Public Schools

## Substitute Teachers and Parapros

The payroll cutoff date is usually around the middle of the month unless there is a holiday involved. If a substitute works after the cutoff date, (s)he will not be paid until the next month. For example, if a substitute works on August 20, (s)he will not be paid until the end of September. The same is true of the pay for full-time employees. Note on the check stub the "attendance ending" date. Keeping a personal calendar of days worked for independent recordkeeping is a necessity, especially if the substitute works at more than one school.

<u>Regular Substitute Teachers</u>	(All rates quoted are per day)	
College Graduate (4-year baccalaureate degree or higher) .....		\$93.00
<u>Extended Substitute Teachers</u>	(All rates quoted are per day)	
College Graduate (4-year baccalaureate degree or higher) .....		\$180.00

assignment is increased because of the additional responsibilities and work involved in the assignment. Georgia certified, in-field substitutes are preferred for long-term assignments.

Rank 1 - (valid Georgia teaching certificate) .....	\$137.00 (days unlimited in-field)
Ranks 2-4 .....	\$120.00 (up to 45 days)

\*In order to work long-term assignments for a teacher, substitutes must have earned AT LEAST a 4 year degree or higher from an accredited college. (Ranks 1-4)

Paraprofessional and PreK Assistant Substitutes (Daily and Long Term)

Paraprofessional (Daily & Long Term) .....	\$83.00 per day worked
Pre K Teacher Assistant Substitute .....	\$73.00 per day worked

Half-day assignments: If a substitute works a half-day assignment, the pay will be half the amount that the individual would normally receive for a full-day assignment. It is the discretion of the school whether the substitute is paid for half-day or full-day, depending on the hours worked for the assignment.

The Georgia Board of Education has established a priority order of qualifications for substitute teachers in Grades K-12. They are:

1. Possession of a valid Georgia teacher certificate
2. Possession of an expired Georgia teacher certificate
  - Note: The above categories do not require the substitute orientation attendance if an applicant has taught in Clayton County within the past five years.
3. Possession of a valid or expired out-of-state teaching certificate
4. Completion of a baccalaureate degree or higher
5. Completion of four years of post-secondary training beyond a high school diploma
  - a. Completion of at least three years of post-secondary training beyond a high school diploma
  - b. Completion of at least two years of post-secondary training beyond a high school diploma