2019/2020

Clayton County Public Schools

"Committed to High Performance"

COMPENSATION HANDBOOK

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Disclaimer: Information within this document only summarizes compensation for interested individuals. If there is a discrepancy between the information in this handbook and current documents, the current documents obtained in the Division of Business Services, Compensation Department will always govern.

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Clayton County Public Schools
Compensation Philsophy

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. It strives 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, CCPS believes that high quality Teachers and Support Staff exhibiting outstanding talent will provide an exemplary level of innovation, creativity, leadership and knowledge to fulfill the school district's mission and strategic goals while providing a quality education to our most prized possession, the students of the community. We are Committed to High Performance.

The CCPS Salary Structure for teachers and other teacher-like positions consists of the Teacher Salary Scale. When placing teachers and teacher-like positions on the Teacher Salary Scale, certificate level and years of verified teaching experience determine level of pay and step.

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

Certified Teacher
Experience for Salary Purposes

Clayton County Public Schools
Experience for Salary Purposes GBA(5)

TEACHERS

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

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

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

The minimum state salary of certified educators in Georgia is determined by the number of years of creditable experience earned and the highest level and type (provisional or professional) certificate held. Creditable years of experience represent the experience approved by the State Board of Education for advancement on (1) **PU** the state salary schedule.

(2) **DE** (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.

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

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

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

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

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

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

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

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

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

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Experience for Salary Purposes GBA(5)

(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
(3) **RE** 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.

(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
(4) **RE** employment and was under contract during the period in which the experience was earned.)

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

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

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

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

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

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

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

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

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

Clayton County Public Schools
Experience for Salary Purposes GBA(5)

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

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

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

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

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

2. Serving in a teaching, supervisory, or leadership position in schools under the direction of the Georgia Department of Technical and Adult Education (DTAE) or in the DTAE, provided the experience was full-time and the individual held academic/professional rank or the equivalent.

3. Teaching in the Peace Corps.

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

5. Serving in a professional position in a private elementary or secondary school so long as the school was regionally/state accredited at the time the experience was earned.

6. Serving in any local unit of administration in a professional leadership position that does not require a certificate; e.g., school business manager, school personnel director, school facilities director/planner; school/community coordinator.

7. For creditable experience as a school nutrition director, serving as a food service manager/supervisor in a public or private organization, provided the experience was full time. This includes administrative experience in the Child Nutrition Program in the U.S. Department of Agriculture and the American Dietetic Association approved internship, provided the internship was taken after the degree was earned; i.e., the internship was not a part of the degree program.

8. Serving in a full-time, professional position in the Professional Standards Commission or Professional Practices Commission in Georgia and in their counterparts in any other state.

9. Serving in a full-time, professional position in private industry that is job-related to the position the individual is entering in the local unit of administration. In this case, a maximum of three years' credit shall be granted for experience earned after July 1,1995, and the individual shall be placed on Years of Creditable Experience 3, Salary Step 1.

Clayton County Public Schools
Experience for Salary Purposes GBA(5)

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

1. Serving on active duty in the Armed Forces of the United States.

(i) A maximum of three years' credit shall be allowed for military service according to the following schedule except for the requirements of the Veterans Reemployment Act.

8 full months = 1 year
20 full months = 2 years
32 full months = 3 years

(ii) Six months of active military service combined with two or more months of teaching experience shall be counted as a full year for salary purposes, provided the military service interrupts continuous teaching or prevents entrance into teaching immediately following college graduation.

(iii) Teaching experience that is a part of military duty shall not be added to the maximum three-year credit limit.

(iv) The three years of military experience shall place an individual on Step 1 of the State Salary Schedule. Other creditable experience beyond this military experience shall be counted from Salary Step 1.

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

2. Working in specific vocational fields.

(i) A maximum of three years' work experience in specific vocational fields is acceptable for salary purposes provided that it is beyond the first two years of work experience required for certification purposes (content of the teaching field); i.e., to receive three years' experience credit, the individual must have a minimum of five years' work experience.
(ii) Three years of creditable work experience shall place the individual on Step 1 of the State Salary Schedule. All other creditable experience for such an individual shall be counted from Salary Step 1.

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

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

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

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Experience for Salary Purposes GBA(5)

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

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

2. An individual holding a **renewable, professional** teaching certificate and having one or two years of experience that was **not** earned in a Georgia LUA; e.g., out-of state or in a private school, shall be placed on Salary Step E until a year of experience has been earned in a Georgia LUA, at which time the individual shall be advanced to Salary Step 1 (three years creditable experience) on the State Salary Schedule.

3. An individual holding a **renewable, professional** certificate and having three or more years of experience, who has not taught previously in a Georgia LUA, shall be placed on the Salary Step that corresponds to the individual's years of creditable experience; e.g., an individual with three years creditable experience not in a Georgia LUA shall be placed on Salary Step 1; an individual with four years of creditable experience shall be placed on Salary Step 2, etc.

4. An individual holding a **provisional** certificate and having zero, one or two years of creditable experience earns one year of creditable experience for each year taught in a Georgia school system; however, this individual **shall not** advance (move from Salary Step E to Salary Step 1) on the Salary Schedule until either the professional certificate or three years of creditable experience have been earned; e.g., an individual with a provisional certificate and zero, one or two years of experience is listed at Salary Step E; the individual remains on Salary Step E until he/she has at least one year of creditable experience in the Georgia LUA and a professional certificate has been issued **or** three years have been earned on the provisional certificate. An individual with a provisional certificate and three years of creditable experience is placed on Salary Step 1. An individual with a provisional certificate and more than three years of experience is placed on the corresponding salary step; e.g., four years of experience equals Salary Step 2.

5. Individuals holding nonrenewable, professional (NT, NS, or NL) certificates with five-year validity dates and in fields that must be upgraded to a higher degree level 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 Classifications by Title

Clayton County Public Schools

Certified Teachers - Classifications by Title

Class Code	Position	Days per Year	Hours per Day
4956	AUTISM SPECIALIST	200	8
494B	BEHAVIOR INTERVENTION SPEC.	190	8
496B	COUNSELOR - 11 MONTHS	220	8
496D	COUNSELOR/TITLE III INT. ADV.	200	8
496E	COUNSELOR- GRADE 9	200	8
496A	COUNSELOR-GUIDANCE	200	8
4801	DATA ANALYST	220	8
4991	GLOBAL TEACHERS-ECE	190	8
4992	GLOBAL TEACHERS- ELA	190	8
4998	GLOBAL TEACHERS- HIGH SCHOOL ELITE SCHOLARS	190	8
4993	GLOBAL TEACHERS- MATH	190	8
4995	GLOBAL TEACHERS-S STUDIES	190	8
4994	GLOBAL TEACHERS-SCIENCE	190	8
4996	GLOBAL TEACHERS -SPECIAL ED	190	8
4997	GLOBAL TEACHERS - WORLD LANGUAGE	190	8
494E	GNETS BEHAVIOR SPECIALIST (SM)	190	8
494D	GNETS SUPERVISOR (SOUTH METRO)	200	8
493D	INST SUPPORT TEACHER ELEMENTARY	190	8
493E	INST SUPPORT TEACHER SECONDARY	190	8
498O	INTALAGE-SPEC ED INTERRELATED	190	8
498M	INTALAGE TEACHER - ESOL	190	8
498J	INTALAGE TEACHER - MATH	190	8
498P	INTALAGE TEACHER - ENG & TECH	190	8
498L	INTALAGE TEACHER - ELA	190	8
498N	INTALAGE TEACHER - SCIENCE	190	8
498K	INTALAGE TEACHER - WORLD LANGUAGE	190	8
498I	INTALAGE TEACHERS - SPEC ED	190	8
5214	INTERNATIONAL STUDENT ADVISIOR	200	8
493L	LEAD TEACHER SPECIAL EDUCATION	200	8
4972	MEDIA SPECIALIST	190	8
4973	MEDIA SPECIALIST - ELITE SCHOLARS	190	8

Clayton County Public Schools

Certified Teachers - Classifications by Title

Class Code	Position	Days per Year	Hours per Day
494F	PRE K LEAD TEACHER CERTIFIED	190	8
496C	SCHOOL COUNSELING SPECIALIST	200	8
491C	SITE INSTRUCTIONAL FACILITATOR	190	8
491D	SITE INST. FACILITATOR - HS ELITE SCHOLARS	190	8
493A	SPECIAL ED COMPLIANCE SPEC.	220	8
50E0	TEACH-SPEC ED- INTER- HS ELITE SCHOLARS	190	8
50GG	TEACHER- ARABIC HS	190	8
50BO	TEACHER - ART -HS ELITE SCHOLARS	190	8
50EU	TEACHER - AUTISM GEN. CURR	190	8
50CV	TEACHER - DANCE ELEMENTARY	190	8
50AQ	TEACHER - ESOL HS ELITE SCHOLARS	190	8
50GH	TEACHER - MEDIA ARTS MIDDLE	190	8
50AR	TEACHER -PRE K LEAD	190	8
50CW	TEACHER -THEATRE ELEMENTARY	190	8
50D9	TEACHER- CHORUS ELITE	190	8
5RT1	TEACHER- ELA RTF	190	8
50IA	TEACHER- GENERAL MUSIC MIDDLE	190	8
5RT2	TEACHER- MATH RTF	190	8
50EK	TEACHER - ADAPTED PE	190	8
50EH	TEACHER - AGRI SCIENCE	190	8
50DL	TEACHER- ANIMATION DIGITAL MEDIA	190	8
50CH	TEACHER - ART ELEMENTARY	190	8
50DG	TEACHER - ART HIGH SCHOOL	190	8
50BA	TEACHER - ART MIDDLE SCHOOL	190	8
50GA	TEACHER - ART THERAPY	190	8
50EZ	TEACHER - ASSISTIVE TECHNOLOGY	190	8
50G6	TEACHER - AUDIOLOGIST	190	8
50FD	TEACHER - AUTISM- ADAPTED CURR.	190	8
50EA	TEACHER - AUTOMOTIVE	190	8
50CU	TEACHER - BAND	190	8
50EG	TEACHER - BROADCAST JOURNALISM	190	8

Clayton County Public Schools

Certified Teachers - Classifications by Title

Class Code	Position	Days per Year	Hours per Day
50DX	TEACHER - BUSINESS EDUCATION	190	8
50DE	TEACHER - CHORUS	190	8
50G1	TEACHER- COMMUNICATIONS	190	8
50BH	TEACHER - COMPUTER TECH MID SCH	190	8
50CD	TEACHER- CONNECTIONS MIDDLE SCH	190	8
50EE	TEACHER - CONSTRUCTION	190	8
50EC	TEACHER - COSMETOLOGY	190	8
50BK	TEACHER - DANCE HIGH SCHOOL	190	8
50CC	TEACHER - DANCE MIDDLE SCHOOL	190	8
50B0	TEACHER -DRAMA ELEMENTARY	190	8
50BL	TEACHER - DRAMA HIGH SCHOOL	190	8
50CF	TEACHER - DRAMA MIDDLE SCHOOL	190	8
50AK	TEACHER - EARLY INTERVENTION 1-3	190	8
50AL	TEACHER - EARLY INTERVENTION 4 -5	190	8
50AJ	TEACHER - EARLY INTERVENTION- KDG	190	8
50AO	TEACHER - EIGHTH GD HS ELITE SCHOLARS	190	8
50EN	TEACHER - EMOTION BEH. DIS (EBD)	190	8
50DI	TEACHER- ENGINEERING /TECHNOLOGY	190	8
500A	TEACHER - ESOL	190	8
50BC	TEACHER - FACS MIDDLE SCHOOL	190	8
50DH	TEACHER - FAM CONSUMER SCIENCE	190	8
50AI	TEACHER- FIFTH GRADE	190	8
50AB	TEACHER - FIRST GRADE	190	8
50FH	TEACHER - FMID- ADAPTED CURR.	190	8
50AH	TEACHER - FOURTH GRADE	190	8
50AP	TEACHER - GENERAL HS ELITE SCHOLARS	190	8
50BJ	TEACHER - GENERAL MUSIC HIGH	190	8
50EL	TEACHER - GIFTED ECE	190	8
50EP	TEACHER - GIFTED ELA	190	8
50FK	TEACHER -GIFTED ELITE ELA	190	8
50FL	TEACHER - GIFTED ELITE MATH	190	8

Clayton County Public Schools

Certified Teachers - Classifications by Title

Class Code	Position	Days per Year	Hours per Day
50FO	TEACHER - GIFTED ELITE SCHOLARS - S STUDIES	190	8
50FN	TEACHER - GIFTED ELITE SCHOLARS - SCIENCE	190	8
50EQ	TEACHER - GIFTED MATH	190	8
50EY	TEACHER - GIFTED S STUDIES	190	8
50ET	TEACHER - GIFTED SCIENCE	190	8
50GB	TEACHER - GNETS (SOUTH METRO)	190	8
50DZ	TEACHER - HEALTHCARE SCIENCE	190	8
50ER	TEACHER - HEARING IMPAIRED (HI)	190	8
50CT	TEACHER- HOSPITAL HOMEBOUND	190	8
50DK	TEACHER - INFORMATION TECHNOLOGY	190	8
5RT3	TEACHER- INTERRELATED RTF	190	8
50EO	TEACHER - INTERRELATED SPEC ED	190	8
50AA	TEACHER - KINDERGARTEN	190	8
50CX	TEACHER - LANG ARTS MIDDLE SCHOOL	190	8
50BU	TEACHER - LANG ARTS ELITE SCHOLARS	190	8
50DM	TEACHER -LANGUAGE ARTS	190	8
50EI	TEACHER - LAW AND JUSTICE	190	8
50DW	TEACHER - MARKETING EDUCATION	190	8
50DO	TEACHER - MATH	190	8
50BW	TEACHER - MATH HS ELITE SCHOLARS	190	8
50C9	TEACHER - MATH MIDDLE SCHOOL	190	8
50FV	TEACHER - MIDLY INTEL DIS (MID)	190	8
50FZ	TEACHER - MOD. INTEL DISAB. (MOID)	190	8
50EW	TEACHER - MOID /SID / PID	190	8
50CG	TEACHER - MUSIC ELEMENTARY	190	8
50G3	TEACHER - MUSIC THERAPY (MT)	190	8
50DF	TEACHER - ORCHESTRA	190	8
50FT	TEACHER -ORTHO IMPAIRED (OI)	190	8
50B9	TEACHER - PE ELITE SCHOLARS	190	8
50CO	TEACHER - PE ELEMENTARY	190	8
50DV	TEACHER - PE HIGH SCHOOL	190	8

Clayton County Public Schools

Certified Teachers - Classifications by Title

Class Code	Position	Days per Year	Hours per Day
50BG	TEACHER - PE MIDDLE SCHOOL	190	8
50CQ	TEACHER - REMEDIAL LANG ARTS	190	8
50DD	TEACHER - REMEDIAL MATH	190	8
5RTF	TEACHER-RTF	190	8
50DS	TEACHER - SCIENCE	190	8
50B1	TEACHER - SCIENCE ELITE SCHOLARS	190	8
50DB	TEACHER - SCIENCE MIDDLE SCHOOL	190	8
50AC	TEACHER - SECOND GRADE	190	8
50AN	TEACHER - SEVENTH GRADE ELITE SCHOLARS	190	8
50EX	TEACHER - SID / PID	190	8
50AM	TEACHER - SIXTH GRADE ELITE SCHOLARS	190	8
50EV	TEACHER -SLD / EBD/ MID	190	8
50DU	TEACHER - SOCIAL STUDIES	190	8
50B2	TEACHER -SOCIAL STUDIES ELITE SCHOLARS	190	8
50DC	TEACHER - SOCIAL STUDIES MID SCH	190	8
50EJ	TEACHER - SPECIAL NEEDS PRESCHOOL	190	8
50EM	TEACHER - SPECIAL NEEDS KINDERGARTEN	190	8
50ES	TEACHER - SPEECH IMPAIRED (SI)	190	8
50GD	TEACHER-STEM / MAGNET ELEM	190	8
50GF	TEACHER- STEM / MAGNET HS	190	8
50CE	TEACHER - STUDY SKILLS M/S	190	8
50FI	TEACHER - SUPPORTED EMLOYMENT	190	8
50BB	TEACHER - TECHOLOGY MIDDLE SCHOOL	190	8
50AF	TEACHER - THIRD GRADE	190	8
50CS	TEACHER - TITLE I	190	8
50EF	TEACHER - TRADE AND INDUSTRY	190	8
50DJ	TEACHER - TV/ VIDEO TECHNOLOGY	190	8
50FR	TEACHER - VISUALLY IMPAIRED (VI)	190	8
50DY	TEACHER - WORK BASED LEARNING	190	8
50B5	TEACHER - WORLD LANGUAGE ELITE SCHOLARS	190	8
50BI	TEACHER - WORLD LANGUAGE MIDDLE SCHOOL	190	8

Clayton County Public Schools

Certified Teachers - Classifications by Title

Class Code	Position	Days per Year	Hours per Day
50DA	TEACHER - WORLD LANG - CHINESE	190	8
50C1	TEACHER - WORLD LANG - FRENCH	190	8
50C3	TEACHER - WORLD LANG - LATIN	190	8
50CZ	TEACHER - WORLD LANG -SPANISH	190	8
500D	TEACHING AS A PROFESSION	190	8
490B	TECHNICAL SPECIALIST - TEACHER	190	8
493B	TITLE I ACADEMIC COACH	190	8
50GC	TRANSITION SPECIALIST SPEC .ED	190	8

Certified Teacher
Salary Schedules

Clayton County Public Schools
Teacher Annual Salary Schedule
2019-2020 School Year(190 Day)

Each Tier represents the degree level and each step represents the number years of verified experience.	T-1 JROTC	T-2 Associates Degree	BT-4 Bachelor's Degree	T-4 Bachelors Degree	BT-5 Master's Degree	T-5 Masters Degree	T-6 Specialist Degree	T-7 Doctorate Degree
Step								
E,1,2	$42,757	$43,760	$41,109	$47,387	$45,200	$52,647	$56,795	$62,015
3	$42,757	$43,761	$41,109	$48,319	$46,289	$52,647	$56,796	$62,015
4	$43,762	$44,795	$41,109	$48,451	$47,411	$53,870	$58,178	$63,549
5	$44,029	$45,033	$41,109	$48,660	$48,567	$53,919	$58,386	$63,607
6	$44,136	$45,140	$41,109	$48,766	$50,154	$54,026	$58,492	$63,713
7	$44,241	$45,246	$41,109	$48,872	$51,392	$54,132	$58,599	$63,819
8	$44,348	$45,351	$41,109	$48,978	$53,305	$54,237	$60,433	$64,774
9	$44,813	$45,764	$41,109	$49,190	$54,637	$56,058	$63,072	$67,469
10	$46,718	$46,999	$41,109	$50,142	$54,637	$57,661	$64,445	$69,452
11	$46,717	$46,999	$41,109	$50,142	$56,009	$57,661	$64,444	$71,384
12	$47,416	$48,547	$41,263	$52,152	$56,163	$59,202	$66,177	$71,490
13	$47,415	$48,546	$41,418	$52,152	$57,732	$59,203	$66,177	$71,491
14	$50,109	$50,930	$41,572	$55,686	$57,886	$62,385	$69,063	$75,449
15	$50,109	$50,930	$41,727	$55,686	$59,497	$62,385	$69,063	$75,449
16	$52,693	$53,764	$41,881	$57,354	$59,651	$64,254	$71,133	$77,710
17	$52,692	$53,764	$42,036	$57,354	$61,306	$64,254	$71,133	$77,710
18	$54,293	$55,402	$42,190	$59,062	$61,460	$66,169	$73,254	$80,028
19	$54,294	$55,402	$42,345	$59,062	$63,160	$66,169	$73,254	$80,028
20	$55,932	$57,079	$42,499	$61,030	$63,314	$68,350	$75,648	$82,625
21	$55,933	$57,079	$42,654	$61,030	$65,060	$68,351	$75,649	$82,626
22	$57,448	$58,797	$42,808	$62,658	$65,214	$70,199	$77,715	$84,902
23	$57,611	$58,960	$42,963	$62,822	$65,369	$70,363	$77,879	$85,066
24	$59,166	$60,556	$43,117	$64,494	$65,523	$72,262	$80,003	$87,405
25	$59,330	$60,720	$43,272	$64,659	$65,678	$72,425	$80,168	$87,569
26	$60,927	$62,359	$43,426	$66,376	$65,832	$74,376	$82,351	$89,974
27	$61,091	$62,522	$43,581	$66,540	$65,987	$74,539	$82,514	$90,138
28	$62,731	$64,205	$43,735	$68,304	$66,141	$76,543	$84,758	$92,610
29	$62,896	$64,369	$43,890	$68,469	$66,296	$76,708	$84,921	$92,774
30	$63,059	$64,533	$44,044	$68,632	$66,450	$76,871	$85,085	$92,938
31	$63,224	$64,697	$44,199	$68,797	$66,605	$77,035	$85,249	$93,102
32	$63,387	$64,860	$44,353	$68,960	$66,759	$77,199	$85,413	$93,266
33	$63,551	$65,025	$44,508	$69,124	$66,914	$77,363	$85,577	$93,430
34	$63,715	$65,188	$44,662	$69,288	$67,068	$77,527	$85,741	$93,593
35	$63,879	$65,353	$44,817	$69,452	$67,223	$77,691	$85,904	$93,758
36+	$64,043	$65,516	$44,971	$69,616	$67,377	$77,854	$86,069	$93,921

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 (24 Semi Monthly Payments)
2019-2020 School Year(190 Day)

Each Tier represents the degree level and each step represents the number 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
Step						
E,1,2	$1,782	$1,823	$1,974	$2,194	$2,366	$2,584
3	$1,782	$1,823	$2,013	$2,194	$2,366	$2,584
4	$1,823	$1,866	$2,019	$2,245	$2,424	$2,648
5	$1,835	$1,876	$2,028	$2,247	$2,433	$2,650
6	$1,839	$1,881	$2,032	$2,251	$2,437	$2,655
7	$1,843	$1,885	$2,036	$2,255	$2,442	$2,659
8	$1,848	$1,890	$2,041	$2,260	$2,518	$2,699
9	$1,867	$1,907	$2,050	$2,336	$2,628	$2,811
10	$1,947	$1,958	$2,089	$2,403	$2,685	$2,894
11	$1,947	$1,958	$2,089	$2,403	$2,685	$2,974
12	$1,976	$2,023	$2,173	$2,467	$2,757	$2,979
13	$1,976	$2,023	$2,173	$2,467	$2,757	$2,979
14	$2,088	$2,122	$2,320	$2,599	$2,878	$3,144
15	$2,088	$2,122	$2,320	$2,599	$2,878	$3,144
16	$2,196	$2,240	$2,390	$2,677	$2,964	$3,238
17	$2,196	$2,240	$2,390	$2,677	$2,964	$3,238
18	$2,262	$2,308	$2,461	$2,757	$3,052	$3,335
19	$2,262	$2,308	$2,461	$2,757	$3,052	$3,335
20	$2,331	$2,378	$2,543	$2,848	$3,152	$3,443
21	$2,331	$2,378	$2,543	$2,848	$3,152	$3,443
22	$2,394	$2,450	$2,611	$2,925	$3,238	$3,538
23	$2,400	$2,457	$2,618	$2,932	$3,245	$3,544
24	$2,465	$2,523	$2,687	$3,011	$3,333	$3,642
25	$2,472	$2,530	$2,694	$3,018	$3,340	$3,649
26	$2,539	$2,598	$2,766	$3,099	$3,431	$3,749
27	$2,545	$2,605	$2,773	$3,106	$3,438	$3,756
28	$2,614	$2,675	$2,846	$3,189	$3,532	$3,859
29	$2,621	$2,682	$2,853	$3,196	$3,538	$3,866
30	$2,627	$2,689	$2,860	$3,203	$3,545	$3,872
31	$2,634	$2,696	$2,867	$3,210	$3,552	$3,879
32	$2,641	$2,702	$2,873	$3,217	$3,559	$3,886
33	$2,648	$2,709	$2,880	$3,223	$3,566	$3,893
34	$2,655	$2,716	$2,887	$3,230	$3,573	$3,900
35	$2,662	$2,723	$2,894	$3,237	$3,579	$3,907
36+	$2,668	$2,730	$2,901	$3,244	$3,586	$3,913

Note: Above schedule is divided into 24 equal payments (paid semi-monthly from September 2019 through August 2020)

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 (26 Semi- Monthly Payments)
2019-2020 School Year (190 Day)

Each Tier represents the degree level and each step represents the number 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
Step						
E,1,2	$1,644	$1,683	$1,823	$2,025	$2,184	$2,385
3	$1,644	$1,683	$1,858	$2,025	$2,184	$2,385
4	$1,683	$1,723	$1,864	$2,072	$2,238	$2,444
5	$1,693	$1,732	$1,872	$2,074	$2,246	$2,446
6	$1,698	$1,736	$1,876	$2,078	$2,250	$2,450
7	$1,702	$1,740	$1,880	$2,082	$2,254	$2,455
8	$1,706	$1,744	$1,884	$2,086	$2,324	$2,491
9	$1,724	$1,760	$1,892	$2,156	$2,426	$2,595
10	$1,797	$1,808	$1,929	$2,218	$2,479	$2,671
11	$1,797	$1,808	$1,929	$2,218	$2,479	$2,746
12	$1,824	$1,867	$2,006	$2,277	$2,545	$2,750
13	$1,824	$1,867	$2,006	$2,277	$2,545	$2,750
14	$1,927	$1,959	$2,142	$2,399	$2,656	$2,902
15	$1,927	$1,959	$2,142	$2,399	$2,656	$2,902
16	$2,027	$2,068	$2,206	$2,471	$2,736	$2,989
17	$2,027	$2,068	$2,206	$2,471	$2,736	$2,989
18	$2,088	$2,131	$2,272	$2,545	$2,817	$3,078
19	$2,088	$2,131	$2,272	$2,545	$2,817	$3,078
20	$2,151	$2,195	$2,347	$2,629	$2,910	$3,178
21	$2,151	$2,195	$2,347	$2,629	$2,910	$3,178
22	$2,210	$2,261	$2,410	$2,700	$2,989	$3,265
23	$2,216	$2,268	$2,416	$2,706	$2,995	$3,272
24	$2,276	$2,329	$2,481	$2,779	$3,077	$3,362
25	$2,282	$2,335	$2,487	$2,786	$3,083	$3,368
26	$2,343	$2,398	$2,553	$2,861	$3,167	$3,461
27	$2,350	$2,405	$2,559	$2,867	$3,174	$3,467
28	$2,413	$2,469	$2,627	$2,944	$3,260	$3,562
29	$2,419	$2,476	$2,633	$2,950	$3,266	$3,568
30	$2,425	$2,482	$2,640	$2,957	$3,272	$3,575
31	$2,432	$2,488	$2,646	$2,963	$3,279	$3,581
32	$2,438	$2,495	$2,652	$2,969	$3,285	$3,587
33	$2,444	$2,501	$2,659	$2,975	$3,291	$3,593
34	$2,451	$2,507	$2,665	$2,982	$3,298	$3,600
35	$2,457	$2,514	$2,671	$2,988	$3,304	$3,606
36+	$2,463	$2,520	$2,678	$2,994	$3,310	$3,612

Note: Above schedule is divided into 26 equal payments (paid semi-monthly from August 2019 through August 2020)

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 (28 Semi-monthly Payments)
2019-2020 School Year (190 Day)

Each Tier represents the degree level and each step represents the number 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
Step						
E,1,2	$1,527	$1,563	$1,692	$1,880	$2,028	$2,215
3	$1,527	$1,563	$1,726	$1,880	$2,028	$2,215
4	$1,563	$1,600	$1,730	$1,924	$2,078	$2,270
5	$1,572	$1,608	$1,738	$1,926	$2,085	$2,272
6	$1,576	$1,612	$1,742	$1,929	$2,089	$2,275
7	$1,580	$1,616	$1,745	$1,933	$2,093	$2,279
8	$1,584	$1,620	$1,749	$1,937	$2,158	$2,313
9	$1,600	$1,634	$1,757	$2,002	$2,253	$2,410
10	$1,668	$1,679	$1,791	$2,059	$2,302	$2,480
11	$1,668	$1,679	$1,791	$2,059	$2,302	$2,549
12	$1,693	$1,734	$1,863	$2,114	$2,363	$2,553
13	$1,693	$1,734	$1,863	$2,114	$2,363	$2,553
14	$1,790	$1,819	$1,989	$2,228	$2,467	$2,695
15	$1,790	$1,819	$1,989	$2,228	$2,467	$2,695
16	$1,882	$1,920	$2,048	$2,295	$2,540	$2,775
17	$1,882	$1,920	$2,048	$2,295	$2,540	$2,775
18	$1,939	$1,979	$2,109	$2,363	$2,616	$2,858
19	$1,939	$1,979	$2,109	$2,363	$2,616	$2,858
20	$1,998	$2,039	$2,180	$2,441	$2,702	$2,951
21	$1,998	$2,039	$2,180	$2,441	$2,702	$2,951
22	$2,052	$2,100	$2,238	$2,507	$2,776	$3,032
23	$2,058	$2,106	$2,244	$2,513	$2,781	$3,038
24	$2,113	$2,163	$2,303	$2,581	$2,857	$3,122
25	$2,119	$2,169	$2,309	$2,587	$2,863	$3,127
26	$2,176	$2,227	$2,371	$2,656	$2,941	$3,213
27	$2,182	$2,233	$2,376	$2,662	$2,947	$3,219
28	$2,240	$2,293	$2,439	$2,734	$3,027	$3,307
29	$2,246	$2,299	$2,445	$2,740	$3,033	$3,313
30	$2,252	$2,305	$2,451	$2,745	$3,039	$3,319
31	$2,258	$2,311	$2,457	$2,751	$3,045	$3,325
32	$2,264	$2,316	$2,463	$2,757	$3,050	$3,331
33	$2,270	$2,322	$2,469	$2,763	$3,056	$3,337
34	$2,276	$2,328	$2,475	$2,769	$3,062	$3,343
35	$2,281	$2,334	$2,480	$2,775	$3,068	$3,348
36+	$2,287	$2,340	$2,486	$2,780	$3,074	$3,354

Note: Above schedule is divided into 28 equal payments (paid semi-monthly from July 2019 through August 2020)

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
2019-2020 School Year(200 Day)

Each Tier represents the degree level and each step represents the number 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
Step						
E,1,2	$45,007	$46,063	$49,881	$55,417	$59,785	$65,279
3	$45,007	$46,064	$50,862	$55,418	$59,785	$65,279
4	$46,065	$47,152	$51,001	$56,705	$61,240	$66,894
5	$46,347	$47,404	$51,221	$56,757	$61,459	$66,954
6	$46,459	$47,515	$51,333	$56,869	$61,571	$67,066
7	$46,570	$47,627	$51,444	$56,981	$61,683	$67,178
8	$46,682	$47,738	$51,556	$57,092	$63,613	$68,184
9	$47,172	$48,172	$51,779	$59,008	$66,392	$71,020
10	$49,177	$49,472	$52,781	$60,696	$67,837	$73,107
11	$49,176	$49,472	$52,781	$60,695	$67,836	$75,141
12	$49,911	$51,102	$54,897	$62,318	$69,660	$75,253
13	$49,911	$51,101	$54,897	$62,318	$69,660	$75,254
14	$52,746	$53,610	$58,617	$65,669	$72,698	$79,420
15	$52,746	$53,610	$58,617	$65,669	$72,698	$79,419
16	$55,466	$56,594	$60,372	$67,636	$74,876	$81,799
17	$55,466	$56,594	$60,372	$67,636	$74,877	$81,799
18	$57,151	$58,318	$62,170	$69,652	$77,110	$84,240
19	$57,151	$58,318	$62,170	$69,651	$77,109	$84,240
20	$58,876	$60,083	$64,242	$71,947	$79,630	$86,974
21	$58,877	$60,083	$64,242	$71,948	$79,630	$86,974
22	$60,471	$61,891	$65,956	$73,893	$81,805	$89,370
23	$60,643	$62,063	$66,129	$74,066	$81,978	$89,543
24	$62,280	$63,743	$67,889	$76,065	$84,214	$92,005
25	$62,452	$63,915	$68,062	$76,236	$84,387	$92,177
26	$64,133	$65,641	$69,869	$78,290	$86,685	$94,709
27	$64,306	$65,812	$70,042	$78,462	$86,857	$94,882
28	$66,032	$67,584	$71,899	$80,571	$89,219	$97,484
29	$66,206	$67,756	$72,073	$80,745	$89,390	$97,656
30	$66,378	$67,929	$72,244	$80,916	$89,563	$97,829
31	$66,551	$68,102	$72,418	$81,089	$89,736	$98,002
32	$66,723	$68,273	$72,590	$81,262	$89,908	$98,174
33	$66,895	$68,447	$72,763	$81,434	$90,081	$98,347
34	$67,068	$68,619	$72,935	$81,607	$90,254	$98,519
35	$67,241	$68,792	$73,108	$81,779	$90,425	$98,692
36+	$67,413	$68,964	$73,280	$81,951	$90,599	$98,864

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
2019-2020 School Year(220 Day)

Each Tier represents the degree level and each step represents the number 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
Step						
E,1,2	$49,508	$50,670	$54,869	$60,959	$65,763	$71,807
3	$49,508	$50,670	$55,948	$60,959	$65,764	$71,807
4	$50,672	$51,868	$56,101	$62,375	$67,364	$73,583
5	$50,981	$52,144	$56,343	$62,433	$67,605	$73,650
6	$51,105	$52,267	$56,466	$62,556	$67,728	$73,773
7	$51,227	$52,390	$56,589	$62,679	$67,851	$73,895
8	$51,351	$52,512	$56,712	$62,801	$69,975	$75,002
9	$51,889	$52,989	$56,957	$64,909	$73,031	$78,122
10	$54,094	$54,420	$58,059	$66,765	$74,620	$80,418
11	$54,094	$54,419	$58,059	$66,765	$74,620	$82,656
12	$54,902	$56,212	$60,387	$68,550	$76,626	$82,778
13	$54,902	$56,211	$60,387	$68,550	$76,626	$82,779
14	$58,021	$58,971	$64,479	$72,236	$79,968	$87,362
15	$58,021	$58,971	$64,479	$72,236	$79,968	$87,361
16	$61,013	$62,253	$66,410	$74,400	$82,364	$89,979
17	$61,012	$62,253	$66,410	$74,400	$82,364	$89,979
18	$62,866	$64,150	$68,387	$76,617	$84,821	$92,664
19	$62,866	$64,150	$68,387	$76,617	$84,820	$92,664
20	$64,764	$66,092	$70,666	$79,142	$87,593	$95,671
21	$64,764	$66,091	$70,666	$79,143	$87,593	$95,672
22	$66,518	$68,080	$72,551	$81,282	$89,986	$98,307
23	$66,707	$68,269	$72,742	$81,472	$90,176	$98,497
24	$68,508	$70,117	$74,677	$83,671	$92,635	$101,205
25	$68,698	$70,307	$74,868	$83,860	$92,826	$101,395
26	$70,547	$72,205	$76,856	$86,119	$95,354	$104,180
27	$70,737	$72,394	$77,047	$86,308	$95,542	$104,370
28	$72,636	$74,342	$79,089	$88,628	$98,141	$107,232
29	$72,827	$74,532	$79,280	$88,819	$98,329	$107,422
30	$73,015	$74,722	$79,469	$89,008	$98,519	$107,612
31	$73,206	$74,912	$79,659	$89,198	$98,709	$107,802
32	$73,395	$75,101	$79,848	$89,388	$98,899	$107,992
33	$73,585	$75,292	$80,039	$89,578	$99,089	$108,182
34	$73,775	$75,480	$80,228	$89,768	$99,279	$108,370
35	$73,965	$75,672	$80,418	$89,957	$99,468	$108,561
36+	$74,155	$75,860	$80,608	$90,146	$99,659	$108,750

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

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.

Job Code	Position	Percent	# of Positions
H103	Athletic Director	12%	1
H110	Football, Head	23%	1
H109	Football, Head Spring	3%	1
H111	Football Coordinator .	11%	1
H112	Football Coordinator.	11%	5
H117	JV Football Head	8%	1
H118	JV Football Asst.	7%	1
H120	Basketball, Head, Boys	17%	1
H121	Basketball, Head, Girls	17%	1
H122	Basketball, Asst1., Boys	10%	1
H122	Basketball, Asst1., Girls	10%	1
H124	Basketball, Asst2 Girls	7%	1
H125	Basketball, Asst2 Boys	7%	1
H130	Baseball, Head	10%	1
H131	Baseball, Asst.	4%	1
H140	Track, Head, Boys	10%	1
H142	Track, Head, Girls	10%	1
H141	Track, Asst., Boys	4%	1
H143	Track, Asst., Girls	4%	1
H150	Wrestling, Head	8%	1
H151	Wrestling, Asst.	4%	1
H160	Cross Country, Boys	5%	1
H165	Cross Country, Girls	5%	1
H170	Soccer, Head, Boys	8%	1
H171	Soccer, Asst., Boys	4%	1
H173	Soccer, Head, Girls	8%	1
H174	Soccer, Asst., Girls	4%	1
H180	Golf, Head	4%	1
H190	Tennis, Boys	5%	1
H191	Tennis, Girls	5%	1
H200	Softball, Head	10%	1
H201	Softball, Asst.	4%	1
H210	Volleyball, Head, Girls	10%	1
H212	Volleyball, Asst., Girls	4%	1
H215	Asst. AD/ Gender Equity	5%	1
H220	Swimming	8%	1
H500	Band Director	15%	1
H501	Band Director, Asst.	10%	1
H510	Orchestra/Strings	11%	1
H520	Cheerleader, Varsity	12%	1
H521	Cheerleader, J.V.	8%	1
H530	Drill Team	3%	1
H540	Flag Corp	3%	1
H550	Drama	6%	1
H560	Chorus	10%	1
H590	Newspaper	3%	1
H592	Yearbook	3%	1
H595	Miscellaneous Activity	3%	1

OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS

H132	Baseball, JV	4%	1

Clayton County Public Schools
ACTIVITY ALLOTMENTS FOR MIDDLE SCHOOLS

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

Job Code	Position	Percent	# of Positions
M101	Athletic Director	6%	1
M110	Football, Head	14%	1
M109	Football, Head Spring	3%	1
M111	Football, Asst.	7%	3
M120	Basketball, Head, Boys	13%	1
M121	Basketball, Head, Girls	13%	1
M130	Track, Head, Boys	4%	1
M131	Track, Head, Girls	4%	1
M132	Track, Asst.	3%	1
M140	Swimming, Boys	3%	1
M141	Swimming, Girls	3%	1
M145	Volleyball, 8th Grade Girls	4%	1
M500	Band	8%	1
M520	Cheerleading	9%	1
M540	Pep Squad / Drill Team	2%	1
M560	Chorus	8%	1
M565	Orchestra/Strings	11%	1
M585	Miscellaneous Activity	3%	1
	Department Chairman	$1,000	5

OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS

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

Clayton County Public Schools
ACTIVITY SUPPLEMENT SCHEDULE

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

Step	E, 1, 2	3	4	5	6	7	8	9,10	11,12	13,14	15,16	17,18	19,20	21+
T-4 State Salary	**$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

Miscellaneous Salaries

Clayton County Public Schools
Miscellaneous Salaries

Substitutes	
Teacher Substitute (Non certified w/Bachelors Degree or higher, Valid GA Teacher Cert)	$93.00 per day
Long-Term Substitute Teacher (Valid GA Teacher Certificate)	$137.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher for Pre-K teacher	$120.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher (Non certified w/ Bachelors degree or higher)	$120.00 per day (ten or more consecutive - up to 45 days)
Extended Substitute Teacher	$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
Nutrition	
Lunchroom Monitor	$10.25 per hour
Nutrition Worker Scanner	$12.00 per hour
Transportation	
Bus Driver Substitute*	$14.28 per hour
Bus Monitor Substitute*	$7.25 per hour
***Note: Paid at a minimum of 2.5 hours for AM/PM trips**	
Before Care -Selected Elemenatary Schools	
Before Care Certified Teacher 19.25 per hour / Befrore Care Activity Leader $9.50 per hour	
Campus Kids	
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
** Max of 4 Hours per month (bookkeeper)*	

Clayton County Public Schools
Miscellaneous Salaries

Part-time Employees	
Part-time Employees	Use beginning hourly rate for the position
Extended Year	
Extended Year pay for Teachers & ParaProfessionals	Regular hourly rate of pay
Extended Day	
Extended Day pay for Teachers	$30.00 per hour
Summer Workers	
Alll summer workers (other than custodial work)	$10.00 per hour
Custodians	
Custodians (employees hired from outside of CCPS)	$10.68 per hour (including summer workers)
All Others	
All Others	Consult Compensation Department for hourly rate
Benefit Percentages*	
Certified employees	25.09% plus $11,340.00 annually per employee
Classified Employees (administrative staff, ParaProfessionals, etc.)	25.09% plus $11,340.00 annually per employee
Classified Employees (bus drivers, custodians, etc.)	10.15% plus $11,340.00 annually per employee
Note: Provided for the sole purpose of estimating the total cost of labor	
Minimum Wage	
Minimum Wage	$7.25 per hour (effective 7/24/09)

Administrative, Non-Teaching Professional & Support Experience for Salary Purposes

Clayton County Public Schools
Administrative, Non-Teaching Professional and Support for Salary Purposes

Administrative, Non-Teaching Professional, and Support

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

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

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

ADMINISTRATIVE POSITIONS

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

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

NON- TEACHING PROFESSIONAL AND SUPPORT POSITIONS

Non-Teaching professional/support positions are compensated according to the CCPS Grade Salary Schedule. Each grade has a maximum of 16 steps. Grade Salary Scales inclusive of the letter "N" do not receive experience credit (Ex.: Administrative Assistant II- 8HR Grade 19N). Grade Salary Scales inclusive of the letter "E" contain positions that are evaluated for experience credit (Ex.: Manager Grade 27E). For reference, a listing of all non-teaching professional/support positions is listed by grade. Salary experience for non-teaching professional/support positions is credited as follows:

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

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

The compensation department utilizes a sliding scale formula to administer promotions. The sliding scale formula allows upward movement

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

Demotion - A demotion is the reassignment of an employee to a position on a lower pay grade in the organizations job worth hierarchy
The compensation department utilizes a sliding scale formula to administer demotions. The sliding scale formula allows downward movement between pay grades while maintaining current step. Voluntary and involuntary demotions will be treated the same.
Employees demoted within the organization will be placed on the appropriate lower pay grade while maintaining the current step.
Employees demoted to the Teacher Salary Scale from the Grade Salary Scale will evaluated for teaching experience and degree level in accordance with State Board of Education State Rule 160-5-2-.05.

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

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

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

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-E	02AJ	ACCOUNTANT I	225	8	N	23.40	36.47	42,113.53	65,637.65
19-N	16GF	ACCOUNTING TECHNICIAN I - 7.5 HR	195	7.5	Y	17.31	26.41	25,322.27	36,622.96
19-N	16GD	ACCOUNTING TECHNICIAN I - 8 HR	225	8	Y	17.77	27.12	31,983.01	48.808.61
21-N	16GG	ACCOUNTING TECHNICIAN II	225	8	Y	19.81	30.86	35,652.82	55,550.22
19-N	16BK	ADM. ASST. II - 210 DAYS	210	8	Y	17.31	26.41	29,088.15	44,366.89
19-N	16BB	ADMINISTRATIVE ASSISTANT II -8 HR	225	8	Y	17.77	27.12	31,983.01	48.808.61
19-N	16BD	ADMINISTRATIVE ASSISTANT II- 7.5 HR	225	7.5	Y	17.77	27.12	29,984.08	45,758.07
21-N	16BF	ADMINISTRATIVE ASSISTANT III	225	8	Y	19.81	30.86	35,652.82	55,550.22
22-N	16EO	ADMINISTRATIVE SUPPORT SPEC II	225	8	Y	21.54	33.55	38,764.26	60,385.85
31 (2)-E	07F2	ALT SCHOOL ADMINISTRATOR	225	8	N	46.97	71.05	84,544.15	127,886.40
24-N	16IE	ASSESSMENT TRAINING SPL I	225	8	Y	25.44	39.63	45,799.70	71,325.46
31-E	07C5	ASSISTANT DIRECTOR	225	8	N	45.60	71.05	82,086.70	127,886.40
34 (6)	01AF	ASSISTANT SUPERINTENDENT	225	8	N	67.89	91.24	122,198.60	164,232.86
18-N	430B	ASSISTIVE TECHNOLOGY TECH.	190	8	Y	16.01	24.38	24,331.42	37,064.13
28 (2)-E	08F1	AST PRINCIPAL-ELEMENTARY	225	8	N	36.58	55.33	65,835.83	99,586.11
30 (2)-E	08D1	AST PRINCIPAL-HIGH SCHOOL	225	8	N	43.20	65.36	77,766.35	117,640.43
29 (2)-E	08E1	AST PRINCIPAL-MIDDLE SCHOOL	225	8	N	39.76	60.13	71,563.27	108,226.82
17-N	15B6	ATTENDANCE CLERK	195	7.5	Y	14.81	22.51	21,656.36	32,920.43
18-N	14E7	AUDIOLOGY TECHNICIAN	190	7.5	Y	16.01	24.38	22,810.70	34,747.62
24-E	02AI	AUDITOR	225	8	N	25.44	39.63	45,799.70	71,325.46
22-N	21AC	BI COMM/PARENT LIAISON	200	8	Y	20.95	32.64	33,524.28	52,223.14
20-N	21AE	BI FAMILY SERVICE LIAISON	188	8	Y	17.73	27.63	26,663.45	41,549.88
20-N	21AD	BI LANGUAGE SUPPORT LIAISON	190	8	Y	17.73	27.63	26,947.11	41,991.90
20-N	21AB	BILINGUAL FAMILY LIAISON	195	8	Y	17.73	27.63	27,656.24	43,096.95
PTE	900J	BOARD CHAIR	225	8	N	Salary set individually			
PTE	900E	BOARD MEMBER	225	8	N	Salary set individually			
PTB	900F	BOOKKEEPER- SUB PART TIME	205	7.5	Y	14.43	14.43	22,186.13	22,186.13
25-N	16DG	BUDGET ANALYST	225	8	N	27.65	43.07	49,763.00	77,529.00
26-E	16DJ	BUDGET ANALYST II	225	8	N	30.06	46.84	54,103.50	84,306.33
18 (3)-N	610J	BUS DRIVER 6.0 HRS.	186	6	Y	16.92	24.38	18,880.52	27,212.87

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23N	622H	BUS DRIVER TRAINER	225	8	Y	23.40	36.47	42,113.53	65,637.65
13 (4)	610K	BUS MONITOR I 6.0 HR	186	6	Y	11.81	16.41	13,178.18	18,318.86
23-N	721I	BUYER	225	8	N	23.40	36.47	42,113.53	65,637.65
21-N	722L	BUYER SUPPORT SPECIALIST	225	8	Y	19.81	30.86	35,652.82	55,550.22
CKS	900I	CAMPUS KIDS	180		N	See Miscellaneous Salaries			
20-N	01JK	CAMPUS KIDS ASST. SUPERVISOR	225	8	Y	18.22	28.39	32,799.01	51,110.96
25-N	01JG	CAMPUS KIDS SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53
CPS-N	19B1	CAMPUS SECURITY FT	180	7.5	Y	14.40	21.87	19,440.00	29,524.50
28-N	01JB	CAPTAIN	225	8	N	35.51	55.33	63,913.47	99,586.11
CCB-N	185C	CCBE STUDENT EMPLOYEE	225	8	N	Salary set individually			
35 (11)	01CI	CHIEF FINANCIAL OFFICER	225	8	N	85.55	99.17	153,986.88	178,501.91
35 (11)	01C0	CHIEF HUMAN RESOURCES OFFICER	225	8	N	85.55	99.17	153,986.88	178,501.91
35 (11)	01C1	CHIEF- SAFETY AND SECURITY	225	8	N	85.55	99.17	153,986.88	178,501.91
35 (11)	01CZ	CHIEF - TECHNOLOGY	225	8	N	85.55	99.17	153,986.88	178,501.91
35 (11)	01CY	CHIEF- COMMUNICATIONS & PR	225	8	N	85.55	99.17	153,986.88	178,501.91
26-N	16GT	CIA EARLY LEARNING INST SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
21-N	02FB	COMMUNICATIONS ASSISTANT	225	8	N	19.81	30.86	35,652.82	55,550.22
18-N	15C3	COMMUNICATIONS OFFICER	225	8	Y	16.43	25.03	29,565.20	45,062.98
24-E	02B3	COMMUNICATIONS SPECIALIST	225	8	N	25.44	39.63	45,799.70	71,325.46
22-N	21AA	COMMUNITY/PARENT LIAISON	190	8	Y	20.95	32.64	31,848.06	49,611.99
21-N	426D	COMPUTER OPERATOR	225	8	Y	19.81	30.86	35,652.82	55,550.22
21-N	722I	CONSTRUCTION FIELD TECH	225	8	Y	19.81	30.86	35,652.82	55,550.22
25-N	720H	CONSTRUCTION SUPV. SPLOST	225	8	N	27.65	43.07	49,763.33	77,528.53
21-N	721G	CONTRACTS SPEC. CONSTRUCTION	225	8	Y	19.81	30.86	35,652.82	55,550.22
29-N	720E	COORDINATING SUPERVISOR	225	8	N	38.59	60.13	69,462.55	108,226.82
29-N	01JD	COORDINATING SUPERVISOR PRE-K	225	8	N	38.59	60.13	69,462.55	108,226.82
29-N	01GN	COORDINATING SUPV-STUDENT DISC	225	8	N	38.59	60.13	69,462.55	108,226.82
30-N	01GI	COORDINATOR- CERTIFIED	225	8	N	41.96	65.36	75,526.90	117,640.43
30-N	01G7	COORDINATOR- CLASSIFIED	225	8	N	41.96	65.36	75,526.90	117,640.43
13C (4)-E	17B1	CUSTODIAN II	225	8	Y	13.83	19.31	24,899.36	34,752.25

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28-N	02HB	DATA MANAGEMENT SPECIALIST	225	8	N	35.51	55.33	63,913.47	99,586.11
28-N	413C	DATABASE ADMINISTRATOR	225	8	N	35.51	55.33	63,913.47	99,586.11
36(14)	01AR	DEPUTY SUPT- GOVT REL/PARTNSHP/GRANTS/OPS	225	8	N	101.61	107.80	182,901.54	194,039.33
36 (14)	01AT	DEPUTY SUPT-SCH LDERSHIP IMPR	225	8	N	101.61	107.80	182,901.54	194,039.33
36 (14)	01AU	DEPUTY SUPT- STD SRVCS FEDPROG	225	8	N	101.61	107.80	182,901.54	194,039.33
25-E	16IF	DIGITAL CONTENT SPECIALIST	225	8	N				
26-E	424B	DIGITAL LEARNING SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
32-E	01EF	DIRECTOR-CERTIFIED	225	8	N	49.57	77.22	89,221.23	139,004.37
32-E	01EG	DIRECTOR-CLASSIFED	225	8	N	49.57	77.22	89,221.23	139,004.37
22-E	82A4	DISTRICT SUCCESS COACH	190	8	N	21.54	33.55	32,734.27	50,992.49
20-N	16GN	DUE PROCESS TECHNICIAN II	225	8	Y	18.22	28.39	32,799.01	51,110.96
26-N	16IC	EARLY LEARNING COMPLIANCE SPECIALIST	225	8	N	27.65	43.07	49,763.33	77,528.53
20-N	20AC	ELECTRONIC IMAGING SPECIALIST	225	8	Y	18.22	28.39	32,799.01	51,110.96
18-N	16EM	ENERGY MGT. ASSISTANT	225	8	Y	16.43	25.03	29,565.20	45,062.98
23-N	16EK	ENERGY MGT. SPECIALIST	225	8	Y	23.40	36.47	42,113.53	65,637.61
28-E	493C	ESOL INSTRUCTIONAL SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
23-N	16AD	EXEC. ASST./CHIEF OFFICER SEC	225	8	Y	23.40	36.47	42,113.53	65,637.65
24 (13)-N	16AK	EXEC. ASST./DEPUTY SUPT SEC	225	8	Y	36.28	29.43	65,300.74	71,325.46
25 (13)-N	16A6	EXECUTIVE ASSISTANT/SUPT SEC	225	8	Y	39.43	43.07	70,968.73	77,528.53
33 (2)-E	01EI	EXECUTIVE DIRECTOR -CERTIFIED	225	8	N	55.49	83.94	99,883.38	151,093.43
33 (2)-E	01EJ	EXECUTIVE DIRECTOR-CLASSIFIED	225	8	N	55.49	83.94	99,883.38	151,093.43
17-N	16BO	FILE ROOM CLERK	225	8	Y	15.19	23.11	27,345.57	41,594.81
27-E	620B	FLEET MAINTENANCE MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
22-N	621D	FLEET MAINTENANCE MECHANIC I	225	8	Y	21.54	33.55	38,764.26	60,385.85
23-N	621E	FLEET MAINTENANCE MECHANIC II	225	8	Y	23.40	36.47	42,113.53	65,637.65
24-N	621F	FLEET MAINTENANCE MECHANIC III	225	8	N	25.44	39.63	45,799.70	71,325.46
25-N	620D	FLEET MAINTENANCE SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53
PTE-N	900C	GRADUATION COACH		Part- time Hourly Rate					
27-E	1253	GRANT WRITER	225	8	N	32.68	50.90	58,820.21	91,619.22
19-N	20AD	GRAPHIC ARTS TECHNICIAN	225	8	Y	17.77	27.12	31,983.01	48,808.61

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17-N	15B4	GUIDANCE SECRETARY	195	7.5	N	14.81	22.51	21,656.36	32,920.43
13 (5)-N	482A	HEALTH CARE TECHNICIAN	185	6.5	Y	11.81	16.41	14,199.61	19,738.52
13 (5)-N	482B	HEALTH CARE TECHNICIAN- ELITE	188	6.5	Y	12.13	16.41	14,822.58	20,058.60
18-E	4832	HOME EXTENSION INSTRUCTOR	225	8	Y	16.43	25.03	29,565.20	45,062.98
PTE	900G	HOURLY POLICE/EMT	225	8	N	Salary set individually			
23-N	16DE	HR ANALYST-ABSENCE MANAGEMENT	225	8	N	23.40	36.47	42,113.53	65,637.65
19-N	16EE	HR SPECIALIST I	225	8	Y	17.77	27.12	31,983.01	48,808.61
21-N	16EI	HR SPECIALIST II	225	8	Y	19.81	30.86	35,652.82	55,550.22
23-N	16DB	HUMAN RESOURCES ANALYST I	225	8	N	23.40	36.47	42,113.53	65,637.65
26-N	16DD	HUMAN RESOURCES ANALYST II	225	8	N	30.06	46.84	54,103.50	84,306.33
26-N	424H	INFORMATION SYSTEM SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
26-N	423H	INFORMATION SYSTEM TRAINER	225	8	N	30.06	46.84	54,103.50	84,306.33
28-E	1251	INST. IMPLEMENTATION SPEC.	225	8	N	35.51	55.33	63,913.47	99,586.11
28-E	16MA	INSTRUCTIONAL SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
26-E	423C	INSTRUCTIONAL TECHNOLOGY SPEC.	225	8	N	30.06	46.84	54,103.50	84,306.33
25	01JE	INVESTIGATOR	225	8	Y	27.65	43.07	49,763.33	77,528.53
13 (4)-N	34B1	ITINERANT NUTRITION WORKERS	185	6	Y	11.81	16.41	13,107.33	18,220.17
PTE	9061	LAY COACH	225		N	Salary set individually			
29-E	03B6	LEAD PSYCHOLOGIST	225	8	N	38.59	60.13	69,462.55	108,226.82
28-E	1259	LEAD TEACHER	225	8	N	34.55	53.83	62,183.16	96,890.04
30-E	02GB	LEGAL COMPLIANCE OFFICER-COOR.	225	8	N	41.96	65.36	75,526.90	117,640.43
27-E	01JC	LIEUTENANT	225	8	N	32.68	50.90	58,820.22	91,619.22
LRM	900H	LUNCHROOM MONITORS	180	3	N	10.25	10.25	9,225.00	9,225.00
19-N	20AE	MAIL SERVICE/GRAPHIC ARTS TECH	225	8	Y	17.77	27.12	31,983.01	48,808.61
16-N	723F	MAINT WORKER BUILDING & GROUND	225	8	Y	14.06	21.35	25,304.30	38,423.91
18-N	723E	MAINTENANCE APPR W/PSER/PXRS	225	8	Y	16.43	25.03	29,565.20	45,062.98
18-N	723D	MAINTENANCE APPRENTICE W/TRS	225	8	Y	16.43	25.03	29,565.20	45,062.98
24-N	01JI	MAINTENANCE OFFICE SUPERVISOR	225	8	N	25.44	39.63	45,799.70	71,325.46
27-E	720G	MAINTENANCE SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22
21-N	722G	MAINTENANCE TECH W/PSER/PXRS	225	8	Y	19.81	30.86	35,652.82	55,550.22

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21-N	722H	MAINTENANCE TECHNICIAN W/TRS	225	8	Y	19.81	30.86	35,652.82	55,550.22
30-E	01JA	MAJOR	225	8	N	41.96	65.36	75,526.90	117,640.43
27-E	01JF	MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
25-N	1258	MASTER CHEF/TRAINER	225	8	N	27.65	43.07	49,763.33	77,528.53
26-N	16GC	MASTER SCHEDULING SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
24-N	722K	MASTER TECHNICIAN W/PSER/PXRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
24-N	722J	MASTER TECHNICIAN W/TRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
22-N	426A	MIS DATA INFORMATION SYS TECH	225	8	Y	21.54	33.55	38,764.26	60,385.85
20-N	16EB	MIS HELP DESK SPECIALIST	225	8	Y	18.22	28.39	32,799.01	51,110.96
27-E	415G	MIS PROGRAMMER/ANALYST	225	8	N	32.68	50.90	58,820.21	91,619.22
28-E	415F	MIS SENIOR PROGRAMMER ANALYST	225	8	N	35.51	55.33	63,913.47	99,586.11
28-E	413A	MIS SYSTEMS SUPPORT ADMIN	225	8	N	35.51	55.33	63,913.47	99,586.11
27-E	423A	MIS TECHNICAL SUPT SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22
22-N	425F	MIS TECHNICIAN I	225	8	Y	21.54	33.55	38,764.26	60,385.85
23-N	425G	MIS TECHNICIAN II	225	8	Y	23.40	36.47	42,113.53	65,637.65
24-N	425H	MIS TECHNICIAN III	225	8	Y	25.44	39.63	45,799.70	71,325.46
25-N	425E	MIS TELECOM TECHNICIAN	225	8	N	27.65	43.07	49,763.33	77,528.53
24-N	303I	NUT MASTER TECH. W/PSER/PXRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
24-N	303H	NUT MASTER TECH. W/TRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
15-N	31A5	NUTRITION ASST MGR	185	8	Y	12.68	19.21	18,760.60	28,431.39
15-N	31A4	NUTRITION ASST MGR- ELITE	188	8	Y	12.68	19.21	19,064.82	28,892.44
23-N	721J	NUTRITION BUYER	225	8	N	23.40	36.47	42,113.53	65,637.65
23-N	301B	NUTRITION LEAD MANAGER	200	8	N	22.76	35.48	36,420.80	56,765.03
18-N	303K	NUTRITION MAINT APPR W/PSER/PX	225	8	Y	16.43	25.03	29,565.20	45,062.98
18-N	303L	NUTRITION MAINT TECH W/PSER	225	8	Y	16.43	25.03	29,565.20	45,062.98
21-N	303J	NUTRITION MAINT TEC W/TRS	225	8	Y	19.81	30.86	35,652.82	55,550.22
27-N	303G	NUTRITION MAINTENANCE SUPV	225	8	N	32.68	50.90	58,820.21	91,619.22
20-N	300D	NUTRITION MGR E/S	190	8	N	17.73	27.63	26,947.11	41,991.90
22-N	300G	NUTRITION MGR H/S	190	8	N	20.95	32.64	31,848.06	49,611.99
21-N	300F	NUTRITION MGR M/S	190	8	N	19.27	30.03	29,291.75	45,639.12

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22-N	300H	NUTRITION MGR -ELITE	190	8	N	20.95	32.64	31,848.06	49,611.99
25-N	4831	NUTRITION PROG. TECH SPEC.	225	8	N	27.65	43.07	49,763.33	77,528.53
23-N	16IA	NUTRITION PROGRAM SPECIALIST	225	8	N	23.40	36.47	42,113.53	65,637.65
PLM-N	34B2	NUTRITION SCANNING TECHNICAN	225	8	Y	10.49	12.48	18,888.48	22,464.00
13 (4)-N	326L	NUTRITION WORKER 3.0 HR	185	3	Y	11.81	16.41	6,553.67	9,110.09
13 (4)-N	326M	NUTRITION WORKER 4.0 HR	185	4	Y	11.81	16.41	8,738.22	12,146.78
13 (4)-N	326N	NUTRITION WORKER 5.0 HR	185	5	Y	11.81	16.41	10,922.78	15,183.48
13 (4)-N	3260	NUTRITION WORKER 5.5 HR	185	5.5	Y	11.81	16.41	12,015.06	16,701.82
13 (4)-N	326P	NUTRITION WORKER 6.0 HR	185	6	Y	11.81	16.41	13,107.33	18,220.17
13 (4)-N	326Q	NUTRITION WORKER 6.5 HR	185	6.5	Y	11.81	16.41	14,199.61	19,738.52
13 (4)-N	326R	NUTRITION WORKER 7.0 HR	185	7	Y	11.81	16.41	15,291.89	21,656.87
13 (4)-N	326S	NUTRITION WORKER 7.5 HR	185	7.5	Y	11.81	16.41	16,384.17	22,775.21
13 (4)-N	326U	NUTRITION WORKER- ELITE 4.0 HRS	188	4	Y	11.81	16.41	8,879.92	12,343.76
13 (4)-N	326V	NUTRITION WORKER-ELITE 6.0 HRS	188	6	Y	11.81	16.41	13,319.88	18,515.63
13 (4)-N	326T	NUTRITION WORKER-ELITE 7.0 HRS	188	7	Y	11.81	16.41	15,539.86	21,601.57
25-E	4811	OCCUPATIONAL THERAPIST(OT)	190	8	N	26.90	41.91	40,884.70	63,696.12
24-N	01JN	OFFICE SUPERVISOR	225	8	N	25.44	39.63	45,799.70	71,325.46
16-N	14E2	PARAPRO- SPECIAL ED PRE-K	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16-N	14E1	PARAPRO -SPED INTERRELATED	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16-N	14D4	PARAPRO TITLE I	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16-N	14D9	PARAPRO/CAREGIVER	188	8	Y	13.70	20.80	20,611.47	31,276.85
16-N	14D8	PARAPRO/FACILITATOR ISS	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16-N	14E3	PARAPRO/FACILITATOR ISS -ELITE SCHOLARS	188	7.5	Y	12.70	19.80	19,323.25	29,322.04
16-N	14BC	PARAPRO - INSTRUCTIONAL	188	7.5	Y	12.70	19.80	19,323.25	29,322.04
16-N	14D1	PARAPRO/KINDERGARTEN	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16-N	14E6	PARAPRO- ELEMENTARY	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16N	14D6	PARAPRO-BILINGUAL	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16 (2)-N	14D2	PARAPRO-MEDIA	188	7.5	Y	14.08	20.80	19,851.89	29,322.04
16-N	14D5	PARAPRO-REMEDIAL	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16-N	14E4	PARAPRO-SPEC ED - ELITE SCHOLARS	188	7.5	Y	12.70	19.80	19,323.25	29,322.04

Clayton County Public Schools

Classified and Administrative Personnel - Classifications by Title

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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.
16-N	14D3	PARAPRO-SPECIAL ED	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
16-N	14E5	PARAPRO-SPED/INTERR. ELITE SCHOLARS	188	7.5	Y	12.70	19.80	19,323.25	29,322.04
16-N	14D7	PARAPRO-TECHNOLOGY LAB	188	7.5	Y	13.70	20.80	19,323.25	29,322.04
28-E	03B8	PART-TIME PSYCHOLOGIST	200	8	N	35.51	55.33	56,811.98	88,520.00
PTE	900C	PART-TIME EMPLOYEES	225	8	N	Salary set individually			
30-E	02GA	PERSONNEL REVIEW OFFICER	225	8	N	41.96	65.36	75,526.90	117,640.43
25-E	508Q	PHYSICAL THERAPIST (PT)	190	8	N	26.90	41.91	40,884.70	63,696.12
26-E	16AB	PLANNING ANALYST	225	8	N	30.06	46.84	54,103.50	84,306.33
PK4	14P2	PRE K ASSISTANT	190	7.5	Y	12.70	12.70	18,103.82	18,103.82
PK2	50AR	PRE K LEAD TEACHER CERTIFIED	Based on Teacher Salary Scale -Certificate level and yrs of experience						
PK3	494J	PRE K LEAD TEACHER MASTERS	Based on Teacher Salary Scale - Certificate Level Step E						
PK1	494G	PRE K LEAD TEACHER NON-CERT	Based on Teacher Salary Scale - T4 Step E						
18-N	20AF	PRESS OPERATOR II PRINTING	225	8	Y	15.43	24.03	29,565.20	45,062.98
32 (2)-E	07E3	PRINCIPAL - ELITE SCHOLARS MS	225	8	N	51.05	77.22	91,896.68	139,004.37
31 (2)-E	07F1	PRINCIPAL-ELEMENTARY	225	8	N	46.97	71.05	84,544.15	127,886.40
33 (2)-E	07D1	PRINCIPAL-HIGH SCHOOL	225	8	N	55.49	83.94	99,883.38	151,093.43
32 (2)-E	07E1	PRINCIPAL-MIDDLE SCHOOL	225	8	N	51.05	77.22	91,896.68	139,004.37
27-E	01JL	PRINTING OPERATIONS SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22
25-E	721H	PROCUREMENT CARD ADMINISTRATOR	225	8	N	27.65	43.07	49,763.33	77,528.53
27-E	721F	PROCUREMENT SPECIALIST	225	8	N	32.68	50.90	58,820.21	91,619.22
24-N	20AA	PRODUCTION MANAGER	225	8	N	25.44	39.63	45,799.70	71,325.46
23-N	20AB	PRODUCTION/MAIL QT.CONTROL AST	225	8	Y	23.40	36.47	42,113.53	65,637.65
23-N	16GQ	PROG. SPECIALIST-SCH.NUTRITION	200	8	N	22.76	35.48	36,420.80	56,765.03
20-N	16F2	PROGRAM EVALUATOR	225	8	Y	18.22	28.39	32,799.01	51,110.96
28-E	03B5	PSYCHOLOGIST-12 MONTH	225	8	N	35.51	55.33	63,913.47	99,586.11
28-E	03B7	PSYCHOLOGIST -GNETS	200	8	N	34.55	53.83	55,273.92	86,124.48
29-E	03B6	PSYCHOLOGIST - LEAD	225	8	N	34.55	53.83	55,273.92	86,124.48
30-E	02HA	PSYCHOMETRICIAN	225	8	N	41.96	65.36	75,526.90	117,640.43
24-E	16C4	RECRUITER	225	8	N	25.44	39.63	45,799.70	71,325.46
19-N	15B5	SCHOOL BOOKKEEPER SPECIALIST	225	8	Y	17.77	27.12	31,983.01	48,808.61

Clayton County Public Schools

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						Min.	Max.	Min.	Max.
28-E	16GU	SCHOOL CHOICE SPECIALIST	200	8	N	31.10	48.46	49,763.33	77,528.53
22-E	195C	SCHOOL RESOURCE OFFICER	190	8	Y	20.95	32.64	31,848.06	49,611.99
17-N	15B1	SCHOOL SECRETARY I	195	7.5	Y	14.81	22.51	21,656.36	32,920.43
18-N	15A3	SCHOOL SECRETARY II-BOOKKEEPER	205	7.5	Y	16.01	24.38	24,611.55	37,490.86
19-N	16BN	SECRETARY II-A ELITE SCHOLARS	220	8	Y	17.31	26.41	30,473.30	46,479.60
17-N	15B3	SECRETARY-REGISTRAR	195	7.5	Y	14.81	22.51	21,656.36	32,920.43
25-E	415E	SENIOR ENGINEER	225	8	N	27.65	43.07	49,763.33	77,528.53
26-E	01G8	SERGEANT	225	8	Y	30.06	46.84	54,103.50	84,306.33
25-E	4806	SIGN LANGUAGE INTERPRETER	190	8	Y	26.88	41.91	40,864.70	63,696.12
28-E	4816	SOCIAL WORKER	190	8	N	34.55	53.83	52,510.22	81,818.26
25-E	16GR	SPECIALIST	225	8	N	27.65	43.07	49,763.33	77,528.53
25-N	16TG	STUDENT ENGAGEMENT SPECIALIST	190	8	N	26.90	41.91	40,884.70	63,696.12
25-N	424G	STUDENT INFORMATION SPECIALIST	225	8	N	27.65	43.07	49,763.33	77,528.53
BDS	9202	SUBSTITUTE BUS DRIVER 6.0	186	6	N	14.28	14.28	15,936.48	15,936.48
BMS	9203	SUBSTITUTE BUS MONITOR 6.0	186	6	N	7.25	7.25	8,102.16	8,102.16
SUP	01AB	SUPERINTENDENT	240	8	N	Salary set individually			
25-N	4837	SUPERVISING HEALTH CARE PROF.	195	8	N	26.90	41.91	41,960.62	65,372.34
25-N	01JH	SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53
28-N	514B	TEACHER-JROTC INSTRUCTOR	220	8	N	Salary set individually			
28-N	494A	TEACHER DEVELOPMENT SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
19-N	15B7	TERMINAL AGENCY CLERK	225	8	N	17.77	27.12	31,983.01	48,808.61
19-N	16G0	TESTING TECHNICIAN	225	8	Y	17.77	27.12	31,983.01	48,808.61
21-N	167K	TEXTBOOK SPECIALIST	225	8	Y	19.81	30.86	35,652.82	55,550.22
19-N	4828	THEATER TECHNICIAN	225	8	Y	17.77	27.12	31,983.01	48,808.61
27-E	1252	TITLE I PROGRAM SPECIALIST	225	8	N	32.68	50.90	58,820.21	91,619.22
24-N	424D	TRAINING SPECIALIST I	225	8	N	25.44	39.63	45,799.70	71,325.46
23-N	623C	TRANS. SPECIALIST	225	8	Y	23.40	36.47	42,113.53	65,637.65
19-N	613B	TRANSPORTATION DISPATCHER	190	8	Y	17.31	26.41	26,317.85	40,141.47
27-E	622E	TRANSPORTATION MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
27-E	622F	TRANSPORTATION PROJECT MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22

Clayton County Public Schools

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						Min.	Max.	Min.	Max.
PTR	623D	TRANSPORTATION SPEC PTR	225	5	N	22.50	22.50	25,312.50	25,312.50
24-N	622G	TRANSPORTATION SUPERVISOR	225	8	N	25.44	39.63	45,799.70	71,325.46
21-N	16EP	TRIBUNAL SPECIALIST II	225	8	Y	19.81	30.86	35,652.82	55,550.22
TRS	9077	TRS RETIREE-ADM PT W/BENEFITS	225	8	N	Salary set individually			
TRS	907I	TRS RETIREE-CLER PT W/BENEFITS	225	8	N	Salary set individually			
TRS	9075	TRS RETIREE-IN A NON TRS CLASS	225	8	N	Salary set individually			
TRS	9079	TRS RETIREE-PARA PT W/BENEFITS	225	7.5	N	Salary set individually			
TRS	9078	TRS RETIREE-TEACHER PT W/BENEF	225	8	N	Salary set individually			
27-E	4821	TV STATION MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
28-E	16MG	WORKFORCE INNOVATOR	200	8	N	34.55	53.83	55,273.92	86,124.48
24-E	1255	YOUTH APPRENTICESHIP SPEC.	220	8	Y	24.76	38.55	43,569.56	67,852.38

Admin, NonTeaching, Support 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-N																
HR.				13.83	14.22	14.61	15.03	15.45	15.87	16.33	16.79	17.26	17.74	18.25	18.76	19.31
SEMI				1,037.47	1,066.40	1,096.12	1,127.45	1,158.79	1,190.12	1,224.67	1,259.21	1,294.56	1,330.71	1,368.47	1,407.04	1,448.01
YR.				24,899.36	25,593.49	26,306.91	27,058.90	27,810.88	28,562.86	29,391.97	30,221.08	31,069.47	31,937.14	32,843.38	33,768.89	34,752.25

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.				12.11	12.44	12.78	13.14	13.51	13.87	14.27	14.66	15.07	15.49	15.93	16.37	16.84
SEMI				908.19	932.96	958.56	985.81	1,013.06	1,040.31	1,070.04	1,099.76	1,130.32	1,161.69	1,194.72	1,227.75	1,263.26
YR.				21,796.49	22,391.04	23,005.40	23,659.40	24,313.40	24,967.40	25,680.85	26,394.30	27,127.57	27,880.66	28,673.39	29,466.11	30,318.29
GRADE 14																
HR.	12.04	12.38	12.73	13.08	13.44	13.80	14.20	14.59	15.00	15.41	15.85	16.29	16.76	17.23	17.71	18.21
SEMI	903.23	928.83	954.43	980.85	1,008.10	1,035.35	1,065.08	1,093.98	1,125.36	1,155.91	1,188.94	1,221.97	1,256.66	1,292.16	1,328.50	1,365.66
YR.	21,677.59	22,291.95	22,906.31	23,540.49	24,194.49	24,848.49	25,561.94	26,255.57	27,008.66	27,741.93	28,534.66	29,327.38	30,159.75	31,011.93	31,883.92	32,775.74
GRADE 15																
HR.	13.00	13.38	13.74	14.12	14.52	14.93	15.35	15.78	16.22	16.68	17.14	17.63	18.12	18.64	19.17	19.72
SEMI	975.07	1,003.15	1,030.40	1,059.30	1,089.03	1,119.58	1,150.96	1,183.16	1,216.19	1,250.88	1,285.56	1,321.89	1,359.05	1,397.86	1,437.50	1,478.78
YR.	23,401.76	24,075.58	24,729.58	25,423.21	26,136.66	26,869.94	27,623.03	28,395.93	29,188.66	30,021.02	30,853.38	31,725.38	32,617.20	33,548.65	34,499.92	35,490.82
GRADE 16																
HR.	14.06	14.44	14.86	15.27	15.69	16.14	16.58	17.05	17.55	18.03	18.55	19.07	19.62	20.18	20.75	21.35
SEMI	1,054.35	1,083.25	1,114.63	1,145.18	1,176.56	1,210.41	1,243.44	1,278.95	1,316.11	1,352.44	1,391.25	1,430.06	1,471.35	1,513.47	1,556.41	1,601.00
YR.	25,304.30	25,997.94	26,751.03	27,484.30	28,237.39	29,049.93	29,842.66	30,694.84	31,586.65	32,458.65	33,390.10	34,321.55	35,312.46	36,323.18	37,353.73	38,423.91
GRADE 17																
HR.	15.19	15.61	16.06	16.50	16.98	17.45	17.94	18.46	18.98	19.52	20.07	20.64	21.24	21.83	22.47	23.11
SEMI	1,139.40	1,170.78	1,204.63	1,237.66	1,273.17	1,308.68	1,345.84	1,384.65	1,423.46	1,463.92	1,505.21	1,548.15	1,592.74	1,637.33	1,685.22	1,733.12
YR.	27,345.57	28,098.66	28,911.20	29,703.93	30,556.11	31,408.29	32,300.10	33,231.56	34,163.01	35,134.10	36,125.00	37,155.55	38,225.72	39,295.91	40,445.36	41,594.81
GRADE 18																
HR.	16.43	16.89	17.36	17.86	18.35	18.88	19.42	19.97	20.54	21.13	21.73	22.35	23.00	23.65	24.33	25.03
SEMI	1,231.88	1,266.57	1,302.07	1,339.23	1,376.39	1,416.03	1,456.49	1,497.78	1,540.72	1,584.48	1,629.90	1,676.14	1,724.86	1,773.58	1,824.78	1,877.62
YR.	29,565.20	30,397.56	31,249.74	32,141.56	33,033.37	33,984.65	34,955.73	35,946.64	36,977.18	38,027.54	39,117.54	40,227.36	41,396.63	42,565.90	43,794.62	45,062.98
GRADE 19																
HR.	17.77	18.26	18.79	19.33	19.87	20.44	21.02	21.62	22.24	22.88	23.53	24.21	24.90	25.63	26.36	27.12
SEMI	1,332.63	1,369.78	1,409.42	1,449.88	1,490.34	1,533.28	1,576.22	1,621.64	1,667.88	1,715.78	1,764.50	1,815.69	1,867.72	1,922.22	1,976.71	2,033.69
YR.	31,983.01	32,874.83	33,826.10	34,797.19	35,768.28	36,798.82	37,829.36	38,919.36	40,029.18	41,178.63	42,347.90	43,576.62	44,825.16	46,133.16	47,441.16	48,808.61

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																
HR.	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
SEMI	1,366.63	1,407.91	1,450.03	1,492.97	1,538.38	1,584.62	1,631.69	1,681.24	1,731.61	1,783.63	1,836.48	1,891.81	1,948.78	2,007.41	2,067.69	2,129.62
YR.	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																
HR.	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
SEMI	1,485.53	1,530.12	1,576.37	1,623.44	1,672.15	1,722.53	1,774.55	1,826.57	1,881.90	1,938.87	1,996.68	2,056.96	2,118.89	2,182.47	2,247.71	2,314.59
YR.	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																
HR.	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
SEMI	1,615.18	1,663.07	1,713.44	1,764.64	1,817.49	1,871.99	1,928.14	1,986.77	2,046.22	2,107.33	2,170.09	2,235.32	2,302.21	2,370.74	2,443.41	2,516.08
YR.	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																
HR.	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
SEMI	1,754.73	1,807.58	1,862.08	1,918.23	1,976.03	2,034.66	2,095.77	2,158.52	2,223.76	2,289.82	2,359.18	2,429.37	2,502.04	2,578.01	2,655.63	2,734.90
YR.	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																
HR.	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
SEMI	1,908.32	1,964.47	2,023.93	2,085.03	2,146.96	2,211.37	2,278.26	2,346.80	2,416.99	2,489.65	2,563.97	2,640.77	2,720.86	2,801.79	2,886.02	2,971.89
YR.	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																
HR.	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
SEMI	2,073.47	2,136.23	2,200.64	2,265.87	2,334.41	2,404.60	2,476.44	2,550.76	2,626.73	2,705.17	2,787.75	2,871.15	2,957.03	3,046.21	3,137.05	3,230.36
YR.	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																
HR.	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
SEMI	2,254.31	2,322.02	2,391.39	2,463.23	2,537.55	2,613.52	2,691.14	2,772.06	2,855.46	2,941.34	3,028.87	3,120.53	3,213.84	3,309.63	3,409.54	3,512.76
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

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 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
SEMI	2,450.84	2,524.33	2,599.48	2,677.10	2,757.20	2,839.77	2,925.65	3,013.18	3,103.19	3,197.33	3,292.29	3,392.20	3,492.95	3,598.64	3,705.99	3,817.47
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
SEMI	2,663.06	2,743.16	2,824.08	2,910.79	2,997.49	3,087.50	3,180.81	3,275.77	3,373.21	3,474.78	3,579.65	3,686.17	3,797.65	3,910.78	4,028.04	4,149.42
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
SEMI	2,894.27	2,981.80	3,070.98	3,162.64	3,258.43	3,355.87	3,456.61	3,559.83	3,667.18	3,777.01	3,890.13	4,007.39	4,127.95	4,251.81	4,378.16	4,509.45
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.	3,146.95	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
SEMI	3,420.28	3,522.67	3,628.37	3,737.37	3,849.67	3,964.45	4,084.19	4,206.40	4,332.74	4,463.21	4,596.98	4,734.88	4,876.09	5,022.24	5,173.36	5,328.60
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
SEMI	3,717.55	3,829.03	3,943.81	4,062.72	4,184.93	4,309.62	4,438.44	4,572.21	4,709.28	4,851.31	4,996.65	5,146.11	5,300.52	5,459.90	5,623.39	5,791.85
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																
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
SEMI	4,040.42	4,161.81	4,286.50	4,415.31	4,548.26	4,684.51	4,824.89	4,969.40	5,118.86	5,272.45	5,430.17	5,593.67	5,761.30	5,934.70	6,112.24	6,295.56
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

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 34																
HR.														86.00	88.58	91.24
SEMI														6,449.98	6,643.20	6,843.04
YR.														154,799.43	159,436.87	164,232.86
GRADE 35																
HR.													90.76	93.49	96.28	99.17
SEMI													6,806.70	7,011.49	7,221.23	7,437.58
YR.													163,360.86	168,275.75	173,309.56	178,501.91
GRADE 36																
HR.														101.61	104.65	107.80
SEMI														7,620.90	7,848.81	8,084.97
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.	17.77	18.26	18.79	19.33	19.87	20.44	21.02	21.62	22.24	22.88	23.53	24.21	24.90	25.63	26.36	27.12
SEMI	1,249.34	1,284.17	1,321.33	1,359.27	1,397.20	1,437.45	1,477.71	1,520.29	1,563.64	1,608.54	1,654.21	1,702.21	1,750.98	1,802.08	1,853.17	1,906.59
YR.	29,984.08	30,820.15	31,711.97	32,622.36	33,532.76	34,498.89	35,465.03	36,486.90	37,527.35	38,604.96	39,701.15	40,853.08	42,023.59	43,249.84	44,476.08	45,758.07

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																
HR.	17.31	17.80	18.31	18.84	19.36	19.92	20.47	21.06	21.66	22.28	22.92	23.58	24.26	24.96	25.67	26.41
SEMI	1,269.72	1,305.07	1,342.78	1,381.27	1,419.76	1,460.61	1,501.46	1,544.66	1,588.65	1,634.21	1,680.56	1,729.27	1,778.76	1,830.60	1,882.45	1,936.65
YR.	30,473.30	31,321.69	32,226.64	33,150.44	34,074.25	35,054.61	36,034.97	37,071.89	38,127.67	39,221.15	40,333.48	41,502.38	42,690.12	43,934.43	45,178.74	46,479.60
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
SEMI	1,815.40	1,868.82	1,925.37	1,983.51	2,042.42	2,103.69	2,167.32	2,232.52	2,299.30	2,368.42	2,439.12	2,512.18	2,588.38	2,665.36	2,745.49	2,827.18
YR.	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																
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
SEMI	2,533.39	2,609.59	2,686.57	2,769.05	2,851.53	2,937.16	3,025.93	3,116.26	3,208.96	3,305.58	3,405.34	3,506.68	3,612.73	3,720.35	3,831.90	3,947.37
YR.	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																
HR.	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
SEMI	2,993.72	3,082.49	3,175.97	3,270.23	3,369.21	3,470.55	3,574.24	3,681.86	3,792.62	3,905.74	4,022.78	4,143.76	4,267.88	4,395.92	4,527.89	4,663.01
YR.	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
SEMI	1,381.08	1,422.54	1,465.53	1,509.29	1,554.58	1,601.41	1,649.77	1,698.14	1,749.57	1,802.54	1,856.28	1,912.32	1,969.90	2,029.01	2,089.66	2,151.84
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
SEMI	2,475.81	2,550.28	2,625.51	2,706.12	2,786.73	2,870.41	2,957.15	3,045.44	3,136.03	3,230.45	3,327.95	3,426.98	3,530.62	3,635.80	3,744.81	3,857.66
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																
HR.	17.31	17.80	18.31	18.84	19.36	19.92	20.47	21.06	21.66	22.28	22.92	23.58	24.26	24.96	25.67	26.41
SEMI	1,212.01	1,245.75	1,281.74	1,318.48	1,355.23	1,394.22	1,433.21	1,474.45	1,516.44	1,559.93	1,604.17	1,650.66	1,697.90	1,747.39	1,796.88	1,848.62
YR.	29,088.15	29,897.98	30,761.79	31,643.61	32,525.42	33,461.22	34,397.02	35,386.81	36,394.59	37,438.37	38,500.14	39,615.91	40,749.66	41,937.41	43,125.16	44,366.89
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
SEMI	1,466.69	1,510.18	1,555.92	1,602.41	1,650.40	1,699.89	1,750.88	1,804.12	1,858.10	1,913.59	1,970.58	2,029.82	2,090.55	2,152.79	2,218.78	2,284.76
YR.	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																
HR.	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
SEMI	2,225.53	2,292.26	2,360.50	2,430.98	2,503.72	2,578.70	2,656.68	2,736.17	2,817.90	2,903.38	2,989.61	3,080.34	3,171.82	3,267.80	3,365.28	3,466.51
YR.	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																
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
SEMI	2,418.23	2,490.97	2,564.45	2,643.19	2,721.92	2,803.65	2,888.38	2,974.62	3,063.10	3,155.33	3,250.56	3,347.29	3,448.51	3,551.24	3,657.72	3,767.95
YR.	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																
HR.	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
SEMI	2,628.19	2,707.67	2,788.65	2,871.89	2,958.87	3,047.35	3,138.83	3,232.56	3,330.04	3,429.77	3,532.50	3,638.97	3,748.45	3,860.93	3,975.65	4,094.88
YR.	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																
HR.	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
SEMI	2,857.64	2,942.37	3,031.60	3,121.58	3,216.06	3,312.79	3,411.77	3,514.50	3,620.23	3,728.20	3,839.93	3,955.41	4,073.88	4,196.10	4,322.08	4,451.05
YR.	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

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																
HR.	16.01	16.46	16.92	17.40	17.88	18.40	18.92	19.46	20.01	20.58	21.17	21.77	22.40	23.03	23.70	24.38
SEMI	1,093.85	1,124.59	1,156.07	1,189.00	1,221.94	1,257.08	1,292.95	1,329.55	1,367.61	1,406.40	1,446.66	1,487.66	1,530.84	1,574.03	1,619.41	1,666.26
YR.	26,252.32	26,990.16	27,745.57	28,536.12	29,326.66	30,169.91	31,030.73	31,909.11	32,822.63	33,753.72	34,719.94	35,703.73	36,740.22	37,776.72	38,865.91	39,990.25
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
SEMI	1,211.44	1,248.04	1,285.37	1,323.43	1,363.69	1,404.68	1,446.41	1,490.32	1,534.98	1,581.09	1,627.94	1,676.98	1,727.49	1,779.46	1,832.89	1,887.79
YR.	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																
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
SEMI	1,555.47	1,602.32	1,650.63	1,700.41	1,751.64	1,803.62	1,857.78	1,913.41	1,971.24	2,029.80	2,091.29	2,153.50	2,217.92	2,285.26	2,354.07	2,424.34
YR.	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																
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
SEMI	2,360.66	2,431.66	2,503.39	2,580.25	2,657.11	2,736.90	2,819.61	2,903.79	2,990.17	3,080.20	3,173.16	3,267.59	3,366.41	3,466.69	3,570.63	3,678.23
YR.	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																
HR.	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
SEMI	2,565.61	2,643.20	2,722.26	2,803.51	2,888.42	2,974.79	3,064.10	3,155.59	3,250.75	3,348.11	3,448.39	3,552.33	3,659.20	3,769.00	3,880.99	3,997.38
YR.	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.				13.77	14.15	14.55	14.96	15.38	15.80	16.25	16.70	17.18	17.66	18.16	18.67	19.21
SEMI				882.06	906.76	932.15	958.23	984.99	1,012.44	1,041.26	1,070.09	1,100.28	1,131.16	1,163.41	1,196.35	1,230.67
YR.				21,169.38	21,762.29	22,371.67	22,997.52	23,639.84	24,298.63	24,990.35	25,682.08	26,406.75	27,147.88	27,921.96	28,712.51	29,535.99
GRADE 16																
HR.	13.70	14.08	14.49	14.88	15.29	15.73	16.16	16.62	17.10	17.57	18.07	18.58	19.11	19.66	20.22	20.80
SEMI	877.94	901.96	928.04	953.43	979.50	1,007.64	1,035.09	1,064.60	1,095.48	1,125.67	1,157.93	1,190.18	1,224.49	1,259.49	1,295.17	1,332.23
YR.	21,070.56	21,647.00	22,272.85	22,882.23	23,508.08	24,183.34	24,842.13	25,550.32	26,291.46	27,016.13	27,790.20	28,564.28	29,387.76	30,227.72	31,084.14	31,973.51
GRADE 17																
HR.		15.21	15.65	16.08	16.54	17.00	17.49	17.99	18.49	19.02	19.55	20.11	20.69	21.27	21.89	22.51
SEMI		974.70	1,002.84	1,030.28	1,059.79	1,089.30	1,120.18	1,152.44	1,184.69	1,218.31	1,252.63	1,288.31	1,325.37	1,362.42	1,402.23	1,442.03
YR.		23,392.79	24,068.05	24,726.84	25,435.03	26,143.23	26,884.37	27,658.44	28,432.52	29,239.54	30,063.02	30,919.44	31,808.81	32,698.17	33,653.42	34,608.66
GRADE 18																
HR.	16.01	16.46	16.92	17.40	17.88	18.40	18.92	19.46	20.01	20.58	21.17	21.77	22.40	23.03	23.70	24.38
SEMI	1,025.48	1,054.30	1,083.81	1,114.69	1,145.57	1,178.51	1,212.14	1,246.45	1,282.13	1,318.50	1,356.25	1,394.68	1,435.17	1,475.65	1,518.20	1,562.12
YR.	24,611.55	25,303.28	26,011.47	26,752.61	27,493.75	28,284.29	29,091.31	29,914.79	30,771.22	31,644.11	32,549.95	33,472.25	34,443.96	35,415.67	36,436.79	37,490.86
GRADE 19																
HR.	17.31	17.80	18.31	18.84	19.36	19.92	20.47	21.06	21.66	22.28	22.92	23.58	24.26	24.96	25.67	26.41
SEMI	1,109.20	1,140.08	1,173.02	1,206.65	1,240.27	1,275.96	1,311.64	1,349.39	1,387.81	1,427.62	1,468.10	1,510.65	1,553.88	1,599.18	1,644.47	1,691.82
YR.	26,620.85	27,361.99	28,152.54	28,959.55	29,766.57	30,622.99	31,479.41	32,385.25	33,307.55	34,262.79	35,234.51	36,255.63	37,293.22	38,380.22	39,467.22	40,603.63

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																
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
SEMI	1,396.84	1,438.26	1,481.83	1,526.10	1,571.81	1,618.94	1,667.50	1,718.20	1,769.62	1,822.47	1,876.74	1,933.16	1,991.00	2,050.28	2,113.12	2,175.96
YR.	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																
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
SEMI	1,517.53	1,563.24	1,610.37	1,658.93	1,708.92	1,759.62	1,812.47	1,866.74	1,923.16	1,980.29	2,040.28	2,100.98	2,163.82	2,229.52	2,296.65	2,365.21
YR.	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																
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
SEMI	1,793.19	1,847.46	1,903.17	1,959.58	2,018.85	2,079.56	2,141.69	2,205.96	2,271.66	2,339.50	2,410.91	2,483.04	2,557.31	2,634.44	2,712.99	2,793.69
YR.	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																
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
SEMI	2,303.08	2,372.35	2,442.34	2,517.32	2,592.30	2,670.14	2,750.84	2,832.97	2,917.23	3,005.07	3,095.77	3,187.89	3,284.30	3,382.14	3,483.54	3,588.52
YR.	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 13																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				767.55	788.43	810.02	833.00	855.97	878.95	904.02	929.08	954.85	981.30	1,009.16	1,037.01	1,066.95
YR.				18,421.12	18,922.44	19,440.47	19,991.92	20,543.38	21,094.83	21,696.42	22,298.00	22,916.30	23,551.31	24,219.74	24,888.17	25,606.73
GRADE 15																
HR.	12.68	13.04	13.39	13.77	14.15	14.55	14.96	15.38	15.80	16.25	16.70	17.18	17.66	18.16	18.67	19.21
SEMI	823.95	847.62	870.60	894.97	920.03	945.79	972.25	999.41	1,027.26	1,056.50	1,085.75	1,116.38	1,147.72	1,180.44	1,213.86	1,248.68
YR.	19,774.68	20,342.85	20,894.30	21,479.18	22,080.76	22,699.06	23,334.07	23,985.79	24,654.22	25,356.07	26,057.92	26,793.19	27,545.17	28,330.57	29,132.69	29,968.22
GRADE 17																
HR.	14.81	15.21	15.65	16.08	16.54	17.00	17.49	17.99	18.49	19.02	19.55	20.11	20.69	21.27	21.89	22.51
SEMI	962.50	988.96	1,017.51	1,045.36	1,075.30	1,105.24	1,136.57	1,169.30	1,202.03	1,236.14	1,270.96	1,307.16	1,344.76	1,382.36	1,422.75	1,463.13
YR.	23,100.12	23,735.13	24,420.26	25,088.69	25,807.25	26,525.82	27,277.80	28,063.20	28,848.61	29,667.43	30,502.97	31,371.92	32,274.30	33,176.68	34,145.90	35,115.13
GRADE 18																
HR.	16.01	16.46	16.92	17.40	17.88	18.40	18.92	19.46	20.01	20.58	21.17	21.77	22.40	23.03	23.70	24.38
SEMI	1,040.49	1,069.73	1,099.67	1,131.00	1,162.34	1,195.76	1,229.88	1,264.69	1,300.90	1,337.80	1,376.10	1,415.09	1,456.17	1,497.25	1,540.42	1,584.98
YR.	24,971.72	25,673.57	26,392.13	27,144.11	27,896.09	28,698.21	29,517.03	30,352.57	31,221.53	32,107.20	33,026.29	33,962.09	34,948.02	35,933.95	36,970.02	38,039.50
GRADE 19																
HR.	17.31	17.80	18.31	18.84	19.36	19.92	20.47	21.06	21.66	22.28	22.92	23.58	24.26	24.96	25.67	26.41
SEMI	1,125.43	1,156.77	1,190.19	1,224.31	1,258.42	1,294.63	1,330.84	1,369.13	1,408.12	1,448.51	1,489.59	1,532.76	1,576.62	1,622.58	1,668.53	3,433.15
YR.	27,010.43	27,762.41	28,564.52	29,383.35	30,202.17	31,071.13	31,940.09	32,859.18	33,794.98	34,764.20	35,750.13	36,786.20	37,838.97	38,941.88	40,044.79	82,395.66
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
SEMI	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
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
SEMI	1,479.60	1,524.16	1,570.11	1,617.46	1,666.20	1,715.63	1,767.16	1,820.08	1,875.08	1,930.78	1,989.27	2,048.46	2,109.73	2,173.79	2,239.24	2,306.08
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

195 Days - 8.0 Hours

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 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
SEMI	1,748.36	1,801.28	1,855.59	1,910.59	1,968.38	2,027.57	2,088.14	2,150.81	2,214.87	2,281.01	2,350.64	2,420.97	2,493.38	2,568.58	2,645.17	2,723.85
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																
HR.	12.68	13.04	13.39	13.77	14.15	14.55	14.96	15.38	15.80	16.25	16.70	17.18	17.66	18.16	18.67	19.21
SEMI	772.45	794.64	816.18	839.03	862.53	886.68	911.49	936.94	963.06	990.47	1,017.89	1,046.61	1,075.98	1,106.66	1,138.00	1,170.63
YR.	18,538.77	19,071.42	19,588.41	20,136.73	20,700.72	21,280.37	21,875.69	22,486.67	23,113.33	23,771.31	24,429.30	25,118.61	25,823.60	26,559.91	27,311.90	28,095.21
GRADE 16																
HR.	13.70	14.08	14.49	14.88	15.29	15.73	16.16	16.62	17.10	17.57	18.07	18.58	19.11	19.66	20.22	20.80
SEMI	835.11	857.96	882.77	906.92	931.72	958.49	984.60	1,012.67	1,042.04	1,070.76	1,101.44	1,132.12	1,164.76	1,198.05	1,231.99	1,267.24
YR.	20,042.73	20,591.05	21,186.37	21,766.02	22,361.34	23,003.66	23,630.31	24,303.97	25,008.95	25,698.27	26,434.58	27,170.90	27,954.21	28,753.19	29,567.84	30,413.82
GRADE 17																
HR.	14.81	15.21	15.65	16.08	16.54	17.00	17.49	17.99	18.49	19.02	19.55	20.11	20.69	21.27	21.89	22.51
SEMI	902.35	927.15	953.92	980.03	1,008.10	1,036.16	1,065.54	1,096.22	1,126.90	1,158.88	1,191.52	1,225.47	1,260.71	1,295.96	1,333.82	1,371.68
YR.	21,656.36	22,251.68	22,894.00	23,520.65	24,194.30	24,867.95	25,572.94	26,309.25	27,045.57	27,813.22	28,596.53	29,411.18	30,257.16	31,103.14	32,011.79	32,920.43
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
SEMI	914.52	941.94	970.01	999.38	1,028.75	1,060.09	1,092.07	1,124.71	1,158.65	1,193.25	1,229.15	1,265.71	1,304.22	1,342.73	1,383.20	1,424.98
YR.	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																
HR.	17.31	17.80	18.31	18.84	19.36	19.92	20.47	21.06	21.66	22.28	22.92	23.58	24.26	24.96	25.67	26.41
SEMI	1,055.09	1,084.47	1,115.80	1,147.79	1,179.77	1,213.72	1,247.66	1,283.56	1,320.12	1,357.98	1,396.49	1,436.96	1,478.08	1,521.17	1,564.25	1,609.29
YR.	25,322.27	26,027.26	26,779.24	27,546.89	28,314.54	29,129.19	29,943.83	30,805.48	31,682.79	32,591.44	33,515.75	34,487.06	35,474.04	36,508.01	37,541.99	38,622.96

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
SEMI	936.28	964.57	993.42	1,022.84	1,053.95	1,085.63	1,117.88	1,151.82	1,186.33	1,221.97	1,258.18	1,296.08	1,335.12	1,375.28	1,416.58	1,459.01
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
SEMI	1,202.17	1,238.38	1,275.72	1,314.18	1,353.79	1,393.95	1,435.82	1,478.81	1,523.50	1,568.76	1,616.28	1,664.37	1,714.15	1,766.20	1,819.38	1,873.69
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
SEMI	1,307.40	1,345.87	1,386.60	1,428.46	1,470.89	1,515.02	1,560.84	1,607.80	1,655.88	1,705.67	1,756.58	1,809.20	1,864.07	1,919.51	1,977.22	2,036.05
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.	16.01	16.46	16.92	17.40	17.88	18.40	18.92	19.46	20.01	20.58	21.17	21.77	22.40	23.03	23.70	24.38
SEMI	1,013.81	1,042.30	1,071.48	1,102.00	1,132.53	1,165.10	1,198.34	1,232.26	1,267.54	1,303.50	1,340.81	1,378.80	1,418.83	1,458.86	1,500.92	1,544.34
YR.	24,331.42	25,015.27	25,715.41	26,448.11	27,180.81	27,962.36	28,760.19	29,574.30	30,420.98	31,283.93	32,179.46	33,091.26	34,051.92	35,012.57	36,022.07	37,064.13
GRADE 19																
HR.	17.31	17.80	18.31	18.84	19.36	19.92	20.47	21.06	21.66	22.28	22.92	23.58	24.26	24.96	25.67	26.41
SEMI	1,096.58	1,127.11	1,159.67	1,192.91	1,226.16	1,261.43	1,296.71	1,334.03	1,372.02	1,411.37	1,451.39	1,493.46	1,536.20	1,580.97	1,625.75	1,672.56
YR.	26,317.85	27,050.55	27,832.10	28,629.93	29,427.76	30,274.44	31,121.11	32,016.64	32,928.44	33,872.81	34,833.46	35,842.96	36,868.74	37,943.37	39,018.00	40,141.47
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
SEMI	1,122.80	1,156.72	1,191.32	1,226.60	1,263.91	1,301.90	1,340.57	1,381.28	1,422.66	1,465.40	1,508.82	1,554.28	1,601.09	1,649.26	1,698.78	1,749.66
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
SEMI	1,220.49	1,257.12	1,295.12	1,333.79	1,373.81	1,415.20	1,457.94	1,500.68	1,546.13	1,592.95	1,640.44	1,689.96	1,740.84	1,793.08	1,846.68	1,901.63
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
SEMI	1,327.00	1,366.35	1,407.74	1,449.80	1,493.22	1,537.99	1,584.13	1,632.29	1,681.14	1,731.34	1,782.91	1,836.50	1,891.45	1,947.76	2,007.46	2,067.17
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
SEMI	1,703.53	1,755.09	1,808.01	1,861.60	1,917.91	1,975.58	2,034.60	2,095.66	2,158.08	2,222.53	2,290.37	2,358.89	2,429.45	2,502.72	2,577.34	2,654.01
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
SEMI	2,187.93	2,253.73	2,320.22	2,391.45	2,462.69	2,536.64	2,613.30	2,691.32	2,771.37	2,854.82	2,940.98	3,028.50	3,120.08	3,213.03	3,309.37	3,409.09
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.	13.70	14.08	14.49	14.88	15.29	15.73	16.16	16.62	17.10	17.57	18.07	18.58	19.11	19.66	20.22	20.80
SEMI	813.70	835.96	860.13	883.66	907.83	933.91	959.35	986.70	1,015.32	1,043.31	1,073.20	1,103.09	1,134.89	1,167.33	1,200.40	1,234.75
YR.	19,528.82	20,063.08	20,643.13	21,207.92	21,787.98	22,413.83	23,024.41	23,680.79	24,367.69	25,039.34	25,756.77	26,474.21	27,237.44	28,015.93	28,809.69	29,633.98
GRADE 18																
HR.	16.01	16.46	16.92	17.40	17.88	18.40	18.92	19.46	20.01	20.58	21.17	21.77	22.40	23.03	23.70	24.38
SEMI	950.45	977.16	1,004.51	1,033.13	1,061.75	1,092.28	1,123.44	1,155.25	1,188.32	1,222.03	1,257.01	1,292.63	1,330.15	1,367.68	1,407.11	1,447.82
YR.	22,810.70	23,451.82	24,108.20	24,795.10	25,482.01	26,214.71	26,962.68	27,725.91	28,519.67	29,328.69	30,168.24	31,023.06	31,923.67	32,824.28	33,770.69	34,747.62
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
SEMI	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																
HR.					12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI					617.61	634.52	652.51	670.51	688.51	708.15	727.78	747.96	768.69	790.51	812.32	835.78
YR.					14,822.58	15,228.37	15,660.34	16,092.31	16,524.28	16,995.53	17,466.77	17,951.10	18,448.52	18,972.13	19,495.73	20,058.60

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.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				370.00	380.07	390.47	401.55	412.62	423.70	435.78	447.87	460.28	473.04	486.46	499.89	514.32
YR.				8,879.92	9,121.59	9,371.30	9,637.13	9,902.96	10,168.79	10,458.79	10,748.78	11,046.83	11,352.94	11,675.15	11,997.37	12,343.76
GRADE 13 (6 Hours per day)																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				555.00	570.10	585.71	602.32	618.94	635.55	653.67	671.80	690.43	709.56	729.70	749.84	771.48
YR.				13,319.88	13,682.38	14,056.96	14,455.70	14,854.44	15,253.19	15,688.18	16,123.17	16,570.25	17,029.41	17,512.73	17,996.06	18,515.63
GRADE 13 (7 Hours per day)																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				647.49	665.12	683.32	702.71	722.09	741.47	762.62	783.77	805.50	827.82	851.31	874.81	900.07
YR.				15,539.86	15,962.77	16,399.78	16,864.98	17,330.18	17,795.38	18,302.88	18,810.37	19,331.96	19,867.64	20,431.52	20,995.40	21,601.57
GRADE 15 (8 Hours per day)																
HR.	12.68	13.04	13.39	13.77	14.15	14.55	14.96	15.38	15.80	16.25	16.70	17.18	17.66	18.16	18.67	19.21
SEMI	794.37	817.19	839.34	862.84	887.01	911.84	937.35	963.53	990.38	1,018.58	1,046.77	1,076.31	1,106.52	1,138.07	1,170.29	1,203.85
YR.	19,064.82	19,612.59	20,144.25	20,708.13	21,288.12	21,884.22	22,496.43	23,124.76	23,769.19	24,445.85	25,122.50	25,831.38	26,556.37	27,313.58	28,086.90	28,892.44
GRADE 18 (5 Hours per day)																
HR.			16.92	17.40	17.88	18.40	18.92	19.46	20.01	20.58	21.17	21.77	22.40	23.03	23.70	24.38
SEMI			662.62	681.50	700.38	720.52	741.08	762.06	783.87	806.11	829.19	852.68	877.43	902.19	928.20	955.05
YR.			15,902.95	16,356.07	16,809.19	17,292.51	17,785.91	18,289.37	18,812.97	19,346.64	19,900.45	20,464.33	21,058.42	21,652.51	22,276.80	22,921.24

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																
HR.	13.70	14.08	14.49	14.88	15.29	15.73	16.16	16.62	17.10	17.57	18.07	18.58	19.11	19.66	20.22	20.80
SEMI	858.81	882.31	907.81	932.65	958.16	985.68	1,012.54	1,041.40	1,071.61	1,101.15	1,132.70	1,164.25	1,197.81	1,232.05	1,266.95	1,303.20
YR.	20,611.47	21,175.35	21,787.56	22,383.66	22,995.87	23,656.42	24,300.85	24,993.62	25,718.60	26,427.48	27,184.69	27,941.90	28,747.44	29,569.10	30,406.86	31,276.85
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
SEMI	1,110.98	1,144.54	1,178.78	1,213.68	1,250.60	1,288.20	1,326.46	1,366.74	1,407.69	1,449.98	1,492.94	1,537.91	1,584.23	1,631.89	1,680.90	1,731.24
YR.	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																
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
SEMI	1,313.03	1,351.97	1,392.92	1,434.54	1,477.50	1,521.80	1,567.45	1,615.11	1,663.45	1,713.12	1,764.14	1,817.17	1,871.54	1,927.26	1,986.33	2,045.41
YR.	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.	13.70	14.08	14.49	14.88	15.29	15.73	16.16	16.62	17.10	17.57	18.07	18.58	19.11	19.66	20.22	20.80
SEMI	805.14	827.16	851.08	874.36	898.28	924.08	949.25	976.31	1,004.63	1,032.32	1,061.90	1,091.48	1,122.95	1,155.04	1,187.77	1,221.75
YR.	19,323.25	19,851.89	20,425.84	20,984.68	21,558.63	22,177.89	22,782.05	23,431.52	24,111.19	24,775.76	25,485.65	26,195.53	26,950.73	27,721.03	28,506.43	29,322.04

Clayton County Public Schools
Salary Schedule
186 Days - 6.0 Hours

	STEP															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
GRADE 13																
HR.			11.50	11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI			534.65	549.09	564.03	579.48	595.91	612.35	628.79	646.72	664.65	683.08	702.01	721.93	741.86	763.28
YR.			12,831.50	13,178.18	13,536.82	13,907.41	14,301.91	14,696.42	15,090.92	15,521.28	15,951.65	16,393.97	16,848.24	17,326.43	17,804.61	18,318.66
GRADE 18																
HR.			16.92	17.40	17.88	18.40	18.92	19.46	20.01	20.58	21.17	21.77	22.40	23.03	23.70	24.38
SEMI			786.69	809.10	831.52	855.43	879.83	904.74	930.64	957.04	984.44	1,012.33	1,041.72	1,071.11	1,101.99	1,133.87
YR.			18,880.52	19,418.48	19,956.44	20,530.26	21,116.03	21,713.76	22,335.40	22,968.99	23,626.50	24,295.95	25,001.27	25,706.60	26,447.78	27,212.87

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
8.0 Hours																
HR.	12.68	13.04	13.39	13.77	14.15	14.55	14.96	15.38	15.80	16.25	16.70	17.18	17.66	18.16	18.67	19.21
SEMI	781.69	804.15	825.95	849.07	872.85	897.29	922.39	948.16	974.58	1,002.32	1,030.07	1,059.13	1,088.86	1,119.91	1,151.61	1,184.64
YR.	18,760.60	19,299.63	19,822.80	20,377.68	20,948.42	21,535.01	22,137.45	22,755.75	23,389.90	24,055.75	24,721.61	25,419.18	26,132.60	26,877.72	27,638.70	28,431.39

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
3.0 Hours																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				273.07	280.50	288.18	296.35	304.53	312.70	321.62	330.54	339.70	349.12	359.03	368.94	379.59
YR.				6,553.67	6,732.02	6,916.32	7,112.51	7,308.70	7,504.89	7,718.92	7,932.94	8,152.91	8,378.83	8,616.64	8,854.44	9,110.09
4.0 Hours																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				364.09	374.00	384.24	395.14	406.04	416.94	428.83	440.72	452.94	465.49	478.70	491.91	506.12
YR.				8,738.22	8,976.03	9,221.76	9,483.35	9,744.94	10,006.52	10,291.89	10,577.26	10,870.55	11,171.77	11,488.85	11,805.92	12,146.78
5.0 Hours																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				455.12	467.50	480.30	493.92	507.55	521.17	536.04	550.90	566.17	581.86	598.38	614.89	632.64
YR.				10,922.78	11,220.04	11,527.20	11,854.19	12,181.17	12,508.15	12,864.86	13,221.57	13,588.19	13,964.72	14,361.06	14,757.41	15,183.48
5.5 Hours																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				500.63	514.25	528.33	543.32	558.30	573.29	589.64	605.99	622.79	640.05	658.22	676.38	695.91
YR.				12,015.06	12,342.04	12,679.92	13,039.60	13,399.29	13,758.97	14,151.35	14,543.73	14,947.01	15,361.19	15,797.17	16,233.15	16,701.82
6.0 Hours																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				546.14	561.00	576.36	592.71	609.06	625.41	643.24	661.08	679.41	698.24	718.05	737.87	759.17
YR.				13,107.33	13,464.04	13,832.64	14,225.02	14,617.40	15,009.78	15,437.84	15,865.89	16,305.83	16,757.66	17,233.27	17,708.89	18,220.17
6.5 Hours																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				591.65	607.75	624.39	642.10	659.81	677.52	696.85	716.17	736.03	756.42	777.89	799.36	822.44
YR.				14,199.61	14,586.05	14,985.36	15,410.44	15,835.52	16,260.60	16,724.32	17,188.04	17,664.65	18,154.13	18,669.38	19,184.63	19,738.52

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
7.0 Hours																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				637.16	654.50	672.42	691.49	710.57	729.64	750.45	771.26	792.64	814.61	837.73	860.85	885.70
YR.				15,291.89	15,708.05	16,138.08	16,595.86	17,053.64	17,511.41	18,010.81	18,510.20	19,023.47	19,550.60	20,105.49	20,660.37	21,256.87
7.5 Hours																
HR.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				682.67	701.25	720.45	740.89	761.32	781.76	804.05	826.35	849.26	872.79	897.57	922.34	948.97
YR.				16,384.17	16,830.05	17,290.80	17,781.28	18,271.75	18,762.23	19,297.29	19,832.36	20,382.29	20,947.08	21,541.59	22,136.11	22,775.21

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.				11.81	12.13	12.46	12.82	13.17	13.52	13.91	14.29	14.69	15.10	15.53	15.95	16.41
SEMI				664.22	682.30	700.98	720.86	740.75	760.63	782.32	804.01	826.31	849.21	873.31	897.41	923.32
YR.				15,941.35	16,375.19	16,823.48	17,300.70	17,777.92	18,255.14	18,775.75	19,296.35	19,831.41	20,380.94	20,959.39	21,537.84	22,159.67
GRADE CPS																
HR.	14.40	14.80	15.21	15.64	16.08	16.53	16.99	17.47	17.97	18.48	19.00	19.54	20.10	20.67	21.26	21.87
SEMI	810.00	832.50	855.56	879.75	904.50	929.81	955.69	982.69	1,010.81	1,039.50	1,068.75	1,099.13	1,130.63	1,162.69	1,195.88	1,230.19
YR.	19,440.00	19,980.00	20,533.50	21,114.00	21,708.00	22,315.50	22,936.50	23,584.50	24,259.50	24,948.00	25,650.00	26,379.00	27,135.00	27,904.50	28,701.00	29,524.50

Employee Calendar

2019-2020

	180 DAYS	185 DAYS	186 DAYS	188 DAYS	190 DAYS	190 DAYS	195 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	225 DAYS	240 DAYS
	Security Guards	SNP, Itinerant Health Care Workers	Bus Drivers & Monitors	Parapros	School Nutrition Mgrs	Teachers Pre K Lead, Pre K Asst Media Spec. Social Wrkrs SRO	School Based Clerical	Counselors Tchr Dev. Sp Nutr. Lead Mgr	Bookkeepers	Admin. Assistant 11 month	1 Mo. Coun ROTC	12-Month Employees	Superintendent
Beginning Date	8/5/19	7/31/19	7/31/19	7/30/19	7/30/19	7/30/19	7/25/19	7/22/19	7/22/19	7/8/19	7/8/19	7/8/19	7/8/19
Ending Date	5/22/20	5/22/20	5/22/20	5/26/20	5/28/20	5/28/20	6/1/20	6/3/20	6/25/20	6/3/20	6/17/20	6/25/20	6/25/20
Labor Day (NW) 9/2/2019	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Fall Break 9/25,9/26,9/27	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Staff Development 10/14/19	NW	NW	W	W	W	W	W	W	W	W	W	W	W
Thanksgiving Break(NW) 11/25-11/29/2019	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Semester Break(NW) 12/23/2019-01/03/2020	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Staff Development 1/06/2020	NW	W	W	W	W	W	W	W	W	W	W	W	W
MLK Day(NW) 1/20/20	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Winter Break 2/17,2/18	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Staff Development 3/16	NW	W	W	W	W	W	W	W	W	W	W	W	W
Spring Break 4/6-4/10/20	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Memorial Day 5/25/20	NA	NA	NA	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Non work Days/ June 2020	NA	NA	NA	NA	NA	NA	Last Day 6/1/20	Last Day 6/3/20	Pending	Last Day 6/3/20	Last Day 6/17/20	Non-work days 6/19, 6/26	NA

22-7/25/2019 Orientation for New Teachers
7/30-8/2/2019 Pre Planning
)/14/19,1/6/20,3/16/20 Staff Development
5/26-5/28/2020 Post Planning

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,coordinators, principals, managers, supervisors, teachers, and professional employees. They are required to receive the minimum salary needed to meet the salary test for exemption status.

Guidance

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

When considering overtime pay for non-exempt employees:

1. Non-exempt employees who work more than 40 hours in a workweek will receive overtime pay equal to 1 and ½ times their regular pay rate.
2. Non-exempt employees must request and receive **prior approval** to work overtime. Unauthorized (unapproved) work in excess of 40 hours in the 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 calculating overtime.
6. At CCPS, it is the employee's second or supplemental job, organization, or department that is responsible for and required to pay the overtime. Overtime will be calculated using the employee's hourly rate of pay.

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,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 (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 FY2019-2020

Months	49% of Normal Full-Time Hours
July 2019	87
August 2019	83
September 2019	83
October 2019	87
November 2019	75
December 2019	83

Months	49% of Normal Full-Time Hours
January 2020	75
February 2020	83
March 2020	91
April 2020	83
May 2020	83
June 2020	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 Enity 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 substite teacher on an unlimited basis.

Annual Audit of Employment of TRS Employees

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

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