



- ▶ [Meeting with Secretary of Education](http://view.liveindexer.com/ViewEmbedResizeCC2.aspx?autostart=false&mediaSKU=mcewT6yxPmnMkhe9KhL2AA%3D%3D&ccEnabled=false) [<http://view.liveindexer.com/ViewEmbedResizeCC2.aspx?autostart=false&mediaSKU=mcewT6yxPmnMkhe9KhL2AA%3D%3D&ccEnabled=false>]
- ▶ [Students to Return to McNair ES](http://www.dekalb.k12.ga.us/www/press-releases/2013/08-21-a.html) [<http://www.dekalb.k12.ga.us/www/press-releases/2013/08-21-a.html>]
- ▶ [McNair ES Update](http://www.dekalb.k12.ga.us/www/press-releases/2013/08-21.html) [<http://www.dekalb.k12.ga.us/www/press-releases/2013/08-21.html>]
- ▶ [Message from Michael Thurmond](http://www.dekalb.k12.ga.us/www/press-releases/2013/08-20.html) [<http://www.dekalb.k12.ga.us/www/press-releases/2013/08-20.html>]
- ▶ [Crisis: Guidance & Resources](http://www.dekalb.k12.ga.us/www/press-releases/2013/08-20-b.html) [<http://www.dekalb.k12.ga.us/www/press-releases/2013/08-20-b.html>]

Human Resources

2013–2014 Teacher Salary Schedule

Teacher Salary Based on 185 Work Days/8 Hours Per Day...

Professional Infield Certificate

Completed Years of Experience	Bachelor's Degree (Slot E04)		Master's Degree (Slot E05)		Specialist's Degree (Slot E06)		Doctor's Degree (Slot E07)	
	Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0-6	\$ 40,742.55	\$ 220.23	\$ 43,184.55	\$ 233.43	\$ 47,239.75	\$ 255.35	\$ 51,657.55	\$ 279.23
7 Years	\$ 40,742.55	\$ 220.23	\$ 43,808.00	\$ 236.80	\$ 49,503.08	\$ 267.58	\$ 54,948.89	\$ 297.02
8 Years	\$ 41,034.85	\$ 221.81	\$ 45,779.71	\$ 247.46	\$ 51,730.87	\$ 279.63	\$ 57,422.05	\$ 310.39
9 Years	\$ 41,386.35	\$ 223.71	\$ 47,153.58	\$ 254.88	\$ 53,282.92	\$ 288.02	\$ 59,144.50	\$ 319.70
10 Years	\$ 41,922.85	\$ 226.61	\$ 47,153.58	\$ 254.88	\$ 53,282.92	\$ 288.02	\$ 59,144.50	\$ 319.70
11 Years	\$ 43,184.55	\$ 233.43	\$ 48,568.34	\$ 262.53	\$ 54,881.71	\$ 296.66	\$ 60,918.55	\$ 329.29
12 Years	\$ 44,494.35	\$ 240.51	\$ 48,677.20	\$ 263.12	\$ 54,881.71	\$ 296.66	\$ 60,918.55	\$ 329.29
13 Years	\$ 45,837.45	\$ 247.77	\$ 50,125.75	\$ 270.95	\$ 56,528.21	\$ 305.56	\$ 62,746.16	\$ 339.17
14 Years	\$ 47,239.75	\$ 255.35	\$ 51,657.55	\$ 279.23	\$ 56,528.21	\$ 305.56	\$ 62,746.16	\$ 339.17
15 Years	\$ 48,677.20	\$ 263.12	\$ 53,222.65	\$ 287.69	\$ 58,224.37	\$ 314.73	\$ 64,628.29	\$ 349.34
16 Years	\$ 50,125.75	\$ 270.95	\$ 54,834.00	\$ 296.40	\$ 59,975.15	\$ 324.19	\$ 65,584.35	\$ 354.51
17 Years	\$ 51,657.55	\$ 279.23	\$ 56,493.45	\$ 305.37	\$ 61,786.30	\$ 333.98	\$ 67,582.35	\$ 365.31
18 Years	\$ 53,222.65	\$ 287.69	\$ 58,199.15	\$ 314.59	\$ 63,667.75	\$ 344.15	\$ 69,626.60	\$ 376.36
19 Years	\$ 54,834.00	\$ 296.40	\$ 59,975.15	\$ 324.19	\$ 65,584.35	\$ 354.51	\$ 71,730.05	\$ 387.73
20 Years	\$ 55,921.80	\$ 302.28	\$ 61,786.30	\$ 333.98	\$ 67,582.35	\$ 365.31	\$ 73,833.50	\$ 399.10
21 Years	\$ 55,921.80	\$ 302.28	\$ 63,667.75	\$ 344.15	\$ 69,626.60	\$ 376.36	\$ 75,818.55	\$ 409.83
22 Years	\$ 55,921.80	\$ 302.28	\$ 64,940.55	\$ 351.03	\$ 71,017.80	\$ 383.88	\$ 77,339.25	\$ 418.05
23 Years	\$ 57,007.75	\$ 308.15	\$ 64,940.55	\$ 351.03	\$ 71,017.80	\$ 383.88	\$ 77,339.25	\$ 418.05
24 Years	\$ 57,007.75	\$ 308.15	\$ 64,940.55	\$ 351.03	\$ 71,017.80	\$ 383.88	\$ 77,339.25	\$ 418.05
25 Years	\$ 57,007.75	\$ 308.15	\$ 66,215.20	\$ 357.92	\$ 72,407.15	\$ 391.39	\$ 78,845.15	\$ 426.19
26 Years	\$ 58,117.75	\$ 314.15	\$ 66,215.20	\$ 357.92	\$ 72,407.15	\$ 391.39	\$ 78,845.15	\$ 426.19
27 Years			\$ 66,215.20	\$ 357.92	\$ 72,407.15	\$ 391.39	\$ 78,845.15	\$ 426.19
28 Years			\$ 67,476.90	\$ 364.74	\$ 73,798.35	\$ 398.91	\$ 80,364.00	\$ 434.40



Per a conversation with the district on 9/9/13, lane advancement was frozen this year. While teachers advanced a vertical step, the district added a step in order to keep salaries the same as last year. The increase in salary over last year is due to an increase in pay for one additional work day this year.



The following information is intended to provide clarity to the history of Board of Education approved **step increases and cost of living adjustments**. For additional information, please contact the Division of Human Resources at hr-info@fc.dekalb.k12.ga.us.

School Year	Cost of Living Increase	Step Increase	Comments
2000-2001	3%	July	
2001-2002	3.0% Executive Directors and higher	July	
	4.03% et al	July	
2002-2003	4.03%	July	
2003-2004	No cost of living	July	
2004-2005	2% in January	Jan	
2005-2006	2%	July	
2006-2007	3.30%	January	
2007-2008	2.87%	January	
2008-2009	2.50%	No Step	
2009-2010	0	No Step	1 day calendar reduction (excluding Bus Drivers, Bus Aides, Food Service Assistant Managers and Food Service Assistants)
2010-2011	0	No Step	7 day calendar reduction for 10-month employees (excluding Bus Drivers, Bus Aides, Food Service Assistant Managers and Food Service Assistants) 10 day calendar reduction for 11-month employees 15 day calendar reduction for 12-month employees **revised 10/22/2010 - Board voted to end future calendar reduction days 4 calendar reduction for 10 month; 3 calendar reduction 11 month; 4 calendar reduction 12 month
2011-2012	0	No Step	7 day calendar reduction for 12-month employees 4 day calendar reduction for 10 and 11-month employees 1 day calendar reduction for paraprofessionals (no calendar reductions for Bus Drivers, Bus Aides, Food Service Assistant Managers and Food Service Assistants)
2012-2013	0	No Step	9 day calendar reduction for 12-month employees 6 day calendar reduction for 10 and 11 month employees 3 day calendar reduction for paraprofessionals 2 day calendar reduction for Bus Drivers, Bus Aides, Food Service Assistant Managers and Food Service Assistants
2013-2014	0	No Step	Restore 1 calendar reduction day for all employees, except for central office employees over 80K
*** Cost of Living Increase provided to employees at the start of the fiscal year			
*** Step increase provided to employees either at the start of the fiscal year or in January			