

2013 / 2014

Clayton County Public Schools

COMPENSATION HANDBOOK

Clayton County Public Schools
1058 Fifth Avenue
Jonesboro, Georgia 30236
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Clayton County Public Schools Disclaimer Statement

The information contained in this Compensation Handbook is provided as a guide to assist in the understanding of the compensation practices being used within the Clayton County Public Schools, with the understanding that no warranties, either expressed or implied, concerning the accuracy, completeness or reliability of the information contained herein or of its applicability to any employment situation is made by Clayton County Public Schools.

Certified Teacher Salary Schedules

**Clayton County Public Schools
Teacher Annual Salary Schedule
2013-2014 School Year (185 Day)**

Step	T-1 Total	T-2 Total	BT-4 Total	T-4 Total	BT-5 Total	T-5 Total	BT-6 Total	T-6 Total	BT-7 Total	T-7 Total
E,1,2	35,428	36,323	35,428	39,555	39,334	44,242	44,532	47,939	49,714	52,592
3	35,428	36,323	35,428	39,555	39,334	44,242	44,532	47,939	49,714	52,592
4	35,428	36,323	35,428	39,555	39,334	44,242	44,532	47,939	49,714	52,592
5	35,428	36,323	35,428	39,555	39,334	44,242	44,532	47,939	49,714	52,592
6	35,428	36,323	35,428	39,555	39,389	44,242	45,297	48,061	51,186	53,348
7	35,653	36,691	35,428	39,555	40,571	44,242	46,656	49,503	52,721	54,949
8	36,723	37,792	35,428	40,532	42,397	45,780	48,755	51,731	55,094	57,422
9	37,825	38,925	35,428	41,537	43,669	47,154	50,218	53,283	56,746	59,145
10	38,426	39,404	35,575	41,989	43,669	47,154	50,218	53,283	56,746	59,145
11	39,580	40,588	35,721	43,801	44,978	48,667	51,724	54,882	58,448	60,919
12	40,765	41,803	35,867	44,716	45,683	49,942	51,768	55,589	58,448	61,034
13	41,981	43,050	36,013	46,042	47,655	52,011	54,013	57,962	60,352	63,654
14	43,229	44,329	36,159	47,382	49,073	53,531	55,622	59,661	62,150	65,522
15	43,375	44,475	36,305	47,528	49,219	53,677	55,768	59,807	62,296	65,668
16	44,655	45,788	36,451	48,904	50,674	55,238	57,420	61,551	64,144	67,588
17	44,801	45,935	36,597	49,050	50,820	55,384	57,566	61,698	64,290	67,734
18	46,116	47,283	36,743	50,658	52,316	57,182	59,264	63,685	66,190	69,903
19	46,262	47,429	36,889	50,804	52,462	57,328	59,410	63,831	66,336	70,049
20	47,611	48,814	37,035	52,255	53,998	58,974	61,154	65,673	68,288	72,077
21	47,757	48,960	37,181	52,401	54,144	59,120	61,300	65,819	68,434	72,223
22	49,143	50,381	37,327	53,891	55,721	60,812	63,093	67,712	70,441	74,308
23	49,289	50,527	37,473	54,038	55,867	60,958	63,239	67,858	70,587	74,454
24	50,712	51,988	37,619	55,568	57,487	62,697	65,080	69,803	72,650	76,597
25	50,858	52,134	37,765	55,714	57,633	62,843	65,226	69,949	72,796	76,743
26	52,320	53,633	37,911	57,287	59,298	64,628	67,119	71,948	74,915	78,946
27	52,466	53,780	38,057	57,433	59,444	64,774	67,265	72,095	75,061	79,092
28	52,612	53,926	38,203	57,579	59,590	64,920	67,411	72,241	75,207	79,238
29	52,758	54,072	38,350	57,725	59,737	65,066	67,557	72,387	75,353	79,384
30	52,904	54,218	38,496	57,871	59,883	65,213	67,703	72,533	75,499	79,531
31	53,050	54,364	38,642	58,017	60,029	65,359	67,849	72,679	75,646	79,677
32	53,196	54,510	38,788	58,163	60,175	65,505	67,995	72,825	75,792	79,823
33	53,342	54,656	38,934	58,309	60,321	65,651	68,141	72,971	75,938	79,969
34	53,488	54,802	39,080	58,455	60,467	65,797	68,287	73,117	76,084	80,115
35+	53,634	54,948	39,226	58,601	60,613	65,943	68,433	73,263	76,230	80,261

Note: Above schedule is annualized for 10 months (185 day, 8 hour) employees

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

**Clayton County Public Schools
Teacher Annual Salary Schedule (12 Payments)
2013-2014 School Year (185 Day)**

Step	T-1 Total	T-2 Total	BT-4 Total	T-4 Total	BT-5 Total	T-5 Total	BT-6 Total	T-6 Total	BT-7 Total	T-7 Total
E,1,2	2,952	3,027	2,952	3,296	3,278	3,687	3,711	3,995	4,143	4,383
3	2,952	3,027	2,952	3,296	3,278	3,687	3,711	3,995	4,143	4,383
4	2,952	3,027	2,952	3,296	3,278	3,687	3,711	3,995	4,143	4,383
5	2,952	3,027	2,952	3,296	3,278	3,687	3,711	3,995	4,143	4,383
6	2,952	3,027	2,952	3,296	3,282	3,687	3,775	4,005	4,265	4,446
7	2,971	3,058	2,952	3,296	3,381	3,687	3,888	4,125	4,393	4,579
8	3,060	3,149	2,952	3,378	3,533	3,815	4,063	4,311	4,591	4,785
9	3,152	3,244	2,952	3,461	3,639	3,929	4,185	4,440	4,729	4,929
10	3,202	3,284	2,965	3,499	3,639	3,929	4,185	4,440	4,729	4,929
11	3,298	3,382	2,977	3,650	3,748	4,056	4,310	4,573	4,871	5,077
12	3,397	3,484	2,989	3,726	3,807	4,162	4,314	4,632	4,871	5,086
13	3,498	3,587	3,001	3,837	3,971	4,334	4,501	4,830	5,029	5,304
14	3,602	3,694	3,013	3,949	4,089	4,461	4,635	4,972	5,179	5,460
15	3,615	3,706	3,025	3,961	4,102	4,473	4,647	4,984	5,191	5,472
16	3,721	3,816	3,038	4,075	4,223	4,603	4,785	5,129	5,345	5,632
17	3,733	3,828	3,050	4,088	4,235	4,615	4,797	5,141	5,358	5,645
18	3,843	3,940	3,062	4,221	4,360	4,765	4,939	5,307	5,516	5,825
19	3,855	3,952	3,074	4,234	4,372	4,777	4,951	5,319	5,528	5,837
20	3,968	4,068	3,086	4,355	4,500	4,915	5,096	5,473	5,691	6,006
21	3,980	4,080	3,098	4,367	4,512	4,927	5,108	5,485	5,703	6,019
22	4,095	4,198	3,111	4,491	4,643	5,068	5,258	5,643	5,870	6,192
23	4,107	4,211	3,123	4,503	4,656	5,080	5,270	5,655	5,882	6,204
24	4,226	4,332	3,135	4,631	4,791	5,225	5,423	5,817	6,054	6,383
25	4,238	4,344	3,147	4,643	4,803	5,237	5,436	5,829	6,066	6,395
26	4,360	4,469	3,159	4,774	4,942	5,386	5,593	5,996	6,243	6,579
27	4,372	4,482	3,171	4,786	4,954	5,398	5,605	6,008	6,255	6,591
28	4,384	4,494	3,184	4,798	4,966	5,410	5,618	6,020	6,267	6,603
29	4,397	4,506	3,196	4,810	4,978	5,422	5,630	6,032	6,279	6,615
30	4,409	4,518	3,208	4,823	4,990	5,434	5,642	6,044	6,292	6,628
31	4,421	4,530	3,220	4,835	5,002	5,447	5,654	6,057	6,304	6,640
32	4,433	4,542	3,232	4,847	5,015	5,459	5,666	6,069	6,316	6,652
33	4,445	4,555	3,244	4,859	5,027	5,471	5,678	6,081	6,328	6,664
34	4,457	4,567	3,257	4,871	5,039	5,483	5,691	6,093	6,340	6,676
35+	4,470	4,579	3,269	4,883	5,051	5,495	5,703	6,105	6,352	6,688

Note: Above schedule is divided into 12 equal payments (paid from September 2013 through August 2014)

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

**Clayton County Public Schools
Teacher Annual Salary Schedule (13 Payments)
2013-2014 School Year (185 Day)**

Step	T-1 Total	T-2 Total	BT-4 Total	T-4 Total	BT-5 Total	T-5 Total	BT-6 Total	T-6 Total	BT-7 Total	T-7 Total
E,1,2	2,725	2,794	2,725	3,043	3,026	3,403	3,426	3,688	3,824	4,046
3	2,725	2,794	2,725	3,043	3,026	3,403	3,426	3,688	3,824	4,046
4	2,725	2,794	2,725	3,043	3,026	3,403	3,426	3,688	3,824	4,046
5	2,725	2,794	2,725	3,043	3,026	3,403	3,426	3,688	3,824	4,046
6	2,725	2,794	2,725	3,043	3,030	3,403	3,484	3,697	3,937	4,104
7	2,743	2,822	2,725	3,043	3,121	3,403	3,589	3,808	4,055	4,227
8	2,825	2,907	2,725	3,118	3,261	3,522	3,750	3,979	4,238	4,417
9	2,910	2,994	2,725	3,195	3,359	3,627	3,863	4,099	4,365	4,550
10	2,956	3,031	2,737	3,230	3,359	3,627	3,863	4,099	4,365	4,550
11	3,045	3,122	2,748	3,369	3,460	3,744	3,979	4,222	4,496	4,686
12	3,136	3,216	2,759	3,440	3,514	3,842	3,982	4,276	4,496	4,695
13	3,229	3,312	2,770	3,542	3,666	4,001	4,155	4,459	4,642	4,896
14	3,325	3,410	2,781	3,645	3,775	4,118	4,279	4,589	4,781	5,040
15	3,337	3,421	2,793	3,656	3,786	4,129	4,290	4,601	4,792	5,051
16	3,435	3,522	2,804	3,762	3,898	4,249	4,417	4,735	4,934	5,199
17	3,446	3,533	2,815	3,773	3,909	4,260	4,428	4,746	4,945	5,210
18	3,547	3,637	2,826	3,897	4,024	4,399	4,559	4,899	5,092	5,377
19	3,559	3,648	2,838	3,908	4,036	4,410	4,570	4,910	5,103	5,388
20	3,662	3,755	2,849	4,020	4,154	4,536	4,704	5,052	5,253	5,544
21	3,674	3,766	2,860	4,031	4,165	4,548	4,715	5,063	5,264	5,556
22	3,780	3,875	2,871	4,145	4,286	4,678	4,853	5,209	5,419	5,716
23	3,791	3,887	2,883	4,157	4,297	4,689	4,865	5,220	5,430	5,727
24	3,901	3,999	2,894	4,274	4,422	4,823	5,006	5,369	5,588	5,892
25	3,912	4,010	2,905	4,286	4,433	4,834	5,017	5,381	5,600	5,903
26	4,025	4,126	2,916	4,407	4,561	4,971	5,163	5,534	5,763	6,073
27	4,036	4,137	2,927	4,418	4,573	4,983	5,174	5,546	5,774	6,084
28	4,047	4,148	2,939	4,429	4,584	4,994	5,185	5,557	5,785	6,095
29	4,058	4,159	2,950	4,440	4,595	5,005	5,197	5,568	5,796	6,106
30	4,070	4,171	2,961	4,452	4,606	5,016	5,208	5,579	5,808	6,118
31	4,081	4,182	2,972	4,463	4,618	5,028	5,219	5,591	5,819	6,129
32	4,092	4,193	2,984	4,474	4,629	5,039	5,230	5,602	5,830	6,140
33	4,103	4,204	2,995	4,485	4,640	5,050	5,242	5,613	5,841	6,151
34	4,114	4,216	3,006	4,497	4,651	5,061	5,253	5,624	5,853	6,163
35+	4,126	4,227	3,017	4,508	4,663	5,073	5,264	5,636	5,864	6,174

Note: Above schedule is divided into 13 equal payments (paid from August 2013 through August 2014)

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

**Clayton County Public Schools
Teacher Annual Salary Schedule (14 Payments)
2013-2014 School Year (185 Day)**

Step	T-1 Total	T-2 Total	BT-4 Total	T-4 Total	BT-5 Total	T-5 Total	BT-6 Total	T-6 Total	BT-7 Total	T-7 Total
E,1,2	2,531	2,595	2,531	2,825	2,810	3,160	3,181	3,424	3,551	3,757
3	2,531	2,595	2,531	2,825	2,810	3,160	3,181	3,424	3,551	3,757
4	2,531	2,595	2,531	2,825	2,810	3,160	3,181	3,424	3,551	3,757
5	2,531	2,595	2,531	2,825	2,810	3,160	3,181	3,424	3,551	3,757
6	2,531	2,595	2,531	2,825	2,814	3,160	3,235	3,433	3,656	3,811
7	2,547	2,621	2,531	2,825	2,898	3,160	3,333	3,536	3,766	3,925
8	2,623	2,699	2,531	2,895	3,028	3,270	3,483	3,695	3,935	4,102
9	2,702	2,780	2,531	2,967	3,119	3,368	3,587	3,806	4,053	4,225
10	2,745	2,815	2,541	2,999	3,119	3,368	3,587	3,806	4,053	4,225
11	2,827	2,899	2,551	3,129	3,213	3,476	3,695	3,920	4,175	4,351
12	2,912	2,986	2,562	3,194	3,263	3,567	3,698	3,971	4,175	4,360
13	2,999	3,075	2,572	3,289	3,404	3,715	3,858	4,140	4,311	4,547
14	3,088	3,166	2,583	3,384	3,505	3,824	3,973	4,261	4,439	4,680
15	3,098	3,177	2,593	3,395	3,516	3,834	3,983	4,272	4,450	4,691
16	3,190	3,271	2,604	3,493	3,620	3,946	4,101	4,397	4,582	4,828
17	3,200	3,281	2,614	3,504	3,630	3,956	4,112	4,407	4,592	4,838
18	3,294	3,377	2,624	3,618	3,737	4,084	4,233	4,549	4,728	4,993
19	3,304	3,388	2,635	3,629	3,747	4,095	4,244	4,559	4,738	5,003
20	3,401	3,487	2,645	3,732	3,857	4,212	4,368	4,691	4,878	5,148
21	3,411	3,497	2,656	3,743	3,867	4,223	4,379	4,701	4,888	5,159
22	3,510	3,599	2,666	3,849	3,980	4,344	4,507	4,837	5,032	5,308
23	3,521	3,609	2,677	3,860	3,991	4,354	4,517	4,847	5,042	5,318
24	3,622	3,713	2,687	3,969	4,106	4,478	4,649	4,986	5,189	5,471
25	3,633	3,724	2,698	3,980	4,117	4,489	4,659	4,996	5,200	5,482
26	3,737	3,831	2,708	4,092	4,236	4,616	4,794	5,139	5,351	5,639
27	3,748	3,841	2,718	4,102	4,246	4,627	4,805	5,150	5,362	5,649
28	3,758	3,852	2,729	4,113	4,256	4,637	4,815	5,160	5,372	5,660
29	3,768	3,862	2,739	4,123	4,267	4,648	4,826	5,170	5,382	5,670
30	3,779	3,873	2,750	4,134	4,277	4,658	4,836	5,181	5,393	5,681
31	3,789	3,883	2,760	4,144	4,288	4,668	4,846	5,191	5,403	5,691
32	3,800	3,894	2,771	4,155	4,298	4,679	4,857	5,202	5,414	5,702
33	3,810	3,904	2,781	4,165	4,309	4,689	4,867	5,212	5,424	5,712
34	3,821	3,914	2,791	4,175	4,319	4,700	4,878	5,223	5,435	5,722
35+	3,831	3,925	2,802	4,186	4,329	4,710	4,888	5,233	5,445	5,733

Note: Above schedule is divided into 14 equal payments (paid from July 2013 through August 2014)

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

Certified Teacher Classifications by Title

Clayton County Public Schools
Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
505B	AGRI-SCIENCE/HORTICULTURE	185	8
508S	AUTISM SPECIALIST	195	8
5094	EDUCATION SPECIALIST	215	8
5085	EDUCATIONAL THERAPIST	185	8
505E	ENGINEERING GRAPHIC DESIGN	185	8
502K	ESOL COUNSELOR	195	8
502A	GLOBAL TEACHERS	185	8
508A	GNETS SUPERVISOR (SOUTH METRO)	195	8
508D	GNETS TEACHER (SOUTH METRO)	185	8
5083	OCCUPATIONAL THERAPIST(OT) - GRADE 25	185	8
5047	PC/NETWORK/INFORMATION TECH	185	8
5084	PHYSICAL THERAPIST(PT) - GRADE 25	185	8
501M	PRE K LEAD TEACHER CERTIFIED - GRADE PKC (4)	183	8
501Y	PRE K LEAD TEACHER NON-CERT - GRADE PKN (4)	183	8
5081	SIGN LANGUAGE INTERPRETER - GRADE 21	185	8
5090	SOCIAL WORKER - GRADE 28	185	8
5099	SUBSTITUTE EMPLOYEE	190	8
5054	T-HEALTH-OCCUP/HEALTHCARE SCI	185	8
5043	T-HOME EC/FAMILY-CONSU SCIENCE	185	8
506M	TEACH-SPEC ED-INTER-ELITE ACAD	188	8
501X	TEACHER-AAG	185	8
502M	TEACHER-ART - ELITE ACADEMY	188	8
506B	TEACHER-AUTISTIC	185	8
503A	TEACHER-ELEMENTARY DANCE	185	8
503B	TEACHER-ELEMENTARY THEATRE	185	8
501W	TEACHER-ESOL- ELITE ACADEMY	188	8
502E	TEACHER-DANCE HIGH SCHOOL	185	8
502F	TEACHER-DRAMA HIGH SCHOOL	185	8
502X	TEACHER-M/S CONNECTIONS	185	8
502Y	TEACHER-M/S STUDY SKILLS	185	8
509B	TEACHER-SECOND GRADE-NO RETIRE	185	8

Clayton County Public Schools
Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
509C	TEACHER-THIRD GRADE -NO RETIRE	185	8
5073	TEACHER-BEH INTERVENTION	185	8
502I	TEACHER-AAG-ELITE SCH ACADEMY	188	8
503V	TEACHER-ACADEMIC EN LA/READING	185	8
503W	TEACHER-ACADEMIC EN MATH/SCIEN	185	8
503X	TEACHER-ACADEMIC EN S/SOCIAL S	185	8
5061	TEACHER-ADAPT.PSYS.ED.(APE)	185	8
509A	TEACHER-ART THERAPY	185	8
506J	TEACHER-ASSISTIVE TECHNOLOGY	185	8
5079	TEACHER-AUDIOLOGIST	185	8
5038	TEACHER-BAND	185	8
5050	TEACHER-BUSINESS EDUCATION	185	8
5040	TEACHER-CHORUS	185	8
502L	TEACHER-CHORUS-ELITE SCH ACAD	188	8
5052	TEACHER-COMP BUS ED	185	8
5049	TEACHER-CVAE	185	8
5053	TEACHER-DIVERSIFIED COOP TRAIN	185	8
501E	TEACHER-EARLY INTERVENTION 1-3	185	8
501G	TEACHER-EARLY INTERVENTION 4-5	185	8
501C	TEACHER-EARLY INTERVENTION-KDG	185	8
501U	TEACHER-EIGHTH GD ELITE ACAD	188	8
5032	TEACHER-ELEM ART	185	8
5030	TEACHER-ELEM MUSIC	185	8
5034	TEACHER-ELEM PE	185	8
5064	TEACHER-EMOTION BEH. DIS.(EBD)	185	8
5007	TEACHER-ESOL	185	8
5015	TEACHER-FIFTH GRADE	185	8
5011	TEACHER-FIRST GRADE	185	8
502S	TEACHER-FOREIGN LANG. ELITE	188	8
5031	TEACHER-FOREIGN LANGUAGE	185	8
5014	TEACHER-FOURTH GRADE	185	8

Clayton County Public Schools
Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
5002	TEACHER-GENERAL HIGH SCHOOL	185	8
501V	TEACHER-GENERAL HS ELITE ACAD	188	8
502D	TEACHER-GENERAL MUSIC HIGH	185	8
5066	TEACHER-GIFTED	185	8
506L	TEACHER-GIFTED ELITE ACADEMY	188	8
504U	TEACHER-HEALTH	185	8
5068	TEACHER-HEARING IMPAIRED(HI)	185	8
5037	TEACHER-HOSPITAL HOMEBOUND	185	8
506G	TEACHER-ID INCLUSION	185	8
5044	TEACHER-INDUSTRIAL TECH	185	8
5065	TEACHER-INTERRELATED SPEC ED	185	8
5010	TEACHER-KINDERGARTEN	185	8
502N	TEACHER-LANG. ARTS ELITE ACAD	188	8
504N	TEACHER-LANGUAGE ARTS	185	8
505D	TEACHER-LAW AND JUSTICE	185	8
503M	TEACHER-M/S MATH	185	8
5020	TEACHER-M/S ART	185	8
5027	TEACHER-M/S COMPUTER TECH	185	8
502V	TEACHER-M/S DANCE	185	8
502Z	TEACHER-M/S DRAMA/THEATRE	185	8
5028	TEACHER-M/S FOREIGN LANGUAGE	185	8
5029	TEACHER-M/S GENERAL MUSIC	185	8
5025	TEACHER-M/S HEALTH	185	8
5024	TEACHER-M/S HOME ARTS	185	8
5023	TEACHER-M/S IND TECH	185	8
503J	TEACHER-M/S LA/SOCIAL STUDIES	185	8
503L	TEACHER-M/S LANG ARTS/SCIENCE	185	8
503I	TEACHER-M/S LANGUAGE ARTS	185	8
503K	TEACHER-M/S LANGUAGE ARTS/MATH	185	8
503N	TEACHER-M/S MATH/SCIENCE	185	8
503O	TEACHER-M/S MATH/SOCIAL STUD	185	8

Clayton County Public Schools
Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
5026	TEACHER-M/S PHYSICAL EDUCATION	185	8
503Q	TEACHER-M/S S/SOCIAL STUDIES	185	8
503P	TEACHER-M/S SCIENCE	185	8
503R	TEACHER-M/S SOCIAL STUDIES	185	8
5051	TEACHER-MARKETING EDUCATION	185	8
504P	TEACHER-MATH	185	8
502P	TEACHER-MATH ELITE ACADEMY	188	8
5074	TEACHER-MILDLY INTEL DIS (MID)	185	8
5075	TEACHER-MOD.INTEL DISAB.(MOID)	185	8
506E	TEACHER-MOID/SID/PID	185	8
5078	TEACHER-MUSIC THERAPY(MT)	185	8
5041	TEACHER-ORCHESTRA	185	8
5072	TEACHER-ORTHO IMPAIRED(OI)	185	8
504T	TEACHER-PE	185	8
502T	TEACHER-PE ELITE SCH ACADEMY	188	8
5060	TEACHER-PRESCHOOL	185	8
5067	TEACHER-RELATED VOC INST.(RVI)	185	8
5035	TEACHER-REMEDIAL	185	8
504Q	TEACHER-SCIENCE	185	8
502Q	TEACHER-SCIENCE ELITE ACAD	188	8
5012	TEACHER-SECOND GRADE	185	8
5042	TEACHER-SECONDARY ART	185	8
501T	TEACHER-SEVENTH GD ELITE ACAD	188	8
506F	TEACHER-SID/PID	185	8
501S	TEACHER-SIXTH GRADE ELITE ACAD	188	8
5062	TEACHER-SLD	185	8
506C	TEACHER-SLD/EBD/MID	185	8
504R	TEACHER-SOCIAL STUDIES	185	8
502R	TEACHER-SOCIAL STUDIES ELITE	188	8
5063	TEACHER-SPECIAL NEEDS KINDERG	185	8
5069	TEACHER-SPEECH IMPAIRED(SI)	185	8

Clayton County Public Schools
Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
5039	TEACHER-STRINGS	185	8
5013	TEACHER-THIRD GRADE	185	8
5036	TEACHER-TITLE I	185	8
5058	TEACHER-TRADE AND INDUSTRY	185	8
5070	TEACHER-VISUALLY IMPAIRED(VI)	185	8
504S	TEACHER-WORLD LANGUAGES LEAD T	185	8
505C	TEACHING AS A PROFESSION	185	8
508T	TRANSITION SPECIALIST SPECIAL ED	195	8
509Z	TRS RETIREE -TEACHER FT ELITE	188	8
5098	TRS RETIREE-TEACHER FT	185	8
5046	TV/VIDEO TECHNOLOGY TEACHER	185	8

**Certified Teacher
Experience for Salary Purposes**

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

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

(1) PURPOSE

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

(2) DEFINITIONS

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

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

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

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

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

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

(d) **Full-time Experience** – a minimum of 63% of the school year (approximately 116 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 (116 days minimum). One-half time employment is also defined as a minimum of four hours of employment daily. Any time between one-half and full-time (eight hours) experience shall be considered half time for salary purposes.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

(f) **Combination of Full-time and Half-time Experience** – At least 116 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) **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.

(h) **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)

(i) **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. § 20-2-1160. 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.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

3. Serving as a teacher or educational administrator in a foreign country, provided the individual held a U.S. Equivalent of a bachelor's degree or higher and held educator credentials or other legal authorization for teaching in the foreign country during the time the experience was earned.
 4. Serving in a professional position in kindergarten, pre-kindergarten, or Head Start programs provided they are under the legal jurisdiction of a public school board, the state department of education or are regionally/state accredited.
 5. Teaching elementary and secondary school subjects and trade subjects to children or to adults, including veterans, provided the teaching was on a full-time basis and was under the direction of a local school administration, the state department of education, or any other state agency authorized to provide educational services to children in grades pre-kindergarten through 12th grade or authorized to teach elementary and secondary subjects to adults; e.g., in Georgia, these agencies include the Department of Children and Youth Services and the Department of Corrections.
 6. Serving in a professional full-time position in a clinical situation or in any special education center, including speech, reading, hearing, and psychological education centers.
 7. Serving as a professional, full-time librarian in a bookmobile, public library, Department of Defense library, or public school library shall be counted as experience for media specialists.
 8. Serving in a professional position in the U.S. Department of Education or in a state department of education.
 9. Serving in a professional position in the Georgia professional Standards commission or Professional Practices Commission in Georgia or in their counterparts in any other state.
 10. Serving in a professional position such as a teacher, social worker, psychologist, counselor, media specialist, nurse, or administrator, in any government agency authorized to provide services to children in grades pre-kindergarten through twelfth grade or in a private entity sponsored by the U.S. or a state department of education provided the individual was under contract at the time the experience was earned; e.g., the Job Training Partnership Act (JTPA), Family Connection, pre-kindergarten.
 11. Serving a full-time, year-long (at least nine months) internship sponsored cooperatively by an institution of higher education and a local unit of administration or in conjunction with an approved staff development program.
 12. Serving as a full-time cooperative extension service agent may be used for a maximum of three years' credit provided the experience is earned after July 1, 1995.
- (b) Under any of the following conditions, each LUA shall recognize experience in a professional position for which a certificate or state/national license is not required, provided that the individual held a degree from a regionally accredited college/university when the experience was earned.
1. Serving in a professional position in a regionally accredited college/university; e.g., as a teacher, counselor, librarian, dean, president, provided the experience was full-time and the individual held academic/professional rank or the equivalent; e.g., instructor, assistant professor, associate professor, professor. Individuals receiving experience credit shall have held a master's degree, at a minimum, and/or shall have been on a tenured track when the experience was earned.
 2. Serving in a teaching, supervisory, or leadership position in schools under the direction of the Georgia Department of Technical and Adult Education (DTAE) or in the DTAE, provided the experience was full-time and the individual held academic/professional rank or the equivalent.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

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.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

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.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

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

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

7. An individual holding a **nonrenewable, professional (NT)** certificate issued for three years and having three or more years of experience shall be placed on the step that corresponds to the years of creditable experience; e.g., an individual with an NT certificate and five years of creditable experience shall be placed on step three of the salary schedule.

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

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

**Certified Teacher
Activity Allotments & Supplements**

Clayton County Public Schools
ACTIVITY ALLOTMENTS FOR HIGH SCHOOLS

Supplements for these positions are paid on the T4 salary schedule, state portion only, 185 days.

Job Code	Position	Percent	# of Positions
H100	Athletic Director	10%	1
H110	Football, Head	23%	1
H109	Football, Head Spring	3%	1
H111	Football, 1st Asst.	12%	1
H112	Football, Asst.	10%	7
H120	Basketball, Head, Boys	15%	1
H121	Basketball, Head, Girls	15%	1
H122	Basketball, Asst., Boys	10%	1
H122	Basketball, Asst., Girls	10%	1
H124	Basketball, Asst., 9th Grade Girls	6%	1
H125	Basketball, Asst., 9th Grade Boys	6%	1
H130	Baseball, Head	10%	1
H131	Baseball, Asst.	4%	1
H140	Track, Head, Boys	10%	1
H142	Track, Head, Girls	10%	1
H141	Track, Asst., Boys	4%	1
H143	Track, Asst., Girls	4%	1
H150	Wrestling, Head	8%	1
H151	Wrestling, Asst.	4%	1
H160	Cross Country, Boys	5%	1
H165	Cross Country, Girls	5%	1
H170	Soccer, Head, Boys	8%	1
H171	Soccer, Asst., Boys	4%	1
H173	Soccer, Head, Girls	8%	1
H174	Soccer, Asst., Girls	4%	1
H180	Golf, Head	4%	1

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

	Department Chairman	\$1,000	5
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OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS

H132	Baseball, JV	4%	1
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**Clayton County Public Schools
ACTIVITY ALLOTMENTS FOR MIDDLE SCHOOLS**

Supplements for these positions are paid on the T4 salary schedule, state portion only, 185 days.

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

Job Code	Position	Percent	# of Positions
M145	Volleyball, 8th Grade Girls	4%	1
M500	Band	8%	1
M520	Cheerleading	9%	1
M540	Pep Squad / Drill Team	2%	1
M560	Chorus	8%	1
M565	Orchestra/Strings	11%	1
M585	Miscellaneous Activity	3%	1

	Department Chairman	\$1,000	5
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**OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS**

M113	Football, Asst., 7th Grade	7%	1
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Clayton County Public Schools
ACTIVITY SUPPLEMENT SCHEDULE

Supplements are paid on the T4 salary schedule, state portion only, 185 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	32,544	33,521	34,527	35,563	36,985	38,095	39,810	41,005	42,235	43,501	44,806	46,151	47,535	48,962
1%	325.44	335.21	345.27	355.63	369.85	380.95	398.10	410.05	422.35	435.01	448.06	461.51	475.35	489.62
2%	650.88	670.42	690.54	711.26	739.70	761.90	796.20	820.10	844.70	870.02	896.12	923.02	950.70	979.24
3%	976.32	1,005.63	1,035.81	1,066.89	1,109.55	1,142.85	1,194.30	1,230.15	1,267.05	1,305.03	1,344.18	1,384.53	1,426.05	1,468.86
4%	1,301.76	1,340.84	1,381.08	1,422.52	1,479.40	1,523.80	1,592.40	1,640.20	1,689.40	1,740.04	1,792.24	1,846.04	1,901.40	1,958.48
5%	1,627.20	1,676.05	1,726.35	1,778.15	1,849.25	1,904.75	1,990.50	2,050.25	2,111.75	2,175.05	2,240.30	2,307.55	2,376.75	2,448.10
6%	1,952.64	2,011.26	2,071.62	2,133.78	2,219.10	2,285.70	2,388.60	2,460.30	2,534.10	2,610.06	2,688.36	2,769.06	2,852.10	2,937.72
7%	2,278.08	2,346.47	2,416.89	2,489.41	2,588.95	2,666.65	2,786.70	2,870.35	2,956.45	3,045.07	3,136.42	3,230.57	3,327.45	3,427.34
8%	2,603.52	2,681.68	2,762.16	2,845.04	2,958.80	3,047.60	3,184.80	3,280.40	3,378.80	3,480.08	3,584.48	3,692.08	3,802.80	3,916.96
9%	2,928.96	3,016.89	3,107.43	3,200.67	3,328.65	3,428.55	3,582.90	3,690.45	3,801.15	3,915.09	4,032.54	4,153.59	4,278.15	4,406.58
10%	3,254.40	3,352.10	3,452.70	3,556.30	3,698.50	3,809.50	3,981.00	4,100.50	4,223.50	4,350.10	4,480.60	4,615.10	4,753.50	4,896.20
11%	3,579.84	3,687.31	3,797.97	3,911.93	4,068.35	4,190.45	4,379.10	4,510.55	4,645.85	4,785.11	4,928.66	5,076.61	5,228.85	5,385.82
12%	3,905.28	4,022.52	4,143.24	4,267.56	4,438.20	4,571.40	4,777.20	4,920.60	5,068.20	5,220.12	5,376.72	5,538.12	5,704.20	5,875.44
13%	4,230.72	4,357.73	4,488.51	4,623.19	4,808.05	4,952.35	5,175.30	5,330.65	5,490.55	5,655.13	5,824.78	5,999.63	6,179.55	6,365.06
14%	4,556.16	4,692.94	4,833.78	4,978.82	5,177.90	5,333.30	5,573.40	5,740.70	5,912.90	6,090.14	6,272.84	6,461.14	6,654.90	6,854.68
15%	4,881.60	5,028.15	5,179.05	5,334.45	5,547.75	5,714.25	5,971.50	6,150.75	6,335.25	6,525.15	6,720.90	6,922.65	7,130.25	7,344.30
16%	5,207.04	5,363.36	5,524.32	5,690.08	5,917.60	6,095.20	6,369.60	6,560.80	6,757.60	6,960.16	7,168.96	7,384.16	7,605.60	7,833.92
17%	5,532.48	5,698.57	5,869.59	6,045.71	6,287.45	6,476.15	6,767.70	6,970.85	7,179.95	7,395.17	7,617.02	7,845.67	8,080.95	8,323.54
18%	5,857.92	6,033.78	6,214.86	6,401.34	6,657.30	6,857.10	7,165.80	7,380.90	7,602.30	7,830.18	8,065.08	8,307.18	8,556.30	8,813.16
19%	6,183.36	6,368.99	6,560.13	6,756.97	7,027.15	7,238.05	7,563.90	7,790.95	8,024.65	8,265.19	8,513.14	8,768.69	9,031.65	9,302.78
20%	6,508.80	6,704.20	6,905.40	7,112.60	7,397.00	7,619.00	7,962.00	8,201.00	8,447.00	8,700.20	8,961.20	9,230.20	9,507.00	9,792.40
21%	6,834.24	7,039.41	7,250.67	7,468.23	7,766.85	7,999.95	8,360.10	8,611.05	8,869.35	9,135.21	9,409.26	9,691.71	9,982.35	10,282.02
22%	7,159.68	7,374.62	7,595.94	7,823.86	8,136.70	8,380.90	8,758.20	9,021.10	9,291.70	9,570.22	9,857.32	10,153.22	10,457.70	10,771.64
23%	7,485.12	7,709.83	7,941.21	8,179.49	8,506.55	8,761.85	9,156.30	9,431.15	9,714.05	10,005.23	10,305.38	10,614.73	10,933.05	11,261.26
24%	7,810.56	8,045.04	8,286.48	8,535.12	8,876.40	9,142.80	9,554.40	9,841.20	10,136.40	10,440.24	10,753.44	11,076.24	11,408.40	11,750.88
25%	8,136.00	8,380.25	8,631.75	8,890.75	9,246.25	9,523.75	9,952.50	10,251.25	10,558.75	10,875.25	11,201.50	11,537.75	11,883.75	12,240.50
26%	8,461.44	8,715.46	8,977.02	9,246.38	9,616.10	9,904.70	10,350.60	10,661.30	10,981.10	11,310.26	11,649.56	11,999.26	12,359.10	12,730.12
27%	8,786.88	9,050.67	9,322.29	9,602.01	9,985.95	10,285.65	10,748.70	11,071.35	11,403.45	11,745.27	12,097.62	12,460.77	12,834.45	13,219.74
28%	9,112.32	9,385.88	9,667.56	9,957.64	10,355.80	10,666.60	11,146.80	11,481.40	11,825.80	12,180.28	12,545.68	12,922.28	13,309.80	13,709.36
29%	9,437.76	9,721.09	10,012.83	10,313.27	10,725.65	11,047.55	11,544.90	11,891.45	12,248.15	12,615.29	12,993.74	13,383.79	13,785.15	14,198.98
30%	9,763.20	10,056.30	10,358.10	10,668.90	11,095.50	11,428.50	11,943.00	12,301.50	12,670.50	13,050.30	13,441.80	13,845.30	14,260.50	14,688.60
31%	10,088.64	10,391.51	10,703.37	11,024.53	11,465.35	11,809.45	12,341.10	12,711.55	13,092.85	13,485.31	13,889.86	14,306.81	14,735.85	15,178.22
32%	10,414.08	10,726.72	11,048.64	11,380.16	11,835.20	12,190.40	12,739.20	13,121.60	13,515.20	13,920.32	14,337.92	14,768.32	15,211.20	15,667.84
33%	10,739.52	11,061.93	11,393.91	11,735.79	12,205.05	12,571.35	13,137.30	13,531.65	13,937.55	14,355.33	14,785.98	15,229.83	15,686.55	16,157.46
34%	11,064.96	11,397.14	11,739.18	12,091.42	12,574.90	12,952.30	13,535.40	13,941.70	14,359.90	14,790.34	15,234.04	15,691.34	16,161.90	16,647.08
35%	11,390.40	11,732.35	12,084.45	12,447.05	12,944.75	13,333.25	13,933.50	14,351.75	14,782.25	15,225.35	15,682.10	16,152.85	16,637.25	17,136.70

Miscellaneous Salaries

Clayton County Public Schools Miscellaneous Salaries

<u>Substitutes</u>	
Teacher Substitute (Rank 1-4)	\$83.00 per day - 4-year college degree or higher
Teacher Substitute (Rank 5-7)	No longer eligible to substitute for a teacher
Long-Term Substitute Teacher (Rank 1)	\$127.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher (Rank 2-4)	\$110.00 per day (ten or more consecutive days)
Parapro Substitute (Daily & Long Term)	\$73.00 per day
Pre-K Teacher Assistant	\$63.00 per day
School Secretary Substitute	\$73.00 per day
Twelve-Month Secretary Substitute	\$78.00 per day
<u>Nutrition</u>	
Lunchroom Monitor	\$10.25 per hour
Nutrition Worker Scanner	\$10.09 per hour
<u>Transportation</u>	
Bus Driver Substitute*	\$14.28 per hour
Bus Monitor Substitute*	\$7.25 per hour
<i>*Note: Paid at a minimum of 2.5 hours for AM/PM trips</i>	
<u>Campus Kids</u>	
Campus Kids Site Coordinator (certified teacher)	\$19.25 per hour
Campus Kids Site Coordinator (non CCPS employee)	\$15.30 per hour
Campus Kids Teacher (certified teacher)	\$19.25 per hour
Campus Kids Activity Leader	\$9.50 per hour
Campus Kids Bookkeeper (Classified CCPS Employee)*	Daytime hourly rate
<i>* Max of 4 Hours per month (bookkeeper)</i>	

Clayton County Public Schools Miscellaneous Salaries

<u>Part-time Employees</u>	
Part-time Employees	Use beginning hourly rate for the position
<u>Extended Year</u>	
Extended Year pay for Teachers & Parapros	Regular hourly rate of pay
<u>Extended Day</u>	
Extended Day pay for Teachers	Regular hourly rate of pay
<u>Summer Workers</u>	
All summer workers (other than custodial work)	\$10.00 per hour
<u>Custodians</u>	
Custodians (employees hired from outside of CCPS)	\$10.37 per hour (including summer workers)
<u>All Others</u>	
All Others	Consult Payroll Department for hourly rate
<u>Benefit Percentages*</u>	
Certified employees	15.79% plus \$11,340.00 annually per employee
Classified Employees (administrative staff, parapros, etc.)	15.79% plus \$7,155.00 annually per employee
Classified Employees (bus drivers, custodians, etc.)	9.71% plus \$7,155.00 annually per employee
<i>*Note: Provided for the sole purpose of estimating the total cost of labor</i>	
<u>Minimum Wage</u>	
Minimum Wage	\$7.25 per hour (effective 7/24/09)

Classified & Administrative Classifications by Title

Clayton County Public Schools

Classified and Administrative Personnel - Classifications by Title

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

FLSA = Fair Labor Standards Act - Overtime eligibility

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
30	01GC	ACADEMIC COORDINATOR	215	8	N	38.11	59.36	65,549	102,099
26	4235	ACADEMIC SOFTWARE SUPPORT ADM	220	8	N	28.06	43.72	49,385	76,954
23	02AE	ACCOUNTANT I	220	8	N	21.84	34.04	38,441	59,913
25	02AH	ACCOUNTANT II	220	8	N	25.81	40.21	45,423	70,767
19	16GB	ACCOUNTING TECHNICIAN I	190	7.5	Y	15.23	23.72	21,703	33,801
19	16GA	ACCOUNTING TECHNICIAN I	220	8	Y	15.65	24.38	27,551	42,909
21	16GE	ACCOUNTING TECHNICIAN II	220	8	Y	18.49	28.81	32,543	50,706
22	01KE	ACCOUNTS PAYABLE SUPERVISOR	220	8	N	20.10	31.32	35,384	55,119
34	01AL	ACTING ASST SUPERINTENDENT	220	8	N	54.67	85.18	96,219	149,910
30	01GG	ACTING COORDINATOR	220	8	N	39.17	61.01	68,940	107,381
32	01EM	ACTING DIRECTOR	220	8	N	46.27	72.09	81,440	126,881
33	01EE	ACTING EXECUTIVE DIRECTOR	220	8	N	50.29	78.36	88,513	137,916
27	01HD	ACTING MANAGER	220	8	N	30.51	47.52	53,690	83,629
31	07CJ	ACTING PRINCIPAL - ELEMENTARY	220	8	N	42.57	66.33	74,928	116,733
33	07AC	ACTING PRINCIPAL - HIGH	220	8	N	50.29	78.36	88,513	137,916
32	07BC	ACTING PRINCIPAL - MIDDLE	220	8	N	46.27	72.09	81,440	126,881
32 (2)	07BE	ADM ON LOAN (PRINCIPAL MD)	220	8	N	47.66	72.09	83,882	126,881
19	16BI	ADM. ASST. II - 205 DAYS	205	8	Y	15.23	23.72	24,977	38,901
19	16BH	ADM. ASST. II - 215 DAYS	215	8	Y	15.23	23.72	26,196	40,798
30 (2)	08AE	ADM. ON LOAN (ASST. PRIN HS)	220	8	N	40.33	61.01	70,984	107,381
18	16BA	ADMINISTRATIVE ASSISTANT I	220	8	Y	14.40	22.44	25,344	39,490
19	16BE	ADMINISTRATIVE ASSISTANT II	220	7.5	Y	15.65	24.38	25,829	40,227
19	16BC	ADMINISTRATIVE ASSISTANT II	220	8	Y	15.65	24.38	27,551	42,909
19	1618	ADMINISTRATIVE ASSISTANT II	230	8	Y	15.65	24.38	28,803	44,859
21	16BG	ADMINISTRATIVE ASSISTANT III	220	8	Y	18.49	28.81	32,543	50,706
22	1638	ADMINISTRATIVE SUPPORT SPEC	205	8	Y	20.10	31.32	32,971	51,361
22	16EH	ADMINISTRATIVE SUPPORT SPEC II	220	8	Y	20.10	31.32	35,384	55,119
29	7200	ADMINISTRATOR - SPLOST PROJECT	220	8	N	36.03	56.13	63,405	98,788
31 (2)	07CB	ALT SCHOOL ADMINISTRATOR	220	8	N	43.85	66.33	77,171	116,733
28 (2)	08CB	ALT SCHOOL ASST. ADMINISTRATOR	220	8	N	34.14	51.65	60,094	90,901

Clayton County Public Schools

Classified and Administrative Personnel - Classifications by Title

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Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
27	7302	ARCHITECT	220	8	N	30.51	47.52	53,690	83,629
34 (6)	01AJ	ASSISTANT SUPERINTENDENT	220	8	N	63.38	85.18	111,541	149,910
18	4301	ASSISTIVE TECHNOLOGY TECH.	185	8	Y	14.01	21.83	20,735	32,308
23	4919	ASSOCIATE TV PRODUCER	220	8	N	21.84	34.04	38,441	59,913
20	6233	ASST.TRANS.SPECIALIST	220	8	Y	17.01	26.51	29,939	46,653
29 (2)	08BD	AST PRINCIPAL ELITE SCHOLARS	220	8	N	37.11	56.13	65,322	98,788
28 (2)	08CA	AST PRINCIPAL-ELEMENTARY	220	8	N	34.14	51.65	60,094	90,901
30 (2)	08AA	AST PRINCIPAL-HIGH SCHOOL	220	8	N	40.33	61.01	70,984	107,381
29 (2)	08BA	AST PRINCIPAL-MIDDLE SCHOOL	220	8	N	37.11	56.13	65,322	98,788
RTT (1)	5215	AT-RISK COUNSELOR RACE T T TOP	195	8	N	33.33	33.33	51,999	51,999
29	01EN	ATHLETIC DIRECTOR SCHOOL SITE	205	8	N	35.05	54.61	57,482	89,560
17	1526	ATTENDANCE CLERK	190	7.5	Y	12.89	20.08	18,368	28,614
18	5401	AUDIOLOGY TECHNICIAN	185	7.5	Y	14.01	21.83	19,439	30,289
24	02AC	AUDITOR	220	8	N	23.75	36.99	41,805	65,105
20	2105	BILINGUAL FAMILY LIAISON	190	8	Y	16.55	25.79	25,156	39,201
20	2112	BILINGUAL INST. LIAISON-TITLEI	185	8	Y	16.55	25.79	24,494	38,169
16	5502	BILINGUAL INTERPRETER	185	7.5	Y	11.86	18.48	16,456	25,641
22	2110	BILINGUAL SUPPORT SPECIALIST	195	8	N	19.56	30.47	30,514	47,533
PTE	09AA	BOARD CHAIR	Salary set individually						
PTE	09AC	BOARD MEMBER	Salary set individually						
22	01KL	BUILDING CUSTODIAL SUPERVISOR	220	8	N	20.10	31.32	35,384	55,119
18 (3)	610B	BUS DRIVER 5.0 HRS.	181	5	Y	14.86	21.83	13,448	19,756
23	6227	BUS DRIVER TRAINER	220	8	Y	21.84	34.04	38,441	59,913
13 (4)	6161	BUS MONITOR I 5.0 HR	181	5	Y	10.09	14.39	9,131	13,023
RTT (6)	4152	BUSINESS ANALY. RACE T THE TOP	220	8	N	36.93	36.93	65,000	65,000
23	7217	BUYER	220	8	N	21.84	34.04	38,441	59,913
CKS	3600	CAMPUS KIDS	See Miscellaneous Salaries						
20	01KG	CAMPUS KIDS ASST. SUPERVISOR	220	8	Y	17.01	26.51	29,939	46,653
25	01KA	CAMPUS KIDS SUPERVISOR	220	8	N	25.81	40.21	45,423	70,767

Clayton County Public Schools

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						Min.	Max.	Min.	Max.
CPS	1906	CAMPUS SECURITY FT	175	7.5	N	12.50	12.50	16,406	16,406
CCB	1850	CCBE STUDENT EMPLOYEE	Salary set individually						
35 (6)	01CC	CHIEF ACADEMIC OFFICER	220	8	N	68.90	92.58	121,256	162,934
35 (6)	01CP	CHIEF ADMINISTRATIVE OFFICER	220	8	N	68.90	92.58	121,256	162,934
35 (6)	01CE	CHIEF FINANCIAL OFFICER	220	8	N	68.90	92.58	121,256	162,934
35 (6)	01CN	CHIEF HUMAN RESOURCES OFFICER	220	8	N	68.90	92.58	121,256	162,934
35 (6)	01CJ	CHIEF INFORMATION OFFICER	220	8	N	68.90	92.58	121,256	162,934
35 (6)	01CA	CHIEF OF STAFF	220	8	N	68.90	92.58	121,256	162,934
35 (6)	01CL	CHIEF OFFICER - STD SERVICES	220	8	N	68.90	92.58	121,256	162,934
35 (6)	01CG	CHIEF OPERATIONS OFFICER	220	8	N	68.90	92.58	121,256	162,934
21	02BD	COMMUNICATIONS ASSISTANT	220	8	Y	18.49	28.81	32,543	50,706
24	02BF	COMMUNICATIONS SPECIALIST	220	8	N	23.75	36.99	41,805	65,105
25	02BA	COMMUNITY RELATIONS LIAISON	220	8	N	25.81	40.21	45,423	70,767
22	2100	COMMUNITY/PARENT LIAISON	185	8	Y	19.56	30.47	28,949	45,096
22	4261	COMPUTER LEAD OPERATOR	220	8	Y	20.10	31.32	35,384	55,119
21	4263	COMPUTER OPERATOR	220	8	Y	18.49	28.81	32,543	50,706
23	7208	CONSTRUCTION ASST PRO MANAGER	220	8	N	21.84	34.04	38,441	59,913
21	7224	CONSTRUCTION FIELD TECH	220	8	Y	18.49	28.81	32,543	50,706
25	7202	CONSTRUCTION SUPERVISOR SPLOST	220	8	N	25.81	40.21	45,423	70,767
30	02CA	CONSULTANT	220	8	N	39.17	61.01	68,940	107,381
21	7213	CONTRACTS SPEC. CONSTRUCTION	220	8	Y	18.49	28.81	32,543	50,706
29	7201	COORDINATING SUPERVISOR	220	8	N	36.03	56.13	63,405	98,788
29	4131	COORDINATING SUPERVISOR MIS	220	8	N	36.03	56.13	63,405	98,788
29	01GL	COORDINATING SUPERVISOR PRE-K	220	8	N	36.03	56.13	63,405	98,788
30	01GA	COORDINATOR	220	8	N	39.17	61.01	68,940	107,381
25	01GT	CRIME SCENE & EVIDENCE TECH	220	8	N	25.81	40.21	45,423	70,767
13C (4)	1717	CUSTODIAN II	220	8	Y	11.98	17.09	21,085	30,078
GPT	1722	CUSTODIAN - PART TIME	See Miscellaneous Salaries						
RTT (1)	02EC	DATA STRATEGIST RACE T THE TOP	220	8	N	42.62	42.62	75,002	75,002

Clayton County Public Schools

Classified and Administrative Personnel - Classifications by Title

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						Min.	Max.	Min.	Max.
RTT (4)	4137	DATABASE ADM. RACE T THE TOP	220	8	N	63.64	63.64	112,006	112,006
36 (3)	01AG	DEPUTY SUPERINTENDENT	220	8	N	68.53	100.63	120,604	177,117
26	4231	DESKTOP SUPPORT SUPERVISOR	220	8	N	28.06	43.72	49,385	76,954
32	01EH	DIRECTOR	220	8	N	46.27	72.09	81,440	126,881
20	16GH	DUE PROCESS TECHNICIAN II	220	8	Y	17.01	26.51	29,939	46,653
20	3005	E/S NUTRITION MGR	185	8	N	16.55	25.79	24,494	38,169
25 (1)	2501	EDUC/CAREER PARTNERSHIP MGR	185	8	N	25.11	25.11	37,163	37,163
20	2024	ELECTRONIC IMAGING SPECIALIST	220	8	Y	17.01	26.51	29,939	46,653
29 (2)	08BC	ELITE SCHOLARS ADMINISTRATOR	220	8	N	37.11	56.13	65,322	98,788
23	16EF	ENERGY MGT. SPECIALIST	220	8	Y	21.84	34.04	38,441	59,913
24	16AF	EXEC. ASST./ DEPUTY SUPT. SEC	220	8	Y	23.75	36.99	41,805	65,105
23	16AA	EXEC. ASST./CHIEF OFFICER SEC	220	8	Y	21.84	34.04	38,441	59,913
25	16AI	EXEC.ASST/DEPUTY SUPT/BD OF ED	220	8	Y	25.81	40.21	45,423	70,767
23	16AC	EXECUTIVE ASSISTANT/BD OF EDUC	220	8	Y	21.84	34.04	38,441	59,913
25	16AE	EXECUTIVE ASSISTANT/SUPT SEC	220	8	Y	25.81	40.21	45,423	70,767
23	16AG	EXECUTIVE ASSIT.CHIEF OF COUNS	220	8	Y	21.84	34.04	38,441	59,913
33 (2)	01EC	EXECUTIVE DIRECTOR	220	8	N	51.80	78.36	91,172	137,916
20	2101	FAMILY LIAISON	183	8	Y	16.55	25.79	24,229	37,757
26	6203	FLEET MAINTENANCE ASST MANAGER	220	8	N	28.06	43.72	49,385	76,954
27	6201	FLEET MAINTENANCE MANAGER	220	8	N	30.51	47.52	53,690	83,629
22	6211	FLEET MAINTENANCE MECHANIC I	220	8	Y	20.10	31.32	35,384	55,119
23	6213	FLEET MAINTENANCE MECHANIC II	220	8	Y	21.84	34.04	38,441	59,913
24	6215	FLEET MAINTENANCE MECHANIC III	220	8	N	23.75	36.99	41,805	65,105
25	6205	FLEET MAINTENANCE SUPERVISOR	220	8	N	25.81	40.21	45,423	70,767
29 (2)	08BB	FLINT RIVER ADMINISTRATOR	220	8	N	37.11	56.13	65,322	98,788
23	16GL	FREE & REDUCED PROG. SPEC-SN	195	8	N	21.25	33.12	33,150	51,667
19	1560	GCIC CLERK - SAFETY & SECURITY	220	8	Y	15.65	24.38	27,551	42,909
27	1217	GRANT WRITER	220	8	N	30.51	47.52	53,690	83,629
24	16DH	GRANTS/BUDGET ANALYST I	220	8	N	23.75	36.99	41,805	65,105

Clayton County Public Schools

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						Min.	Max.	Min.	Max.		
26	16DI	GRANTS/BUDGET ANALYST II	220	8	N	28.06	43.72	49,385	76,954		
19	2026	GRAPHIC ARTS TECHNICIAN	220	8	Y	15.65	24.38	27,551	42,909		
17	1523	GUIDANCE SECRETARY	190	7.5	N	12.89	20.08	18,368	28,614		
22	3007	H/S NUTRITION MGR	185	8	N	19.56	30.47	28,949	45,096		
13 (4)	5403	HEALTH CARE TECHNICIAN	180	6.5	Y	10.09	14.39	11,805	16,836		
13 (4)	5404	HEALTH CARE TECHNICIAN (ELITE)	188	6.5	Y	10.09	14.39	12,330	17,585		
18	5117	HOME EXTENSION INSTRUCTOR	220	8	Y	14.40	22.44	25,344	39,490		
PTE	1950	HOURLY POLICE/EMT	Salary set individually								
23	16DF	HR ANALYST - ABSENCE MANAGEMENT	220	8	N	21.84	34.04	38,441	59,913		
19	16EA	HR SPECIALIST I	220	8	Y	15.65	24.38	27,551	42,909		
21	16EC	HR SPECIALIST II	220	8	Y	18.49	28.81	32,543	50,706		
23	16DA	HUMAN RESOURCES ANALYST I	220	8	N	21.84	34.04	38,441	59,913		
26	16DC	HUMAN RESOURCES ANALYST II	220	8	N	28.06	43.72	49,385	76,954		
26	4245	INFORMATION SYSTEM SPEC. RTTT	220	8	N	28.06	43.72	49,385	76,954		
28	1209	INST. IMPLEMENTATION SPEC.	220	8	N	33.15	51.65	58,339	90,901		
28	1213	INST. SPECIALIST ESOL	195	8	N	32.25	50.25	50,310	78,390		
ROT	5140	INSTRUCTOR - ROTC	220	8	N	Salary set individually					
SUP	01AC	INTERIM SUPERINTENDENT	Salary set individually								
TRS	01ZX	INT SUPERINTENDENT/TRS RET-FT	Salary set individually								
31 (2)	07CG	INTERIM ALT. SCHOOL ADM.	220	8	N	43.85	66.33	77,171	116,733		
30 (2)	08AG	INTERIM AST PRIN-HIGH SCHOOL	220	8	N	40.33	61.01	70,984	107,381		
30	01GD	INTERIM COORDINATOR	220	8	N	39.17	61.01	68,940	107,381		
32	01EK	INTERIM DIRECTOR	220	8	N	46.27	72.09	81,440	126,881		
30 (2)	08AH	INTERIM ITINERATE AST PRIN HS	220	8	N	40.33	61.01	70,984	107,381		
32	02AA	INTERNAL AUDITOR	220	8	N	46.27	72.09	81,440	126,881		
25	01GP	INVESTIGATOR	220	8	Y	25.81	40.21	45,423	70,767		
13 (4)	3416	ITINERANT NUTRITION WORKERS	180	6	Y	10.09	14.39	10,897	15,541		
PTE	8800	LAY COACH	Salary set individually								
28	1212	LEAD TEACHER	220	8	N	33.15	51.65	58,339	90,901		

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						Min.	Max.	Min.	Max.
26	16CB	LEGAL COMPLIANCE ANALYST	220	8	N	28.06	43.72	49,385	76,954
30	02DC	LEGAL COMPLIANCE OFFICER-COOR.	220	8	N	39.17	61.01	68,940	107,381
LRM	3500	LUNCHROOM MONITORS	175		N	10.25	10.25		
21	3006	M/S NUTRITION MGR	185	8	N	17.99	28.03	26,625	41,484
19	2027	MAIL SERVICE/GRAPHIC ARTS TECH	220	8	Y	15.65	24.38	27,551	42,909
16	7237	MAINT WORKER BUILDING & GROUND	220	8	Y	12.19	18.99	21,454	33,430
18	7234	MAINTENANCE APPR W/PSER/PXRS	220	8	Y	14.40	22.44	25,344	39,490
18	7233	MAINTENANCE APPRENTICE W/TRS	220	8	Y	14.40	22.44	25,344	39,490
26	7207	MAINTENANCE ASST SUPERVISOR	220	8	N	28.06	43.72	49,385	76,954
24	01KC	MAINTENANCE OFFICE SUPERVISOR	220	8	N	23.75	36.99	41,805	65,105
27	7204	MAINTENANCE SUPERVISOR	220	8	N	30.51	47.52	53,690	83,629
21	7220	MAINTENANCE TECH W/PSER/PXRS	220	8	Y	18.49	28.81	32,543	50,706
21	7222	MAINTENANCE TECHNICIAN W/TRS	220	8	Y	18.49	28.81	32,543	50,706
27	01HA	MANAGER	220	8	N	30.51	47.52	53,690	83,629
24	7226	MASTER TECHNICIAN W/PSER/PXRS	220	8	Y	23.75	36.99	41,805	65,105
24	7225	MASTER TECHNICIAN W/TRS	220	8	Y	23.75	36.99	41,805	65,105
20	16EQ	MIS HELP DESK SPECIALIST	220	8	Y	17.01	26.51	29,939	46,653
27	4155	MIS PROGRAMMER/ANALYST	220	8	N	30.51	47.52	53,690	83,629
28	4135	MIS PROJECT MANAGER	220	8	N	33.15	51.65	58,339	90,901
25	4157	MIS SENIOR PROGRAMMER	220	8	N	25.81	40.21	45,423	70,767
28	4153	MIS SENIOR PROGRAMMER ANALYST	220	8	N	33.15	51.65	58,339	90,901
28	4133	MIS SYSTEMS SUPPORT ADMIN	220	8	N	33.15	51.65	58,339	90,901
25	4233	MIS TECHNICAL SUPT SUPERVISOR	220	8	N	25.81	40.21	45,423	70,767
22	4255	MIS TECHNICIAN I	220	8	Y	20.10	31.32	35,384	55,119
23	4256	MIS TECHNICIAN II	220	8	Y	21.84	34.04	38,441	59,913
24	4257	MIS TECHNICIAN III	220	8	N	23.75	36.99	41,805	65,105
26	4241	MIS TELECOM SPECIALIST	220	8	N	28.06	43.72	49,385	76,954
25	4251	MIS TELECOM TECHNICIAN	220	8	N	25.81	40.21	45,423	70,767
15	3117	NUTRITION ASST MGR	180	8	Y	10.90	17.00	15,696	24,480

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						Min.	Max.	Min.	Max.
15	3118	NUTRITION ASST MGR ELITE	184	8	Y	10.90	17.00	16,045	25,024
23	3015	NUTRITION LEAD MANAGER	195	8	N	21.25	33.12	33,150	51,667
25	4709	NUTRITION PROG. TECH SPEC.	220	8	N	25.81	40.21	45,423	70,767
NUS	3400	NUTRITION SUBSTITUTE	220	8	N	10.09	10.09	17,758	17,758
23 (4)	3020	NUTRITION TRAINING SPEC. ELITE	195	8	N	23.23	33.12	36,239	51,667
23 (4)	3018	NUTRITION TRAINING SPECIALIST	195	8	N	23.23	33.12	36,239	51,667
13 (4)	3260	NUTRITION WORKER 3.0 HR	180	3	Y	10.09	14.39	5,449	7,771
13 (4)	3261	NUTRITION WORKER 4.0 HR	180	4	Y	10.09	14.39	7,265	10,361
13 (4)	3262	NUTRITION WORKER 5.0 HR	180	5	Y	10.09	14.39	9,081	12,951
13 (4)	3263	NUTRITION WORKER 5.5 HR	180	5.5	Y	10.09	14.39	9,989	14,246
13 (4)	3264	NUTRITION WORKER 6.0 HR	180	6	Y	10.09	14.39	10,897	15,541
13 (4)	3265	NUTRITION WORKER 6.5 HR	180	6.5	Y	10.09	14.39	11,805	16,836
13 (4)	3266	NUTRITION WORKER 7.0 HR	180	7	Y	10.09	14.39	12,713	18,131
13 (4)	3267	NUTRITION WORKER 7.5 HR	180	7.5	Y	10.09	14.39	13,622	19,427
13 (4)	3269	NUTRITION WORKER ELITE 4.0 HRS	184	4	Y	10.09	14.39	7,426	10,591
13 (4)	3268	NUTRITION WORKER ELITE 7.0 HRS	184	7	Y	10.09	14.39	12,996	18,534
PLM (1)	3453	NUTRITION WORKER SCANNER	220	8	Y	10.09	10.09	17,758	17,758
21	01KJ	OFFICE MANAGER	220	8	N	18.49	28.81	32,543	50,706
16	1465	PARAPRO -SPED INTERRELATED	183	7.5	Y	11.86	18.48	16,278	25,364
16	1453	PARAPRO TITLE I	183	7.5	Y	11.86	18.48	16,278	25,364
16	1466	PARAPRO- SPECIAL ED PRE-K	183	7.5	Y	11.86	18.48	16,278	25,364
16	1459	PARAPRO-BAND	183	7.5	Y	11.86	18.48	16,278	25,364
16	1457	PARAPRO-BILINGUAL	183	7.5	Y	11.86	18.48	16,278	25,364
16 (2)	1451	PARAPRO-MEDIA	183	7.5	Y	12.21	18.48	16,758	25,364
16	1454	PARAPRO-REMEDIATION	183	7.5	Y	11.86	18.48	16,278	25,364
16	1475	PARAPRO-SPEC ED - ELITE ACAD	186	7.5	Y	11.86	18.48	16,545	25,780
16	1455	PARAPRO-SPEC ED TRANSITION	183	7.5	Y	11.86	18.48	16,278	25,364
16	1452	PARAPRO-SPECIAL ED	183	7.5	Y	11.86	18.48	16,278	25,364
16	1476	PARAPRO-SPED/INTERR. ELITE	186	7.5	Y	11.86	18.48	16,545	25,780

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						Min.	Max.	Min.	Max.
16	1460	PARAPRO-TECHNOLOGY LAB	183	7.5	Y	11.86	18.48	16,278	25,364
16	1463	PARAPRO/CAREGIVER	183	8	Y	11.86	18.48	17,363	27,055
16	1461	PARAPRO/FACILITATOR ISS	183	7.5	Y	11.86	18.48	16,278	25,364
16	1474	PARAPRO/FACILITATOR ISS ELITE	186	7.5	Y	11.86	18.48	16,545	25,780
16	1450	PARAPRO/KINDERGARTEN	183	7.5	Y	11.86	18.48	16,278	25,364
PTE	9000	PART-TIME EMPLOYEES	Salary set individually						
30	02DA	PERSONNEL REVIEW OFFICER	220	8	N	39.17	61.01	68,940	107,381
26	1680	PLANNING ANALYST	220	8	N	28.06	43.72	49,385	76,954
PKA (4)	1441	PRE K ASSISTANT	183	7.5	Y	9.62	9.62	13,203	13,203
25	5107	PRE-K RESOURCE COORDINATOR	185	7.5	N	25.11	39.12	34,840	54,279
25	1218	PRE-K TRANSITION COACH	190	8	N	25.11	39.12	38,167	59,462
18	2028	PRESS OPERATOR II PRINTING	220	8	Y	14.40	22.44	25,344	39,490
32 (2)	07BD	PRINCIPAL - ELITE SCHOLARS MS	220	8	N	47.66	72.09	83,882	126,881
31 (2)	07CA	PRINCIPAL-ELEMENTARY	220	8	N	43.85	66.33	77,171	116,733
33 (2)	07AA	PRINCIPAL-HIGH SCHOOL	220	8	N	51.80	78.36	91,172	137,916
32 (2)	07BA	PRINCIPAL-MIDDLE SCHOOL	220	8	N	47.66	72.09	83,882	126,881
27	01KN	PRINTING OPERATIONS SUPERVISOR	220	8	N	30.51	47.52	53,690	83,629
25	7215	PROCUREMENT CARD ADMINISTRATOR	220	8	N	25.81	40.21	45,423	70,767
27	7211	PROCUREMENT SPECIALIST	220	8	N	30.51	47.52	53,690	83,629
24	2020	PRODUCTION MANAGER	220	8	N	23.75	36.99	41,805	65,105
23	2022	PRODUCTION/MAIL QT.CONTROL AST	220	8	Y	21.84	34.04	38,441	59,913
19	16ED	PROFESSIONAL LEARNING SPEC. I	220	8	Y	15.65	24.38	27,551	42,909
23	16GM	PROG. SPECIALIST-SCH.NUTRITION	195	8	N	21.25	33.12	33,150	51,667
20	16FA	PROGRAM EVALUATOR	220	8	Y	17.01	26.51	29,939	46,653
RTT (4)	4138	PROJECT MAN RACE T THE TOP	220	8	N	63.64	63.64	112,006	112,006
28	03BA	PSYCHOLOGIST	220	8	N	33.15	51.65	58,339	90,901
RTT (2)	02EA	PSYCHOMETRICIAN RACE T THE TOP	220	8	N	48.30	48.30	85,004	85,004
30	01GM	PUBLIC INFORMATION OFFICER	220	8	N	39.17	61.01	68,940	107,381
24	16CC	RECRUITER	220	8	N	23.75	36.99	41,805	65,105

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25	16DM	RESEARCH ANALYST	220	8	Y	25.81	40.21	45,423	70,767
25	2305	RESEARCH ASSOCIATE	220	8	N	25.81	40.21	45,423	70,767
22	1955	SCHOOL RESOURCE OFFICE	185	8	Y	19.56	30.47	28,949	45,096
17	1520	SCHOOL SECRETARY I	190	7.5	Y	12.89	20.08	18,368	28,614
18	1521	SCHOOL SECRETARY II-BOOKKEEPER	190	7.5	Y	14.01	21.83	19,964	31,108
19	16BJ	SECRETARY II-A Elite SCHOLARS	215	8	Y	15.65	24.38	26,925	41,934
17	1522	SECRETARY-REGISTRAR	190	7.5	Y	12.89	20.08	18,368	28,614
33	01EA	SENIOR ADMINISTRATOR	220	8	N	50.29	78.36	88,513	137,916
25	4151	SENIOR ENGINEER	220	8	N	25.81	40.21	45,423	70,767
25	16CA	SENIOR PARALEGAL	220	8	N	25.81	40.21	45,423	70,767
27	4134	SHAREPOINT ADMINISTRATOR	220	8	N	30.51	47.52	53,690	83,629
RTT (1)	02EE	SLO SPECIALIST RACE TO THE TOP	220	8	N	42.62	42.62	75,002	75,002
34 (6)	01AM	SPECIAL ASSISTANT TO THE SUPT.	220	8	N	63.38	85.18	111,541	149,910
25	01GR	SPECIAL OPERATIONS COMMANDER	220	8	N	25.81	40.21	45,423	70,767
21	16GJ	SPECIALIST - PAF	220	8	Y	18.49	28.81	32,543	50,706
25	4246	STUDENT INFO SPECIALIST RTTT	220	8	N	25.81	40.21	45,423	70,767
BDS	6108	SUBSTITUTE BUS DRIVER 5.0	181	5	N	14.28	14.28		
BMS	6119	SUBSTITUTE BUS MONITOR 5.0	181	5	N	7.25	7.25		
SUM	3463	SUMMER SCHOOL NUTR SUPERVISOR	Salary set individually						
SUM	3461	SUMMER SCHOOL NUTR MANAGER (FICA)	Salary set individually						
SUM	3460	SUMMER SCHOOL NUTRITION SUP	Salary set individually						
SUM	3457	SUMMER SCHOOL NUTRITION DRIVER	Salary set individually						
SUM	3455	SUMMER SCHOOL NUTRITION WOR	Salary set individually						
SUP	01AA	SUPERINTENDENT	220	8	N	Salary set individually			
25	5127	SUPERVISING HEALTH CARE PROF.	190	8	N	25.11	39.12	38,167	59,462
25	01KB	SUPERVISOR	220	8	N	25.81	40.21	45,423	70,767
28	1214	TEACHER	220	8	N	33.15	51.65	58,339	90,901
TAE	5114	TEACHER - ADULT ED - NON CERT	Salary set individually						
28	4704	TEACHER DEVELOPMENT SPECIALIST	195	8	N	32.25	50.25	50,310	78,390

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25	01GO	TEAM LEADER (CAPTAIN)	220	8	N	25.81	40.21	45,423	70,767
19	16GI	TESTING TECHNICIAN	220	8	Y	15.65	24.38	27,551	42,909
21	16EJ	TEXTBOOK ASSET SPECIALIST	220	8	Y	18.49	28.81	32,543	50,706
19	4916	THEATER TECHNICIAN	220	8	Y	15.65	24.38	27,551	42,909
27	1216	TITLE 1 PROGRAMS SPECIALIST	220	8	N	30.51	47.52	53,690	83,629
19	16BL	TITLE III BI. PRGRAM ASSISTANT	220	8	Y	15.65	24.38	27,551	42,909
25	01GS	TRAINING OFFICER SAFETY & SECURITY	220	8	Y	25.81	40.21	45,423	70,767
24	4243	TRAINING SPECIALIST I	220	8	N	23.75	36.99	41,805	65,105
25	4706	TRAINING SPECIALIST SUPV	220	8	N	25.81	40.21	45,423	70,767
21	16EL	TRAINING SUPPORT SPECIALIST	220	8	Y	18.49	28.81	32,543	50,706
17	6235	TRANS PARAPROFESSIONAL I	220	8	N	13.25	20.64	23,318	36,324
23	6231	TRANS. SPECIALIST	220	8	Y	21.84	34.04	38,441	59,913
19	6134	TRANSPORTATION DISPATCHER	185	8	Y	15.23	23.72	22,540	35,106
27	6221	TRANSPORTATION MANAGER	220	8	N	30.51	47.52	53,690	83,629
24	6223	TRANSPORTATION SUPERVISOR	220	8	N	23.75	36.99	41,805	65,105
21	16EN	TRIBUNAL SPECIALIST II	220	8	Y	18.49	28.81	32,543	50,706
TRS	01ZZ	TRS RETIREE-ADM FT	Salary set individually						
TRS	8995	TRS RETIREE-ADM PT W/BENEFITS	Salary set individually						
TRS	8993	TRS RETIREE-CLER PT W/BENEFITS	Salary set individually						
TRS	16ZZ	TRS RETIREE-CLERICAL FT	Salary set individually						
TRS	8992	TRS RETIREE-PARA PT W/BENEFITS	Salary set individually						
TRS	8997	TRS RETIREE-TEACHER PT W/BENEF	Salary set individually						
27	4914	TV STATION MANAGER	220	8	N	30.51	47.52	53,690	83,629
21	4244	VOICE MAIL SUPPORT SPECIALIST	220	8	Y	18.49	28.81	32,543	50,706
25	4928	WORK FAMILY PROGRAM SUPERVISOR	220	8	N	25.81	40.21	45,423	70,767
25	4930	WORK FAMILY PROGRAM SUPV	195	8	N	25.11	39.12	39,172	61,027
22	8200	WT REHABILITATION SPECIALIST I	230	8	N	19.56	30.47	35,990	56,065
20	8270	WT SUPPORT SPECIALIST I	230	8	N	16.55	25.79	30,452	47,454
21	1219	YOUTH APPRENTICESHIP SPEC.	220	8	N	17.99	28.03	31,662	49,333

Classified & Administrative Salary Schedules

Clayton County Public Schools Salary Schedule 230 Days - 8.0 Hours (Transition to Work)

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

GRADE 18

HR.	14.01	14.43	14.86	15.31	15.76	16.24	16.73	17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83
MO.	2,148.20	2,212.60	2,278.53	2,347.53	2,416.53	2,490.13	2,565.27	2,641.93	2,721.67	2,802.93	2,887.27	2,973.13	3,063.60	3,154.07	3,249.13	3,347.27
YR.	25,778.40	26,551.20	27,342.40	28,170.40	28,998.40	29,881.60	30,783.20	31,703.20	32,660.00	33,635.20	34,647.20	35,677.60	36,763.20	37,848.80	38,989.60	40,167.20

GRADE 19

HR.	15.23	15.68	16.16	16.65	17.14	17.66	18.18	18.73	19.29	19.87	20.46	21.08	21.71	22.37	23.03	23.72
MO.	2,335.27	2,404.27	2,477.87	2,553.00	2,628.13	2,707.87	2,787.60	2,871.93	2,957.80	3,046.73	3,137.20	3,232.27	3,328.87	3,430.07	3,531.27	3,637.07
YR.	28,023.20	28,851.20	29,734.40	30,636.00	31,537.60	32,494.40	33,451.20	34,463.20	35,493.60	36,560.80	37,646.40	38,787.20	39,946.40	41,160.80	42,375.20	43,644.80

GRADE 20

HR.	16.55	17.05	17.56	18.08	18.63	19.19	19.76	20.36	20.97	21.60	22.24	22.91	23.60	24.31	25.04	25.79
MO.	2,537.67	2,614.33	2,692.53	2,772.27	2,856.60	2,942.47	3,029.87	3,121.87	3,215.40	3,312.00	3,410.13	3,512.87	3,618.67	3,727.53	3,839.47	3,954.47
YR.	30,452.00	31,372.00	32,310.40	33,267.20	34,279.20	35,309.60	36,358.40	37,462.40	38,584.80	39,744.00	40,921.60	42,154.40	43,424.00	44,730.40	46,073.60	47,453.60

GRADE 21

HR.	17.99	18.53	19.09	19.66	20.25	20.86	21.49	22.12	22.79	23.48	24.18	24.91	25.66	26.43	27.22	28.03
MO.	2,758.47	2,841.27	2,927.13	3,014.53	3,105.00	3,198.53	3,295.13	3,391.73	3,494.47	3,600.27	3,707.60	3,819.53	3,934.53	4,052.60	4,173.73	4,297.93
YR.	33,101.60	34,095.20	35,125.60	36,174.40	37,260.00	38,382.40	39,541.60	40,700.80	41,933.60	43,203.20	44,491.20	45,834.40	47,214.40	48,631.20	50,084.80	51,575.20

GRADE 22

HR.	19.56	20.14	20.75	21.37	22.01	22.67	23.35	24.06	24.78	25.52	26.28	27.07	27.88	28.71	29.59	30.47
MO.	2,999.20	3,088.13	3,181.67	3,276.73	3,374.87	3,476.07	3,580.33	3,689.20	3,799.60	3,913.07	4,029.60	4,150.73	4,274.93	4,402.20	4,537.13	4,672.07
YR.	35,990.40	37,057.60	38,180.00	39,320.80	40,498.40	41,712.80	42,964.00	44,270.40	45,595.20	46,956.80	48,355.20	49,808.80	51,299.20	52,826.40	54,445.60	56,064.80

GRADE 23

HR.	21.25	21.89	22.55	23.23	23.93	24.64	25.38	26.14	26.93	27.73	28.57	29.42	30.30	31.22	32.16	33.12
MO.	3,258.33	3,356.47	3,457.67	3,561.93	3,669.27	3,778.13	3,891.60	4,008.13	4,129.27	4,251.93	4,380.73	4,511.07	4,646.00	4,787.07	4,931.20	5,078.40
YR.	39,100.00	40,277.60	41,492.00	42,743.20	44,031.20	45,337.60	46,699.20	48,097.60	49,551.20	51,023.20	52,568.80	54,132.80	55,752.00	57,444.80	59,174.40	60,940.80

GRADE 24

HR.	23.11	23.79	24.51	25.25	26.00	26.78	27.59	28.42	29.27	30.15	31.05	31.98	32.95	33.93	34.95	35.99
MO.	3,543.53	3,647.80	3,758.20	3,871.67	3,986.67	4,106.27	4,230.47	4,357.73	4,488.07	4,623.00	4,761.00	4,903.60	5,052.33	5,202.60	5,359.00	5,518.47
YR.	42,522.40	43,773.60	45,098.40	46,460.00	47,840.00	49,275.20	50,765.60	52,292.80	53,856.80	55,476.00	57,132.00	58,843.20	60,628.00	62,431.20	64,308.00	66,221.60

Clayton County Public Schools Salary Schedule 230 Days - 8.0 Hours (Transition to Work)

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

GRADE 25

HR.	25.11	25.87	26.65	27.44	28.27	29.12	29.99	30.89	31.81	32.76	33.76	34.77	35.81	36.89	37.99	39.12
MO.	3,850.20	3,966.73	4,086.33	4,207.47	4,334.73	4,465.07	4,598.47	4,736.47	4,877.53	5,023.20	5,176.53	5,331.40	5,490.87	5,656.47	5,825.13	5,998.40
YR.	46,202.40	47,600.80	49,036.00	50,489.60	52,016.80	53,580.80	55,181.60	56,837.60	58,530.40	60,278.40	62,118.40	63,976.80	65,890.40	67,877.60	69,901.60	71,980.80

GRADE 26

HR.	27.30	28.12	28.96	29.83	30.73	31.65	32.59	33.57	34.58	35.62	36.68	37.79	38.92	40.08	41.29	42.54
MO.	4,186.00	4,311.73	4,440.53	4,573.93	4,711.93	4,853.00	4,997.13	5,147.40	5,302.27	5,461.73	5,624.27	5,794.47	5,967.73	6,145.60	6,331.13	6,522.80
YR.	50,232.00	51,740.80	53,286.40	54,887.20	56,543.20	58,236.00	59,965.60	61,768.80	63,627.20	65,540.80	67,491.20	69,533.60	71,612.80	73,747.20	75,973.60	78,273.60

GRADE 27

HR.	29.68	30.57	31.48	32.42	33.39	34.39	35.43	36.49	37.58	38.72	39.87	41.08	42.30	43.58	44.88	46.23
MO.	4,550.93	4,687.40	4,826.93	4,971.07	5,119.80	5,273.13	5,432.60	5,595.13	5,762.27	5,937.07	6,113.40	6,298.93	6,486.00	6,682.27	6,881.60	7,088.60
YR.	54,611.20	56,248.80	57,923.20	59,652.80	61,437.60	63,277.60	65,191.20	67,141.60	69,147.20	71,244.80	73,360.80	75,587.20	77,832.00	80,187.20	82,579.20	85,063.20

GRADE 28

HR.	32.25	33.22	34.20	35.25	36.30	37.39	38.52	39.67	40.85	42.08	43.35	44.64	45.99	47.36	48.78	50.25
MO.	4,945.00	5,093.73	5,244.00	5,405.00	5,566.00	5,733.13	5,906.40	6,082.73	6,263.67	6,452.27	6,647.00	6,844.80	7,051.80	7,261.87	7,479.60	7,705.00
YR.	59,340.00	61,124.80	62,928.00	64,860.00	66,792.00	68,797.60	70,876.80	72,992.80	75,164.00	77,427.20	79,764.00	82,137.60	84,621.60	87,142.40	89,755.20	92,460.00

GRADE 29

HR.	35.05	36.11	37.19	38.30	39.46	40.64	41.86	43.11	44.41	45.74	47.11	48.53	49.99	51.49	53.02	54.61
MO.	5,374.33	5,536.87	5,702.47	5,872.67	6,050.53	6,231.47	6,418.53	6,610.20	6,809.53	7,013.47	7,223.53	7,441.27	7,665.13	7,895.13	8,129.73	8,373.53
YR.	64,492.00	66,442.40	68,429.60	70,472.00	72,606.40	74,777.60	77,022.40	79,322.40	81,714.40	84,161.60	86,682.40	89,295.20	91,981.60	94,741.60	97,556.80	100,482.40

GRADE 30

HR.	38.11	39.24	40.43	41.63	42.89	44.18	45.50	46.87	48.28	49.72	51.21	52.75	54.33	55.96	57.64	59.36
MO.	5,843.53	6,016.80	6,199.27	6,383.27	6,576.47	6,774.27	6,976.67	7,186.73	7,402.93	7,623.73	7,852.20	8,088.33	8,330.60	8,580.53	8,838.13	9,101.87
YR.	70,122.40	72,201.60	74,391.20	76,599.20	78,917.60	81,291.20	83,720.00	86,240.80	88,835.20	91,484.80	94,226.40	97,060.00	99,967.20	102,966.40	106,057.60	109,222.40

GRADE 31

HR.	41.42	42.66	43.94	45.26	46.62	48.01	49.46	50.94	52.47	54.05	55.67	57.34	59.05	60.82	62.65	64.53
MO.	6,351.07	6,541.20	6,737.47	6,939.87	7,148.40	7,361.53	7,583.87	7,810.80	8,045.40	8,287.67	8,536.07	8,792.13	9,054.33	9,325.73	9,606.33	9,894.60
YR.	76,212.80	78,494.40	80,849.60	83,278.40	85,780.80	88,338.40	91,006.40	93,729.60	96,544.80	99,452.00	102,432.80	105,505.60	108,652.00	111,908.80	115,276.00	118,735.20

**Clayton County Public Schools
Salary Schedule
230 Days - 8.0 Hours (Transition to Work)**

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

GRADE 32

HR.	45.02	46.37	47.76	49.20	50.68	52.19	53.75	55.37	57.03	58.75	60.51	62.32	64.19	66.12	68.10	70.14
MO.	6,903.07	7,110.07	7,323.20	7,544.00	7,770.93	8,002.47	8,241.67	8,490.07	8,744.60	9,008.33	9,278.20	9,555.73	9,842.47	10,138.40	10,442.00	10,754.80
YR.	82,836.80	85,320.80	87,878.40	90,528.00	93,251.20	96,029.60	98,900.00	101,880.80	104,935.20	108,100.00	111,338.40	114,668.80	118,109.60	121,660.80	125,304.00	129,057.60

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

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

GRADE 13C

HR.	10.96	11.29	11.64	11.98	12.34	12.71	13.10	13.49	13.88	14.31	14.74	15.18	15.63	16.10	16.58	17.09
MO.	1,607.47	1,655.87	1,707.20	1,757.07	1,809.87	1,864.13	1,921.33	1,978.53	2,035.73	2,098.80	2,161.87	2,226.40	2,292.40	2,361.33	2,431.73	2,506.53
YR.	19,289.64	19,870.44	20,486.40	21,084.84	21,718.44	22,369.56	23,055.96	23,742.36	24,428.76	25,185.60	25,942.44	26,716.80	27,508.80	28,335.96	29,180.76	30,078.36

Clayton County Public Schools Salary Schedule 220 Days - 8.0 Hours

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

GRADE 13

HR.	9.49	9.77	10.07	10.37	10.68	11.00	11.34	11.68	12.02	12.39	12.76	13.14	13.53	13.94	14.35	14.79
MO.	1,391.87	1,433.61	1,477.33	1,521.05	1,566.27	1,613.00	1,662.75	1,712.50	1,762.24	1,816.51	1,870.78	1,926.56	1,983.84	2,044.14	2,104.44	2,169.26
YR.	16,702.44	17,203.32	17,727.96	18,252.60	18,795.24	19,356.00	19,953.00	20,550.00	21,146.88	21,798.12	22,449.36	23,118.72	23,806.08	24,529.68	25,253.28	26,031.12

GRADE 14

HR.	10.31	10.63	10.95	11.28	11.61	11.95	12.32	12.68	13.07	13.45	13.87	14.28	14.71	15.15	15.60	16.06
MO.	1,512.00	1,558.73	1,605.46	1,653.70	1,703.45	1,753.20	1,807.47	1,860.23	1,917.51	1,973.29	2,033.59	2,093.89	2,157.20	2,222.02	2,288.35	2,356.19
YR.	18,144.00	18,704.76	19,265.52	19,844.40	20,441.40	21,038.40	21,689.64	22,322.76	23,010.12	23,679.48	24,403.08	25,126.68	25,886.40	26,664.24	27,460.20	28,274.28

GRADE 15

HR.	11.20	11.55	11.89	12.25	12.62	13.00	13.39	13.79	14.20	14.64	15.07	15.52	15.98	16.47	16.96	17.47
MO.	1,643.15	1,694.41	1,744.15	1,796.91	1,851.18	1,906.96	1,964.24	2,023.04	2,083.34	2,146.65	2,209.96	2,276.29	2,344.13	2,414.98	2,487.34	2,562.71
YR.	19,717.80	20,332.92	20,929.80	21,562.92	22,214.16	22,883.52	23,570.88	24,276.48	25,000.08	25,759.80	26,519.52	27,315.48	28,129.56	28,979.76	29,848.08	30,752.52

GRADE 16

HR.	12.19	12.55	12.94	13.32	13.71	14.13	14.54	14.99	15.45	15.90	16.38	16.87	17.38	17.90	18.44	18.99
MO.	1,787.87	1,840.63	1,897.92	1,953.69	2,010.98	2,072.78	2,133.08	2,197.90	2,265.74	2,332.07	2,402.92	2,473.77	2,549.15	2,626.03	2,704.42	2,785.82
YR.	21,454.44	22,087.56	22,775.04	23,444.28	24,131.76	24,873.36	25,596.96	26,374.80	27,188.88	27,984.84	28,835.04	29,685.24	30,589.80	31,512.36	32,453.04	33,429.84

GRADE 17

HR.	13.25	13.64	14.06	14.47	14.91	15.36	15.82	16.30	16.78	17.29	17.80	18.34	18.89	19.45	20.04	20.64
MO.	1,943.14	2,000.42	2,062.23	2,122.53	2,187.35	2,252.17	2,320.01	2,390.86	2,461.71	2,535.58	2,610.95	2,689.34	2,770.74	2,852.15	2,939.58	3,027.02
YR.	23,317.68	24,005.04	24,746.76	25,470.36	26,248.20	27,026.04	27,840.12	28,690.32	29,540.52	30,426.96	31,331.40	32,272.08	33,248.88	34,225.80	35,274.96	36,324.24

GRADE 18

HR.	14.40	14.83	15.27	15.74	16.20	16.69	17.20	17.71	18.24	18.79	19.35	19.93	20.54	21.14	21.78	22.44
MO.	2,111.98	2,175.29	2,240.11	2,307.95	2,375.79	2,448.14	2,522.01	2,597.38	2,675.77	2,755.67	2,838.58	2,923.00	3,011.94	3,100.88	3,194.35	3,290.82
YR.	25,343.76	26,103.48	26,881.32	27,695.40	28,509.48	29,377.68	30,264.12	31,168.56	32,109.24	33,068.04	34,062.96	35,076.00	36,143.28	37,210.56	38,332.20	39,489.84

GRADE 19

HR.	15.65	16.12	16.61	17.11	17.62	18.15	18.69	19.25	19.83	20.42	21.03	21.67	22.31	22.99	23.67	24.38
MO.	2,295.89	2,363.73	2,436.08	2,509.95	2,583.82	2,662.21	2,740.60	2,823.51	2,907.93	2,995.36	3,084.30	3,177.76	3,272.74	3,372.23	3,471.72	3,575.74
YR.	27,550.68	28,364.76	29,232.96	30,119.40	31,005.84	31,946.52	32,887.20	33,882.12	34,895.16	35,944.32	37,011.60	38,133.12	39,272.88	40,466.76	41,660.64	42,908.88

Clayton County Public Schools Salary Schedule 220 Days - 8.0 Hours

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

GRADE 20

HR.	17.01	17.52	18.05	18.58	19.15	19.72	20.31	20.93	21.55	22.20	22.86	23.55	24.26	24.99	25.74	26.51
MO.	2,494.88	2,570.25	2,647.13	2,725.52	2,808.43	2,892.85	2,978.78	3,069.23	3,161.18	3,256.15	3,352.63	3,453.63	3,557.65	3,664.68	3,774.73	3,887.79
YR.	29,938.56	30,843.00	31,765.56	32,706.24	33,701.16	34,714.20	35,745.36	36,830.76	37,934.16	39,073.80	40,231.56	41,443.56	42,691.80	43,976.16	45,296.76	46,653.48

GRADE 21

HR.	18.49	19.05	19.62	20.21	20.81	21.44	22.09	22.74	23.42	24.13	24.85	25.60	26.37	27.17	27.98	28.81
MO.	2,711.95	2,793.36	2,877.78	2,963.70	3,052.64	3,144.60	3,239.57	3,334.54	3,435.54	3,539.56	3,645.08	3,755.13	3,868.19	3,984.26	4,103.36	4,225.46
YR.	32,543.40	33,520.32	34,533.36	35,564.40	36,631.68	37,735.20	38,874.84	40,014.48	41,226.48	42,474.72	43,740.96	45,061.56	46,418.28	47,811.12	49,240.32	50,705.52

GRADE 22

HR.	20.10	20.70	21.33	21.96	22.62	23.30	24.00	24.73	25.47	26.23	27.01	27.82	28.66	29.51	30.41	31.32
MO.	2,948.63	3,036.06	3,128.02	3,221.48	3,317.96	3,417.45	3,519.96	3,626.99	3,735.53	3,847.08	3,961.65	4,080.74	4,202.85	4,327.97	4,460.63	4,593.29
YR.	35,383.56	36,432.72	37,536.24	38,657.76	39,815.52	41,009.40	42,239.52	43,523.88	44,826.36	46,164.96	47,539.80	48,968.88	50,434.20	51,935.64	53,527.56	55,119.48

GRADE 23

HR.	21.84	22.50	23.18	23.88	24.60	25.33	26.09	26.87	27.68	28.50	29.36	30.24	31.14	32.09	33.05	34.04
MO.	3,203.39	3,299.87	3,399.36	3,501.87	3,607.40	3,714.43	3,825.98	3,940.55	4,059.64	4,180.24	4,306.87	4,435.00	4,567.66	4,706.35	4,848.05	4,992.77
YR.	38,440.68	39,598.44	40,792.32	42,022.44	43,288.80	44,573.16	45,911.76	47,286.60	48,715.68	50,162.88	51,682.44	53,220.00	54,811.92	56,476.20	58,176.60	59,913.24

GRADE 24

HR.	23.75	24.45	25.19	25.95	26.72	27.53	28.36	29.21	30.08	30.99	31.91	32.87	33.87	34.87	35.92	36.99
MO.	3,483.78	3,586.29	3,694.83	3,806.38	3,919.44	4,037.03	4,159.13	4,284.25	4,412.39	4,545.05	4,680.72	4,820.92	4,967.14	5,114.87	5,268.64	5,425.41
YR.	41,805.36	43,035.48	44,337.96	45,676.56	47,033.28	48,444.36	49,909.56	51,411.00	52,948.68	54,540.60	56,168.64	57,851.04	59,605.68	61,378.44	63,223.68	65,104.92

GRADE 25

HR.	25.81	26.59	27.39	28.20	29.06	29.93	30.82	31.75	32.70	33.67	34.70	35.74	36.81	37.92	39.05	40.21
MO.	3,785.28	3,899.85	4,017.43	4,136.52	4,261.64	4,389.78	4,520.93	4,656.60	4,795.29	4,938.50	5,089.25	5,241.50	5,398.28	5,561.09	5,726.91	5,897.26
YR.	45,423.36	46,798.20	48,209.16	49,638.24	51,139.68	52,677.36	54,251.16	55,879.20	57,543.48	59,262.00	61,071.00	62,898.00	64,779.36	66,733.08	68,722.92	70,767.12

GRADE 26

HR.	28.06	28.90	29.77	30.66	31.59	32.53	33.50	34.50	35.54	36.61	37.70	38.84	40.00	41.20	42.44	43.72
MO.	4,115.42	4,239.03	4,365.66	4,496.81	4,632.48	4,771.17	4,912.87	5,060.60	5,212.86	5,369.64	5,529.43	5,696.76	5,867.11	6,041.97	6,224.38	6,412.81
YR.	49,385.04	50,868.36	52,387.92	53,961.72	55,589.76	57,254.04	58,954.44	60,727.20	62,554.32	64,435.68	66,353.16	68,361.12	70,405.32	72,503.64	74,692.56	76,953.72

Clayton County Public Schools Salary Schedule 220 Days - 8.0 Hours

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

GRADE 27

HR.	30.51	31.42	32.36	33.32	34.32	35.35	36.42	37.51	38.63	39.80	40.98	42.22	43.48	44.79	46.13	47.52
MO.	4,474.20	4,608.36	4,745.54	4,887.24	5,033.47	5,184.22	5,341.00	5,500.79	5,665.10	5,836.96	6,010.32	6,192.72	6,376.63	6,569.59	6,765.56	6,969.07
YR.	53,690.40	55,300.32	56,946.48	58,646.88	60,401.64	62,210.64	64,092.00	66,009.48	67,981.20	70,043.52	72,123.84	74,312.64	76,519.56	78,835.08	81,186.72	83,628.84

GRADE 28

HR.	33.15	34.14	35.15	36.23	37.31	38.43	39.59	40.77	41.99	43.25	44.56	45.88	47.27	48.68	50.14	51.65
MO.	4,861.62	5,007.84	5,155.58	5,313.86	5,472.15	5,636.46	5,806.81	5,980.17	6,158.05	6,343.47	6,534.92	6,729.38	6,932.89	7,139.42	7,353.48	7,575.08
YR.	58,339.44	60,094.08	61,866.96	63,766.32	65,665.80	67,637.52	69,681.72	71,762.04	73,896.60	76,121.64	78,419.04	80,752.56	83,194.68	85,673.04	88,241.76	90,900.96

GRADE 29

HR.	36.03	37.11	38.22	39.37	40.56	41.77	43.02	44.31	45.65	47.01	48.42	49.88	51.38	52.92	54.50	56.13
MO.	5,283.71	5,443.50	5,606.31	5,773.64	5,948.51	6,126.39	6,310.30	6,498.74	6,694.71	6,895.21	7,101.73	7,315.79	7,535.88	7,762.01	7,992.65	8,232.34
YR.	63,404.52	65,322.00	67,275.72	69,283.68	71,382.12	73,516.68	75,723.60	77,984.88	80,336.52	82,742.52	85,220.76	87,789.48	90,430.56	93,144.12	95,911.80	98,788.08

GRADE 30

HR.	39.17	40.33	41.56	42.79	44.08	45.41	46.77	48.17	49.62	51.10	52.63	54.22	55.84	57.52	59.24	61.01
MO.	5,745.00	5,915.34	6,094.73	6,275.63	6,465.57	6,660.04	6,859.03	7,065.55	7,278.10	7,495.18	7,719.80	7,951.95	8,190.13	8,435.85	8,689.10	8,948.39
YR.	68,940.00	70,984.08	73,136.76	75,307.56	77,586.84	79,920.48	82,308.36	84,786.60	87,337.20	89,942.16	92,637.60	95,423.40	98,281.56	101,230.20	104,269.20	107,380.68

GRADE 31

HR.	42.57	43.85	45.16	46.52	47.92	49.35	50.84	52.36	53.93	55.55	57.22	58.94	60.69	62.51	64.39	66.33
MO.	6,243.98	6,430.90	6,623.86	6,822.85	7,027.86	7,237.40	7,455.99	7,679.09	7,909.74	8,147.92	8,392.13	8,643.88	8,901.66	9,168.48	9,444.35	9,727.76
YR.	74,927.76	77,170.80	79,486.32	81,874.20	84,334.32	86,848.80	89,471.88	92,149.08	94,916.88	97,775.04	100,705.56	103,726.56	106,819.92	110,021.76	113,332.20	116,733.12

GRADE 32

HR.	46.27	47.66	49.09	50.57	52.09	53.64	55.25	56.91	58.62	60.38	62.19	64.05	65.98	67.96	69.99	72.09
MO.	6,786.67	6,990.18	7,199.72	7,416.79	7,639.90	7,867.53	8,102.70	8,346.91	8,597.15	8,856.43	9,121.75	9,394.60	9,676.50	9,967.45	10,265.93	10,573.45
YR.	81,440.04	83,882.16	86,396.64	89,001.48	91,678.80	94,410.36	97,232.40	100,162.92	103,165.80	106,277.16	109,461.00	112,735.20	116,118.00	119,609.40	123,191.16	126,881.40

GRADE 33

HR.	50.29	51.80	53.35	54.96	56.61	58.31	60.06	61.85	63.71	65.63	67.59	69.62	71.71	73.87	76.08	78.36
MO.	7,376.09	7,597.69	7,825.32	8,060.49	8,303.19	8,551.92	8,808.20	9,072.00	9,344.86	9,625.25	9,913.18	10,211.66	10,517.68	10,834.25	11,158.35	11,493.01
YR.	88,513.08	91,172.28	93,903.84	96,725.88	99,638.28	102,623.04	105,698.40	108,864.00	112,138.32	115,503.00	118,958.16	122,539.92	126,212.16	130,011.00	133,900.20	137,916.12

Clayton County Public Schools Salary Schedule 220 Days - 8.0 Hours

STEP

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
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GRADE 34

HR.	54.67	56.31	58.00	59.75	61.54	63.38	65.28	67.24	69.25	71.34	73.47	75.68	77.95	80.28	82.69	85.18
MO.	8,018.28	8,259.47	8,506.70	8,762.97	9,025.27	9,295.11	9,573.99	9,861.92	10,157.39	10,463.41	10,775.45	11,099.56	11,432.72	11,774.91	12,127.66	12,492.47
YR.	96,219.36	99,113.64	102,080.40	105,155.64	108,303.24	111,541.32	114,887.88	118,343.04	121,888.68	125,560.92	129,305.40	133,194.72	137,192.64	141,298.92	145,531.92	149,909.64

GRADE 35

HR.	59.42	61.22	63.05	64.94	66.88	68.90	70.95	73.09	75.28	77.54	79.86	82.26	84.72	87.27	89.88	92.58
MO.	8,714.73	8,978.54	9,246.87	9,524.25	9,809.16	10,104.63	10,406.12	10,719.68	11,040.77	11,372.42	11,713.11	12,064.35	12,426.14	12,800.00	13,182.90	13,577.86
YR.	104,576.76	107,742.48	110,962.44	114,291.00	117,709.92	121,255.56	124,873.44	128,636.16	132,489.24	136,469.04	140,557.32	144,772.20	149,113.68	153,600.00	158,194.80	162,934.32

GRADE 36

HR.	64.60	66.53	68.53	70.58	72.70	74.88	77.13	79.44	81.83	84.27	86.80	89.41	92.09	94.86	97.69	100.63
MO.	9,474.50	9,757.91	10,050.36	10,351.85	10,662.39	10,981.98	11,312.12	11,651.30	12,001.03	12,359.81	12,730.65	13,113.55	13,507.01	13,912.52	14,328.58	14,759.72
YR.	113,694.00	117,094.92	120,604.32	124,222.20	127,948.68	131,783.76	135,745.44	139,815.60	144,012.36	148,317.72	152,767.80	157,362.60	162,084.12	166,950.24	171,942.96	177,116.64

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

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

GRADE 19

HR.	15.65	16.12	16.61	17.11	17.62	18.15	18.69	19.25	19.83	20.42	21.03	21.67	22.31	22.99	23.67	24.38
MO.	2,152.40	2,215.99	2,283.83	2,353.08	2,422.33	2,495.82	2,569.31	2,647.04	2,726.18	2,808.15	2,891.53	2,979.15	3,068.19	3,161.46	3,254.74	3,352.25
YR.	25,828.76	26,591.92	27,405.96	28,236.95	29,067.95	29,949.82	30,831.70	31,764.45	32,714.16	33,697.79	34,698.38	35,749.85	36,818.27	37,937.58	39,056.88	40,227.06

Clayton County Public Schools Salary Schedule 215 Days - 8.0 Hours

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

GRADE 28

HR.	32.25	33.22	34.20	35.25	36.30	37.39	38.52	39.67	40.85	42.08	43.35	44.64	45.99	47.36	48.78	50.25
MO.	4,622.50	4,761.53	4,902.00	5,052.50	5,203.00	5,359.23	5,521.20	5,686.03	5,855.17	6,031.47	6,213.50	6,398.40	6,591.90	6,788.27	6,991.80	7,202.50
YR.	55,470.00	57,138.36	58,824.00	60,630.00	62,436.00	64,310.76	66,254.40	68,232.36	70,262.04	72,377.64	74,562.00	76,780.80	79,102.80	81,459.24	83,901.60	86,430.00

GRADE 30

HR.	38.11	39.24	40.43	41.63	42.89	44.18	45.50	46.87	48.28	49.72	51.21	52.75	54.33	55.96	57.64	59.36
MO.	5,462.43	5,624.40	5,794.97	5,966.97	6,147.57	6,332.47	6,521.67	6,718.03	6,920.13	7,126.53	7,340.10	7,560.83	7,787.30	8,020.93	8,261.73	8,508.27
YR.	65,549.16	67,492.80	69,539.64	71,603.64	73,770.84	75,989.64	78,260.04	80,616.36	83,041.56	85,518.36	88,081.20	90,729.96	93,447.60	96,251.16	99,140.76	102,099.24

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

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

GRADE 21

HR.	17.99	18.53	19.09	19.66	20.25	20.86	21.49	22.12	22.79	23.48	24.18	24.91	25.66	26.43	27.22	28.03
MO.	2,518.60	2,594.20	2,672.60	2,752.40	2,835.00	2,920.40	3,008.60	3,096.80	3,190.60	3,287.20	3,385.20	3,487.40	3,592.40	3,700.20	3,810.80	3,924.20
YR.	30,223.20	31,130.40	32,071.20	33,028.80	34,020.00	35,044.80	36,103.20	37,161.60	38,287.20	39,446.40	40,622.40	41,848.80	43,108.80	44,402.40	45,729.60	47,090.40

Clayton County Public Schools Salary Schedule 205 Days - 8.0 Hours

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

GRADE 19

HR.	15.23	15.68	16.16	16.65	17.14	17.66	18.18	18.73	19.29	19.87	20.46	21.08	21.71	22.37	23.03	23.72
MO.	2,081.43	2,142.93	2,208.53	2,275.50	2,342.47	2,413.53	2,484.60	2,559.77	2,636.30	2,715.57	2,796.20	2,880.93	2,967.03	3,057.23	3,147.43	3,241.73
YR.	24,977.16	25,715.16	26,502.36	27,306.00	28,109.64	28,962.36	29,815.20	30,717.24	31,635.60	32,586.84	33,554.40	34,571.16	35,604.36	36,686.76	37,769.16	38,900.76

GRADE 27

HR.	29.68	30.57	31.48	32.42	33.39	34.39	35.43	36.49	37.58	38.72	39.87	41.08	42.30	43.58	44.88	46.23
MO.	4,056.27	4,177.90	4,302.27	4,430.73	4,563.30	4,699.97	4,842.10	4,986.97	5,135.93	5,291.73	5,448.90	5,614.27	5,781.00	5,955.93	6,133.60	6,318.10
YR.	48,675.24	50,134.80	51,627.24	53,168.76	54,759.60	56,399.64	58,105.20	59,843.64	61,631.16	63,500.76	65,386.80	67,371.24	69,372.00	71,471.16	73,603.20	75,817.20

GRADE 28

HR.	32.25	33.22	34.20	35.25	36.30	37.39	38.52	39.67	40.85	42.08	43.35	44.64	45.99	47.36	48.78	50.25
MO.	4,407.50	4,540.07	4,674.00	4,817.50	4,961.00	5,109.97	5,264.40	5,421.57	5,582.83	5,750.93	5,924.50	6,100.80	6,285.30	6,472.53	6,666.60	6,867.50
YR.	52,890.00	54,480.84	56,088.00	57,810.00	59,532.00	61,319.64	63,172.80	65,058.84	66,993.96	69,011.16	71,094.00	73,209.60	75,423.60	77,670.36	79,999.20	82,410.00

GRADE 29

HR.	35.05	36.11	37.19	38.30	39.46	40.64	41.86	43.11	44.41	45.74	47.11	48.53	49.99	51.49	53.02	54.61
MO.	4,790.17	4,935.03	5,082.63	5,234.33	5,392.87	5,554.13	5,720.87	5,891.70	6,069.37	6,251.13	6,438.37	6,632.43	6,831.97	7,036.97	7,246.07	7,463.37
YR.	57,482.04	59,220.36	60,991.56	62,811.96	64,714.44	66,649.56	68,650.44	70,700.40	72,832.44	75,013.56	77,260.44	79,589.16	81,983.64	84,443.64	86,952.84	89,560.44

GRADE 30

HR.	38.11	39.24	40.43	41.63	42.89	44.18	45.50	46.87	48.28	49.72	51.21	52.75	54.33	55.96	57.64	59.36
MO.	5,208.37	5,362.80	5,525.43	5,689.43	5,861.63	6,037.93	6,218.33	6,405.57	6,598.27	6,795.07	6,998.70	7,209.17	7,425.10	7,647.87	7,877.47	8,112.53
YR.	62,500.44	64,353.60	66,305.16	68,273.16	70,339.56	72,455.16	74,619.96	76,866.84	79,179.24	81,540.84	83,984.40	86,510.04	89,101.20	91,774.44	94,529.64	97,350.36

Clayton County Public Schools Salary Schedule 200 Days - 8.0 Hours

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

GRADE 28

HR.	32.25	33.22	34.20	35.25	36.30	37.39	38.52	39.67	40.85	42.08	43.35	44.64	45.99	47.36	48.78	50.25
MO.	4,300.00	4,429.33	4,560.00	4,700.00	4,840.00	4,985.33	5,136.00	5,289.33	5,446.67	5,610.67	5,780.00	5,952.00	6,132.00	6,314.67	6,504.00	6,700.00
YR.	51,600.00	53,152.00	54,720.00	56,400.00	58,080.00	59,824.00	61,632.00	63,472.00	65,360.00	67,328.00	69,360.00	71,424.00	73,584.00	75,776.00	78,048.00	80,400.00

Clayton County Public Schools Salary Schedule 195 Days - 8.0 Hours

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

GRADE 23

HR.	21.25	21.89	22.55	23.23	23.93	24.64	25.38	26.14	26.93	27.73	28.57	29.42	30.30	31.22	32.16	33.12
MO.	2,762.50	2,845.70	2,931.50	3,019.90	3,110.90	3,203.20	3,299.40	3,398.20	3,500.90	3,604.90	3,714.10	3,824.60	3,939.00	4,058.60	4,180.80	4,305.60
YR.	33,150.00	34,148.40	35,178.00	36,238.80	37,330.80	38,438.40	39,592.80	40,778.40	42,010.80	43,258.80	44,569.20	45,895.20	47,268.00	48,703.20	50,169.60	51,667.20

GRADE 28

HR.	32.25	33.22	34.20	35.25	36.30	37.39	38.52	39.67	40.85	42.08	43.35	44.64	45.99	47.36	48.78	50.25
MO.	4,192.50	4,318.60	4,446.00	4,582.50	4,719.00	4,860.70	5,007.60	5,157.10	5,310.50	5,470.40	5,635.50	5,803.20	5,978.70	6,156.80	6,341.40	6,532.50
YR.	50,310.00	51,823.20	53,352.00	54,990.00	56,628.00	58,328.40	60,091.20	61,885.20	63,726.00	65,644.80	67,626.00	69,638.40	71,744.40	73,881.60	76,096.80	78,390.00

Clayton County Public Schools Salary Schedule 190 Days - 8.0 Hours

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

GRADE 20

HR.	16.55	17.05	17.56	18.08	18.63	19.19	19.76	220.36	20.97	21.60	22.24	22.91	23.60	24.31	25.04	25.79
MO.	2,096.33	2,159.67	2,224.27	2,290.13	2,359.80	2,430.73	2,502.93	27,912.27	2,656.20	2,736.00	2,817.07	2,901.93	2,989.33	3,079.27	3,171.73	3,266.73
YR.	25,155.96	25,916.04	26,691.24	27,481.56	28,317.60	29,168.76	30,035.16	334,947.24	31,874.40	32,832.00	33,804.84	34,823.16	35,871.96	36,951.24	38,060.76	39,200.76

GRADE 25

HR.	25.11	25.87	26.65	27.44	28.27	29.12	29.99	30.89	31.81	32.76	33.76	34.77	35.81	36.89	37.99	39.12
MO.	3,180.60	3,276.87	3,375.67	3,475.73	3,580.87	3,688.53	3,798.73	3,912.73	4,029.27	4,149.60	4,276.27	4,404.20	4,535.93	4,672.73	4,812.07	4,955.20
YR.	38,167.20	39,322.44	40,508.04	41,708.76	42,970.44	44,262.36	45,584.76	46,952.76	48,351.24	49,795.20	51,315.24	52,850.40	54,431.16	56,072.76	57,744.84	59,462.40

Clayton County Public Schools Salary Schedule 190 Days - 7.5 Hours

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

GRADE 15

HR.	10.90	11.24	11.57	11.92	12.28	12.65	13.03	13.42	13.82	14.24	14.66	15.10	15.55	16.02	16.50	17.00
MO.	1,294.38	1,334.75	1,373.94	1,415.50	1,458.25	1,502.19	1,547.31	1,593.63	1,641.13	1,691.00	1,740.88	1,793.13	1,846.56	1,902.38	1,959.38	2,018.75
YR.	15,532.56	16,017.00	16,487.28	16,986.00	17,499.00	18,026.28	18,567.72	19,123.56	19,693.56	20,292.00	20,890.56	21,517.56	22,158.72	22,828.56	23,512.56	24,225.00

GRADE 16

HR.	11.86	12.21	12.59	12.96	13.34	13.75	14.15	14.58	15.03	15.47	15.94	16.41	16.91	17.42	17.94	18.48
MO.	1,408.38	1,449.94	1,495.06	1,539.00	1,584.13	1,632.81	1,680.31	1,731.38	1,784.81	1,837.06	1,892.88	1,948.69	2,008.06	2,068.63	2,130.38	2,194.50
YR.	16,900.56	17,399.28	17,940.72	18,468.00	19,009.56	19,593.72	20,163.72	20,776.56	21,417.72	22,044.72	22,714.56	23,384.28	24,096.72	24,823.56	25,564.56	26,334.00

GRADE 17

HR.	12.89	13.27	13.68	14.08	14.51	14.94	15.39	15.86	16.33	16.82	17.32	17.84	18.38	18.92	19.50	20.08
MO.	1,530.69	1,575.81	1,624.50	1,672.00	1,723.06	1,774.13	1,827.56	1,883.38	1,939.19	1,997.38	2,056.75	2,118.50	2,182.63	2,246.75	2,315.63	2,384.50
YR.	18,368.28	18,909.72	19,494.00	20,064.00	20,676.72	21,289.56	21,930.72	22,600.56	23,270.28	23,968.56	24,681.00	25,422.00	26,191.56	26,961.00	27,787.56	28,614.00

GRADE 18

HR.	14.01	14.43	14.86	15.31	15.76	16.24	16.73	17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83
MO.	1,663.69	1,713.56	1,764.63	1,818.06	1,871.50	1,928.50	1,986.69	2,046.06	2,107.81	2,170.75	2,236.06	2,302.56	2,372.63	2,442.69	2,516.31	2,592.31
YR.	19,964.28	20,562.72	21,175.56	21,816.72	22,458.00	23,142.00	23,840.28	24,552.72	25,293.72	26,049.00	26,832.72	27,630.72	28,471.56	29,312.28	30,195.72	31,107.72

GRADE 19

HR.	15.23	15.68	16.16	16.65	17.14	17.66	18.18	18.73	19.29	19.87	20.46	21.08	21.71	22.37	23.03	23.72
MO.	1,808.56	1,862.00	1,919.00	1,977.19	2,035.38	2,097.13	2,158.88	2,224.19	2,290.69	2,359.56	2,429.63	2,503.25	2,578.06	2,656.44	2,734.81	2,816.75
YR.	21,702.72	22,344.00	23,028.00	23,726.28	24,424.56	25,165.56	25,906.56	26,690.28	27,488.28	28,314.72	29,155.56	30,039.00	30,936.72	31,877.28	32,817.72	33,801.00

Clayton County Public Schools Salary Schedule 188 Days - 6.5 Hours

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

GRADE 13

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	899.93	927.23	955.50	983.78	1,013.03	1,043.25	1,075.43	1,107.60	1,139.78	1,174.88	1,209.98	1,246.05	1,283.10	1,322.10	1,361.10	1,403.03
YR.	10,799.10	11,126.70	11,466.00	11,805.30	12,156.30	12,519.00	12,905.10	13,291.20	13,677.30	14,098.50	14,519.70	14,952.60	15,397.20	15,865.20	16,333.20	16,836.30

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

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

GRADE 16

HR.	11.86	12.21	12.59	12.96	13.34	13.75	14.15	14.58	15.03	15.47	15.94	16.41	16.91	17.42	17.94	18.48
MO.	1,378.73	1,419.41	1,463.59	1,506.60	1,550.78	1,598.44	1,644.94	1,694.93	1,747.24	1,798.39	1,853.03	1,907.66	1,965.79	2,025.08	2,085.53	2,148.30
YR.	16,544.76	17,032.92	17,563.08	18,079.20	18,609.36	19,181.28	19,739.28	20,339.16	20,966.88	21,580.68	22,236.36	22,891.92	23,589.48	24,300.96	25,026.36	25,779.60

Clayton County Public Schools Salary Schedule 185 Days - 8.0 Hours

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

GRADE 18

HR.	14.01	14.43	14.86	15.31	15.76	16.24	16.73	17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83
MO.	1,727.90	1,779.70	1,832.73	1,888.23	1,943.73	2,002.93	2,063.37	2,125.03	2,189.17	2,254.53	2,322.37	2,391.43	2,464.20	2,536.97	2,613.43	2,692.37
YR.	20,734.80	21,356.40	21,992.80	22,658.80	23,324.80	24,035.20	24,760.40	25,500.40	26,270.00	27,054.40	27,868.40	28,697.20	29,570.40	30,443.60	31,361.20	32,308.40

GRADE 19

HR.	15.23	15.68	16.16	16.65	17.14	17.66	18.18	18.73	19.29	19.87	20.46	21.08	21.71	22.37	23.03	23.72
MO.	1,878.37	1,933.87	1,993.07	2,053.50	2,113.93	2,178.07	2,242.20	2,310.03	2,379.10	2,450.63	2,523.40	2,599.87	2,677.57	2,758.97	2,840.37	2,925.47
YR.	22,540.44	23,206.44	23,916.84	24,642.00	25,367.16	26,136.84	26,906.40	27,720.36	28,549.20	29,407.56	30,280.80	31,198.44	32,130.84	33,107.64	34,084.44	35,105.64

GRADE 20

HR.	16.55	17.05	17.56	18.08	18.63	19.19	19.76	20.36	20.97	21.60	22.24	22.91	23.60	24.31	25.04	25.79
MO.	2,041.17	2,102.83	2,165.73	2,229.87	2,297.70	2,366.77	2,437.07	2,511.07	2,586.30	2,664.00	2,742.93	2,825.57	2,910.67	2,998.23	3,088.27	3,180.77
YR.	24,494.04	25,233.96	25,988.76	26,758.44	27,572.40	28,401.24	29,244.84	30,132.84	31,035.60	31,968.00	32,915.16	33,906.84	34,928.04	35,978.76	37,059.24	38,169.24

GRADE 21

HR.	17.99	18.53	19.09	19.66	20.25	20.86	21.49	22.12	22.79	23.48	24.18	24.91	25.66	26.43	27.22	28.03
MO.	2,218.77	2,285.37	2,354.43	2,424.73	2,497.50	2,572.73	2,650.43	2,728.13	2,810.77	2,895.87	2,982.20	3,072.23	3,164.73	3,259.70	3,357.13	3,457.03
YR.	26,625.24	27,424.44	28,253.16	29,096.76	29,970.00	30,872.76	31,805.16	32,737.56	33,729.24	34,750.44	35,786.40	36,866.76	37,976.76	39,116.40	40,285.56	41,484.36

GRADE 22

HR.	19.56	20.14	20.75	21.37	22.01	22.67	23.35	24.06	24.78	25.52	26.28	27.07	27.88	28.71	29.59	30.47
MO.	2,412.40	2,483.93	2,559.17	2,635.63	2,714.57	2,795.97	2,879.83	2,967.40	3,056.20	3,147.47	3,241.20	3,338.63	3,438.53	3,540.90	3,649.43	3,757.97
YR.	28,948.80	29,807.16	30,710.04	31,627.56	32,574.84	33,551.64	34,557.96	35,608.80	36,674.40	37,769.64	38,894.40	40,063.56	41,262.36	42,490.80	43,793.16	45,095.64

GRADE 25

HR.	25.11	25.87	26.65	27.44	28.27	29.12	29.99	30.89	31.81	32.76	33.76	34.77	35.81	36.89	37.99	39.12
MO.	3,096.90	3,190.63	3,286.83	3,384.27	3,486.63	3,591.47	3,698.77	3,809.77	3,923.23	4,040.40	4,163.73	4,288.30	4,416.57	4,549.77	4,685.43	4,824.80
YR.	37,162.80	38,287.56	39,441.96	40,611.24	41,839.56	43,097.64	44,385.24	45,717.24	47,078.76	48,484.80	49,964.76	51,459.60	52,998.84	54,597.24	56,225.16	57,897.60

GRADE 28

HR.	32.25	33.22	34.20	35.25	36.30	37.39	38.52	39.67	40.85	42.08	43.35	44.64	45.99	47.36	48.78	50.25
MO.	3,977.50	4,097.13	4,218.00	4,347.50	4,477.00	4,611.43	4,750.80	4,892.63	5,038.17	5,189.87	5,346.50	5,505.60	5,672.10	5,841.07	6,016.20	6,197.50
YR.	47,730.00	49,165.56	50,616.00	52,170.00	53,724.00	55,337.16	57,009.60	58,711.56	60,458.04	62,278.44	64,158.00	66,067.20	68,065.20	70,092.84	72,194.40	74,370.00

185 Days - 8.0 Hours

Clayton County Public Schools Salary Schedule 185 Days - 7.5 Hours

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

GRADE 16

HR.	11.86	12.21	12.59	12.96	13.34	13.75	14.15	14.58	15.03	15.47	15.94	16.41	16.91	17.42	17.94	18.48
MO.	1,371.31	1,411.78	1,455.72	1,498.50	1,542.44	1,589.84	1,636.09	1,685.81	1,737.84	1,788.72	1,843.06	1,897.41	1,955.22	2,014.19	2,074.31	2,136.75
YR.	16,455.72	16,941.36	17,468.64	17,982.00	18,509.28	19,078.08	19,633.08	20,229.72	20,854.08	21,464.64	22,116.72	22,768.92	23,462.64	24,170.28	24,891.72	25,641.00

GRADE 18

HR.	14.01	14.43	14.86	15.31	15.76	16.24	16.73	17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83
MO.	1,619.91	1,668.47	1,718.19	1,770.22	1,822.25	1,877.75	1,934.41	1,992.22	2,052.34	2,113.63	2,177.22	2,241.97	2,310.19	2,378.41	2,450.09	2,524.09
YR.	19,438.92	20,021.64	20,618.28	21,242.64	21,867.00	22,533.00	23,212.92	23,906.64	24,628.08	25,363.56	26,126.64	26,903.64	27,722.28	28,540.92	29,401.08	30,289.08

GRADE 25

HR.	25.11	25.87	26.65	27.44	28.27	29.12	29.99	30.89	31.81	32.76	33.76	34.77	35.81	36.89	37.99	39.12
MO.	2,903.34	2,991.22	3,081.41	3,172.75	3,268.72	3,367.00	3,467.59	3,571.66	3,678.03	3,787.88	3,903.50	4,020.28	4,140.53	4,265.41	4,392.59	4,523.25
YR.	34,840.08	35,894.64	36,976.92	38,073.00	39,224.64	40,404.00	41,611.08	42,859.92	44,136.36	45,454.56	46,842.00	48,243.36	49,686.36	51,184.92	52,711.08	54,279.00

Clayton County Public Schools Salary Schedule 184 Days - All Hours

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

GRADE 13 (4 Hours per day)

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	566.11	583.28	601.07	618.85	637.25	656.27	676.51	696.75	716.99	739.07	761.15	783.84	807.15	831.68	856.21	882.59
YR.	6,793.28	6,999.36	7,212.80	7,426.24	7,647.04	7,875.20	8,118.08	8,360.96	8,603.84	8,868.80	9,133.76	9,406.08	9,685.76	9,980.16	10,274.56	10,591.04

GRADE 13 (7 Hours per day)

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	990.69	1,020.74	1,051.87	1,082.99	1,115.19	1,148.47	1,183.89	1,219.31	1,254.73	1,293.37	1,332.01	1,371.72	1,412.51	1,455.44	1,498.37	1,544.53
YR.	11,888.24	12,248.88	12,622.40	12,995.92	13,382.32	13,781.60	14,206.64	14,631.68	15,056.72	15,520.40	15,984.08	16,460.64	16,950.08	17,465.28	17,980.48	18,534.32

GRADE 18 (5 Hours per day)

HR.	14.01	14.43	14.86	15.31	15.76	16.24	16.73	17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83
MO.	1,074.10	1,106.30	1,139.27	1,173.77	1,208.27	1,245.07	1,282.63	1,320.97	1,360.83	1,401.47	1,443.63	1,486.57	1,531.80	1,577.03	1,624.57	1,673.63
YR.	12,889.20	13,275.60	13,671.20	14,085.20	14,499.20	14,940.80	15,391.60	15,851.60	16,330.00	16,817.60	17,323.60	17,838.80	18,381.60	18,924.40	19,494.80	20,083.60

Clayton County Public Schools Salary Schedule 183 Days - 8.0 Hours

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

GRADE 20

HR.	16.55	17.05	17.56	18.08	18.63	19.19	19.76	20.36	20.97	21.60	22.24	22.91	23.60	24.31	25.04	25.79
MO.	2,019.10	2,080.10	2,142.32	2,205.76	2,272.86	2,341.18	2,410.72	2,483.92	2,558.34	2,635.20	2,713.28	2,795.02	2,879.20	2,965.82	3,054.88	3,146.38
YR.	24,229.20	24,961.20	25,707.84	26,469.12	27,274.32	28,094.16	28,928.64	29,807.04	30,700.08	31,622.40	32,559.36	33,540.24	34,550.40	35,589.84	36,658.56	37,756.56

GRADE 22

HR.	19.56	20.14	20.75	21.37	22.01	22.67	23.35	24.06	24.78	25.52	26.28	27.07	27.88	28.71	29.59	30.47
MO.	2,386.32	2,457.08	2,531.50	2,607.14	2,685.22	2,765.74	2,848.70	2,935.32	3,023.16	3,113.44	3,206.16	3,302.54	3,401.36	3,502.62	3,609.98	3,717.34
YR.	28,635.84	29,484.96	30,378.00	31,285.68	32,222.64	33,188.88	34,184.40	35,223.84	36,277.92	37,361.28	38,473.92	39,630.48	40,816.32	42,031.44	43,319.76	44,608.08

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

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

GRADE 16

HR.	11.86	12.21	12.59	12.96	13.34	13.75	14.15	14.58	15.03	15.47	15.94	16.41	16.91	17.42	17.94	18.48
MO.	1,356.49	1,396.52	1,439.98	1,482.30	1,525.76	1,572.66	1,618.41	1,667.59	1,719.06	1,769.38	1,823.14	1,876.89	1,934.08	1,992.41	2,051.89	2,113.65
YR.	16,277.88	16,758.24	17,279.76	17,787.60	18,309.12	18,871.92	19,420.92	20,011.08	20,628.72	21,232.56	21,877.68	22,522.68	23,208.96	23,908.92	24,622.68	25,363.80

Clayton County Public Schools Salary Schedule 181 Days - 5.0 Hours

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

GRADE 13

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	696.10	717.21	739.08	760.95	783.58	806.96	831.85	856.73	881.62	908.77	935.92	963.83	992.48	1,022.65	1,052.82	1,085.25
YR.	8,353.15	8,606.55	8,869.00	9,131.45	9,402.95	9,683.50	9,982.15	10,280.80	10,579.45	10,905.25	11,231.05	11,565.90	11,909.80	12,271.80	12,633.80	13,022.95

GRADE 18

HR.	14.01	14.43	14.86	15.31	15.76	16.24	16.73	17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83
MO.	1,056.59	1,088.26	1,120.69	1,154.63	1,188.57	1,224.77	1,261.72	1,299.43	1,338.65	1,378.62	1,420.10	1,462.33	1,506.83	1,551.32	1,598.08	1,646.35
YR.	12,679.05	13,059.15	13,448.30	13,855.55	14,262.80	14,697.20	15,140.65	15,593.15	16,063.75	16,543.40	17,041.15	17,547.95	18,081.90	18,615.85	19,176.95	19,756.15

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

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
8.0 Hours																
HR.	10.90	11.24	11.57	11.92	12.28	12.65	13.03	13.42	13.82	14.24	14.66	15.10	15.55	16.02	16.50	17.00
MO.	1,308.00	1,348.80	1,388.40	1,430.40	1,473.60	1,518.00	1,563.60	1,610.40	1,658.40	1,708.80	1,759.20	1,812.00	1,866.00	1,922.40	1,980.00	2,040.00
YR.	15,696.00	16,185.60	16,660.80	17,164.80	17,683.20	18,216.00	18,763.20	19,324.80	19,900.80	20,505.60	21,110.40	21,744.00	22,392.00	23,068.80	23,760.00	24,480.00

Clayton County Public Schools Salary Schedule 180 Days - All Hours - Grade 13

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

3.0 Hours

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	415.35	427.95	441.00	454.05	467.55	481.50	496.35	511.20	526.05	542.25	558.45	575.10	592.20	610.20	628.20	647.55
YR.	4,984.20	5,135.40	5,292.00	5,448.60	5,610.60	5,778.00	5,956.20	6,134.40	6,312.60	6,507.00	6,701.40	6,901.20	7,106.40	7,322.40	7,538.40	7,770.60

4.0 Hours

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	553.80	570.60	588.00	605.40	623.40	642.00	661.80	681.60	701.40	723.00	744.60	766.80	789.60	813.60	837.60	863.40
YR.	6,645.60	6,847.20	7,056.00	7,264.80	7,480.80	7,704.00	7,941.60	8,179.20	8,416.80	8,676.00	8,935.20	9,201.60	9,475.20	9,763.20	10,051.20	10,360.80

5.0 Hours

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	692.25	713.25	735.00	756.75	779.25	802.50	827.25	852.00	876.75	903.75	930.75	958.50	987.00	1,017.00	1,047.00	1,079.25
YR.	8,307.00	8,559.00	8,820.00	9,081.00	9,351.00	9,630.00	9,927.00	10,224.00	10,521.00	10,845.00	11,169.00	11,502.00	11,844.00	12,204.00	12,564.00	12,951.00

5.5 Hours

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	761.48	784.58	808.50	832.43	857.18	882.75	909.98	937.20	964.43	994.13	1,023.83	1,054.35	1,085.70	1,118.70	1,151.70	1,187.18
YR.	9,137.70	9,414.90	9,702.00	9,989.10	10,286.10	10,593.00	10,919.70	11,246.40	11,573.10	11,929.50	12,285.90	12,652.20	13,028.40	13,424.40	13,820.40	14,246.10

6.0 Hours

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	830.70	855.90	882.00	908.10	935.10	963.00	992.70	1,022.40	1,052.10	1,084.50	1,116.90	1,150.20	1,184.40	1,220.40	1,256.40	1,295.10
YR.	9,968.40	10,270.80	10,584.00	10,897.20	11,221.20	11,556.00	11,912.40	12,268.80	12,625.20	13,014.00	13,402.80	13,802.40	14,212.80	14,644.80	15,076.80	15,541.20

6.5 Hours

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	899.93	927.23	955.50	983.78	1,013.03	1,043.25	1,075.43	1,107.60	1,139.78	1,174.88	1,209.98	1,246.05	1,283.10	1,322.10	1,361.10	1,403.03
YR.	10,799.10	11,126.70	11,466.00	11,805.30	12,156.30	12,519.00	12,905.10	13,291.20	13,677.30	14,098.50	14,519.70	14,952.60	15,397.20	15,865.20	16,333.20	16,836.30

7.0 Hours

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	969.15	998.55	1,029.00	1,059.45	1,090.95	1,123.50	1,158.15	1,192.80	1,227.45	1,265.25	1,303.05	1,341.90	1,381.80	1,423.80	1,465.80	1,510.95
YR.	11,629.80	11,982.60	12,348.00	12,713.40	13,091.40	13,482.00	13,897.80	14,313.60	14,729.40	15,183.00	15,636.60	16,102.80	16,581.60	17,085.60	17,589.60	18,131.40

180 Days - All Hours - Grade 13

**Clayton County Public Schools
Salary Schedule
180 Days - All Hours - Grade 13**

STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
7.5 Hours																
HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	1,038.38	1,069.88	1,102.50	1,135.13	1,168.88	1,203.75	1,240.88	1,278.00	1,315.13	1,355.63	1,396.13	1,437.75	1,480.50	1,525.50	1,570.50	1,618.88
YR.	12,460.50	12,838.50	13,230.00	13,621.50	14,026.50	14,445.00	14,890.50	15,336.00	15,781.50	16,267.50	16,753.50	17,253.00	17,766.00	18,306.00	18,846.00	19,426.50

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

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

GRADE 13

HR.	9.23	9.51	9.80	10.09	10.39	10.70	11.03	11.36	11.69	12.05	12.41	12.78	13.16	13.56	13.96	14.39
MO.	1,009.53	1,040.16	1,071.88	1,103.59	1,136.41	1,170.31	1,206.41	1,242.50	1,278.59	1,317.97	1,357.34	1,397.81	1,439.38	1,483.13	1,526.88	1,573.91
YR.	12,114.38	12,481.88	12,862.50	13,243.13	13,636.88	14,043.75	14,476.88	14,910.00	15,343.13	15,815.63	16,288.13	16,773.75	17,272.50	17,797.50	18,322.50	18,886.88

**Fair Labor Standards Act
Overtime / Compensatory Time**

Clayton County Public Schools

Overtime / Compensatory Time Guidance

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

The Fair Labor Standards Act, which established a minimum wage and overtime pay requirement for **non-exempt** employees, was revised on July 24, 2009. This law requires the District to pay a minimum wage of \$7.25 per hour and to compensate for overtime exceeding 40 hours worked in a week, with the option to grant **non-exempt** employees compensatory time off instead of paying overtime. If compensatory time off is granted, it will be at a rate of 1 and ½ hours of time off for each hour worked over 40 hours within a workweek. This compensatory time must be used by the employee.

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 and/or compensatory time off.

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

Guidance

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

When considering compensatory time off or 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 **or** 1 and ½ hours compensatory time off for each hour worked over 40 hours. Employees should agree to accept compensatory time off versus overtime pay **before** the extra time is worked.
2. Non-exempt employees must request and receive **prior approval** to work overtime. Unauthorized (unapproved) work in excess of 40 hours in the workweek will be compensated but may also subject the employee to disciplinary action.
3. Compensatory time should be used within a reasonable amount of time after earning it.
4. 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.
5. 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.
6. 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.
7. At CCPS, it is the employee’s second or supplemental job, organization, or department that is responsible for and required to pay the overtime. Overtime will be calculated using the employee’s highest rate of pay.

Contact Information

Questions about the applicability of the Fair Labor Standards Act, or proper procedures for accounting for over-time/compensatory time in a specific situation should be directed to the CCPS Payroll Manager.

Fair Labor Standards Act Bona Fide Meal Periods

Clayton County Public Schools Bona Fide Meal Periods

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

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

TRS Policy Hiring TRS Retirees

Clayton County Public Schools

TRS Policy on Hiring TRS Retirees

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

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

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

Part-Time Employment

Hourly

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

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

Daily

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

Maximum Hours TRS Retirees Can Work During Each Month for FY2013-2014

Months	49% of Normal Full-Time Hours
July 2013	87
August 2013	87
September 2013	79
October 2013	91
November 2013	75
December 2013	79

Months	49% of Normal Full-Time Hours
January 2014	87
February 2014	79
March 2014	83
April 2014	87
May 2014	83
June 2014	83

Salaried

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

Clayton County Public Schools

TRS Policy on Hiring TRS Retirees

Full-Time Employment

Temporary Employment

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

Contractual Employment

Independent Contractor

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

Employed by an Entity doing business with a TRS Covered Employer

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

Other Allowable Employment

ParaProfessional

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

Substitute Teaching

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

Annual Audit of Employment of TRS Employees

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

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

Substitute Teachers & Parapros

Clayton County Public Schools Substitute Teachers and Parapros

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

Regular Substitute Teachers

(All rates quoted are per day)

College Graduate (4-year baccalaureate degree or higher) \$83.00

Long-Term Substitute Teacher---An assignment is considered long-term if it is 10 or more consecutive days for the same teacher. The pay for a long-term teacher assignment is increased because of the additional responsibilities and work involved in the assignment. Georgia certified, in-field substitutes are preferred for long-term assignments.

Rank 1 - (valid Georgia teaching certificate) \$127.00 (days unlimited in-field)
Ranks 2-4 \$110.00 (up to 45 days)

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

Substitutes ranked 5, 5a, 5b, 5c, 6 & 7 cannot work long-term assignments for teachers nor receive long-term pay.

Long-Term Paraprofessional Substitute

All Ranks \$73.00

Paraprofessional and PreK Assistant Substitutes (Daily and Long Term)

Paraprofessional (Daily & Long Term) \$73.00 per day worked
Pre K Teacher Assistant Substitute \$63.00 per day worked

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

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

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