

DEKALB COUNTY SCHOOL SYSTEM

SALARY SCHEDULE E

2005-2006

100-DAY PROFESSIONAL PERSONNEL

PROFESSIONAL INFIELD CERTIFICATE BASED ON BACHELORS' DEGREE			PROFESSIONAL INFIELD CERTIFICATE BASED ON MASTERS' DEGREE			PROFESSIONAL INFIELD CERTIFICATE BASED ON SPECIALISTS' DEGREE			PROFESSIONAL INFIELD CERTIFICATE BASED ON DOCTORS' DEGREE		
SALARY ANNUAL	MONTHLY	STEP	SALARY ANNUAL	MONTHLY	STEP	SALARY ANNUAL	MONTHLY	STEP	SALARY ANNUAL	MONTHLY	STEP
\$38,400	\$3,200	E04 01	\$40,704	\$3,392	E05 01	\$44,520	\$3,710	E06 01	\$48,896	\$4,058	E07 01
202,1053	daily		214,2316	daily		234,3158	daily		256,2047	daily	
38,400	\$3,200	E04 02	40,704	3,392	E05 02	44,520	3,710	E06 02	48,896	4,058	E07 02
202,1053	daily		214,2316	daily		234,3158	daily		256,2047	daily	
38,700	3,225	E04 03	41,004	3,417	E05 03	44,820	3,735	E06 03	48,998	4,083	E07 03
203,8842	daily		215,8105	daily		235,8947	daily		257,8737	daily	
39,000	3,250	E04 04	41,940	3,495	E05 04	45,876	3,823	E06 04	50,172	4,181	E07 04
205,2632	daily		220,7368	daily		241,4526	daily		264,0632	daily	
39,516	3,293	E04 05	43,212	3,601	E05 05	47,256	3,938	E06 05	51,884	4,307	E07 05
207,9789	daily		227,4316	daily		248,7158	daily		272,0211	daily	
40,704	3,392	E04 06	44,520	3,710	E05 06	48,896	4,058	E06 06	53,256	4,438	E07 06
214,2316	daily		234,3158	daily		256,2047	daily		280,2047	daily	
41,040	3,495	E04 07	45,876	3,823	E05 07	50,172	4,181	E06 07	54,864	4,572	E07 07
220,7368	daily		241,4526	daily		264,0632	daily		288,7579	daily	
43,212	3,601	E04 08	47,256	3,938	E05 08	51,884	4,307	E06 08	56,532	4,711	E07 08
227,4316	daily		248,7158	daily		272,0211	daily		297,5368	daily	
44,520	3,710	E04 09	48,896	4,058	E05 09	53,256	4,438	E06 09	58,248	4,854	E07 09
234,3158	daily		256,2047	daily		280,2047	daily		306,5684	daily	
45,876	3,823	E04 10	50,172	4,181	E05 10	54,864	4,572	E06 10	60,012	5,001	E07 10
241,4526	daily		264,0632	daily		288,7579	daily		315,8526	daily	
47,256	3,938	E04 11	51,884	4,307	E05 11	56,532	4,711	E06 11	61,824	5,152	E07 11
248,7158	daily		272,0211	daily		297,5368	daily		325,3895	daily	
48,896	4,058	E04 12	53,256	4,438	E05 12	58,248	4,854	E06 12	63,896	5,308	E07 12
256,2047	daily		280,2047	daily		306,5684	daily		335,2421	daily	
50,172	4,181	E04 13	54,864	4,572	E05 13	60,012	5,001	E06 13	65,828	5,469	E07 13
264,0632	daily		288,7579	daily		315,8526	daily		345,4105	daily	
51,884	4,307	E04 14	56,532	4,711	E05 14	61,824	5,152	E06 14	67,820	5,635	E07 14
272,0211	daily		297,5368	daily		325,3895	daily		355,8247	daily	
52,716	4,393	E04 15	58,248	4,854	E05 15	63,896	5,308	E06 15	69,800	5,800	E07 15
277,4526	daily		306,5684	daily		335,2421	daily		366,3158	daily	
52,716	4,393	E04 16	60,012	5,001	E05 16	65,828	5,469	E06 16	71,472	5,956	E07 16
277,4526	daily		315,8526	daily		345,4105	daily		376,1884	daily	
52,716	4,393	E04 17	61,212	5,101	E05 17	66,936	5,578	E06 17	72,900	6,075	E07 17
277,4526	daily		322,1684	daily		352,2947	daily		383,6842	daily	
53,748	4,479	E04 18	61,212	5,101	E05 18	66,936	5,578	E06 18	72,900	6,075	E07 18
282,8842	daily		322,1684	daily		352,2947	daily		383,6842	daily	
53,748	4,479	E04 19	61,212	5,101	E05 19	66,936	5,578	E06 19	72,900	6,075	E07 19
282,8842	daily		322,1684	daily		352,2947	daily		383,6842	daily	
53,748	4,479	E04 20	62,412	5,201	E05 20	68,256	5,688	E06 20	74,328	6,194	E07 20
282,8842	daily		328,4842	daily		359,2421	daily		391,2000	daily	
54,780	4,565	E04 21	62,412	5,201	E05 21	68,256	5,688	E06 21	74,328	6,194	E07 21
288,3158	daily		328,4842	daily		359,2421	daily		391,2000	daily	
			62,412	5,201	E05 22	68,256	5,688	E06 22	74,328	6,194	E07 22
			328,4842	daily		359,2421	daily		391,2000	daily	
			63,612	5,301	E05 23	69,564	5,797	E06 23	75,756	6,313	E07 23
			334,8000	daily		366,1263	daily		398,7158	daily	
PROVISIONAL BT4 CERTIFICATE SALARY:						\$33,036	\$2,753	E00 00			
						17,3,8737	daily				
*Certified staff holding BT4 certificates will receive						\$33,036	regardless of experience.				

PLACEMENT ON THE SALARY SCHEDULE FOR DEKALB TEACHERS

A. Procedures Relating to Initial Placement on the Salary Schedule

A teacher employed by the DeKalb County Board of Education will receive a salary based on the verified experience and the highest, valid, in-field teaching certificate on file in the Staff Services Unit of the Department of Human Resources.

1. Teachers having no teaching certificate will be compensated at the BT-4 certification rate which is \$173.87 daily.
2. Teachers who are not currently certified in Georgia and who have not completed a professional education program will likely receive a nonprofessional NT-4 teaching certificate valid for five years with compensation at the rate of \$173.87 daily.
3. Teachers who present a valid, in-field T-4, DT-4, professional NT-4, PBT-4 or higher-level, valid, in-field teaching certificate will be granted credit for experience and placed on Salary Schedule "E" in accordance with the following regulations:
 - a. Prior experience in professional positions in the DeKalb County School System will be recognized at full credit.
 - b. Experience in professional positions in other systems will be recognized at full credit. Experience is accepted on the basis of interpretation by the Department of Human Resources in accordance with Rule 160-5-2-.05 adopted by the Georgia Department of Education. The Rule is available on the Internet at www.doe.k12.ga.us.
 - c. Active military experience will be recognized to a maximum of three years as follows:

one year of experience for eight full months,
two years of experience for 20 full months, or
three years of experience for 32 full months or more.

B. Procedures Relating to Midyear Adjustments in Salary

1. When a higher-level, valid, in-field teaching certificate is received midyear, salary is adjusted to the effective date of the higher level on the certificate or to the date of employment, whichever is more recent; however, a salary adjustment will not be made applicable to a previous fiscal year.
2. Verification of prior service will merit an appropriate salary adjustment provided an in-field teaching certificate higher than a BT-4, nonprofessional NT-4, or IT-4 is on file in the Staff Services Unit of the Department of Human Resources; however, a salary adjustment will not be made applicable to a previous fiscal year. Any salary adjustment due for a new certificate will be included in all remaining paychecks for the academic year for the respective employee.

C. Annual Advancement on the Salary Schedule

The contract salary of a ten-month teacher holding a valid, professional, in-field teaching certificate will be advanced to the next consecutive step on the salary schedule unless (1) the annual performance evaluation is unsatisfactory, (2) QBE or SACS requirements have not been met, (3) the maximum progression step for the position has been reached, (4) services were contracted for fewer than 120 days in the previous academic year, or (5) the DeKalb County Board of Education does not approve funds for step advancement on the salary schedule.

A teacher may advance only one step on the salary schedule per year and must work one year on each step. Step advancement normally occurs only at the beginning of an academic year.

D. Salary Schedule Placement for a Teacher Employed Fewer Than Twenty Days

Certificated employees who resign for a reason other than a disabling health problem prior to completing 20 days of service during a contract year will be paid on the basis of a substitute teacher's unit rate which is \$90 per day during the 2005-2006 academic year.