

# DEKALB COUNTY SCHOOL SYSTEM Salary Schedule E

2008 - 2009  
190 Day Certified 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	
	Slot E04		Slot E05		Slot E06		Slot E07	
	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
<b>Step 01</b>	\$41,844	\$3,487	\$44,352	\$3,696	\$48,516	\$4,043	\$53,052	\$4,421
<b>Step 02</b>	\$41,844	\$3,487	\$44,352	\$3,696	\$48,516	\$4,043	\$53,052	\$4,421
<b>Step 03</b>	\$42,144	\$3,512	\$44,652	\$3,721	\$48,816	\$4,068	\$53,352	\$4,446
<b>Step 04</b>	\$42,504	\$3,542	\$45,696	\$3,808	\$49,992	\$4,166	\$54,660	\$4,555
<b>Step 05</b>	\$43,056	\$3,588	\$47,076	\$3,923	\$51,480	\$4,290	\$56,316	\$4,693
<b>Step 06</b>	\$44,352	\$3,696	\$48,516	\$4,043	\$53,052	\$4,421	\$58,020	\$4,835
<b>Step 07</b>	\$45,696	\$3,808	\$49,992	\$4,166	\$54,660	\$4,555	\$59,772	\$4,981
<b>Step 08</b>	\$47,076	\$3,923	\$51,480	\$4,290	\$56,316	\$4,693	\$61,596	\$5,133
<b>Step 09</b>	\$48,516	\$4,043	\$53,052	\$4,421	\$58,020	\$4,835	\$63,456	\$5,288
<b>Step 10</b>	\$49,992	\$4,166	\$54,660	\$4,555	\$59,772	\$4,981	\$65,388	\$5,449
<b>Step 11</b>	\$51,480	\$4,290	\$56,316	\$4,693	\$61,596	\$5,133	\$67,356	\$5,613
<b>Step 12</b>	\$53,052	\$4,421	\$58,020	\$4,835	\$63,456	\$5,288	\$69,408	\$5,784
<b>Step 13</b>	\$54,660	\$4,555	\$59,772	\$4,981	\$65,388	\$5,449	\$71,508	\$5,959
<b>Step 14</b>	\$56,316	\$4,693	\$61,596	\$5,133	\$67,356	\$5,613	\$73,668	\$6,139
<b>Step 15</b>	\$57,432	\$4,786	\$63,456	\$5,288	\$69,408	\$5,784	\$75,828	\$6,319
<b>Step 16</b>	\$57,432	\$4,786	\$65,388	\$5,449	\$71,508	\$5,959	\$77,868	\$6,489
<b>Step 17</b>	\$57,432	\$4,786	\$66,696	\$5,558	\$72,936	\$6,078	\$79,428	\$6,619
<b>Step 18</b>	\$58,548	\$4,879	\$66,696	\$5,558	\$72,936	\$6,078	\$79,428	\$6,619
<b>Step 19</b>	\$58,548	\$4,879	\$66,696	\$5,558	\$72,936	\$6,078	\$79,428	\$6,619
<b>Step 20</b>	\$58,548	\$4,879	\$68,004	\$5,667	\$74,364	\$6,197	\$80,976	\$6,748
<b>Step 21</b>	\$59,688	\$4,974	\$68,004	\$5,667	\$74,364	\$6,197	\$80,976	\$6,748
<b>Step 22</b>			\$68,004	\$5,667	\$74,364	\$6,197	\$80,976	\$6,748
<b>Step 23</b>			\$69,300	\$5,775	\$75,792	\$6,316	\$82,536	\$6,878

**PROVISIONAL BT4 CERTIFICATE SALARY:**

**Annual**  
\$36,000  
**Monthly**  
\$3,000 E00 Step 00  
\$189.47 Daily

\*Certified staff holding BT4 certificates will receive \$36,000.00 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 Division of Human Resources.

1. Teachers having no teaching certificate will be compensated at the BT-4 certification rate which is \$189.47 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 \$189.47 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 <http://www.doe.k12.ga.us/>.
  - c. Active military experience with an honorable discharge 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 Division 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.

### 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 2008-2009 academic year.