Clayton County Public Schools

FISCAL YEAR 2021-2022

COMPENSATION HANDBOOK

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

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

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

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

Clayton County Public Schools
Experience for Salary Purposes GBA

TEACHERS

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

√ Must have been certified

√ Must have worked in an accredited institution

√ Must have worked full-time a minimum of 120 days each school year

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(3) **RESPONSIBILITY FOR VERIFYING AND AWARDING EXPERIENCE**

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

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

(4) **REQUIREMENTS**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3. Teaching in the Peace Corps.

4. Serving in a professional position in the U.S. Department of Education or in a State Department of Education.

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

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

7. For creditable experience as a School Nutrition Director, serving as a Food Service Manager/Supervisor in a public or private organization, provided the experience was full time. This includes administrative experience in the Child Nutrition Program in the U.S. Department of Agriculture and the American Dietetic Association approved internship, provided the internship was taken after the degree was earned; i.e., the internship was not a part of the degree program.

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

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

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

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

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

8 full months = 1 year

20 full months = 2 years

32 full months = 3 years

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

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

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

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

2. Working in specific vocational fields.

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

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

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

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

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

2. Supply/substitute teaching.

3. Clerical or nonprofessional experience in an education institution.

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

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

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

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

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

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

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

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

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

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

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

5. Individuals holding nonrenewable, professional (NT, NS, OR NL) certificates with five-year validity dates and in fields that must be upgraded to a higher degree level with five years (e.g., school media, speech and language pathology, school psychology, administration and supervision) shall be advanced on the salary schedule after a year of creditable experience as if they had three years of creditable experience. Such individuals shall follow the regular rules for placement on the salary schedule. Special Note: NT and NS certificates with three-year validity dates are no longer issued by the Professional Standard Commission; therefore, numbers 6 and 7 following are necessary only for proper placement prior to the 1993-94 school year.

6. An individual holding a nonrenewable, professional (NT) certificate issued for three years and having zero, one or two years of experience shall remain on the entry step until the professional certificate is issued. An individual shall not advance (skip steps on and/or two) on the salary schedule as long as the individual holds a nonrenewable, professional certificate. When the individual receives a renewable, professional certificate and has one year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1 as if he/she had three years of creditable experience.

7. An individual holding a nonrenewable, professional (NT) certificate issued for three years and having three or more years of experience shall be placed on the step that corresponds to the years of creditable experience; e.g., an individual with an NT certificate and five years of creditable experience shall be March 9, 2011 Effective: 30-Mar-11.

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

Administrative, Non-Teaching Professional, and Support

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

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

Administrative, Non-Teaching Professional and Support positions that are eligible for consideration of outside experience, will be calculated using the Grade Salary Schedule and based on the amount of directly related verifiable experience. Salary 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.

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

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

The compensation department utilizes a sliding scale formula to administer demotions. The sliding scale formula allows downward movement between pay grades while maintaining 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	24.10	37.56	43,376.93	67,606.78
19-N	16GF	ACCOUNTING TECHNICIAN I - 7.5 HR	195	7.5	Y	18.67	28.49	27,310.43	41,677.88
19-N	16GD	ACCOUNTING TECHNICIAN I - 8 HR	225	8	Y	18.67	28.49	33,601.35	51,278.32
21-N	16GG	ACCOUNTING TECHNICIAN II	225	8	Y	20.40	31.79	36,722.40	57,216.73
19-N	16BK	ADM. ASST. II - 210 DAYS	210	8	Y	18.67	28.49	31,361.26	47,859.77
19-N	16BB	ADMINISTRATIVE ASSISTANT II -8 HR	225	8	Y	18.67	28.49	33,601.35	51,278.32
19-N	16BD	ADMINISTRATIVE ASSISTANT II- 7.5 HR	225	7.5	Y	18.67	28.49	31,515.00	48,091.00
21-N	16BF	ADMINISTRATIVE ASSISTANT III	225	8	Y	20.40	31.79	33,601.35	51,278.32
22-N	16EO	ADMINISTRATIVE SUPPORT SPEC II	225	8	Y	22.18	33.56	39,927.19	62,197.42
31 (2)-E	07F2	ALT SCHOOL ADMINISTRATOR	225	8	N	48.38	73.18	87,082.38	131,726.70
24-N	16IE	ASSESSMENT TRAINING SPL I	225	8	Y	26.21	40.81	47,173.69	73,465.22
31-E	07C5	ASSISTANT DIRECTOR	225	8	N	46.97	73.18	84,542.40	131,726.70
34 (14)	01AF	ASSISTANT SUPERINTENDENT	225	8	N	88.58	91.23	159,443.41	169,159.84
18-N	430B	ASSISTIVE TECHNOLOGY TECH.	190	8	Y	17.26	26.30	26,229.46	39,978.67
28 (2)-E	08F1	AST PRINCIPAL-ELEMENTARY	225	8	N	37.67	56.99	67,806.00	102,582.00
30 (2)-E	08D1	AST PRINCIPAL-HIGH SCHOOL	225	8	N	44.50	67.32	80,100.00	121,176.00
29 (2)-E	08E1	AST PRINCIPAL-MIDDLE SCHOOL	225	8	N	40.95	61.93	73,710.00	111,474.00
17-N	15B6	ATTENDANCE CLERK	195	7.5	Y	15.96	24.28	23,350.50	35,517.90
18-N	14E7	AUDIOLOGY TECHNICIAN	190	7.5	Y	17.26	26.30	24,590.12	37,480.01
24-E	02AI	AUDITOR	225	8	N	26.21	40.81	47,173.69	73,465.22
22-N	21AC	BI COMM/PARENT LIAISON	200	8	Y	22.18	34.55	35,490.84	55,286.60
20-N	21AE	BI FAMILY SERVICE LIAISON	188	8	Y	18.77	46.79	28,227.56	43,987.23
20-N	21AD	BI LANGUAGE SUPPORT LIAISON	190	8	Y	18.77	29.25	28,525.23	44,460.00
20-N	21AB	BILINGUAL FAMILY LIAISON	195	8	Y	18.77	29.24	29,278.58	45,625.05

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
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	17.26	17.26	-	-
25-N	16DG	BUDGET ANALYST	225	8	N	28.48	44.36	51,264.00	79,854.39
26-E	16DJ	BUDGET ANALYST II	225	8	N	30.96	48.24	55,726.60	86,835.52
18 (3)-N	610J	BUS DRIVER 6.0 HRS.	186	6	Y	18.24	26.30	20,355.21	29,352.76
23N	622H	BUS DRIVER TRAINER	225	8	Y	24.10	37.56	43,376.93	67,606.78
13 (6)	610K	BUS MONITOR I 6.0 HR	186	6	Y	15.34	20.28	17,119.00	22,636.65
23-N	721I	BUYER	225	8	N	24.10	37.56	43,376.93	67,606.78
21-N	722L	BUYER SUPPORT SPECIALIST	225	8	Y	20.40	31.79	36,722.40	57,216.73
CKS	900I	CAMPUS KIDS	180		N	See Miscellaneous Salaries			
20-N	01JK	CAMPUS KIDS ASST. SUPERVISOR	225	8	Y	18.77	29.25	33,782.98	52,644.29
25-N	01JG	CAMPUS KIDS SUPERVISOR	225	8	N	28.48	44.36	51,264.00	79,854.39
CPS-N	19B1	CAMPUS SECURITY FT	180	7.5	Y	15.58	23.67	21,036.37	31,948.99
28-N	01JB	CAPTAIN	225	8	N	36.57	56.99	65,830.88	102,573.69
CCB-N	185C	CCBE STUDENT EMPLOYEE	225	8	N	Salary set individually			
35 (13)	01CI	CHIEF FINANCIAL OFFICER	225	8	N	93.48	102.14	168,261.68	183,856.97
35 (13)	01C0	CHIEF HUMAN RESOURCES OFFICER	225	8	N	93.48	102.14	168,261.68	183,856.97
35 (13)	01C1	CHIEF- SAFETY AND SECURITY	225	8	N	93.48	102.14	168,261.68	183,856.97
35 (13)	01CZ	CHIEF - TECHNOLOGY	225	8	N	93.48	102.14	168,261.68	183,856.97
35 (13)	01CY	CHIEF- COMMUNICATIONS & PR	225	8	N	93.48	102.14	168,261.68	183,856.97
26-N	16GT	CIA EARLY LEARNING INST SPECIALIST	225	8	N	30.96	48.24	55,726.60	86,835.52
21-N	02FB	COMMUNICATIONS ASSISTANT	225	8	N	20.40	31.79	36,722.40	57,216.73
18-N	15C3	COMMUNICATIONS OFFICER	225	8	Y	17.26	26.30	31,061.20	47,343.17
24-E	02B3	COMMUNICATIONS SPECIALIST	225	8	N	26.21	40.81	47,173.69	73,465.22
22-N	21AA	COMMUNITY/PARENT LIAISON	190	8	Y	22.18	34.55	33,716.30	52,522.27
24-N	16GH	COMPENSATION TECHNICAN III	225	8	N	26.21	40.81	47,173.69	73,465.22
21-N	426D	COMPUTER OPERATOR	225	8	Y	20.40	31.79	36,722.40	57,216.73
21-N	722I	CONSTRUCTION FIELD TECH	225	8	Y	20.40	31.79	36,722.40	57,216.73

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
25-N	720H	CONSTRUCTION SUPV. SPLOST	225	8	N	28.48	44.36	51,256.23	79,854.39
21-N	721G	CONTRACTS SPEC. CONSTRUCTION	225	8	Y	20.40	31.79	36,722.40	57,216.73
29-N	720E	COORDINATING SUPERVISOR	225	8	N	39.75	61.93	71,546.43	111,473.62
29-N	01JD	COORDINATING SUPERVISOR PRE-K	225	8	N	39.75	61.93	71,546.43	111,473.62
29-N	01GN	COORDINATING SUPV-STUDENT DISC	225	8	N	39.75	61.93	71,546.43	111,473.62
30-E	01GI	COORDINATOR- CERTIFIED	225	8	N	43.22	67.32	77,792.71	121,169.64
30-E	01G7	COORDINATOR- CLASSIFIED	225	8	N	43.22	67.32	77,792.71	121,169.64
13C (6)-N	17B1	CUSTODIAN II	225	8	Y	15.34	20.28	27,612.04	36,510.72
28-N	02HB	DATA MANAGEMENT SPECIALIST	225	8	N	36.57	56.99	65,830.88	102,573.69
28-N	413C	DATABASE ADMINISTRATOR	225	8	N	36.57	56.99	65,830.88	102,573.69
36(14)	01AR	DEPUTY SUPT- GOVT REL/PARTNSHP/GRANTS/OPS	225	8	N	104.66	111.03	188,388.58	199,860.50
36 (14)	01AT	DEPUTY SUPT-SCH LDERSHIP IMPR	225	8	N	104.66	111.03	188,388.58	199,860.50
36 (14)	01AU	DEPUTY SUPT- STD SRVCS FEDPROG	225	8	N	104.66	111.03	188,388.58	199,860.50
25-E	16IF	DIGITAL CONTENT SPECIALIST	225	8	N	28.48	44.36	51,256.23	79,854.39
26-E	424B	DIGITAL LEARNING SPECIALIST	225	8	N	30.96	48.24	55,726.60	86,835.52
32-E	01EF	DIRECTOR-CERTIFIED	225	8	N	51.05	79.54	91,897.86	143,174.51
32-E	01EG	DIRECTOR-CLASSIFED	225	8	N	51.05	79.54	91,897.86	143,174.51
22-E	82A4	DISTRICT SUCCESS COACH	190	8	N	22.18	34.55	33,714.00	52,516.00
20-N	16GN	DUE PROCESS TECHNICIAN II	225	8	Y	18.77	29.25	33,782.98	52,644.29
26-N	16IC	EARLY LEARNING COMPLIANCE SPECIALIST	225	8	N	30.96	48.24	55,726.60	86,835.52
20-N	20AC	ELECTRONIC IMAGING SPECIALIST	225	8	Y	18.77	29.25	33,782.98	52,644.29
18-N	16EM	ENERGY MGT. ASSISTANT	225	8	Y	17.26	26.30	31,061.20	47,343.17
23-N	16EK	ENERGY MGT. SPECIALIST	225	8	Y	24.10	37.56	43,376.93	67,606.78
28-E	16M2	ERP APP SUPPORT ADMINISTRATOR	225	8	N	36.57	56.99	65,830.88	102,573.69
26-N	16M3	ERP APP SUPPORT SPECIALIST	225	8	N	30.96	48.24	55,728.00	86,832.00
28-E	493C	ESOL INSTRUCTIONAL SPECIALIST	200	8	N	36.57	56.99	58,512.00	91,184.00
23-N	16AD	EXEC. ASST./CHIEF OFFICER SEC	225	8	Y	24.10	37.56	43,380.00	67,608.00
24 (13)-N	16AK	EXEC. ASST./DEPUTY SUPT SEC	225	8	Y	37.37	40.81	67,259.77	73,465.22
25 (13)-N	16A6	EXECUTIVE ASSISTANT/SUPT SEC	225	8	Y	40.61	44.36	73,097.79	79,854.39

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
33 (2)-E	01EI	EXECUTIVE DIRECTOR -CERTIFIED	225	8	N	57.16	86.46	102,879.88	155,626.24
33 (2)-E	01EJ	EXECUTIVE DIRECTOR-CLASSIFIED	225	8	N	57.16	86.46	102,879.88	155,626.24
17-N	16BO	FILE ROOM CLERK	225	8	Y	15.96	24.28	28,729.26	43,699.51
26-E	02AK	FINANCIAL ANALYST II	225	8	N	30.96	48.24	55,726.60	86,835.52
27-E	620B	FLEET MAINTENANCE MANAGER	225	8	N	33.66	52.43	60,584.82	94,367.80
22-N	621D	FLEET MAINTENANCE MECHANIC I	225	8	Y	22.18	34.55	39,927.19	62,197.42
23-N	621E	FLEET MAINTENANCE MECHANIC II	225	8	Y	24.10	37.56	43,376.93	67,600.78
24-N	621F	FLEET MAINTENANCE MECHANIC III	225	8	N	26.21	40.81	47,173.69	73,465.22
25-N	620D	FLEET MAINTENANCE SUPERVISOR	225	8	N	28.48	44.36	51,256.23	79,854.39
PTE-N	900C	GRADUATION COACH		Part- time Hourly Rate					
27-E	1253	GRANT WRITER	225	8	N	33.66	52.43	60,584.82	94,367.80
19-N	20AD	GRAPHIC ARTS TECHNICIAN	225	8	Y	18.67	28.49	33,601.35	51,278.32
17-N	15B4	GUIDANCE SECRETARY	195	7.5	N	15.96	24.28	23,350.50	35,517.99
13 (6)-N	482A	HEALTH CARE TECHNICIAN	185	6.5	Y	15.34	20.28	18,454.00	24,397.00
13 (6)-N	482B	HEALTH CARE TECHNICIAN- ELITE	188	6.5	Y	15.34	20.28	18,745.00	24,782.00
18-E	4832	HOME EXTENSION INSTRUCTOR	225	8	Y	17.26	26.30	31,061.20	47,343.17
PTE	900G	HOURLY POLICE/EMT	225	8	N	Salary set individually			
23-N	16DE	HR ANALYST-ABSENCE MANAGEMENT	225	8	N	24.10	37.56	43,376.93	67,606.78
19-N	16EE	HR SPECIALIST I	225	8	Y	18.67	28.49	33,601.35	51,278.32
21-N	16EI	HR SPECIALIST II	225	8	Y	20.40	31.79	36,722.40	57,216.73
23-N	16DB	HUMAN RESOURCES ANALYST I	225	8	N	24.10	37.56	43,376.93	67,606.78
26-N	16DD	HUMAN RESOURCES ANALYST II	225	8	N	30.96	48.24	55,726.50	86,835.52
26-N	424H	INFORMATION SYSTEM SPECIALIST	225	8	N	30.96	48.24	55,726.50	86,835.52
26-N	423H	INFORMATION SYSTEM TRAINER	225	8	N	30.96	48.24	55,726.50	86,835.52
28-E	1251	INST. IMPLEMENTATION SPEC.	225	8	N	36.57	56.99	65,830.88	102,573.69
28-E	16MA	INSTRUCTIONAL SPECIALIST	200	8	N	36.57	56.99	58,516.34	91,176.62
26-E	423C	INSTRUCTIONAL TECHNOLOGY SPEC.	225	8	N	30.96	48.24	55,728.00	86,832.00
25	01JE	INVESTIGATOR	225	8	Y	28.48	44.36	51,264.00	79,848.00
13 (6)-N	34B1	ITINERANT NUTRITION WORKERS	185	6	Y	15.34	20.28	17,027.00	22,511.00

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
PTE	9061	LAY COACH	225		N	Salary set individually			
29-E	03B6	LEAD PSYCHOLOGIST	225	8	N	39.75	61.93	71,546.43	111,473.62
28-E	8868	LEAD SUPERVISING HEALTHCARE PROFESSIONAL	225	8	N	36.57	56.99	65,830.88	102,573.69
28-E	1259	LEAD TEACHER	225	8	N	36.57	56.99	65,830.88	102,573.69
27-E	423B	LEARNING MANAGEMENT SYSTEM SPEACIALIST	225	8	N	33.66	52.43	60,584.82	94,367.80
30-E	02GB	LEGAL COMPLIANCE OFFICER-COOR.	225	8	N	43.22	67.32	77,792.71	121,169.64
27-E	01JC	LIEUTENANT	225	8	N	33.66	52.43	60,588.00	94,374.00
LRM	900H	LUNCHROOM MONITORS	180	3	N	15.34	15.34	8,283.60	8,283.60
19-N	20AE	MAIL SERVICE/GRAPHIC ARTS TECH	225	8	Y	18.67	28.49	33,601.35	51,278.32
16(6)-N	723F	MAINT WORKER BUILDING & GROUND	225	8	Y	16.96	22.43	30,528.00	40,368.16
18-N	723E	MAINTENANCE APPR W/PSER/PXRS	225	8	Y	17.26	26.30	31,061.20	47,343.17
18-N	723D	MAINTENANCE APPRENTICE W/TRS	225	8	Y	17.26	26.30	31,061.20	47,343.17
24-N	01JI	MAINTENANCE OFFICE SUPERVISOR	225	8	N	26.21	40.81	47,173.69	73,465.22
27-E	720G	MAINTENANCE SUPERVISOR	225	8	N	33.66	52.43	60,584.82	94,367.80
21-N	722G	MAINTENANCE TECH W/PSER/PXRS	225	8	Y	20.40	31.79	36,722.40	57,216.73
21-N	722H	MAINTENANCE TECHNICIAN W/TRS	225	8	Y	20.40	31.79	36,722.40	57,216.73
30-E	01JA	MAJOR	225	8	N	43.22	67.32	77,792.71	121,169.64
27-E	01JF	MANAGER	225	8	N	33.66	52.43	60,584.82	94,367.80
25-N	1258	MASTER CHEF/TRAINER	225	8	N	28.48	44.36	51,256.23	79,854.39
26-N	16GC	MASTER SCHEDULING SPECIALIST	225	8	N	30.96	48.24	55,726.60	86,835.52
24-N	722K	MASTER TECHNICIAN W/PSER/PXRS	225	8	Y	26.21	40.81	47,173.69	73,465.22
24-N	722J	MASTER TECHNICIAN W/TRS	225	8	Y	26.21	40.81	47,173.69	73,465.22
22-N	426A	MIS DATA INFORMATION SYS TECH	225	8	Y	22.18	34.55	39,927.19	62,197.42
20-N	16EB	MIS HELP DESK SPECIALIST	225	8	Y	18.77	29.25	33,782.98	52,644.29
27-E	415G	MIS PROGRAMMER/ANALYST	225	8	N	33.66	52.43	60,584.82	94,367.80
28-E	415F	MIS SENIOR PROGRAMMER ANALYST	225	8	N	36.57	56.99	65,830.88	102,573.69
28-E	413A	MIS SYSTEMS SUPPORT ADMIN	225	8	N	36.57	56.99	65,830.88	102,573.69
27-E	423A	MIS TECHNICAL SUPT SUPERVISOR	225	8	N	33.66	52.43	60,584.82	94,367.80
22-N	425F	MIS TECHNICIAN I	225	8	Y	22.18	34.55	39,927.19	62,197.42

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
23-N	425G	MIS TECHNICIAN II	225	8	Y	24.10	37.56	43,376.93	67,606.78
24-N	425H	MIS TECHNICIAN III	225	8	Y	26.21	40.81	47,173.69	73,465.22
25-N	425E	MIS TELECOM TECHNICIAN	225	8	N	28.48	44.36	51,256.23	79,854.39
24-N	303I	NUT MASTER TECH. W/PSER/PXRS	225	8	Y	26.21	40.81	47,173.69	73,465.22
24-N	303H	NUT MASTER TECH. W/TRS	225	8	Y	26.21	40.81	47,173.69	73,465.22
15(6)-N	31A5	NUTRITION ASST MGR	185	8	Y	15.68	20.71	23,206.00	30,655.00
15(6)-N	31A4	NUTRITION ASST MGR- ELITE	188	8	Y	15.68	20.71	23,583.00	31,152.00
23-N	721J	NUTRITION BUYER	225	8	N	24.10	37.56	43,376.93	67,606.78
23-N	301B	NUTRITION LEAD MANAGER	200	8	N	24.10	37.56	38,557.28	60,094.92
18-N	303K	NUTRITION MAINT APPR W/PSER/PX	225	8	Y	17.26	26.30	31,061.20	47,343.17
18-N	303L	NUTRITION MAINT TECH W/PSER	225	8	Y	17.26	26.30	31,061.20	47,343.17
21-N	303J	NUTRITION MAINT TEC W/TRS	225	8	Y	20.40	31.79	36,722.40	57,216.73
27-N	303G	NUTRITION MAINTENANCE SUPV	225	8	N	33.66	52.43	60,584.82	94,367.80
20-N	300D	NUTRITION MGR E/S	190	8	N	18.77	29.25	26,947.11	41,991.90
22-N	300G	NUTRITION MGR H/S	190	8	N	22.18	34.55	28,530.00	44,460.00
21-N	300F	NUTRITION MGR M/S	190	8	N	20.40	31.79	31,010.03	48,316.35
22-N	300H	NUTRITION MGR -ELITE	190	8	N	22.18	34.55	33,716.30	52,522.27
25-N	4831	NUTRITION PROG. TECH SPEC.	225	8	N	28.48	44.36	51,264.00	79,848.00
23-N	16IA	NUTRITION PROGRAM SPECIALIST	225	8	N	24.10	37.56	43,376.93	67,606.78
PLM-N	34B2	NUTRITION SCANNING TECHNICAN	225	8	Y	10.49	12.48	18,888.48	22,464.00
13 (6)-N	326L	NUTRITION WORKER 3.0 HR	185	3	Y	15.34	20.28	8,521.73	11,257.47
13 (6)-N	326M	NUTRITION WORKER 4.0 HR	185	4	Y	15.34	20.28	11,362.31	15,009.96
13 (6)-N	326N	NUTRITION WORKER 5.0 HR	185	5	Y	15.34	20.28	14,202.88	18,762.45
13 (6)-N	3260	NUTRITION WORKER 5.5 HR	185	5.5	Y	15.34	20.28	15,630.85	20,648.84
13 (6)-N	326P	NUTRITION WORKER 6.0 HR	185	6	Y	15.34	20.28	17,043.46	22,514.94
13 (6)-N	326Q	NUTRITION WORKER 6.5 HR	185	6.5	Y	15.34	20.28	18,471.43	24,401.33
13 (6)-N	326R	NUTRITION WORKER 7.0 HR	185	7	Y	15.34	20.28	19,884.04	26,267.43
13 (6)-N	326S	NUTRITION WORKER 7.5 HR	185	7.5	Y	15.34	20.28	21,312.00	28,153.82
13 (6)-N	326U	NUTRITION WORKER- ELITE 4.0 HRS	188	4	Y	15.34	20.28	11,362.31	15,009.96

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
13 (6)-N	326V	NUTRITION WORKER-ELITE 6.0 HRS	188	6	Y	15.34	20.28	17,319.84	22,880.05
13 (6)-N	326T	NUTRITION WORKER-ELITE 7.0 HRS	188	7	Y	15.34	20.28	20,206.48	26,693.39
25-E	4811	OCCUPATIONAL THERAPIST(OT)	190	8	N	28.48	44.36	43,283.04	67,432.59
24-N	01JN	OFFICE SUPERVISOR	225	8	N	26.21	40.81	47,173.69	73,465.22
16(6)-N	14E2	PARAPRO- SPECIAL ED PRE-K	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14E1	PARAPRO -SPED INTERRELATED	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14D4	PARAPRO TITLE I	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14D9	PARAPRO/CAREGIVER	188	8	Y	16.96	22.43	25,508.00	33,735.00
16(6)-N	14D8	PARAPRO/FACILITATOR ISS	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14E3	PARAPRO/FACILITATOR ISS -ELITE SCHOLARS	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14BC	PARAPRO - INSTRUCTIONAL	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14D1	PARAPRO/KINDERGARTEN	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14E6	PARAPRO- ELEMENTARY	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)N	14D6	PARAPRO-BILINGUAL	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16 (6))-N	14D2	PARAPRO-MEDIA	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14D5	PARAPRO-REMEDIAL	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14E4	PARAPRO-SPEC ED - ELITE SCHOLARS	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14D3	PARAPRO-SPECIAL ED	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14E5	PARAPRO-SPED/INTERR. ELITE SCHOLARS	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
16(6)-N	14D7	PARAPRO-TECHNOLOGY LAB	188	7.5	Y	16.96	22.43	23,914.00	31,626.00
28-E	03B8	PART-TIME PSYCHOLOGIST	200	8	N	36.57	56.99	58,516.34	91,176.62
PTE	900C	PART-TIME EMPLOYEES	225	8	N	Salary set individually			
30-E	02GA	PERSONNEL REVIEW OFFICER	225	8	N	43.22	67.32	77,792.71	121,169.64
25-E	508Q	PHYSICAL THERAPIST (PT)	190	8	N	28.48	44.36	43,283.04	67,432.59
26-E	16AB	PLANNING ANALYST	225	8	N	30.96	48.24	55,726.60	86,835.52
PK4	14P2	PRE K ASSISTANT	190	7.5	Y	15.34	15.34	21,859.50	21,859.50
PK2	50AR	PRE K LEAD TEACHER CERTIFIED	Based on Teacher Salary Scale -Certificate level and yrs of experience						
PK3	494J	PRE K LEAD TEACHER MASTERS	Based on Teacher Salary Scale - Certificate Level Step E						
PK1	494G	PRE K LEAD TEACHER NON-CERT	Based on Teacher Salary Scale - T4 Step E						

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
18-N	20AF	PRESS OPERATOR II PRINTING	225	8	Y	17.26	26.30	31,061.20	47,343.17
32 (2)-E	07E3	PRINCIPAL - ELITE SCHOLARS MS	225	8	N	52.59	79.54	94,662.00	143,172.00
31 (2)-E	07F1	PRINCIPAL-ELEMENTARY	225	8	N	48.38	73.18	87,084.00	131,724.00
33 (2)-E	07D1	PRINCIPAL-HIGH SCHOOL	225	8	N	57.16	86.46	102,888.00	155,628.00
32 (2)-E	07E1	PRINCIPAL-MIDDLE SCHOOL	225	8	N	52.59	79.54	94,662.00	143,172.00
27-E	01JL	PRINTING OPERATIONS SUPERVISOR	225	8	N	33.66	52.43	60,584.82	94,367.80
25-E	721H	PROCUREMENT CARD ADMINISTRATOR	225	8	N	28.48	44.36	51,256.23	79,854.39
27-E	721F	PROCUREMENT SPECIALIST	225	8	N	33.66	52.43	60,584.82	94,367.80
24-N	20AA	PRODUCTION MANAGER	225	8	N	26.21	40.81	47,173.69	73,465.22
23-N	20AB	PRODUCTION/MAIL QT.CONTROL AST	225	8	Y	24.10	37.56	43,376.93	67,606.78
23-N	16GQ	PROG. SPECIALIST-SCH.NUTRITION	200	8	N	24.10	37.56	38,557.28	60,094.92
20-N	16F2	PROGRAM EVALUATOR	225	8	Y	18.77	29.25	33,782.98	52,644.29
28-E	03B5	PSYCHOLOGIST-12 MONTH	225	8	N	36.57	56.99	65,830.88	102,573.69
28-E	03B7	PSYCHOLOGIST -GNETS	200	8	N	36.57	56.99	58,516.34	91,176.62
29-E	03B6	PSYCHOLOGIST - LEAD	225	8	N	39.75	61.93	71,546.43	111,473.62
30-E	02HA	PSYCHOMETRICIAN	225	8	N	43.22	67.32	77,792.71	121,169.64
24-E	16C4	RECRUITER	225	8	N	26.21	40.81	47,173.69	73,465.22
19-N	15B5	SCHOOL BOOKKEEPER SPECIALIST	225	8	Y	18.67	28.49	33,601.35	51,278.32
28-E	16GU	SCHOOL CHOICE SPECIALIST	200	8	N	36.57	56.99	58,516.34	91,176.62
22-E	195C	SCHOOL RESOURCE OFFICER	205	8	Y	25.44	39.63	41,721.60	64,993.20
17-N	15B1	SCHOOL SECRETARY I	195	7.5	Y	15.96	24.28	23,350.50	35,517.99
18-N	15A3	SCHOOL SECRETARY II-BOOKKEEPER	205	7.5	Y	17.26	26.30	26,540.07	40,452.11
28-E	493K	SECONDARY READING INTERVENTIONIST L4GA	225	8	Y	36.57	56.99	65,830.88	102,573.69
19-N	16BN	SECRETARY II-A ELITE SCHOLARS	220	8	Y	18.67	28.49	32,854.66	50,138.81
17-N	15B3	SECRETARY-REGISTRAR	195	7.5	Y	15.96	24.28	23,350.50	35,517.99
25-E	415E	SENIOR ENGINEER	225	8	N	28.48	44.36	51,256.23	79,854.39
26-E	01G8	SERGEANT	225	8	Y	30.96	48.24	55,726.60	86,835.52
25-E	4806	SIGN LANGUAGE INTERPRETER	190	8	Y	28.48	44.36	43,283.04	67,432.59
28-E	4816	SOCIAL WORKER	190	8	N	36.57	56.99	55,590.52	86,617.79

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
25-E	16GR	SPECIALIST	225	8	N	28.48	44.36	51,256.23	79,854.39
27-E	415T	SQL DEVELOPER I	225	8	N	33.66	52.43	60,584.82	94,367.80
28-E	413D	SQL DEVELOPER II	225	8	N	36.57	56.99	65,830.88	102,573.69
25-N	16TG	STUDENT ENGAGEMENT SPECIALIST	190	8	N	28.48	44.36	43,283.04	67,432.59
25-N	424G	STUDENT INFORMATION SPECIALIST	225	8	N	28.48	44.36	51,256.23	79,854.39
BDS	9202	SUBSTITUTE BUS DRIVER 6.0	186	6	N	18.24	26.30	20,355.21	29,352.76
BMS	9203	SUBSTITUTE BUS MONITOR 6.0	186	6	N	15.35	20.28	17,135.59	22,636.65
SUP	01AB	SUPERINTENDENT	240	8	N	Salary set individually			
25-E	4837	SUPERVISING HEALTH CARE PROF.	225	8	N	28.48	44.36	51,256.23	79,854.39
25-N	01JH	SUPERVISOR	225	8	N	28.48	44.36	51,256.23	79,854.39
28-N	514B	TEACHER-JROTC INSTRUCTOR	220	8	N	Salary set individually			
28-E	494A	TEACHER DEVELOPMENT SPECIALIST	225	8	N	36.57	56.99	65,826.00	102,582.00
19-N	15B7	TERMINAL AGENCY CLERK	225	8	N	18.67	28.49	33,601.35	51,278.32
19-N	16G0	TESTING TECHNICIAN	225	8	Y	18.67	28.49	33,601.35	51,278.32
21-N	167K	TEXTBOOK SPECIALIST	225	8	Y	20.40	31.79	36,722.40	57,216.73
19-N	4828	THEATER TECHNICIAN	225	8	Y	18.67	28.49	33,601.35	51,278.32
28-E	1252	TITLE I PROGRAM SPECIALIST	225	8	N	36.57	56.99	65,830.88	102,573.69
24-N	424D	TRAINING SPECIALIST I	225	8	N	26.21	40.81	47,173.69	73,465.22
23-N	623C	TRANS. SPECIALIST	225	8	Y	24.10	37.56	43,376.93	67,606.78
19-N	613B	TRANSPORTATION DISPATCHER	190	8	Y	18.67	28.49	28,374.48	43,301.70
27-E	622E	TRANSPORTATION MANAGER	225	8	N	33.66	52.43	60,588.00	94,374.00
27-E	622F	TRANSPORTATION PROJECT MANAGER	225	8	N	33.66	52.43	60,588.00	94,374.00
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	26.21	40.81	47,178.00	73,458.00
21-N	16EP	TRIBUNAL SPECIALIST II	225	8	Y	20.40	31.79	36,720.00	57,222.00
TRS	9077	TRS RETIREE-ADM PT W/BENEFITS	225	8	N	Salary set individually			
TRS	907I	TRS RETIREE-CLER PT W/BENEFITS	225	8	N	Salary set individually			
TRS	9075	TRS RETIREE-IN A NON TRS CLASS	225	8	N	Salary set individually			
TRS	9079	TRS RETIREE-PARA PT W/BENEFITS	225	7.5	N	Salary set individually			
TRS	9078	TRS RETIREE-TEACHER PT W/BENEF	225	8	N	Salary set individually			

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
27-E	4821	TV STATION MANAGER	225	8	N	33.66	52.43	60,588.00	94,374.00
28-E	16MG	WORKFORCE INNOVATOR	200	8	N	36.57	56.99	58,512.00	91,176.62
24-E	1255	YOUTH APPRENTICESHIP SPEC.	220	8	Y	26.21	40.81	46,130.00	71,826.00

Employee Calendar
2021-2022

	180 DAYS	185 DAYS	186 DAYS	188 DAYS	190 DAYS	190 DAYS	195 DAYS	200 DAYS	205 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	School Based Clerical	Counselors Tchr Dev. Sp Nutr. Lead Mgr	Bookkeepers	SRO	Admin. Assistant 11 month	11 Mo. Couns. ROTC	12-Month Employees	Superintendent
Beginning Date	8/2/21	7/29/21	7/28/21	7/28/21	7/26/21	7/26/21	7/19/21	7/19/21	7/19/21	7/22/21	7/12/21	7/6/21	7/6/21	7/6/21
Ending Date	5/24/22	5/24/22	5/24/22	5/26/22	5/26/22	5/26/22	5/26/22	6/3/22	6/13/22	6/16/22	6/13/22	6/22/22	6/30/22	6/30/22
Labor Day (NW) 9/6/2021	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Fall Break 10/11 -10/15 2021	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Staff Development 10/18/2021	NW	W	W	W	W	W	W	W	W	W	W	W	W	W
Thanksgiving Break(NW) 11/22-11/26/2021	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Semester Break(NW) 12/20/2021-12/31/2021	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Staff Development 1/3-1/4/2022	NW	W	W	W	W	W	W	W	W	W	W	W	W	W
MLK Day(NW) 1/17/2022	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Winter Break 2/14-2/15/2022	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Spring Break 4/4-4/8/2022	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Memorial Day 5/30/2022	NA	NA	NA	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW	NW
Non Work Days/ June 2021	NA	NA	NA	NA	NA	NA	NA	Last Day 6/3/2022	Non Work Day 6/10/2022 Last Day 6/13/2022	Non Work Day 6/10/2022 Last Day 6/16/2022	Non Work Day 6/10/2022 Last Day 6/13/2022	Non Work Days 6/10/2022 6/17/2022 6/20/2022 Last Day 6/22/2022	Non Work Days 6/10/2022 6/17/2022 6/20/2022 6/24/2022	NA

7/19-7/23/2021 Orientation for New Teachers

7/26-7/30/2021 Pre Planning

1/3/2022, 1/4/2022 Staff Development

5/25-5/26/2022 Post Planning

***June 20th Paid Holiday for all staff:**

220 Day - 219 work days 1 paid holiday

225 Day - 224 work days 1 paid holiday

240 Day - 239 work days 1 paid holiday

CCPS FY 2022 Compensation Incentives

PERFORMANCE CATEGORY	COMPENSATION INCENTIVE	ELIGIBILITY	ELIGIBILITY REQUIREMENTS	DATE
Professional Learning Incentive	1000	School based employees on Teacher's Scale (T-Scale)	Must complete 30 hours of professional learning in your specialization or an instructional need.	May
Career Ladder Incentive		School based employees	Must be active on PSC certificate by October 8th	November
K-5 Math	500			
K-5 Science	500			
Reading	500			
Gifted	500			
ESOL	500			
PBIS	500			
Dyslexia	500			
Longevity Incentive	50/year	District Wide - ALL full-time employees are eligible	Employees are eligible to receive longevity incentive payments when they reach 3 years of service with the District. At that time, employees will receive payments based on $50 for each year of service.	December
Key Milestone Incentives		District Wide - ALL full-time employees are eligible	Employees will receive an additional bonus based on key milestone consecutive years of service with the District.	December
5 Years	250		one time payment for 5 years of Service	
10 Years	500		one time payment for 10 Years of Service	
20 Years	750		one time payment for 20 Years of Service	
30 Years	1000		one time payment for 30 Years of Service	
Equity Incentive	500	T-scale employees	This adjustment takes into consideration that some steps on the teachers' scale do not include an increase. This adjustment makes sure that every step has an increase.	October
Retirement Contribution	1000	PSERS participants - Maintenance, Nutrition and Transportation	Public School Employee Retirement System	June

****Additional Information:**

1. All incentives will be taxed at employees individual income tax rate.
2. Incentives are only paid when funds are available and budgeted.
3. All CCPS Employees will receive a step increase as well as a 3% Cost of Living Adjustment. (If employee is currently on the maximum step, employee will receive only a COLA)
4. Employees must be currently employed and active at date of payment.
5. All Professional Development will be tracked via PDExpress.
6. PL must be in the area of specialization or an area that will enrich effectiveness of an additional educational field.

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
500F	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
496G	GRASP GRANT COUNSELOR	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

Class Code	Position	Days per Year	Hours per Day
498K	INTALAGE TEACHER - WORLD LANGUAGE	190	8
498I	INTALAGE TEACHERS - SPEC ED	190	8
498E	INTALAGE TEACHER-ELEMENTARY	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
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

Class Code	Position	Days per Year	Hours per Day
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
50GK	TEACHER - AVIATION	190	8
50CU	TEACHER - BAND	190	8
50EG	TEACHER - BROADCAST JOURNALISM	190	8
50DX	TEACHER - BUSINESS EDUCATION	190	8
50CM	TEACHER - CAMBRIDGE	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

Class Code	Position	Days per Year	Hours per Day
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
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

Class Code	Position	Days per Year	Hours per Day
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
50BG	TEACHER - PE MIDDLE SCHOOL	190	8
50AR	TEACHER - PRE K LEAD CERTIFIED	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

Class Code	Position	Days per Year	Hours per Day
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
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

Clayton County Public Schools
Teacher Annual Salary Schedule
2021-2022 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	44,039	45,073	42,342	48,809	46,556	$54,226	58,499	63,876
3	44,039	45,073	42,342	48,809	46,556	$54,226	58,499	63,876
4	44,039	45,073	42,342	49,768	47,678	$54,226	58,500	63,876
5	45,075	46,139	42,342	49,905	48,833	$55,486	59,923	65,455
6	45,350	46,384	42,342	50,120	50,024	$55,537	60,138	65,515
7	45,460	46,494	42,342	50,229	51,659	$55,646	60,247	65,624
8	45,569	46,603	42,342	50,338	52,934	$55,756	60,357	65,733
9	45,679	46,712	42,342	50,448	54,904	$55,864	62,246	66,718
10	46,157	47,136	42,342	50,666	56,276	$57,739	64,965	69,493
11	48,119	48,409	42,342	51,646	56,276	$59,391	66,378	71,535
12	48,119	48,409	42,342	51,646	57,689	$59,390	66,378	73,526
13	48,838	50,003	42,501	53,717	57,848	$60,978	68,162	73,635
14	48,838	50,003	42,661	53,717	59,464	$60,979	68,162	73,636
15	51,612	52,458	42,819	57,357	59,623	$64,257	71,135	77,712
16	51,612	52,458	42,979	57,357	61,282	$64,257	71,135	77,712
17	54,273	55,377	43,137	59,074	61,441	$66,182	73,267	80,041
18	54,273	55,377	43,297	59,074	63,145	$66,182	73,267	80,041
19	55,922	57,064	43,456	60,834	63,304	$68,154	75,452	82,429
20	55,922	57,064	43,615	60,834	65,055	$68,154	75,451	82,429
21	57,610	58,791	43,774	62,860	65,213	$70,401	77,918	85,104
22	57,611	58,791	43,934	62,860	67,012	$70,401	77,918	85,104
23	59,171	60,561	44,092	64,538	67,170	$72,304	80,046	87,449
24	59,339	60,728	44,252	64,707	67,330	$72,473	80,215	87,618
25	60,941	62,372	44,411	66,429	67,489	$74,429	82,403	90,027
26	61,110	62,541	44,570	66,598	67,648	$74,597	82,573	90,196
27	62,754	64,229	44,729	68,367	67,807	$76,607	84,821	92,673
28	62,923	64,397	44,888	68,537	67,967	$76,775	84,989	92,842
29	64,613	66,131	45,047	70,354	68,125	$78,839	87,301	95,388
30	64,783	66,300	45,207	70,523	68,285	$79,009	87,468	95,557
31	64,950	66,469	45,365	70,691	68,444	$79,177	87,637	95,726
32	65,120	66,638	45,525	70,861	68,603	$79,346	87,806	95,895
33	65,288	66,805	45,684	71,029	68,762	$79,514	87,975	96,064
34	65,457	66,975	45,843	71,198	68,921	$79,683	88,144	96,232
35	65,626	67,143	46,002	71,366	69,080	$79,852	88,313	96,400
36	65,795	67,313	46,162	71,536	69,240	$80,021	88,481	96,570

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
2021-2022 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	$46,357	$47,445	$51,378	$57,080	$61,578	$67,238
3	$46,357	$47,445	$51,378	$57,080	$61,578	$67,238
4	$46,357	$47,445	$52,387	$57,080	$61,578	$67,238
5	$47,447	$47,445	$52,531	$58,406	$63,077	$68,900
6	$47,737	$47,445	$52,758	$58,460	$63,303	$68,963
7	$47,853	$48,567	$52,873	$58,575	$63,418	$69,078
8	$47,967	$48,826	$52,988	$58,690	$63,533	$69,193
9	$48,083	$48,941	$53,103	$58,805	$65,522	$70,229
10	$48,587	$49,056	$53,333	$60,778	$68,384	$73,150
11	$50,652	$49,170	$54,364	$62,517	$69,871	$75,300
12	$50,652	$49,617	$54,364	$62,516	$69,871	$77,396
13	$51,409	$50,957	$56,544	$64,188	$71,750	$77,511
14	$51,408	$50,957	$56,544	$64,188	$71,750	$77,511
15	$54,329	$52,635	$60,376	$67,639	$74,879	$81,802
16	$54,329	$52,634	$60,376	$67,639	$74,879	$81,802
17	$57,130	$55,218	$62,184	$69,665	$77,123	$84,253
18	$57,130	$55,218	$62,184	$69,665	$77,123	$84,253
19	$58,866	$58,292	$64,035	$71,741	$79,423	$86,768
20	$58,866	$58,291	$64,035	$71,741	$79,423	$86,768
21	$60,642	$60,067	$66,169	$74,106	$82,019	$89,583
22	$60,643	$60,067	$66,169	$74,106	$82,019	$89,584
23	$62,285	$61,886	$67,934	$76,110	$84,259	$92,051
24	$62,462	$61,885	$68,113	$76,288	$84,437	$92,229
25	$64,148	$63,748	$69,925	$78,347	$86,740	$94,765
26	$64,326	$63,925	$70,103	$78,523	$86,919	$94,943
27	$66,057	$65,655	$71,965	$80,639	$89,286	$97,550
28	$66,235	$65,833	$72,144	$80,815	$89,462	$97,728
29	$68,013	$67,610	$74,056	$82,988	$91,895	$100,408
30	$68,192	$67,787	$74,235	$83,167	$92,072	$100,586
31	$68,369	$69,611	$74,412	$83,344	$92,250	$100,764
32	$68,548	$69,789	$74,590	$83,522	$92,428	$100,942
33	$68,725	$69,967	$74,767	$83,699	$92,606	$101,120
34	$68,902	$70,145	$74,945	$83,877	$92,783	$101,297
35	$69,080	$70,322	$75,123	$84,055	$92,961	$101,474
36+	$69,258	$70,500	$75,301	$84,232	$93,138	$101,653

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
2021-2022 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	$50,993	$52,190	$56,515	$62,788	$67,736	$73,962
3	$50,993	$52,190	$56,515	$62,788	$67,736	$73,961
4	$50,993	$52,190	$57,626	$62,788	$67,736	$73,961
5	$52,192	$53,424	$57,784	$64,247	$69,384	$75,791
6	$52,510	$53,708	$58,033	$64,247	$69,633	$75,859
7	$52,638	$53,835	$58,160	$64,306	$69,760	$75,986
8	$52,764	$53,962	$58,286	$64,433	$69,887	$76,112
9	$52,892	$54,087	$58,413	$64,559	$72,074	$77,252
10	$53,446	$54,579	$58,666	$64,685	$75,222	$80,465
11	$55,717	$56,053	$59,801	$66,856	$76,858	$82,830
12	$55,717	$56,053	$59,801	$68,768	$76,858	$85,135
13	$56,549	$57,898	$62,198	$68,768	$78,925	$85,262
14	$56,549	$57,897	$62,198	$70,606	$78,925	$85,262
15	$59,762	$60,740	$66,413	$70,607	$82,367	$89,983
16	$59,762	$60,740	$66,413	$74,403	$82,367	$89,982
17	$62,843	$64,121	$68,402	$74,403	$84,835	$92,679
18	$62,842	$64,121	$68,402	$76,632	$84,835	$92,679
19	$64,752	$66,075	$70,439	$76,631	$87,365	$95,444
20	$64,752	$66,075	$70,439	$78,915	$87,365	$95,444
21	$66,707	$68,075	$72,786	$78,915	$90,221	$98,542
22	$66,707	$68,074	$72,786	$81,516	$90,221	$98,542
23	$68,514	$70,122	$74,728	$81,517	$92,685	$101,256
24	$68,708	$70,317	$74,924	$83,721	$92,881	$101,452
25	$70,563	$72,221	$76,918	$83,917	$95,414	$104,241
26	$70,759	$72,416	$77,114	$86,181	$95,611	$104,437
27	$72,663	$74,371	$79,162	$86,376	$98,214	$107,305
28	$72,859	$74,566	$79,358	$88,703	$98,409	$107,501
29	$74,815	$76,572	$81,462	$88,897	$101,085	$110,449
30	$75,012	$76,768	$81,658	$91,287	$101,279	$110,645
31	$75,205	$76,964	$81,853	$91,484	$101,475	$110,840
32	$75,402	$77,159	$82,049	$91,678	$101,670	$111,036
33	$75,597	$77,354	$82,244	$91,874	$101,866	$111,231
34	$75,793	$77,551	$82,440	$92,069	$102,062	$111,427
35	$75,988	$77,744	$82,635	$92,265	$102,257	$111,621
36	$76,184	$77,942	$82,831	$92,461	$102,452	$111,818

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

Clayton County Public Schools
ACTIVITY ALLOTMENTS FOR HIGH SCHOOLS

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

Job Code	Position	Percent	# of Positions
H103	Athletic Director	12%	1
H110	Football, Head	23%	1
H109	Football, Head Spring	3%	1
H111	Football Coordinator .	11%	1
H112	Football Coordinator.	11%	5
H114	Flag Football, Head	10%	1
H115	Flag Football, Assistant	4%	1
H117	JV Football Head	8%	1
H118	JV Football Asst.	7%	1
H120	Basketball, Head, Boys	17%	1
H121	Basketball, Head, Girls	17%	1
H122	Basketball, Asst1., Boys	10%	1
H122	Basketball, Asst1., Girls	10%	1
H124	Basketball, Asst2 Girls	7%	1
H125	Basketball, Asst2 Boys	7%	1
H130	Baseball, Head	10%	1
H131	Baseball, Asst.	4%	1
H140	Track, Head, Boys	10%	1
H142	Track, Head, Girls	10%	1
H141	Track, Asst., Boys	4%	1
H143	Track, Asst., Girls	4%	1
H150	Wrestling, Head	8%	1
H151	Wrestling, Asst.	4%	1
H160	Cross Country, Boys	5%	1
H165	Cross Country, Girls	5%	1
H170	Soccer, Head, Boys	8%	1
H171	Soccer, Asst., Boys	4%	1
H173	Soccer, Head, Girls	8%	1
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	8%	1
H501	Band Director, Asst.	3%	1
H510	Orchestra/Strings	3%	1
H520	Cheerleader, Varsity	6%	1
H521	Cheerleader, J.V.	10%	1
H530	Drill Team	3%	1
H540	Flag Corp	3%	1
H550	Drama	6%	1
H560	Chorus	10%	1
H590	Newspaper	3%	1
H592	Yearbook	3%	1
H595	Miscellaneous Activity	3%	1

OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS

H132	Baseball, JV	4%	1

School Year 2021-2022

Clayton County Public Schools
ACTIVITY ALLOTMENTS FOR MIDDLE SCHOOLS

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

Job Code	Position	Percent	# of Positions
M101	Athletic Director	6%	1
M110	Football, Head	14%	1
M109	Football, Head Spring	3%	1
M111	Football, Asst.	7%	3
M120	Basketball, Head, Boys	13%	1
M121	Basketball, Head, Girls	13%	1
M130	Track, Head, Boys	4%	1
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 ALLOTMENTS FOR HIGH SCHOOLS

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	**$37,092.00**	**$38,116.00**	**$39,169.00**	**$40,524.00**	**$41,745.00**	**$42,908.00**	**$44,704.00**	**$45,955.00**	**$47,244.00**	**$48,571.00**	**$49,937.00**	**$51,346.00**	**$52,796.00**	**$54,291.00**
1%	$370.92	$381.16	$391.69	$405.24	$417.45	$429.08	$447.04	$459.55	$472.44	$485.71	$499.37	$513.46	$527.96	$542.91
2%	$741.84	$762.32	$783.38	$810.48	$834.90	$858.16	$894.08	$919.10	$944.88	$971.42	$998.74	$1,026.92	$1,055.92	$1,085.82
3%	$1,112.76	$1,143.48	$1,175.07	$1,215.72	$1,252.35	$1,287.24	$1,341.12	$1,378.65	$1,417.32	$1,457.13	$1,498.11	$1,540.38	$1,583.88	$1,628.73
4%	$1,483.68	$1,524.64	$1,566.76	$1,620.96	$1,669.80	$1,716.32	$1,788.16	$1,838.20	$1,889.76	$1,942.84	$1,997.48	$2,053.84	$2,111.84	$2,171.64
5%	$1,854.60	$1,905.80	$1,958.45	$2,026.20	$2,087.25	$2,145.40	$2,235.20	$2,297.75	$2,362.20	$2,428.55	$2,496.85	$2,567.30	$2,639.80	$2,714.55
6%	$2,225.52	$2,286.96	$2,350.14	$2,431.44	$2,504.70	$2,574.48	$2,682.24	$2,757.30	$2,834.64	$2,914.26	$2,996.22	$3,080.76	$3,167.76	$3,257.46
7%	$2,596.44	$2,668.12	$2,741.83	$2,836.68	$2,922.15	$3,003.56	$3,129.28	$3,216.85	$3,307.08	$3,399.97	$3,495.59	$3,594.22	$3,695.72	$3,800.37
8%	$2,967.36	$3,049.28	$3,133.52	$3,241.92	$3,339.60	$3,432.64	$3,576.32	$3,676.40	$3,779.52	$3,885.68	$3,994.96	$4,107.68	$4,223.68	$4,343.28
9%	$3,338.28	$3,430.44	$3,525.21	$3,647.16	$3,757.05	$3,861.72	$4,023.36	$4,135.95	$4,251.96	$4,371.39	$4,494.33	$4,621.14	$4,751.64	$4,886.19
10%	$3,709.20	$3,811.60	$3,916.90	$4,052.40	$4,174.50	$4,290.80	$4,470.40	$4,595.50	$4,724.40	$4,857.10	$4,993.70	$5,134.60	$5,279.60	$5,429.10
11%	$4,080.12	$4,192.76	$4,308.59	$4,457.64	$4,591.95	$4,719.88	$4,917.44	$5,055.05	$5,196.84	$5,342.81	$5,493.07	$5,648.06	$5,807.56	$5,972.01
12%	$4,451.04	$4,573.92	$4,700.28	$4,862.88	$5,009.40	$5,148.96	$5,364.48	$5,514.60	$5,669.28	$5,828.52	$5,992.44	$6,161.52	$6,335.52	$6,514.92
13%	$4,821.96	$4,955.08	$5,091.97	$5,268.12	$5,426.85	$5,578.04	$5,811.52	$5,974.15	$6,141.72	$6,314.23	$6,491.81	$6,674.98	$6,863.48	$7,057.83
14%	$5,192.88	$5,336.24	$5,483.66	$5,673.36	$5,844.30	$6,007.12	$6,258.56	$6,433.70	$6,614.16	$6,799.94	$6,991.18	$7,188.44	$7,391.44	$7,600.74
15%	$5,563.80	$5,717.40	$5,875.35	$6,078.60	$6,261.75	$6,436.20	$6,705.60	$6,893.25	$7,086.60	$7,285.65	$7,490.55	$7,701.90	$7,919.40	$8,143.65
16%	$5,934.72	$6,098.56	$6,267.04	$6,483.84	$6,679.20	$6,865.28	$7,152.64	$7,352.80	$7,559.04	$7,771.36	$7,989.92	$8,215.36	$8,447.36	$8,686.56
17%	$6,305.64	$6,479.72	$6,658.73	$6,889.08	$7,096.65	$7,294.36	$7,599.68	$7,812.35	$8,031.48	$8,257.07	$8,489.29	$8,728.82	$8,975.32	$9,229.47
18%	$6,676.56	$6,860.88	$7,050.42	$7,294.32	$7,514.10	$7,723.44	$8,046.72	$8,271.90	$8,503.92	$8,742.78	$8,988.66	$9,242.28	$9,503.28	$9,772.38
19%	$7,047.48	$7,242.04	$7,442.11	$7,699.56	$7,931.55	$8,152.52	$8,493.76	$8,731.45	$8,976.36	$9,228.49	$9,488.03	$9,755.74	$10,031.24	$10,315.29
20%	$7,418.40	$7,623.20	$7,833.80	$8,104.80	$8,349.00	$8,581.60	$8,940.80	$9,191.00	$9,448.80	$9,714.20	$9,987.40	$10,269.20	$10,559.20	$10,858.20
21%	$7,789.32	$8,004.36	$8,225.49	$8,510.04	$8,766.45	$9,010.68	$9,387.84	$9,650.55	$9,921.24	$10,199.91	$10,486.77	$10,782.66	$11,087.16	$11,401.11
22%	$8,160.24	$8,385.52	$8,617.18	$8,915.28	$9,183.90	$9,439.76	$9,834.88	$10,110.10	$10,393.68	$10,685.62	$10,986.14	$11,296.12	$11,615.12	$11,944.02
23%	$8,531.16	$8,766.68	$9,008.87	$9,320.52	$9,601.35	$9,868.84	$10,281.92	$10,569.65	$10,866.12	$11,171.33	$11,485.51	$11,809.58	$12,143.08	$12,486.93
24%	$8,902.08	$9,147.84	$9,400.56	$9,725.76	$10,018.80	$10,297.92	$10,728.96	$11,029.20	$11,338.56	$11,657.04	$11,984.88	$12,323.04	$12,671.04	$13,029.84
25%	$9,273.00	$9,529.00	$9,792.25	$10,131.00	$10,436.25	$10,727.00	$11,176.00	$11,488.75	$11,811.00	$12,142.75	$12,484.25	$12,836.50	$13,199.00	$13,572.75
26%	$9,643.92	$9,910.16	$10,183.94	$10,536.24	$10,853.70	$11,156.08	$11,623.04	$11,948.30	$12,283.44	$12,628.46	$12,983.62	$13,349.96	$13,726.96	$14,115.66
27%	$10,014.84	$10,291.32	$10,575.63	$10,941.48	$11,271.15	$11,585.16	$12,070.08	$12,407.85	$12,755.88	$13,114.17	$13,482.99	$13,863.42	$14,254.92	$14,658.57
28%	$10,385.76	$10,672.48	$10,967.32	$11,346.72	$11,688.60	$12,014.24	$12,517.12	$12,867.40	$13,228.32	$13,599.88	$13,982.36	$14,376.88	$14,782.88	$15,201.48
29%	$10,756.68	$11,053.64	$11,359.01	$11,751.96	$12,106.05	$12,443.32	$12,964.16	$13,326.95	$13,700.76	$14,085.59	$14,481.73	$14,890.34	$15,310.84	$15,744.39
30%	$11,127.60	$11,434.80	$11,750.70	$12,157.20	$12,523.50	$12,872.40	$13,411.20	$13,786.50	$14,173.20	$14,571.30	$14,981.10	$15,403.80	$15,838.80	$16,287.30
31%	$11,498.52	$11,815.96	$12,142.39	$12,562.44	$12,940.95	$13,301.48	$13,858.24	$14,246.05	$14,645.64	$15,057.01	$15,480.47	$15,917.26	$16,366.76	$16,830.21
32%	$11,869.44	$12,197.12	$12,534.08	$12,967.68	$13,358.40	$13,730.56	$14,305.28	$14,705.60	$15,118.08	$15,542.72	$15,979.84	$16,430.72	$16,894.72	$17,373.12
33%	$12,240.36	$12,578.28	$12,925.77	$13,372.92	$13,775.85	$14,159.64	$14,752.32	$15,165.15	$15,590.52	$16,028.43	$16,479.21	$16,944.18	$17,422.68	$17,916.03
34%	$12,611.28	$12,959.44	$13,317.46	$13,778.16	$14,193.30	$14,588.72	$15,199.36	$15,624.70	$16,062.96	$16,514.14	$16,978.58	$17,457.64	$17,950.64	$18,458.94
35%	$12,982.20	$13,340.60	$13,709.15	$14,183.40	$14,610.75	$15,017.80	$15,646.40	$16,084.25	$16,535.40	$16,999.85	$17,477.95	$17,971.10	$18,478.60	$19,001.85

Miscellaneous Salaries

NEW SALARIES

Substitutes	
Teacher Substitute (Non certified w/Bachelors Degree or higher, Valid GA Teacher Cert)	$110.00 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)	$95.00 per day
Pre-K Teacher Assistant	$83.00 per day
School Secretary Substitute	$83.00 per day
Nutrition	
Lunchroom Monitor	$15.34 per hour
Nutrition Worker Scanner	$15.34 per hour
Transportation	
Bus Driver Substitute*	$18.24 per hour
Bus Monitor Substitute*	$15.34 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 / Before Care Activity Leader $10.75 per hour	
Campus Kids	
Campus Kids Site Coordinator (certified teacher)	$19.25 per hour
Campus Kids Site Coordinator (classified/primary)	$16.75 per hour
Campus Kids Teacher (certified teacher)	$19.25 per hour
Campus Kids Activity Leader	$10.75 per hour
Campus Kids Bookkeeper (Classified CCPS Employee)*	Daytime hourly rate
*** Max of 4 Hours per month (bookkeeper)**	

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)	$15.34 per hour (including summer workers)
All Others	
All Others	Consult Compensation Department for hourly rate
Benefit Percentages*	
Certified employees	25.09% plus $11,340.00 annually per employee
Classified Employees (administrative staff, ParaProfessionals, etc.)	25.09% plus $11,340.00 annually per employee
Classified Employees (bus drivers, custodians, etc.)	10.15% plus $11,340.00 annually per employee
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)

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

Campus Security Officer (CPS)		
Step	**Hourly Rate**	**180 Days 7.5 hours**
1	15.58	21,033
2	16.02	21,627
3	16.46	22,221
4	16.92	22,842
5	17.40	23,490
6	17.89	24,152
7	18.39	24,827
8	18.90	25,515
9	19.45	26,258
10	20.00	27,000
11	20.56	27,756
12	21.14	28,539
13	21.75	29,363
14	22.37	30,200
15	23.01	31,064
16	23.67	31,955

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE SRO		
Step	Hourly Rate	205 Days 8 hours
1	25.44	41,722
2	26.19	42,952
3	26.99	44,264
4	27.80	45,592
5	28.63	46,953
6	29.48	48,347
7	30.38	49,823
8	31.29	51,316
9	32.23	52,857
10	33.20	54,448
11	34.19	56,072
12	35.21	57,744
13	36.28	59,499
14	37.36	61,270
15	38.48	63,107
16	39.63	64,993

Clayton County Public Schools

Salary Schedule

Non-Teaching Staff

GRADE 13										
Step	Hourly Rate	225 Days 8 hours	195 Days 8 hours	188 Days 7 hours	188 Days 6 hours	188 Days 6.5 hours	188 Days 4 hours	186 Days 6 hours	185 Days 8 hours	185 Days 7.5 hours
1										
2										
3										
4										
5										
6	15.34	27,612	23,930	20,187	17,304	18,745	11,536	17,119	22,703	21,292
7	15.78	28,404	24,617	20,766	17,800	19,283	11,867	17,610	23,354	21,903
8	16.22	29,196	25,303	21,346	18,296	19,821	12,197	18,102	24,006	22,513
9	16.66	29,988	25,990	21,925	18,792	20,359	12,528	18,593	24,657	23,124
10	17.15	30,870	26,754	22,569	19,345	20,957	12,897	19,139	25,382	23,804
11	17.63	31,734	27,503	23,201	19,887	21,544	13,258	19,675	26,092	24,470
12	18.12	32,616	28,267	23,846	20,439	22,143	13,626	20,222	26,818	25,151
13	18.63	33,534	29,063	24,517	21,015	22,766	14,010	20,791	27,572	25,858
14	19.16	34,488	29,890	25,215	21,612	23,414	14,408	21,383	28,357	26,594
15	19.70	35,460	30,732	25,925	22,222	24,073	14,814	21,985	29,156	27,344
16	20.28	36,504	31,637	26,688	22,876	24,782	15,251	22,632	30,014	28,149

Clayton County Public Schools

Salary Schedule
Non-Teaching Staff

GRADE 13									
Step	**Hourly Rate**	**185 Days 7 hours**	**185 Days 6.5 hours**	**185 Days 6.0 hours**	**185 Days 5.5 hours**	**185 Days 5.0 hours**	**185 Days 4 hours**	**185 Days 3.0 hours**	**180 Days 7.5 hours**
1									
2									
3									
4									
5									
6	15.34	19,865	18,454	17,027	15,616	14,190	11,352	8,514	20,709
7	15.78	20,435	18,983	17,516	16,064	14,597	11,677	8,758	21,303
8	16.22	21,005	19,513	18,004	16,512	15,004	12,003	9,002	21,897
9	16.66	21,575	20,042	18,493	16,960	15,411	12,328	9,246	22,491
10	17.15	22,209	20,631	19,037	17,459	15,864	12,691	9,518	23,153
11	17.63	22,831	21,209	19,569	17,947	16,308	13,046	9,785	23,801
12	18.12	23,465	21,798	20,113	18,446	16,761	13,409	10,057	24,462
13	18.63	24,126	22,412	20,679	18,965	17,233	13,786	10,340	25,151
14	19.16	24,812	23,049	21,268	19,505	17,723	14,178	10,634	25,866
15	19.70	25,512	23,699	21,867	20,055	18,223	14,578	10,934	26,595
16	20.28	26,263	24,397	22,511	20,645	18,759	15,007	11,255	27,378

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 15							
Step	Hourly Rate	225 Days 8 hours	205 Days 7.5 hours	195 Days 8 hours	195 Days 7.5 Hours	188 Days 8 hours	185 Days 8 hours
1							
2							
3							
4							
5							
6	15.68	28,224	24,116	24,461	22,940	23,583	23,206
7	16.12	29,016	24,793	25,147	23,584	24,244	23,858
8	16.57	29,826	25,485	25,849	24,242	24,921	24,524
9	17.04	30,672	26,208	26,582	24,930	25,628	25,219
10	17.52	31,536	26,946	27,331	25,632	26,350	25,930
11	18.01	32,418	27,699	28,096	26,349	27,087	26,655
12	18.52	33,336	28,484	28,891	27,095	27,854	27,410
13	19.04	34,272	29,284	29,702	27,856	28,636	28,179
14	19.58	35,244	30,114	30,545	28,646	29,448	28,978
15	20.14	36,252	30,975	31,418	29,465	30,291	29,807
16	20.71	37,283	31,857	30,241	30,303	31,152	30,655

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 16							
Step	Hourly Rate	225 Days 8 hours	205 Days 7.5 hours	195 Days 7.5 hours	190 Days 7.5 Hours	188 Days 8 hours	188 Days 7.5 hours
1							
2							
3							
4							
5							
6	16.96	30,528	26,084	24,812	24,168	25,508	23,914
7	17.42	31,356	26,792	25,485	24,824	26,200	24,562
8	17.92	32,256	27,561	26,217	25,536	26,952	25,267
9	18.44	33,192	28,361	26,978	26,277	27,734	26,000
10	18.95	34,110	29,145	27,724	27,004	28,501	26,720
11	19.49	35,082	29,976	28,514	27,773	29,313	27,481
12	20.03	36,054	30,806	29,304	28,543	30,125	28,242
13	20.61	37,098	31,698	30,152	29,369	30,997	29,060
14	21.20	38,160	32,606	31,016	30,210	31,885	29,892
15	21.80	39,240	33,528	31,893	31,065	32,787	30,738
16	22.43	40,374	34,497	32,815	31,963	33,735	31,626

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 17					
Step	Hourly Rate	225 Days 8 hours	205 Days 7.5 hours	195 Days 8 hours	195 Days 7.5 hours
1	15.96	28,728	24,546	24,898	23,349
2	16.40	29,520	25,223	25,584	23,993
3	16.87	30,366	25,946	26,317	24,681
4	17.34	31,212	26,669	27,050	25,368
5	17.83	32,094	27,423	27,815	26,085
6	18.33	32,994	28,192	28,595	26,817
7	18.85	33,930	28,991	29,406	27,578
8	19.40	34,920	29,837	30,264	28,382
9	19.94	35,892	30,668	31,106	29,172
10	20.51	36,918	31,544	31,996	30,006
11	21.08	37,944	32,421	32,885	30,840
12	21.69	39,042	33,359	33,836	31,732
13	22.31	40,158	34,313	34,804	32,640
14	22.94	41,292	35,282	35,786	33,561
15	23.61	42,498	36,312	36,832	34,541
16	24.28	43,704	37,343	37,877	35,522

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 18										
Step	Hourly Rate	225 Days 8 hours	205 Days 7.5 hours	205 Days 8 hours	195 Days 8 hours	195 Days 7.5 hours	190 Days 8 hours	190 Days 7.5 hours	188 Days 5 hours	186 Days 6 hours
1	17.26	31,068	26,546	28,306	26,926	25,251	26,235	24,596	16,224	19,262
2	17.74	31,932	27,284	29,094	27,674	25,954	26,965	25,280	16,676	19,798
3	18.24	32,832	28,053	29,914	28,454	26,685	27,725	25,992	17,146	20,356
4	18.76	33,768	28,853	30,766	29,266	27,446	28,515	26,733	17,634	20,936
5	19.28	34,704	29,653	31,619	30,077	28,207	29,306	27,474	18,123	21,516
6	19.84	35,712	30,514	32,538	30,950	29,026	30,157	28,272	18,650	22,141
7	20.40	36,720	31,375	33,456	31,824	29,845	31,008	29,070	19,176	22,766
8	20.98	37,764	32,267	34,407	32,729	30,694	31,890	29,897	19,721	23,414
9	21.58	38,844	33,190	35,391	33,665	31,572	32,802	30,752	20,285	24,083
10	22.20	39,960	34,144	36,408	34,632	32,479	33,744	31,635	20,868	24,775
11	22.83	41,094	35,113	37,441	35,615	33,400	34,702	32,533	21,460	25,478
12	23.48	42,264	36,112	38,507	36,629	34,351	35,690	33,459	22,071	26,204
13	24.16	43,488	37,158	39,622	37,690	35,346	36,723	34,428	22,710	26,963
14	24.84	44,712	38,204	40,738	38,750	36,341	37,757	35,397	23,350	27,721
15	25.56	46,008	39,311	41,918	39,874	37,394	38,851	36,423	24,026	28,525
16	26.30	47,340	40,449	43,132	41,028	38,477	39,976	37,478	24,722	29,351

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 19									
Step	Hourly Rate	225 Days 8 hours	225 Days 7.5 hours	220 Days 8 hours	210 Days 8 hours	205 Days 7.5 hours	195 Days 8 hours	195 Days 7.5 hours	190 Days 8 hours
1	18.67	33,606	31,515	32,859	31,366	28,714	29,125	27,314	28,378
2	19.19	34,542	32,393	33,774	32,239	29,514	29,936	28,075	29,169
3	19.74	35,532	33,321	34,742	33,163	30,360	30,794	28,880	30,005
4	20.31	36,558	34,283	35,746	34,121	31,237	31,684	29,714	30,871
5	20.88	37,584	35,245	36,749	35,078	32,113	32,573	30,547	31,738
6	21.48	38,664	36,258	37,805	36,086	33,036	33,509	31,425	32,650
7	22.08	39,744	37,271	38,861	37,094	33,959	34,445	32,303	33,562
8	22.72	40,896	38,351	39,987	38,170	34,943	35,443	33,239	34,534
9	23.36	42,048	39,432	41,114	39,245	35,928	36,442	34,176	35,507
10	24.03	43,254	40,563	42,293	40,370	36,958	37,487	35,156	36,526
11	24.72	44,496	41,727	43,507	41,530	38,019	38,563	36,165	37,574
12	25.43	45,774	42,926	44,757	42,722	39,111	39,671	37,204	38,654
13	26.16	47,088	44,158	46,042	43,949	40,234	40,810	38,272	39,763
14	26.93	48,474	45,458	47,397	45,242	41,418	42,011	39,399	40,934
15	27.69	49,842	46,741	48,734	46,519	42,587	43,196	40,510	42,089
16	28.49	51,282	48,091	50,142	47,863	43,818	44,444	41,681	43,305

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 20								
Step	Hourly Rate	225 Days 8 hours	215 Days 8 hours	205 Days 8 hours	195 Days 8 hours	195 Days 6.5 hours	190 Days 8 hours	188 Days 8 hours
1	18.77	33,786	22,937	30,783	29,281	23,800	28,530	28,230
2	19.34	34,812	23,633	31,718	30,170	24,523	29,397	29,087
3	19.91	35,838	24,330	32,652	31,060	25,246	30,263	29,945
4	20.50	36,900	25,051	33,620	31,980	25,994	31,160	30,832
5	21.13	38,034	25,821	34,653	32,963	26,793	32,118	31,780
6	21.76	39,168	26,591	35,686	33,946	27,592	33,075	32,727
7	22.41	40,338	27,385	36,752	34,960	28,416	34,063	33,705
8	23.09	41,562	28,216	37,868	36,020	29,278	35,097	34,727
9	23.78	42,804	29,059	38,999	37,097	30,153	36,146	35,765
10	24.50	44,100	29,939	40,180	38,220	31,066	37,240	36,848
11	25.22	45,396	30,819	41,361	39,343	31,979	38,334	37,931
12	25.98	46,764	31,748	42,607	40,529	32,943	39,490	39,074
13	26.76	48,168	32,701	43,886	41,746	33,932	40,675	40,247
14	27.57	49,626	33,691	45,215	43,009	34,959	41,906	41,465
15	28.40	51,120	34,705	46,576	44,304	36,011	43,168	42,714
16	29.25	52,650	35,744	47,970	45,630	37,089	44,460	43,992

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 21				
Step	Hourly Rate	225 Days 8 hours	215 Days 8 hours	190 Days 8 hours
1	20.40	36,720	35,088	31,008
2	21.01	37,818	36,137	31,935
3	21.65	38,970	37,238	32,908
4	22.30	40,140	38,356	33,896
5	22.96	41,328	39,491	34,899
6	23.66	42,588	40,695	35,963
7	24.37	43,866	41,916	37,042
8	25.08	45,144	43,138	38,122
9	25.84	46,512	44,445	39,277
10	26.63	47,934	45,804	40,478
11	27.42	49,356	47,162	41,678
12	28.25	50,850	48,590	42,940
13	29.10	52,380	50,052	44,232
14	29.97	53,946	51,548	45,554
15	30.87	55,566	53,096	46,922
16	31.79	57,222	54,679	48,321

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 22						
Step	Hourly Rate	225 Days 8 hours	200 Days 8 hours	210 Days 8 hours	190 Days 8 hours	188 Days 8 hours
1	22.18	39,924	35,488	37,262	33,714	33,359
2	22.84	41,112	36,544	38,371	34,717	34,351
3	23.53	42,354	37,648	39,530	35,766	35,389
4	24.23	43,614	38,768	40,706	36,830	36,442
5	24.96	44,928	39,936	41,933	37,939	37,540
6	25.71	46,278	41,136	43,193	39,079	38,668
7	26.48	47,664	42,368	44,486	40,250	39,826
8	27.28	49,104	43,648	45,830	41,466	41,029
9	28.10	50,580	44,960	47,208	42,712	42,262
10	28.94	52,092	46,304	48,619	43,989	43,526
11	29.80	53,640	47,680	50,064	45,296	44,819
12	30.70	55,260	49,120	51,576	46,664	46,173
13	31.62	56,916	50,592	53,122	48,062	47,556
14	32.56	58,608	52,096	54,701	49,491	48,970
15	33.56	60,408	53,696	56,381	51,011	50,474
16	34.55	62,190	55,280	58,044	52,516	51,963

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 23						
Step	Hourly Rate	225 Days 8 hours	205 Days 8 hours	200 Days 8 hours	195 Days 8 hours	195 Days 6.5 hours
1	24.10	43,380	39,524	38,560	37,596	30,559
2	24.82	44,676	40,705	39,712	38,719	31,472
3	25.57	46,026	41,935	40,912	39,889	32,423
4	26.34	47,412	43,198	42,144	41,090	33,399
5	27.14	48,852	44,510	43,424	42,338	34,414
6	27.94	50,292	45,822	44,704	43,586	35,428
7	28.78	51,804	47,199	46,048	44,897	36,493
8	29.64	53,352	48,610	47,424	46,238	37,584
9	30.54	54,972	50,086	48,864	47,642	38,725
10	31.45	56,610	51,578	50,320	49,062	39,879
11	32.40	58,320	53,136	51,840	50,544	41,083
12	33.36	60,048	54,710	53,376	52,042	42,300
13	34.36	61,848	56,350	54,976	53,602	43,568
14	35.40	63,720	58,056	56,640	55,224	44,887
15	36.47	65,646	59,811	58,352	56,893	46,244
16	37.56	67,608	61,598	60,096	58,594	47,626

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 24					
Step	Hourly Rate	225 Days 8 hours	220 Days 8 hours	205 Days 8 hours	195 Days 6.5 hours
1	26.21	47,178	46,130	42,984	33,234
2	26.98	48,564	47,485	44,247	34,211
3	27.80	50,040	48,928	45,592	35,250
4	28.63	51,534	50,389	46,953	36,303
5	29.48	53,064	51,885	48,347	37,381
6	30.37	54,666	53,451	49,807	38,509
7	31.29	56,322	55,070	51,316	39,676
8	32.23	58,014	56,725	52,857	40,868
9	33.19	59,742	58,414	54,432	42,085
10	34.19	61,542	60,174	56,072	43,353
11	35.21	63,378	61,970	57,744	44,646
12	36.27	65,286	63,835	59,483	45,990
13	37.37	67,266	65,771	61,287	47,385
14	38.48	69,264	67,725	63,107	48,793
15	39.63	71,334	69,749	64,993	50,251
16	40.81	73,458	71,826	66,928	51,747

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 25						
Step	Hourly Rate	225 Days 8 hours	200 Days 8 hours	195 Days 8 hours	190 Days 8 hours	190 Days 7.5 hours
1	28.48	51,264	45,568	44,429	43,290	40,584
2	29.34	52,812	46,944	45,770	44,597	41,810
3	30.22	54,396	48,352	47,143	45,934	43,064
4	31.12	56,016	49,792	48,547	47,302	44,346
5	32.06	57,708	51,296	50,014	48,731	45,686
6	33.02	59,436	52,832	51,511	50,190	47,054
7	34.01	61,218	54,416	53,056	51,695	48,464
8	35.03	63,054	56,048	54,647	53,246	49,918
9	36.07	64,926	57,712	56,269	54,826	51,400
10	37.15	66,870	59,440	57,954	56,468	52,939
11	38.29	68,922	61,264	59,732	58,201	54,563
12	39.43	70,974	63,088	61,511	59,934	56,188
13	40.61	73,098	64,976	63,352	61,727	57,869
14	41.83	75,294	66,928	65,255	63,582	59,608
15	43.08	77,544	68,928	67,205	65,482	61,389
16	44.36	79,848	70,976	69,202	67,427	63,213

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 26		
Step	Hourly Rate	225 Days 8 hours
1	30.96	55,728
2	31.89	57,402
3	32.84	59,112
4	33.83	60,894
5	34.85	62,730
6	35.89	64,602
7	36.96	66,528
8	38.07	68,526
9	39.22	70,596
10	40.39	72,702
11	41.60	74,880
12	42.86	77,148
13	44.14	79,452
14	45.45	81,810
15	46.82	84,276
16	48.24	86,832

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 27			
Step	Hourly Rate	225 Days 8 hours	210 Days 8 hours
1	33.66	60,588	56,549
2	34.67	62,406	58,246
3	35.70	64,260	59,976
4	36.77	66,186	61,774
5	37.87	68,166	63,622
6	39.00	70,200	65,520
7	40.18	72,324	67,502
8	41.38	74,484	69,518
9	42.62	76,716	71,602
10	43.91	79,038	73,769
11	45.21	81,378	75,953
12	46.59	83,862	78,271
13	47.97	86,346	80,590
14	49.42	88,956	83,026
15	50.90	91,620	85,512
16	52.43	94,374	88,082

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 28							
Step	Hourly Rate	225 Days 8 hours	220 Days 8 hours	210 Days 8 hours	205 Days 8 hours	200 Days 8 hours	190 Days 8 hours
1	36.57	65,826	64,363	61,438	59,975	58,512	55,586
2	37.67	67,806	66,299	63,286	61,779	60,272	57,258
3	38.78	69,804	68,253	65,150	63,599	62,048	58,946
4	39.97	71,946	70,347	67,150	65,551	63,952	60,754
5	41.17	74,106	72,459	69,166	67,519	65,872	62,578
6	42.40	76,320	74,624	71,232	69,536	67,840	64,448
7	43.68	78,624	76,877	73,382	71,635	69,888	66,394
8	44.99	80,982	79,182	75,583	73,784	71,984	68,385
9	46.33	83,394	81,541	77,834	75,981	74,128	70,422
10	47.72	85,896	83,987	80,170	78,261	76,352	72,534
11	49.16	88,488	86,522	82,589	80,622	78,656	74,723
12	50.62	91,116	89,091	85,042	83,017	80,992	76,942
13	52.15	93,870	91,784	87,612	85,526	83,440	79,268
14	53.71	96,678	94,530	90,233	88,084	85,936	81,639
15	55.32	99,576	97,363	92,938	90,725	88,512	84,086
16	56.99	102,582	100,302	95,743	93,464	91,184	86,625

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 29				
Step	Hourly Rate	225 Days 8 hours	210 Days 8 hours	205 Days 8 hours
1	39.75	71,550	66,780	65,190
2	40.95	73,710	68,796	67,158
3	42.17	75,906	70,846	69,159
4	43.43	78,174	72,962	71,225
5	44.75	80,550	75,180	73,390
6	46.09	82,962	77,431	75,588
7	47.47	85,446	79,750	77,851
8	48.89	88,002	82,135	80,180
9	50.36	90,648	84,605	82,590
10	51.87	93,366	87,142	85,067
11	53.42	96,156	89,746	87,609
12	55.03	99,054	92,450	90,249
13	56.69	102,042	95,239	92,972
14	58.39	105,102	98,095	95,760
15	60.13	108,234	101,018	98,613
16	61.93	111,474	104,042	101,565

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 30				
Step	Hourly Rate	225 Days 8 hours	220 Days 8 hours	210 Days 8 hours
1	43.22	77,796	76,067	72,610
2	44.50	80,100	78,320	74,760
3	45.85	82,530	80,696	77,028
4	47.21	84,978	83,090	79,313
5	48.64	87,552	85,606	81,715
6	50.10	90,180	88,176	84,168
7	51.60	92,880	90,816	86,688
8	53.15	95,670	93,544	89,292
9	54.75	98,550	96,360	91,980
10	56.38	101,484	99,229	94,718
11	58.07	104,526	102,203	97,558
12	59.82	107,676	105,283	100,498
13	61.61	110,898	108,434	103,505
14	63.46	114,228	111,690	106,613
15	65.37	117,666	115,051	109,822
16	67.32	121,176	118,483	113,098

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 31		
Step	Hourly Rate	225 Days 8 hours
1	46.97	84,546
2	48.38	87,084
3	49.83	89,694
4	51.32	92,376
5	52.87	95,166
6	54.45	98,010
7	56.09	100,962
8	57.77	103,986
9	59.50	107,100
10	61.30	110,340
11	63.13	113,634
12	65.02	117,036
13	66.96	120,528
14	68.97	124,146
15	71.05	127,890
16	73.18	131,724

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 32		
Step	Hourly Rate	225 Days 8 hours
1	51.05	91,890
2	52.59	94,662
3	54.16	97,488
4	55.79	100,422
5	57.47	103,446
6	59.19	106,542
7	60.95	109,710
8	62.79	113,022
9	64.67	116,406
10	66.62	119,916
11	68.62	123,516
12	70.67	127,206
13	72.79	131,022
14	74.98	134,964
15	77.23	139,014
16	79.54	143,172

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 33		
Step	Hourly Rate	225 Days 8 hours
1	55.49	99,882
2	57.16	102,888
3	58.87	105,966
4	60.64	109,152
5	62.46	112,428
6	64.33	115,794
7	66.26	119,268
8	68.25	122,850
9	70.30	126,540
10	72.41	130,338
11	74.57	134,226
12	76.82	138,276
13	79.12	142,416
14	81.50	146,700
15	83.94	151,092
16	86.46	155,628

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 34		
Step	Hourly Rate	225 Days 8 hours
[redacted]		
14	88.58	159,444
15	91.23	164,214
16	93.98	169,164

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 35		
Step	Hourly Rate	225 Days 8 hours
[redacted]		
13	93.48	168,264
14	96.29	173,322
15	99.17	178,506
16	102.14	183,852

Clayton County Public Schools
Salary Schedule
Non-Teaching Staff

GRADE 36		
Step	Hourly Rate	225 Days 8 hours
[redacted]		
14	104.66	188,388
15	107.79	194,022
16	111.03	199,854

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

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

Definitions

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

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

Guidance

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

When considering overtime pay for non-exempt employees:

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

Contact Information

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

Clayton County Public Schools
Bona Fide Meal Periods

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

1. The meal period generally is at least 30 minutes (although a shorter period may qualify under special conditions.)

2. The employee is completely relieved from all duties during the period. (If, for example, the employee must sit at a desk and incidentally answer the telephone during the break, the time would be compensable.)

3. The employee is free to leave the duty post. (There is no requirement, however, that the employee be allowed to leave the premises or work site.)

Clayton County Public Schools
TRS Policy on Hiring TRS Retirees

Full-Time Employment

Temporary Employment

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

Contractual Employment

Independent Contractor

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

Employed by an 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

Para Professional

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

Substitute Teaching

A retiree can be employed as a 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.

CLAYTON COUNTY PUBLIC SCHOOLS
Salary Policy

The beginning of each school year The Compensation Department will send out letters to each Employee advising of their grade, step and annual pay. It is the Employee responsibility to verify if their salary is correct on the letter and if it is not to contact the Compensation Department advising of the discrepancy. Any incorrect payment that has resulted in a overpayment to the Employee will be placed on a repayment plan that will be satisfied within 6 payments or 3 months of pay periods within that school year that the discrepanies are discovered. Any incorrect payment that has resulted in a underpayment to the Employee will be rewarded on the next pay check within that school year that the discrepanies are discovered.

Any request for salary reviews will be completed in 45 to 60 days from date of request.

Verification of Experience has to be submitted to the Compensation Department within 60 days from the date of hire to receive retro pay. Forms not received within the 60 days staff will be placed on the appropriate step but no retro pay.

Promotional Formula(Classified Scale) - Employees promoted within the District will be re-evaluated as if they are a new hire into the District . If the employees current salary exceed the midpoint of the new grade scale, they will receive an increase in amount of 10% and be placed on the closest step to the new salary

Employees demoted within the organization will be placed on the appropriate lower pay grade while maintaining the current step. Employees demoted to Teacher Salary Scale from the Grade Salary Scale will be evaluated for teaching experience and degree level in accordance with State Board of Education State Rule 160-5-2-.05