

2016 / 2017

Clayton County Public Schools

COMPENSATION HANDBOOK

**Clayton County Public Schools
1058 Fifth Avenue
Jonesboro, Georgia 30236
(770) 473-2700**

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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
2016-2017 School Year(190 Day)**

T1 & T2+ vocational degrees
T4 = BA
T5 = MA
T6 = Specialist
T7 = PhD

Step	T-1 Total	T-2 Total	T-4 Total	T-5 Total	T-6 Total	T-7 Total
E,1,2	\$ 38,977	\$ 39,961	\$ 43,517	\$ 48,673	\$ 52,740	\$ 57,858
3	\$ 39,963	\$ 40,975	\$ 44,560	\$ 49,872	\$ 54,096	\$ 59,362
4	\$ 40,225	\$ 41,209	\$ 44,765	\$ 49,921	\$ 54,300	\$ 59,418
5	\$ 40,329	\$ 41,313	\$ 44,869	\$ 50,025	\$ 54,404	\$ 59,522
6	\$ 40,433	\$ 41,417	\$ 44,973	\$ 50,129	\$ 54,508	\$ 59,626
7	\$ 40,537	\$ 41,521	\$ 45,077	\$ 50,233	\$ 56,307	\$ 60,563
8	\$ 40,993	\$ 41,926	\$ 45,285	\$ 52,018	\$ 58,894	\$ 63,205
9	\$ 42,860	\$ 43,136	\$ 46,218	\$ 53,589	\$ 60,240	\$ 65,149
10	\$ 42,860	\$ 43,136	\$ 46,218	\$ 53,589	\$ 60,240	\$ 67,044
11	\$ 43,545	\$ 44,653	\$ 48,188	\$ 55,100	\$ 61,938	\$ 67,148
12	\$ 43,545	\$ 44,653	\$ 48,188	\$ 55,100	\$ 61,938	\$ 67,148
13	\$ 46,185	\$ 46,990	\$ 51,653	\$ 58,221	\$ 64,768	\$ 71,028
14	\$ 46,185	\$ 46,990	\$ 51,653	\$ 58,221	\$ 64,768	\$ 71,028
15	\$ 48,718	\$ 49,769	\$ 53,288	\$ 60,053	\$ 66,797	\$ 73,245
16	\$ 48,718	\$ 49,769	\$ 53,288	\$ 60,053	\$ 66,797	\$ 73,245
17	\$ 50,288	\$ 51,374	\$ 54,962	\$ 61,930	\$ 68,877	\$ 75,518
18	\$ 50,288	\$ 51,374	\$ 54,962	\$ 61,930	\$ 68,877	\$ 75,518
19	\$ 51,894	\$ 53,019	\$ 56,892	\$ 64,069	\$ 71,224	\$ 78,064
20	\$ 51,894	\$ 53,019	\$ 56,892	\$ 64,069	\$ 71,224	\$ 78,064
21	\$ 53,380	\$ 54,702	\$ 58,488	\$ 65,880	\$ 73,250	\$ 80,296
22	\$ 53,540	\$ 54,863	\$ 58,649	\$ 66,042	\$ 73,411	\$ 80,456
23	\$ 55,064	\$ 56,427	\$ 60,288	\$ 67,903	\$ 75,493	\$ 82,749
24	\$ 55,226	\$ 56,588	\$ 60,450	\$ 68,063	\$ 75,654	\$ 82,910
25	\$ 56,791	\$ 58,195	\$ 62,133	\$ 69,976	\$ 77,795	\$ 85,268
26	\$ 56,952	\$ 58,355	\$ 62,294	\$ 70,136	\$ 77,955	\$ 85,429
27	\$ 58,560	\$ 60,004	\$ 64,024	\$ 72,101	\$ 80,154	\$ 87,852
28	\$ 58,721	\$ 60,166	\$ 64,185	\$ 72,262	\$ 80,315	\$ 88,014
29	\$ 58,881	\$ 60,326	\$ 64,345	\$ 72,422	\$ 80,476	\$ 88,174
30	\$ 59,042	\$ 60,487	\$ 64,507	\$ 72,583	\$ 80,636	\$ 88,335
31	\$ 59,203	\$ 60,647	\$ 64,667	\$ 72,743	\$ 80,797	\$ 88,495
32	\$ 59,364	\$ 60,808	\$ 64,828	\$ 72,905	\$ 80,957	\$ 88,656
33	\$ 59,524	\$ 60,968	\$ 64,988	\$ 73,065	\$ 81,118	\$ 88,817
34	\$ 59,685	\$ 61,130	\$ 65,149	\$ 73,226	\$ 81,279	\$ 88,978
35	\$ 59,845	\$ 61,290	\$ 65,309	\$ 73,386	\$ 81,440	\$ 89,138
36+	\$ 60,006	\$ 61,451	\$ 65,471	\$ 73,547	\$ 81,600	\$ 89,299

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)
2016-2017 School Year(190 Day)**

Step	T-1 Total	T-2 Total	T-4 Total	T-5 Total	T-6 Total	T-7 Total
E,1,2	\$ 3,248	\$ 3,330	\$ 3,626	\$ 4,056	\$ 4,395	\$ 4,822
3	\$ 3,330	\$ 3,415	\$ 3,713	\$ 4,156	\$ 4,508	\$ 4,947
4	\$ 3,352	\$ 3,434	\$ 3,730	\$ 4,160	\$ 4,525	\$ 4,952
5	\$ 3,361	\$ 3,443	\$ 3,739	\$ 4,169	\$ 4,534	\$ 4,960
6	\$ 3,369	\$ 3,451	\$ 3,748	\$ 4,177	\$ 4,542	\$ 4,969
7	\$ 3,378	\$ 3,460	\$ 3,756	\$ 4,186	\$ 4,692	\$ 5,047
8	\$ 3,416	\$ 3,494	\$ 3,774	\$ 4,335	\$ 4,908	\$ 5,267
9	\$ 3,572	\$ 3,595	\$ 3,851	\$ 4,466	\$ 5,020	\$ 5,429
10	\$ 3,572	\$ 3,595	\$ 3,851	\$ 4,466	\$ 5,020	\$ 5,587
11	\$ 3,629	\$ 3,721	\$ 4,016	\$ 4,592	\$ 5,162	\$ 5,596
12	\$ 3,629	\$ 3,721	\$ 4,016	\$ 4,592	\$ 5,162	\$ 5,596
13	\$ 3,849	\$ 3,916	\$ 4,304	\$ 4,852	\$ 5,397	\$ 5,919
14	\$ 3,849	\$ 3,916	\$ 4,304	\$ 4,852	\$ 5,397	\$ 5,919
15	\$ 4,060	\$ 4,147	\$ 4,441	\$ 5,004	\$ 5,566	\$ 6,104
16	\$ 4,060	\$ 4,147	\$ 4,441	\$ 5,004	\$ 5,566	\$ 6,104
17	\$ 4,191	\$ 4,281	\$ 4,580	\$ 5,161	\$ 5,740	\$ 6,293
18	\$ 4,191	\$ 4,281	\$ 4,580	\$ 5,161	\$ 5,740	\$ 6,293
19	\$ 4,325	\$ 4,418	\$ 4,741	\$ 5,339	\$ 5,935	\$ 6,505
20	\$ 4,325	\$ 4,418	\$ 4,741	\$ 5,339	\$ 5,935	\$ 6,505
21	\$ 4,448	\$ 4,559	\$ 4,874	\$ 5,490	\$ 6,104	\$ 6,691
22	\$ 4,462	\$ 4,572	\$ 4,887	\$ 5,503	\$ 6,118	\$ 6,705
23	\$ 4,589	\$ 4,702	\$ 5,024	\$ 5,659	\$ 6,291	\$ 6,896
24	\$ 4,602	\$ 4,716	\$ 5,037	\$ 5,672	\$ 6,305	\$ 6,909
25	\$ 4,733	\$ 4,850	\$ 5,178	\$ 5,831	\$ 6,483	\$ 7,106
26	\$ 4,746	\$ 4,863	\$ 5,191	\$ 5,845	\$ 6,496	\$ 7,119
27	\$ 4,880	\$ 5,000	\$ 5,335	\$ 6,008	\$ 6,680	\$ 7,321
28	\$ 4,893	\$ 5,014	\$ 5,349	\$ 6,022	\$ 6,693	\$ 7,334
29	\$ 4,907	\$ 5,027	\$ 5,362	\$ 6,035	\$ 6,706	\$ 7,348
30	\$ 4,920	\$ 5,041	\$ 5,376	\$ 6,049	\$ 6,720	\$ 7,361
31	\$ 4,934	\$ 5,054	\$ 5,389	\$ 6,062	\$ 6,733	\$ 7,375
32	\$ 4,947	\$ 5,067	\$ 5,402	\$ 6,075	\$ 6,746	\$ 7,388
33	\$ 4,960	\$ 5,081	\$ 5,416	\$ 6,089	\$ 6,760	\$ 7,401
34	\$ 4,974	\$ 5,094	\$ 5,429	\$ 6,102	\$ 6,773	\$ 7,415
35	\$ 4,987	\$ 5,107	\$ 5,442	\$ 6,116	\$ 6,787	\$ 7,428
36+	\$ 5,001	\$ 5,121	\$ 5,456	\$ 6,129	\$ 6,800	\$ 7,442

Note: Above schedule is divided into 12 equal payments (paid from September 2016 through August 2017)

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)
2016-2017 School Year (190 Day)**

Step	T-1 Total	T-2 Total	T-4 Total	T-5 Total	T-6 Total	T-7 Total
E,1,2	2,998	3,074	3,347	3,744	4,057	4,451
3	3,074	3,152	3,428	3,836	4,161	4,566
4	3,094	3,170	3,443	3,840	4,177	4,571
5	3,102	3,178	3,451	3,848	4,185	4,579
6	3,110	3,186	3,459	3,856	4,193	4,587
7	3,118	3,194	3,467	3,864	4,331	4,659
8	3,153	3,225	3,483	4,001	4,530	4,862
9	3,297	3,318	3,555	4,122	4,634	5,011
10	3,297	3,318	3,555	4,122	4,634	5,157
11	3,350	3,435	3,707	4,238	4,764	5,165
12	3,350	3,435	3,707	4,238	4,764	5,165
13	3,553	3,615	3,973	4,479	4,982	5,464
14	3,553	3,615	3,973	4,479	4,982	5,464
15	3,748	3,828	4,099	4,619	5,138	5,634
16	3,748	3,828	4,099	4,619	5,138	5,634
17	3,868	3,952	4,228	4,764	5,298	5,809
18	3,868	3,952	4,228	4,764	5,298	5,809
19	3,992	4,078	4,376	4,928	5,479	6,005
20	3,992	4,078	4,376	4,928	5,479	6,005
21	4,106	4,208	4,499	5,068	5,635	6,177
22	4,118	4,220	4,511	5,080	5,647	6,189
23	4,236	4,341	4,638	5,223	5,807	6,365
24	4,248	4,353	4,650	5,236	5,820	6,378
25	4,369	4,477	4,779	5,383	5,984	6,559
26	4,381	4,489	4,792	5,395	5,997	6,571
27	4,505	4,616	4,925	5,546	6,166	6,758
28	4,517	4,628	4,937	5,559	6,178	6,770
29	4,529	4,640	4,950	5,571	6,190	6,783
30	4,542	4,653	4,962	5,583	6,203	6,795
31	4,554	4,665	4,974	5,596	6,215	6,807
32	4,566	4,678	4,987	5,608	6,227	6,820
33	4,579	4,690	4,999	5,620	6,240	6,832
34	4,591	4,702	5,011	5,633	6,252	6,844
35	4,603	4,715	5,024	5,645	6,265	6,857
36+	4,616	4,727	5,036	5,657	6,277	6,869

Note: Above schedule is divided into 13 equal payments (paid from August 2016 through August 2017)

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)
2016-2017 School Year (190 Day)**

Step	T-1 Total	T-2 Total	T-4 Total	T-5 Total	T-6 Total	T-7 Total
E,1,2	2,784	2,854	3,108	3,477	3,767	4,133
3	2,855	2,927	3,183	3,562	3,864	4,240
4	2,873	2,943	3,197	3,566	3,879	4,244
5	2,881	2,951	3,205	3,573	3,886	4,252
6	2,888	2,958	3,212	3,581	3,893	4,259
7	2,896	2,966	3,220	3,588	4,022	4,326
8	2,928	2,995	3,235	3,716	4,207	4,515
9	3,061	3,081	3,301	3,828	4,303	4,653
10	3,061	3,081	3,301	3,828	4,303	4,789
11	3,110	3,190	3,442	3,936	4,424	4,796
12	3,110	3,190	3,442	3,936	4,424	4,796
13	3,299	3,356	3,690	4,159	4,626	5,073
14	3,299	3,356	3,690	4,159	4,626	5,073
15	3,480	3,555	3,806	4,290	4,771	5,232
16	3,480	3,555	3,806	4,290	4,771	5,232
17	3,592	3,670	3,926	4,424	4,920	5,394
18	3,592	3,670	3,926	4,424	4,920	5,394
19	3,707	3,787	4,064	4,576	5,087	5,576
20	3,707	3,787	4,064	4,576	5,087	5,576
21	3,813	3,907	4,178	4,706	5,232	5,735
22	3,824	3,919	4,189	4,717	5,244	5,747
23	3,933	4,030	4,306	4,850	5,392	5,911
24	3,945	4,042	4,318	4,862	5,404	5,922
25	4,056	4,157	4,438	4,998	5,557	6,091
26	4,068	4,168	4,450	5,010	5,568	6,102
27	4,183	4,286	4,573	5,150	5,725	6,275
28	4,194	4,298	4,585	5,162	5,737	6,287
29	4,206	4,309	4,596	5,173	5,748	6,298
30	4,217	4,320	4,608	5,185	5,760	6,310
31	4,229	4,332	4,619	5,196	5,771	6,321
32	4,240	4,343	4,631	5,207	5,783	6,333
33	4,252	4,355	4,642	5,219	5,794	6,344
34	4,263	4,366	4,654	5,230	5,806	6,356
35	4,275	4,378	4,665	5,242	5,817	6,367
36+	4,286	4,389	4,676	5,253	5,829	6,379

Note: Above schedule is divided into 14 equal payments (paid from July 2016 through August 2017)

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

**Clayton County Public Schools
10 Month Counselor Annual Salary Schedule
2016-2017 School Year(200 Day)**

Step	T-1 Total	T-2 Total	T-4 Total	T-5 Total	T-6 Total	T-7 Total
E,1,2	41,029	42,065	45,807	51,235	55,516	60,903
3	42,066	43,132	46,905	52,497	56,943	62,486
4	42,342	43,378	47,121	52,548	57,158	62,546
5	42,452	43,487	47,230	52,658	57,268	62,655
6	42,561	43,597	47,340	52,767	57,377	62,765
7	42,671	43,706	47,449	52,877	59,270	63,751
8	43,150	44,132	47,668	54,755	61,994	66,532
9	45,116	45,406	48,650	56,410	63,410	68,578
10	45,116	45,406	48,650	56,410	63,410	70,572
11	45,837	47,004	50,725	58,000	65,198	70,682
12	45,837	47,004	50,725	58,000	65,198	70,682
13	48,616	49,463	54,372	61,285	68,176	74,767
14	48,616	49,463	54,372	61,285	68,176	74,767
15	51,282	52,388	56,093	63,214	70,312	77,100
16	51,282	52,388	56,093	63,214	70,312	77,100
17	52,934	54,078	57,855	65,190	72,502	79,493
18	52,934	54,078	57,855	65,190	72,502	79,493
19	54,626	55,809	59,886	67,441	74,973	82,173
20	54,626	55,809	59,886	67,441	74,973	82,173
21	56,189	57,582	61,566	69,348	77,105	84,522
22	56,358	57,750	6,136	69,517	77,275	84,691
23	57,963	59,397	63,461	71,477	79,466	87,104
24	58,132	59,566	63,631	71,646	79,636	87,274
25	59,780	61,258	65,403	73,659	81,889	89,756
26	59,949	61,426	65,573	73,827	82,058	89,926
27	61,642	63,163	67,394	75,895	84,373	92,476
28	61,812	63,332	67,563	76,065	84,542	92,646
29	61,980	63,501	67,732	76,234	84,711	92,815
30	62,150	63,670	67,902	76,403	84,880	92,984
31	62,318	63,839	68,070	76,572	85,050	93,153
32	62,488	64,009	68,240	76,742	85,218	93,323
33	62,657	64,177	68,409	76,910	85,388	93,491
34	62,826	64,347	68,578	77,080	85,556	93,661
35	62,995	64,516	68,747	77,249	85,726	93,829
36+	63,165	64,685	68,916	77,418	85,895	93,999

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

**Clayton County Public Schools
11 Month Counselor Annual Salary Schedule
2016-2017 School Year(220 Day)**

Step	T-1 Total	T-2 Total	T-4 Total	T-5 Total	T-6 Total	T-7 Total
E,1,2	45,131	46,271	50,388	56,358	61,068	66,994
3	46,273	47,445	51,596	57,747	62,637	68,735
4	46,576	47,716	51,833	57,803	62,874	68,800
5	46,697	47,836	51,953	57,924	62,995	68,921
6	46,817	47,956	52,074	58,044	63,115	69,041
7	46,938	48,077	52,194	58,165	65,197	70,125
8	47,465	48,545	52,435	60,231	68,193	73,185
9	49,628	49,947	53,515	62,051	69,751	75,435
10	49,628	49,947	53,515	62,051	69,751	77,629
11	50,420	51,704	55,797	63,800	71,718	77,750
12	50,420	51,704	55,797	63,800	71,718	77,750
13	53,478	54,409	59,809	67,414	74,994	82,243
14	53,478	54,409	59,809	67,414	74,994	82,243
15	56,411	57,627	61,702	69,535	77,343	84,810
16	56,411	57,627	61,702	69,535	77,343	84,810
17	58,228	59,486	63,641	71,709	79,752	87,442
18	58,228	59,486	63,641	71,709	79,752	87,442
19	60,088	61,390	65,875	74,185	82,470	90,390
20	60,088	61,390	65,875	74,185	82,470	90,390
21	61,808	63,340	67,723	76,283	84,816	92,974
22	61,993	63,525	67,911	76,469	85,002	93,160
23	63,759	65,336	69,808	78,625	87,413	95,815
24	63,945	65,523	69,994	78,810	87,600	96,002
25	65,758	67,383	71,944	81,025	90,078	98,731
26	65,944	67,569	72,130	81,210	90,263	98,918
27	67,806	69,479	74,133	83,485	92,810	101,724
28	67,993	69,665	74,320	83,672	92,996	101,911
29	68,178	69,851	74,505	83,857	93,182	102,096
30	68,365	70,038	74,692	84,044	93,368	102,283
31	68,550	70,223	74,877	84,229	93,555	102,468
32	68,737	70,410	75,064	84,416	93,740	102,655
33	68,922	70,595	75,249	84,601	93,927	102,840
34	69,109	70,782	75,436	84,788	94,112	103,027
35	69,295	70,967	75,621	84,973	94,299	103,212
36+	69,481	71,154	75,808	85,160	94,484	103,399

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
4955	AUTISM SPECIALIST	200	8
4945	BEHAVIOR INTERVENTION SPEC.	190	8
4961	COUNSELOR - 11 MONTHS	220	8
4963	COUNSELOR/TITLE III INT. ADV.	200	8
4964	COUNSELOR- GRADE 9	200	8
4960	COUNSELOR-GUIDANCE	200	8
4800	DATA ANALYST	220	8
4980	GLOBAL TEACHERS-ECE	190	8
4981	GLOBAL TEACHERS- ELA	190	8
4990	GLOBAL TEACHERS- HIGH SCHOOL ELITE SCHOLARS	190	8
4982	GLOBAL TEACHERS- MATH	190	8
4984	GLOBAL TEACHERS-S STUDIES	190	8
4983	GLOBAL TEACHERS-SCIENCE	190	8
4985	GLOBAL TEACHERS -SPECIAL ED	190	8
4986	GLOBAL TEACHERS - WORLD LANGUAGE	190	8
4948	GNETS BEHAVIOR SPECIALIST (SM)	190	8
4947	GNETS SUPERVISOR (SOUTH METRO)	200	8
4970	MEDIA SPECIALIST	190	8
4971	MEDIA SPECIALIST - ELITE SCHOLARS	190	8
4962	SCHOOL COUNSELING SPECIALIST	200	8
491A	SITE INSTRUCTIONAL FACILITATOR	190	8
491B	SITE INST. FACILITATOR - HS ELITE SCHOLARS	190	8
4935	SPECIAL ED COMPLIANCE SPEC.	220	8
50FM	TEACH-SPEC ED- INTER- HS ELITE SCHOLARS	190	8
50BM	TEACHER - ART -HS ELITE SCHOLARS	190	8
50FB	TEACHER - AUTISM GEN. CURR	190	8
50CA	TEACHER - DANCE ELEMENTARY	190	8
50AW	TEACHER - ESOL HS ELITE SCHOLARS	190	8
50CB	TEACHER -THEATRE ELEMENTARY	190	8
50F1	TEACHER - ADAPTED PE	190	8
50EB	TEACHER - AGRI SCIENCE	190	8
50C2	TEACHER - ART ELEMENTARY	190	8

Clayton County Public Schools
Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
50D2	TEACHER - ART HIGH SCHOOL	190	8
50B0	TEACHER - ART MIDDLE SCHOOL	190	8
50HA	TEACHER - ART THERAPY	190	8
50FJ	TEACHER - ASSISTIVE TECHNOLOGY	190	8
50G9	TEACHER - AUDIOLOGIST	190	8
50FP	TEACHER - AUTISM- ADAPTED CURR.	190	8
50ES	TEACHER - AUTOMOTIVE	190	8
50C8	TEACHER - BAND	190	8
50E9	TEACHER - BROADCAST JOURNALISM	190	8
50E2	TEACHER - BUSINESS EDUCATION	190	8
50D0	TEACHER - CHORUS	190	8
50B7	TEACHER - COMPUTER TECH MID SCH	190	8
50BX	TEACHER- CONNECTIONS MIDDLE SCH	190	8
50E7	TEACHER - CONSTRUCTION	190	8
50E6	TEACHER - COSMETOLOGY	190	8
50BE	TEACHER - DANCE HIGH SCHOOL	190	8
50BV	TEACHER - DANCE MIDDLE SCHOOL	190	8
50BF	TEACHER - DRAMA HIGH SCHOOL	190	8
50BZ	TEACHER - DRAMA MIDDLE SCHOOL	190	8
50AE	TEACHER - EARLY INTERVENTION 1-3	190	8
50AG	TEACHER - EARLY INTERVENTION 4 -5	190	8
50AC	TEACHER - EARLY INTERVENTION- KDG	190	8
50AU	TEACHER - EIGHTH GD HS ELITE SCHOLARS	190	8
50F4	TEACHER - EMOTION BEH. DIS (EBD)	190	8
50D4	TEACHER- ENGINEERING /TECHNOLOGY	190	8
500B	TEACHER - ESOL	190	8
50B4	TEACHER - FACS MIDDLE SCHOOL	190	8
50D3	TEACHER - FAM CONSUMER SCIENCE	190	8
50A5	TEACHER- FIFTH GRADE	190	8
50A1	TEACHER - FIRST GRADE	190	8
50FQ	TEACHER - FMID- ADAPTED CURR.	190	8
50A4	TEACHER - FOURTH GRADE	190	8

Clayton County Public Schools

Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
50AV	TEACHER - GENERAL HS ELITE SCHOLARS	190	8
50BD	TEACHER - GENERAL MUSIC HIGH	190	8
50F2	TEACHER - GIFTED ECE	190	8
50F6	TEACHER - GIFTED ELA	190	8
50FU	TEACHER -GIFTED	190	8
50FW	TEACHER - GIFTED HS ELITE SCHOLARS	190	8
50FY	TEACHER - GIFTED ELITE SCHOLARS - S STUDIES	190	8
50FX	TEACHER - GIFTED ELITE SCHOLARS - SCIENCE	190	8
50F7	TEACHER - GIFTED MATH	190	8
50FG	TEACHER - GIFTED S STUDIES	190	8
50FA	TEACHER - GIFTED SCIENCE	190	8
50HD	TEACHER - GNETS (SOUTH METRO)	190	8
50E4	TEACHER - HEALTHCARE SCIENCE	190	8
50F8	TEACHER - HEARING IMPAIRED (HI)	190	8
50C7	TEACHER- HOSPITAL HOMEBOUND	190	8
50D7	TEACHER - INFORMATION TECHNOLOGY	190	8
50FS	TEACHER - INTERRELATED SPEC ED	190	8
50A0	TEACHER - KINDERGARTEN	190	8
50CI	TEACHER - LANG ARTS MIDDLE SCHOOL	190	8
50BN	TEACHER - LANG ARTS ELITE SCHOLARS	190	8
50DN	TEACHER -LANGUAGE ARTS	190	8
50ED	TEACHER - LAW AND JUSTICE	190	8
50E1	TEACHER - MARKETING EDUCATION	190	8
50DP	TEACHER - MATH	190	8
50BP	TEACHER - MATH HS ELITE SCHOLARS	190	8
50CM	TEACHER - MATH MIDDLE SCHOOL	190	8
50G4	TEACHER - MIDLY INTEL DIS (MID)	190	8
50GS	TEACHER - MOD. INTEL DISAB. (MOID)	190	8
50FE	TEACHER - MOID /SID / PID	190	8
50C0	TEACHER - MUSIC ELEMENTARY	190	8
50G8	TEACHER - MUSIC THERAPY (MT)	190	8
50D1	TEACHER - ORCHESTRA	190	8

Clayton County Public Schools
Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
50G2	TEACHER -ORTHO IMPAIRED (OI)	190	8
50BT	TEACHER - PE ELITE SCHOLARS	190	8
50C4	TEACHER - PE ELEMENTARY	190	8
50DT	TEACHER - PE HIGH SCHOOL	190	8
50B6	TEACHER - PE MIDDLE SCHOOL	190	8
50C5	TEACHER - REMEDIAL LANG ARTS	190	8
50CY	TEACHER - REMEDIAL MATH	190	8
50DQ	TEACHER - SCIENCE	190	8
50BQ	TEACHER - SCIENCE ELITE SCHOLARS	190	8
50CP	TEACHER - SCIENCE MIDDLE SCHOOL	190	8
50A2	TEACHER - SECOND GRADE	190	8
50AT	TEACHER - SEVENTH GRADE ELITE SCHOLARS	190	8
50FF	TEACHER - SID / PID	190	8
50AS	TEACHER - SIXTH GRADE ELITE SCHOLARS	190	8
50FC	TEACHER -SLD / EBD/ MID	190	8
50DR	TEACHER - SOCIAL STUDIES	190	8
50BR	TEACHER -SOCIAL STUDIES ELITE SCHOLARS	190	8
50CR	TEACHER - SOCIAL STUDIES MID SCH	190	8
50F0	TEACHER - SPECIAL NEEDS PRESCHOOL	190	8
50F3	TEACHER - SPECIAL NEEDS KINDERGARTEN	190	8
50F9	TEACHER - SPEECH IMPAIRED (SI)	190	8
50BY	TEACHER - STUDY SKILLS M/S	190	8
50FS	TEACHER - SUPPORTED EMPLOYMENT	190	8
50B3	TEACHER - TECHNOLOGY MIDDLE SCHOOL	190	8
50A3	TEACHER - THIRD GRADE	190	8
50C6	TEACHER - TITLE I	190	8
50E8	TEACHER - TRADE AND INDUSTRY	190	8
50D6	TEACHER - TV/ VIDEO TECHNOLOGY	190	8
50G0	TEACHER - VISUALLY IMPAIRED (VI)	190	8
50E3	TEACHER - WORK BASED LEARNING	190	8
50BS	TEACHER - WORLD LANGUAGE ELITE SCHOLARS	190	8
50B8	TEACHER - WORLD LANGUAGE MIDDLE SCHOOL	190	8

Clayton County Public Schools
Certified Teachers - Classifications by Title

Job Code	Position	Days per Year	Hours per Day
50CN	TEACHER - WORLD LANG - CHINESE	190	8
50CK	TEACHER - WORLD LANG - FRENCH	190	8
50CL	TEACHER - WORLD LANG - LATIN	190	8
50CJ	TEACHER - WORLD LANG - SPANISH	190	8
490A	TECHNICAL SPECIALIST - TEACHER	190	8
50HT	TRANSITION SPECIALIST SPEC .ED	190	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 120 days**) working full time in an LUA while under contract for state salary in a regular school term.

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

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

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

2. Half-time Employment – 90 days of full-time employment under contract during one school year or one year of one-half time employment under contract (117 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 220 days of full-time employment in one academic year or in two consecutive academic years may be composed of the sum of the number of full-time days plus the number of halftime days if two half-time days equate to one full-time day. The combination of fulltime and half-time employment shall have been earned during a period of continuous, uninterrupted service, either within the same academic year or in consecutive years.

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

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

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

1. Middle States Association of Colleges and Schools (MSA)
2. New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
3. New England Association of Schools and Colleges – Commission on Vocational, Technical, Career Institutions (NEASC-CVICI)
4. North Central Association of Colleges and Schools (NCA)
5. Northwest Association of Schools and Colleges (NASC)
6. Southern Association of Schools and Colleges (SACS)
7. Southern Association of Schools and Colleges – Commission on Occupational Education Institutions (SACS-COEI)
8. Western Association of Schools and Colleges (WASC)

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

(3) RESPONSIBILITY FOR VERIFYING AND AWARDING EXPERIENCE.

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

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

(4) REQUIREMENTS.

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

1. Serving in a professional position in an LUA in the United States.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

2. Serving in a professional position in a regionally/state accredited private elementary, middle, or secondary school. The school shall have been regionally/state accredited at the time the experience was earned.
 3. Serving as a teacher or educational administrator in a foreign country, provided the individual held a U.S. Equivalent of a bachelor's degree or higher and held educator credentials or other legal authorization for teaching in the foreign country during the time the experience was earned.
 4. Serving in a professional position in kindergarten, pre-kindergarten, or Head Start programs provided they are under the legal jurisdiction of a public school board, the state department of education or are regionally/state accredited.
 5. Teaching elementary and secondary school subjects and trade subjects to children or to adults, including veterans, provided the teaching was on a full-time basis and was under the direction of a local school administration, the state department of education, or any other state agency authorized to provide educational services to children in grades pre-kindergarten through 12th grade or authorized to teach elementary and secondary subjects to adults; e.g., in Georgia, these agencies include the Department of Children and Youth Services and the Department of Corrections.
 6. Serving in a professional full-time position in a clinical situation or in any special education center, including speech, reading, hearing, and psychological education centers.
 7. Serving as a professional, full-time librarian in a bookmobile, public library, Department of Defense library, or public school library shall be counted as experience for media specialists.
 8. Serving in a professional position in the U.S. Department of Education or in a state department of education.
 9. Serving in a professional position in the Georgia professional Standards 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.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

2. Serving in a teaching, supervisory, or leadership position in schools under the direction of the Georgia Department of Technical and Adult Education (DTAE) or in the DTAE, provided the experience was full-time and the individual held academic/professional rank or the equivalent.
 3. Teaching in the Peace Corps.
 4. Serving in a professional position in the U.S. Department of Education or in a state department of education.
 5. Serving in a professional position in a private elementary or secondary school so long as the school was regionally/state accredited at the time the experience was earned.
 6. Serving in any local unit of administration in a professional leadership position that does not require a certificate; e.g., school business manager, school personnel director, school facilities director/planner; school/community coordinator.
 7. For creditable experience as a school nutrition director, serving as a food service manager/supervisor in a public or private organization, provided the experience was full time. This includes administrative experience in the Child Nutrition Program in the U.S. Department of Agriculture and the American Dietetic Association approved internship, provided the internship was taken after the degree was earned; i.e., the internship was not a part of the degree program.
 8. Serving in a full-time, professional position in the Professional Standards Commission or Professional Practices Commission in Georgia and in their counterparts in any other state.
 9. Serving in a full-time, professional position in private industry that is job-related to the position the individual is entering in the local unit of administration. In this case, a maximum of three years' credit shall be granted for experience earned after July 1, 1995, and the individual shall be placed on Years of Creditable Experience 3, Salary Step 1.
- (c) Under any of the following limited conditions, each LUA shall recognize experience for which a degree is not required.
1. Serving on active duty in the Armed Forces of the United States.
 - (i) A maximum of three years' credit shall be allowed for military service according to the following schedule except for the requirements of the Veterans Reemployment Act.
 - 8 full months = 1 year
 - 20 full months = 2 years
 - 32 full months = 3 years
 - (ii) Six months of active military service combined with two or more months of teaching experience shall be counted as a full year for salary purposes, provided the military service interrupts continuous teaching or prevents entrance into teaching immediately following college graduation.
 - (iii) Teaching experience that is a part of military duty shall not be added to the maximum three-year credit limit.
 - (iv) The three years of military experience shall place an individual on Step 1 of the State Salary Schedule. Other creditable experience beyond this military experience shall be counted from Salary Step 1.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

- (v) Fewer than three years of creditable military experience shall place the individual on Salary Step E. In this case, after a year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1.
2. Working in specific vocational fields.
- (i) A maximum of three years' work experience in specific vocational fields is acceptable for salary purposes provided that it is beyond the first two years of work experience required for certification purposes (content of the teaching field); i.e., to receive three years' experience credit, the individual must have a minimum of five years' work experience.
- (ii) Three years of creditable work experience shall place the individual on Step 1 of the State Salary Schedule. All other creditable experience for such an individual shall be counted from Salary Step 1.
- (iii) Fewer than three years of creditable work experience shall place the individual on Salary Step E. In the latter case, after a year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1.
- (d) Each LUA shall not recognize the following experience for advancement on the state salary schedule.
1. Experience as a cooperative extension service agent earned prior to July 1, 1995.
 2. Supply/substitute teaching.
 3. Clerical or nonprofessional experience in an education institution.
 4. Service as a member of a board of education.
 5. Experience in private elementary, middle or secondary schools not holding regional/state accreditation.
 6. Experience in a college/university not holding regional accreditation.
 7. Experience in any college/university as an adjunct faculty member, graduate assistant, athletic coach (without teaching responsibilities), or office staff member shall not be counted.
 8. Occupational experience required for the issuance of a teaching certificate.
 9. Experience as a teacher aide, paraprofessional, or teacher assistant.
- (e) Each LUA shall place educators on the State Salary Schedule according to the following requirements.
1. An individual holding a **renewable, professional** teaching certificate and having zero years of experience shall be placed on Salary Step E. After one year of teaching in a Georgia LUA, that individual shall be advanced (i.e., skip years one and two to Salary Step 1 as if he/she had three years of creditable experience).
 2. An individual holding a **renewable, professional** teaching certificate and having one or two years of experience that was **not** earned in a Georgia LUA; e.g., out-of state or in a private school, shall be placed on Salary Step E until a year of experience has been earned in a Georgia LUA, at which time the individual shall be advanced to Salary Step 1 (three years creditable experience) on the State Salary Schedule.
 3. An individual holding a **renewable, professional** certificate and having three or more years of experience, who has not taught previously in a Georgia LUA, shall be placed on the Salary Step that corresponds to the individual's years of creditable experience; e.g., an individual with three years creditable experience not in a Georgia LUA shall be placed on Salary Step 1; an individual with four years of creditable experience shall be placed on Salary Step 2, etc.

Clayton County Public Schools

EXPERIENCE FOR SALARY PURPOSES

4. An individual holding a **provisional** certificate and having zero, one or two years of creditable experience earns one year of creditable experience for each year taught in a Georgia school system; however, this individual **shall not** advance (move from Salary Step E to Salary Step 1) on the Salary Schedule until either the professional certificate or three years of creditable experience have been earned; e.g., an individual with a provisional certificate and zero, one or two years of experience is listed at Salary Step E; the individual remains on Salary Step E until he/she has at least one year of creditable experience in the Georgia LUA and a professional certificate has been issued **or** three years have been earned on the provisional certificate. An individual with a provisional certificate and three years of creditable experience is placed on Salary Step 1. An individual with a provisional certificate and more than three years of experience is placed on the corresponding salary step; e.g., four years of experience equals Salary Step 2.
5. Individuals holding nonrenewable, professional (NT, NS, or NL) certificates with five-year validity dates and in fields that must be upgraded to a higher degree level 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, 190 days and based on CCPS coaching experience only.

Job Code	Position	Percent	# of Positions
H103	Athletic Director	15%	1
H110	Football, Head	23%	1
H109	Football, Head Spring	3%	1
H111	Football, 1st Asst.	12%	1
H112	Football, Asst.	10%	5
H117	JV Football Head	8%	1
H118	JV Football Asst.	7%	1
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

Job Code	Position	Percent	# of Positions
H174	Soccer, Asst., Girls	4%	1
H180	Golf, Head	4%	1
H190	Tennis, Boys	5%	1
H191	Tennis, Girls	5%	1
H200	Softball, Head	10%	1
H201	Softball, Asst.	4%	1
H210	Volleyball, Head, Girls	10%	1
H212	Volleyball, Asst., Girls	4%	1
H215	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

**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, 190 days.

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

Step	E, 1, 2	3	4	5	6	7	8	9,10	11,12	13,14	15,16	17,18	19,20	21+
T-4 State Salary	33,424	34,427	35,460	36,524	37,985	39,125	40,886	42,113	43,376	44,677	46,017	47,398	48,820	50,285
1%	334.24	344.27	354.60	365.24	379.85	391.25	408.86	421.13	433.76	446.77	460.17	473.98	488.20	502.85
2%	668.48	688.54	709.20	730.48	759.70	782.50	817.72	842.26	867.52	893.54	920.34	947.96	976.40	1,005.70
3%	1,002.72	1,032.81	1,063.80	1,095.72	1,139.55	1,173.75	1,226.58	1,263.39	1,301.28	1,340.31	1,380.51	1,421.94	1,464.60	1,508.55
4%	1,336.96	1,377.08	1,418.40	1,460.96	1,519.40	1,565.00	1,635.44	1,684.52	1,735.04	1,787.08	1,840.68	1,895.92	1,952.80	2,011.40
5%	1,671.20	1,721.35	1,773.00	1,826.20	1,899.25	1,956.25	2,044.30	2,105.65	2,168.80	2,233.85	2,300.85	2,369.90	2,441.00	2,514.25
6%	2,005.44	2,065.62	2,127.60	2,191.44	2,279.10	2,347.50	2,453.16	2,526.78	2,602.56	2,680.62	2,761.02	2,843.88	2,929.20	3,017.10
7%	2,339.68	2,409.89	2,482.20	2,556.68	2,658.95	2,738.75	2,862.02	2,947.91	3,036.32	3,127.39	3,221.19	3,317.86	3,417.40	3,519.95
8%	2,673.92	2,754.16	2,836.80	2,921.92	3,038.80	3,130.00	3,270.88	3,369.04	3,470.08	3,574.16	3,681.36	3,791.84	3,905.60	4,022.80
9%	3,008.16	3,098.43	3,191.40	3,287.16	3,418.65	3,521.25	3,679.74	3,790.17	3,903.84	4,020.93	4,141.53	4,265.82	4,393.80	4,525.65
10%	3,342.40	3,442.70	3,546.00	3,652.40	3,798.50	3,912.50	4,088.60	4,211.30	4,337.60	4,467.70	4,601.70	4,739.80	4,882.00	5,028.50
11%	3,676.64	3,786.97	3,900.60	4,017.64	4,178.35	4,303.75	4,497.46	4,632.43	4,771.36	4,914.47	5,061.87	5,213.78	5,370.20	5,531.35
12%	4,010.88	4,131.24	4,255.20	4,382.88	4,558.20	4,695.00	4,906.32	5,053.56	5,205.12	5,361.24	5,522.04	5,687.76	5,858.40	6,034.20
13%	4,345.12	4,475.51	4,609.80	4,748.12	4,938.05	5,086.25	5,315.18	5,474.69	5,638.88	5,808.01	5,982.21	6,161.74	6,346.60	6,537.05
14%	4,679.36	4,819.78	4,964.40	5,113.36	5,317.90	5,477.50	5,724.04	5,895.82	6,072.64	6,254.78	6,442.38	6,635.72	6,834.80	7,039.90
15%	5,013.60	5,164.05	5,319.00	5,478.60	5,697.75	5,868.75	6,132.90	6,316.95	6,506.40	6,701.55	6,902.55	7,109.70	7,323.00	7,542.75
16%	5,347.84	5,508.32	5,673.60	5,843.84	6,077.60	6,260.00	6,541.76	6,738.08	6,940.16	7,148.32	7,362.72	7,583.68	7,811.20	8,045.60
17%	5,682.08	5,852.59	6,028.20	6,209.08	6,457.45	6,651.25	6,950.62	7,159.21	7,373.92	7,595.09	7,822.89	8,057.66	8,299.40	8,548.45
18%	6,016.32	6,196.86	6,382.80	6,574.32	6,837.30	7,042.50	7,359.48	7,580.34	7,807.68	8,041.86	8,283.06	8,531.64	8,787.60	9,051.30
19%	6,350.56	6,541.13	6,737.40	6,939.56	7,217.15	7,433.75	7,768.34	8,001.47	8,241.44	8,488.63	8,743.23	9,005.62	9,275.80	9,554.15
20%	6,684.80	6,885.40	7,092.00	7,304.80	7,597.00	7,825.00	8,177.20	8,422.60	8,675.20	8,935.40	9,203.40	9,479.60	9,764.00	10,057.00
21%	7,019.04	7,229.67	7,446.60	7,670.04	7,976.85	8,216.25	8,586.06	8,843.73	9,108.96	9,382.17	9,663.57	9,953.58	10,252.20	10,559.85
22%	7,353.28	7,573.94	7,801.20	8,035.28	8,356.70	8,607.50	8,994.92	9,264.86	9,542.72	9,828.94	10,123.74	10,427.56	10,740.40	11,062.70
23%	7,687.52	7,918.21	8,155.80	8,400.52	8,736.55	8,998.75	9,403.78	9,685.99	9,976.48	10,275.71	10,583.91	10,901.54	11,228.60	11,565.55
24%	8,021.76	8,262.48	8,510.40	8,765.76	9,116.40	9,390.00	9,812.64	10,107.12	10,410.24	10,722.48	11,044.08	11,375.52	11,716.80	12,068.40
25%	8,356.00	8,606.75	8,865.00	9,131.00	9,496.25	9,781.25	10,221.50	10,528.25	10,844.00	11,169.25	11,504.25	11,849.50	12,205.00	12,571.25
26%	8,690.24	8,951.02	9,219.60	9,496.24	9,876.10	10,172.50	10,630.36	10,949.38	11,277.76	11,616.02	11,964.42	12,323.48	12,693.20	13,074.10
27%	9,024.48	9,295.29	9,574.20	9,861.48	10,255.95	10,563.75	11,039.22	11,370.51	11,711.52	12,062.79	12,424.59	12,797.46	13,181.40	13,576.95
28%	9,358.72	9,639.56	9,928.80	10,226.72	10,635.80	10,955.00	11,448.08	11,791.64	12,145.28	12,509.56	12,884.76	13,271.44	13,669.60	14,079.80
29%	9,692.96	9,983.83	10,283.40	10,591.96	11,015.65	11,346.25	11,856.94	12,212.77	12,579.04	12,956.33	13,344.93	13,745.42	14,157.80	14,582.65
30%	10,027.20	10,328.10	10,638.00	10,957.20	11,395.50	11,737.50	12,265.80	12,633.90	13,012.80	13,403.10	13,805.10	14,219.40	14,646.00	15,085.50
31%	10,361.44	10,672.37	10,992.60	11,322.44	11,775.35	12,128.75	12,674.66	13,055.03	13,446.56	13,849.87	14,265.27	14,693.38	15,134.20	15,588.35
32%	10,695.68	11,016.64	11,347.20	11,687.68	12,155.20	12,520.00	13,083.52	13,476.16	13,880.32	14,296.64	14,725.44	15,167.36	15,622.40	16,091.20
33%	11,029.92	11,360.91	11,701.80	12,052.92	12,535.05	12,911.25	13,492.38	13,897.29	14,314.08	14,743.41	15,185.61	15,641.34	16,110.60	16,594.05
34%	11,364.16	11,705.18	12,056.40	12,418.16	12,914.90	13,302.50	13,901.24	14,318.42	14,747.84	15,190.18	15,645.78	16,115.32	16,598.80	17,096.90
35%	11,698.40	12,049.45	12,411.00	12,783.40	13,294.75	13,693.75	14,310.10	14,739.55	15,181.60	15,636.95	16,105.95	16,589.30	17,087.00	17,599.75

Miscellaneous Salaries

Clayton County Public Schools Miscellaneous Salaries

<u>Substitutes</u>	
Teacher Substitute (Rank 1-4)	\$93.00 per day - 4-year college degree or higher
Long-Term Substitute Teacher (Rank 1)	\$137.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher (Rank 1) for Pre-K teacher	\$120.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher (Rank 2-4)	\$120.00 per day (ten or more consecutive - up to 45 days)
Extended Substitute Teacher (Rank 99)	\$180.00 per day
Parapro Substitute (Daily & Long Term)	\$83.00 per day
Pre-K Teacher Assistant	\$73.00 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	\$12.00 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 & ParaProfessionals	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)	\$10.68 per hour (including summer workers)
<u>All Others</u>	
All Others	Consult Payroll Department for hourly rate
<u>Benefit Percentages*</u>	
Certified employees	17.78% plus \$11,340.00 annually per employee
Classified Employees (administrative staff, ParaProfessionals, etc.)	17.78% plus \$10,755.00 annually per employee
Classified Employees (bus drivers, custodians, etc.)	9.71% plus \$10,755.00 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	Old Class Code	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
							Min.	Max.	Min.	Max.
23		02A3	ACCOUNTANT I	225	8	N	23.40	36.47	42,113.53	65,637.65
19		16G1	ACCOUNTING TECHNICIAN I - 8 HR	225	8	Y	16.77	26.12	30,183.01	47,008.61
19		16G2	ACCOUNTING TECHNICIAN I - 7.5 HR	195	7.5	Y	16.31	25.41	23,859.77	37,160.46
21		16G3	ACCOUNTING TECHNICIAN II	225	8	Y	19.81	30.86	35,652.82	55,550.22
22		01KR	ACCOUNTS PAYABLE SUPERVISOR	225	8	N	21.54	33.55	38,764.26	60,385.85
19		16B6	ADM. ASST. II - 210 DAYS	210	8	Y	16.31	25.41	27,408.15	42,686.89
19		16B2	ADMINISTRATIVE ASSISTANT II -8 HR	225	8	Y	16.77	26.12	30,183.01	47,008.61
19		16B3	ADMINISTRATIVE ASSISTANT II- 7.5 HR	225	7.5	Y	16.77	26.12	28,296.58	44,070.57
21		16B4	ADMINISTRATIVE ASSISTANT III	225	8	Y	19.81	30.86	35,652.82	55,550.22
22		16E6	ADMINISTRATIVE SUPPORT SPEC II	225	8	Y	21.54	33.55	38,764.26	60,385.85
31 (2)		07C2	ALT SCHOOL ADMINISTRATOR	225	8	N	46.97	71.05	84,544.15	127,886.40
34 (6)		01AI	ASSISTANT SUPERINTENDENT	225	8	N	67.89	91.24	122,198.60	164,232.86
18		430A	ASSISTIVE TECHNOLOGY TECH.	190	8	Y	15.01	23.38	22,811.42	35,544.13
29 (2)		08B5	ASST. PRINCIPAL - K-8	225	8	N	39.76	60.13	71,563.27	108,226.82
29 (2)		08B4	AST PRINCIPAL - ELITE SCHOLARS	225	8	N	39.76	60.13	71,563.27	108,226.82
28 (2)		08C1	AST PRINCIPAL-ELEMENTARY	225	8	N	36.58	55.33	65,835.83	99,586.11
30 (2)		08A1	AST PRINCIPAL-HIGH SCHOOL	225	8	N	43.20	65.36	77,766.35	117,640.43
29 (2)		08B1	AST PRINCIPAL-MIDDLE SCHOOL	225	8	N	39.76	60.13	71,563.27	108,226.82
17		15A7	ATTENDANCE CLERK	195	7.5	Y	13.81	21.51	20,193.86	31,457.93
18		14C1	AUDIOLOGY TECHNICIAN	190	7.5	Y	15.01	23.38	21,385.70	33,322.62
24		02A2	AUDITOR	225	8	N	25.44	39.63	45,799.70	71,325.46
22		21A6	BI COMM/PARENT LIAISON	200	8	Y	20.95	32.64	33,524.28	52,223.14
20		21A8	BI FAMILY SERVICE LIAISON	188	8	Y	17.73	27.63	26,663.45	41,549.88
20		21A7	BI LANGUAGE SUPPORT LIAISON	190	8	Y	17.73	27.63	26,947.11	41,991.90
20		21A3	BILINGUAL FAMILY LIAISON	195	8	Y	17.73	27.63	27,656.24	43,096.95
PTE		9007	BOARD CHAIR	225	8	N	Salary set individually			
PTE		9002	BOARD MEMBER	225	8	N	Salary set individually			
PTB		9003	BOOKKEEPER- SUB PART TIME	205	7.5	Y	14.43	14.43	22,186.13	22,186.13
18 (3)		610G	BUS DRIVER 5.0 HRS.	186	5	Y	15.92	23.38	14,803.77	21,747.40
23		622D	BUS DRIVER TRAINER	225	8	Y	23.40	36.47	42,113.53	65,637.65

Clayton County Public Schools

Classified and Administrative Personnel - Classifications by Title

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FLSA = Fair Labor Standards Act - Overtime eligibility

Grade	Old Class Code	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
							Min.	Max.	Min.	Max.
13 (4)		616A	BUS MONITOR I 5.0 HR	186	5	Y	10.81	15.41	10,051.82	14,335.55
23		721D	BUYER	225	8	N	23.40	36.47	42,113.53	65,637.65
21		722F	BUYER SUPPORT SPECIALIST	225	8	Y	19.81	30.86	35,652.82	55,550.22
CKS		9006	CAMPUS KIDS	180		N	See Miscellaneous Salaries			
20		01KS	CAMPUS KIDS ASST. SUPERVISOR	225	8	Y	18.22	28.39	32,799.01	51,110.96
25		01KO	CAMPUS KIDS SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53
CPS		19A1	CAMPUS SECURITY FT	180	7.5	Y	13.40	20.89	18,090.00	28,174.50
28		01G2	CAPTAIN	225	8	N	35.51	55.33	63,913.47	99,586.11
CCB		185A	CCBE STUDENT EMPLOYEE	225	8	N	Salary set individually			
32		01CQ	CHIEF (CCPS POLICE)	225	8	N	49.57	77.22	89,221.23	139,004.37
35 (6)		01CD	CHIEF ACADEMIC OFFICER	225	8	N	73.80	99.17	132,840.94	178,501.91
35 (6)		01CF	CHIEF FINANCIAL OFFICER	225	8	N	73.80	99.17	132,840.94	178,501.91
35 (6)		01CM	CHIEF HUMAN RESOURCES OFFICER	225	8	N	73.80	99.17	132,840.94	178,501.91
35 (6)		01CH	CHIEF SCHOOL IMPROVEMENT OFFICER	225	8	N	73.80	99.17	132,840.94	178,501.91
24		02B3	COMMUNICATIONS SPECIALIST	225	8	N	25.44	39.63	45,799.70	71,325.46
22		21A1	COMMUNITY/PARENT LIAISON	190	8	Y	20.95	32.64	31,848.06	49,611.99
21		426C	COMPUTER OPERATOR	225	8	Y	19.81	30.86	35,652.82	55,550.22
21		722C	CONSTRUCTION FIELD TECH	225	8	Y	19.81	30.86	35,652.82	55,550.22
25		720C	CONSTRUCTION SUPV. SPLOST	225	8	N	27.65	43.07	49,763.33	77,528.53
21		721B	CONTRACTS SPEC. CONSTRUCTION	225	8	Y	19.81	30.86	35,652.82	55,550.22
29		720B	COORDINATING SUPERVISOR	225	8	N	38.59	60.13	69,462.55	108,226.82
29		01G4	COORDINATING SUPERVISOR PRE-K	225	8	N	38.59	60.13	69,462.55	108,226.82
29		01GH	COORDINATING SUPV-STUDENT DISC	225	8	N	38.59	60.13	69,462.55	108,226.82
30		01GF	COORDINATOR- CERTIFIED	225	8	N	41.96	65.36	75,526.90	117,640.43
30		01GQ	COORDINATOR- CLASSIFIED	225	8	N	41.96	65.36	75,526.90	117,640.43
13C (4)		17A1	CUSTODIAN II	225	8	Y	12.83	18.31	23,099.36	32,952.25
28		02E2	DATA MANAGEMENT SPECIALIST	225	8	N	35.51	55.33	63,913.47	99,586.11
28		413D	DATABASE ADMINISTRATOR	225	8	N	35.51	55.33	63,913.47	99,586.11
26		424A	DIGITAL LEARNING SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
32		01EB	DIRECTOR-CERTIFIED	225	8	N	49.57	77.22	89,221.23	139,004.37

Clayton County Public Schools

Classified and Administrative Personnel - Classifications by Title

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							Min.	Max.	Min.	Max.
32		01ED	DIRECTOR-CLASSIFIED	225	8	N	49.57	77.22	89,221.23	139,004.37
22		82A2	DISTRICT SUCCESS COACH	190	8	N	21.54	33.55	32,734.27	50,992.49
20		16G4	DUE PROCESS TECHNICIAN II	225	8	Y	18.22	28.39	32,799.01	51,110.96
20		20A3	ELECTRONIC IMAGING SPECIALIST	225	8	Y	18.22	28.39	32,799.01	51,110.96
18		16ES	ENERGY MGT. ASSISTANT	225	8	Y	15.43	24.03	27,765.20	43,262.98
23		16E4	ENERGY MGT. SPECIALIST	225	8	Y	23.40	36.47	42,113.53	65,637.61
28		4937	ESOL INSTRUCTIONAL SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
23		16A4	EXEC. ASST./CHIEF OFFICER SEC	225	8	Y	23.40	36.47	42,113.53	65,637.65
25		16A6	EXECUTIVE ASSISTANT/SUPT SEC	225	8	Y	27.65	43.07	49,763.33	77,528.53
33 (2)		01EQ	EXECUTIVE DIRECTOR -CERTIFIED	225	8	N	55.49	83.94	99,883.38	151,093.43
33 (2)		01ER	EXECUTIVE DIRECTOR-CLASSIFIED	225	8	N	55.49	83.94	99,883.38	151,093.43
17		16B9	FILE ROOM CLERK	225	8	Y	14.19	22.11	25,545.57	39,794.81
27		620A	FLEET MAINTENANCE MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
22		621A	FLEET MAINTENANCE MECHANIC I	225	8	Y	21.54	33.55	38,764.26	60,385.85
23		621B	FLEET MAINTENANCE MECHANIC II	225	8	Y	23.40	36.47	42,113.53	65,637.65
24		621C	FLEET MAINTENANCE MECHANIC III	225	8	N	25.44	39.63	45,799.70	71,325.46
25		620C	FLEET MAINTENANCE SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53
27		1236	GRANT WRITER	225	8	N	32.68	50.90	58,820.21	91,619.22
26		16D5	GRANTS/BUDGET ANALYST II	225	8	N	30.06	46.84	54,103.50	84,306.33
19		20A4	GRAPHIC ARTS TECHNICIAN	225	8	Y	16.77	26.12	30,183.01	47,008.61
17		15A5	GUIDANCE SECRETARY	195	7.5	N	13.81	21.51	20,193.86	31,457.93
13 (5)		4826	HEALTH CARE TECHNICIAN	185	6.5	Y	11.13	15.41	13,383.55	18,536.02
13 (5)		4827	HEALTH CARE TECHNICIAN- ELITE SCHOL	188	6.5	Y	11.13	15.41	13,600.58	18,836.60
18		4835	HOME EXTENSION INSTRUCTOR	225	8	Y	15.43	24.03	27,765.20	43,262.98
PTE		9004	HOURLY POLICE/EMT	225	8	N	Salary set individually			
23		16D3	HR ANALYST-ABSENCE MANAGEMENT	225	8	N	23.40	36.47	42,113.53	65,637.65
19		16E1	HR SPECIALIST I	225	8	Y	16.77	26.12	30,183.01	47,008.61
21		16E2	HR SPECIALIST II	225	8	Y	19.81	30.86	35,652.82	55,550.22
23		16DA	HUMAN RESOURCES ANALYST I	225	8	N	23.40	36.47	42,113.53	65,637.65
26		16DC	HUMAN RESOURCES ANALYST II	225	8	N	30.06	46.84	54,103.50	84,306.33

Clayton County Public Schools

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Grade	Old Class Code	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
							Min.	Max.	Min.	Max.
26		424F	INFORMATION SYSTEM SPECIALIST	225	8	N	30.06	46.84	54,103.50	84,306.33
28		1230	INST. IMPLEMENTATION SPEC.	225	8	N	35.51	55.33	63,913.47	99,586.11
26		423D	INSTRUCTIONAL TECHNOLOGY SPEC.	225	8	N	30.06	46.84	54,103.50	84,306.33
25		01G5	INVESTIGATOR	225	8	N	27.65	43.07	49,763.33	77,528.53
13 (4)		34A1	ITINERANT NUTRITION WORKERS	185	6	Y	10.81	15.41	11,997.33	17,110.17
PTE		9060	LAY COACH	225		N	Salary set individually			
28		121A	LEAD MEDIA SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
29		03B2	LEAD PSYCHOLOGIST	225	8	N	38.59	60.13	69,462.55	108,226.82
28		1237	LEAD TEACHER	200	8	N	34.55	53.83	55,273.92	86,124.48
30		02D2	LEGAL COMPLIANCE OFFICER-COOR.	225	8	N	41.96	65.36	75,526.90	117,640.43
27		01G3	LIEUTENANT	225	8	N	32.68	50.90	58,820.22	91,619.22
LRM		9005	LUNCHROOM MONITORS	180	3	N	10.25	10.25	9,225.00	9,225.00
19		20A5	MAIL SERVICE/GRAPHIC ARTS TECH	225	8	Y	16.77	26.12	30,183.01	47,008.61
16		723C	MAINT WORKER BUILDING & GROUND	225	8	Y	13.06	20.35	23,504.30	36,623.91
18		723B	MAINTENANCE APPR W/PSER/PXRS	225	8	Y	15.43	24.03	27,765.20	43,262.98
18		723A	MAINTENANCE APPRENTICE W/TRS	225	8	Y	15.43	24.03	27,765.20	43,262.98
24		01KQ	MAINTENANCE OFFICE SUPERVISOR	225	8	N	25.44	39.63	45,799.70	71,325.46
27		720D	MAINTENANCE SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22
21		722A	MAINTENANCE TECH W/PSER/PXRS	225	8	Y	19.81	30.86	35,652.82	55,550.22
21		722B	MAINTENANCE TECHNICIAN W/TRS	225	8	Y	19.81	30.86	35,652.82	55,550.22
30		01G1	MAJOR	225	8	N	41.96	65.36	75,526.90	117,640.43
27		01HB	MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
24		722E	MASTER TECHNICIAN W/PSER/PXRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
24		722D	MASTER TECHNICIAN W/TRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
22		426B	MIS DATA INFORMATION SYS TECH	225	8	Y	21.54	33.55	38,764.26	60,385.85
20		16E0	MIS HELP DESK SPECIALIST	225	8	Y	18.22	28.39	32,799.01	51,110.96
27		415C	MIS PROGRAMMER/ANALYST	225	8	N	32.68	50.90	58,820.21	91,619.22
28		415B	MIS SENIOR PROGRAMMER ANALYST	225	8	N	35.51	55.33	63,913.47	99,586.11
28		413b	MIS SYSTEMS SUPPORT ADMIN	225	8	N	35.51	55.33	63,913.47	99,586.11
27		423B	MIS TECHNICAL SUPT SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22

Clayton County Public Schools

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							Min.	Max.	Min.	Max.
22		425B	MIS TECHNICIAN I	225	8	Y	21.54	33.55	38,764.26	60,385.85
23		425C	MIS TECHNICIAN II	225	8	Y	23.40	36.47	42,113.53	65,637.65
24		425D	MIS TECHNICIAN III	225	8	Y	25.44	39.63	45,799.70	71,325.46
25		425A	MIS TELECOM TECHNICIAN	225	8	N	27.65	43.07	49,763.33	77,528.53
24		303C	NUT MASTER TECH. W/PSER/PXRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
24		303B	NUT MASTER TECH. W/TRS	225	8	Y	25.44	39.63	45,799.70	71,325.46
15		31A3	NUTRITION ASST MGR	185	8	Y	11.68	18.21	17,280.60	26,951.39
15		31A2	NUTRITION ASST MGR- ELITE SCHOLARS	188	8	Y	11.68	18.21	17,560.82	27,388.44
23		721E	NUTRITION BUYER	225	8	N	23.40	36.47	42,113.53	65,637.65
23		301A	NUTRITION LEAD MANAGER	200	8	N	22.76	35.48	36,420.80	56,765.03
18		303E	NUTRITION MAINT APPR W/PSER/PX	225	8	Y	15.43	24.03	27,765.20	43,262.98
21		303D	NUTRITION MAINT TEC W/TRS	225	8	Y	19.81	30.86	35,652.82	55,550.22
27		303A	NUTRITION MAINTENANCE SUPV	225	8	N	32.68	50.90	58,820.21	91,619.22
20		300A	NUTRITION MGR E/S	190	8	N	17.73	27.63	26,947.11	41,991.90
22		300C	NUTRITION MGR H/S	190	8	N	20.95	32.64	31,848.06	49,611.99
21		300B	NUTRITION MGR M/S	190	8	N	19.27	30.03	29,291.75	45,639.12
25		4830	NUTRITION PROG. TECH SPEC.	225	8	N	27.65	43.07	49,763.33	77,528.53
23		16H1	NUTRITION PROGRAM SPECILIST	225	8	N	23.40	36.47	42,113.53	65,637.65
PLM		34A2	NUTRITION SCANNING TECHNICAN	225	8	Y	10.49	12.48	18,888.48	22,464.00
13 (4)		326A	NUTRITION WORKER 3.0 HR	185	3	Y	10.81	15.41	5,998.67	8,555.09
13 (4)		326B	NUTRITION WORKER 4.0 HR	185	4	Y	10.81	15.41	7,998.22	11,406.78
13 (4)		326C	NUTRITION WORKER 5.0 HR	185	5	Y	10.81	15.41	9,997.78	14,258.48
13 (4)		326D	NUTRITION WORKER 5.5 HR	185	5.5	Y	10.81	15.41	10,997.56	15,684.32
13 (4)		326E	NUTRITION WORKER 6.0 HR	185	6	Y	10.81	15.41	11,997.33	17,110.17
13 (4)		326F	NUTRITION WORKER 6.5 HR	185	6.5	Y	10.81	15.41	12,997.11	18,536.02
13 (4)		326G	NUTRITION WORKER 7.0 HR	185	7	Y	10.81	15.41	13,996.89	19,961.87
13 (4)		326H	NUTRITION WORKER 7.5 HR	185	7.5	Y	10.81	15.41	14,996.67	21,387.71
13 (4)		326J	NUTRITION WORKER- ELITE SCHOLARS 4.	188	4	Y	10.81	15.41	8,127.92	11,591.76
13 (4)		326K	NUTRITION WORKER-ELITE SCHOLARS 6.	188	6	Y	10.81	15.41	12,191.88	17,387.63
13 (4)		326I	NUTRITION WORKER-ELITE SCHOLARS 7.	188	7	Y	10.81	15.41	14,223.86	20,285.57

Clayton County Public Schools

Classified and Administrative Personnel - Classifications by Title

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Grade	Old Class Code	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
							Min.	Max.	Min.	Max.
25		4810	OCCUPATIONAL THERAPIST(OT)	190	8	N	26.90	41.91	40,884.70	63,696.12
16		14B5	PARAPRO- SPECIAL ED PRE-K	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14B4	PARAPRO -SPED INTERRELATED	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14A5	PARAPRO TITLE I	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14B3	PARAPRO/CAREGIVER	188	8	Y	12.70	19.80	19,107.47	29,772.85
16		14B2	PARAPRO/FACILITATOR ISS	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14B6	PARAPRO/FACILITATOR ISS -ELITE SCHOL	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14A2	PARAPRO/KINDERGARTEN	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14A8	PARAPRO-BILINGUAL	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16 (2)		14A3	PARAPRO-MEDIA	188	7.5	Y	13.08	19.80	18,441.89	27,912.04
16		14A6	PARAPRO-REMEDIAL	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14B7	PARAPRO-SPEC ED - ELITE SCHOLARS	188	7.5	Y	12.70	19.80	17,913.22	27,912.04
16		14A4	PARAPRO-SPECIAL ED	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14B8	PARAPRO-SPED/INTERR. ELITE SCHOLAR	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
16		14B1	PARAPRO-TECHNOLOGY LAB	188	7.5	Y	12.70	19.80	17,913.25	27,912.04
PTE		900A	PART-TIME EMPLOYEES	225	8	N	Salary set individually			
30		02D1	PERSONNEL REVIEW OFFICER	225	8	N	41.96	65.36	75,526.90	117,640.43
26		16A3	PLANNING ANALYST	225	8	N	30.06	46.84	54,103.50	84,306.33
PK4		14A1	PRE K ASSISTANT	190	7.5	Y	10.92	10.92	15,561.66	15,561.66
PK2		4942	PRE K LEAD TEACHER CERTIFIED	190	8	N	23.10	30.82	35,118.35	46,844.34
PK3		4944	PRE K LEAD TEACHER MASTERS	190	8	N	26.02	33.74	39,552.00	51,277.99
PK1		4943	PRE K LEAD TEACHER NON-CERT	190	8	N	17.62	23.22	26,780.00	35,288.39
20		1240	PRE-K ASSISTANT SUPERVISOR	225	8	N	18.22	28.39	32,799.01	51,110.96
18		20A6	PRESS OPERATOR II PRINTING	225	8	Y	15.43	24.03	27,765.20	43,262.98
32 (2)		07B3	PRINCIPAL - ELITE SCHOLARS MS	225	8	N	51.05	77.22	91,896.68	139,004.37
32 (2)		07B2	PRINCIPAL- K-8	225	8	N	51.05	77.22	91,896.68	139,004.37
32 (2)		07B4	PRINCIPAL K-8 WITHOUT TRS	225	8	N	51.05	77.22	91,896.68	139,004.37
31 (2)		07C1	PRINCIPAL-ELEMENTARY	225	8	N	46.97	71.05	84,544.15	127,886.40
33 (2)		07A1	PRINCIPAL-HIGH SCHOOL	225	8	N	55.49	83.94	99,883.38	151,093.43
32 (2)		07B1	PRINCIPAL-MIDDLE SCHOOL	225	8	N	51.05	77.22	91,896.68	139,004.37

Clayton County Public Schools

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							Min.	Max.	Min.	Max.
27		01KU	PRINTING OPERATIONS SUPERVISOR	225	8	N	32.68	50.90	58,820.21	91,619.22
25		721C	PROCUREMENT CARD ADMINISTRATOR	225	8	N	27.65	43.07	49,763.33	77,528.53
27		721A	PROCUREMENT SPECIALIST	225	8	N	32.68	50.90	58,820.21	91,619.22
24		20A1	PRODUCTION MANAGER	225	8	N	25.44	39.63	45,799.70	71,325.46
23		20A2	PRODUCTION/MAIL QT.CONTROL AST	225	8	Y	23.40	36.47	42,113.53	65,637.65
23		16G8	PROG. SPECIALIST-SCH.NUTRITION	200	8	N	22.76	35.48	36,420.80	56,765.03
20		16F1	PROGRAM EVALUATOR	225	8	Y	18.22	28.39	32,799.01	51,110.96
28		03B1	PSYCHOLOGIST-12 MONTH	225	8	N	35.51	55.33	63,913.47	99,586.11
28		03B3	PSYCHOLOGIST	200	8	N	34.55	53.83	55,273.92	86,124.48
30		02E1	PSYCHOMETRICIAN	225	8	N	41.96	65.36	75,526.90	117,640.43
24		16C3	RECRUITER	225	8	N	25.44	39.63	45,799.70	71,325.46
19		15A6	SCHOOL BOOKKEEPER SPECIALIST	225	8	Y	16.77	26.12	30,183.01	47,008.61
22		195B	SCHOOL RESOURCE OFFICER	190	8	Y	20.95	32.64	31,848.06	49,611.99
17		15A2	SCHOOL SECRETARY I	195	7.5	Y	13.81	21.51	20,193.86	31,457.93
18		15A3	SCHOOL SECRETARY II-BOOKKEEPER	205	7.5	Y	15.01	23.38	23,074.05	35,953.36
19		16B7	SECRETARY II-A ELITE SCHOLARS	220	8	Y	16.31	25.41	28,713.30	44,719.60
17		15A4	SECRETARY-REGISTRAR	195	7.5	Y	13.81	21.51	20,193.86	31,457.93
25		415A	SENIOR ENGINEER	225	8	N	27.65	43.07	49,763.33	77,528.53
25		4805	SIGN LANGUAGE INTERPRETER	190	8	Y	26.88	41.91	40,864.70	63,696.12
28		4815	SOCIAL WORKER	190	8	N	34.55	53.83	52,510.22	81,818.26
25		16G9	SPECIALIST	225	8	N	27.65	43.07	49,763.33	77,528.53
25		424E	STUDENT INFORMATION SPECIALIST	225	8	N	27.65	43.07	49,763.33	77,528.53
28		02E3	STUDENT LEARN OBJ (SLO)SPEC	225	8	N	35.51	55.33	63,913.47	99,586.11
BDS		9200	SUBSTITUTE BUS DRIVER 5.0	186	5	N	14.28	14.28	13,280.40	13,280.40
BMS		9201	SUBSTITUTE BUS MONITOR 5.0	186	5	N	7.25	7.25	6,742.50	6,742.50
SUM		34A9	SUMMER SCHOOL NUTR SUPERVISOR	230	8	N	Salary set individually			
SUM		34A6	SUMMER SCHOOL NUTRITION DRIVER	230	8	Y	Salary set individually			
SUM		34A7	SUMMER SCHOOL NUTRITION MANAGE	230	8	N	Salary set individually			
SUM		34A3	SUMMER SCHOOL NUTRITION WOR	230	8	N	Salary set individually			
SUM		34A4	SUMMER SCHOOL NUTRITION WORK	230	8	Y	Salary set individually			

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							Min.	Max.	Min.	Max.
SUP		01AE	SUPERINTENDENT	225	8	N	Salary set individually			
25		4836	SUPERVISING HEALTH CARE PROF.	195	8	N	26.90	41.91	41,960.62	65,372.34
25		01KP	SUPERVISOR	225	8	N	27.65	43.07	49,763.33	77,528.53
TAE		9040	TEACHER - ADULT ED NON CERT	225	8	N	Salary set individually			
28		514A	TEACHER-JROTC INSTRUCTOR	220	8	N	Salary set individually			
28		4940	TEACHER DEVELOPMENT SPECIALIST	200	8	N	34.55	53.83	55,273.92	86,124.48
19		15A8	TERMINAL AGENCY CLERK	225	8	N	16.77	26.12	30,183.01	47,008.61
19		16G5	TESTING TECHNICIAN	225	8	Y	16.77	26.12	30,183.01	47,008.61
19		4825	THEATER TECHNICIAN	225	8	Y	16.77	26.12	30,183.01	47,008.61
27		1235	TITLE I PROGRAM SPECIALIST	225	8	N	32.68	50.90	58,820.21	91,619.22
24		424C	TRAINING SPECIALIST I	225	8	N	25.44	39.63	45,799.70	71,325.46
22		82AA	TRANS TO WORK REHAB SPEC I	230	8	N	20.15	31.38	37,070.11	57,746.74
20		82A1	TRANS TO WORK SUPPORT SPEC I	230	8	N	17.05	26.56	31,365.56	48,877.21
23		623A	TRANS. SPECIALIST	225	8	Y	23.40	36.47	42,113.53	65,637.65
19		613A	TRANSPORTATION DISPATCHER	190	8	Y	16.31	25.41	24,797.85	38,621.47
27		622A	TRANSPORTATION MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
27		622B	TRANSPORTATION PROJECT MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
PTR		623B	TRANSPORTATION SPEC PTR	225	5	N	22.50	22.50	25,312.50	25,312.50
24		622C	TRANSPORTATION SUPERVISOR	225	8	N	25.44	39.63	45,799.70	71,325.46
21		16E9	TRIBUNAL SPECIALIST II	225	8	Y	19.81	30.86	35,652.82	55,550.22
TRS		9072	TRS RETIREE-ADM PT W/BENEFITS	225	8	N	Salary set individually			
TRS		9071	TRS RETIREE-CLER PT W/BENEFITS	225	8	N	Salary set individually			
TRS		9070	TRS RETIREE-IN A NON TRS CLASS	225	8	N	Salary set individually			
TRS		9074	TRS RETIREE-PARA PT W/BENEFITS	225	7.5	N	Salary set individually			
TRS		9073	TRS RETIREE-TEACHER PT W/BENEF	225	8	N	Salary set individually			
27		4820	TV STATION MANAGER	225	8	N	32.68	50.90	58,820.21	91,619.22
25		1239	WEBMASTER	225	8	Y	27.65	43.07	49,763.33	77,528.53
24		1238	YOUTH APPRENTICESHIP SPEC. 216	220	8	Y	24.76	38.55	43,569.56	67,852.38

Clayton County Public Schools

CLASSIFIED EMPLOYEES SALARY DESCRIPTION

(1) CLASSIFIED EMPLOYEES

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

(b) A newly hired classified employee's salary cannot exceed the midpoint on the Grade Salary Schedule for which the position pays.

(2) CALCULATION OF SALARY FOR CLASSIFIED EMPLOYEES

(a) Classified positions that are eligible for consideration of outside experience, will be calculated using the Grade Salary Schedule and based on the amount of directly related verifiable experience, which exceeds the required minimum experience posted for the position. One (1) additional step will be given for each year of experience beyond the posted minimum requirement . Additional years of experience will be calculated at the beginning step for your grade and cannot exceed the midpoint on the Grade Salary Schedule.

(b) Salary increases are determined and approved for each fiscal year budget by the Clayton County Board of Education.

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 19

HR.	15.69	16.15	16.64	17.15	17.65	18.19	18.73	19.29	19.87	20.47	21.07	21.71	22.36	23.04	23.72	24.43
MO.	2,405.32	2,476.39	2,552.20	2,629.59	2,706.98	2,789.10	2,871.23	2,958.09	3,046.53	3,138.14	3,231.32	3,329.23	3,428.73	3,532.97	3,637.20	3,746.18
YR.	28,863.90	29,716.74	30,626.43	31,555.08	32,483.73	33,469.23	34,454.74	35,497.10	36,558.41	37,657.62	38,775.79	39,950.82	41,144.79	42,395.62	43,646.46	44,954.14

GRADE 20

HR.	17.05	17.56	18.09	18.62	19.19	19.77	20.35	20.97	21.60	22.25	22.91	23.60	24.31	25.04	25.79	26.56
MO.	2,613.80	2,692.76	2,773.31	2,855.43	2,942.30	3,030.74	3,120.76	3,215.52	3,311.86	3,411.36	3,512.44	3,618.25	3,727.23	3,839.36	3,954.65	4,073.10
YR.	31,365.56	32,313.16	33,279.71	34,265.22	35,307.58	36,368.89	37,449.15	38,586.27	39,742.34	40,936.32	42,149.25	43,419.03	44,726.72	46,072.31	47,455.81	48,877.21

GRADE 22

HR.	20.15	20.74	21.37	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07	27.88	28.72	29.57	30.48	31.38
MO.	3,089.18	3,180.78	3,277.12	3,375.04	3,476.11	3,580.35	3,687.74	3,799.88	3,913.59	4,030.46	4,150.49	4,275.26	4,403.18	4,534.27	4,673.25	4,812.23
YR.	37,070.11	38,169.33	39,325.40	40,500.42	41,713.35	42,964.18	44,252.92	45,598.51	46,963.06	48,365.50	49,805.86	51,303.06	52,838.18	54,411.19	56,078.97	57,746.74

**Clayton County Public Schools
Salary Schedule
225 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.				12.83	13.22	13.61	14.03	14.45	14.87	15.33	15.79	16.26	16.74	17.25	17.76	18.31
MO.				1,924.95	1,982.79	2,042.24	2,104.91	2,167.57	2,230.24	2,299.33	2,368.42	2,439.12	2,511.43	2,586.95	2,664.07	2,746.02
YR.				23,099.36	23,793.49	24,506.91	25,258.90	26,010.88	26,762.86	27,591.97	28,421.08	29,269.47	30,137.14	31,043.38	31,968.89	32,952.25

Clayton County Public Schools Salary Schedule 225 Days - 8.0 Hours

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

GRADE 13

HR.				11.11	11.44	11.78	12.14	12.51	12.87	13.27	13.66	14.07	14.49	14.93	15.37	15.84
MO.				1,666.37	1,715.92	1,767.12	1,821.62	1,876.12	1,930.62	1,990.07	2,049.53	2,110.63	2,173.39	2,239.45	2,305.51	2,376.52
YR.				19,996.49	20,591.04	21,205.40	21,859.40	22,513.40	23,167.40	23,880.85	24,594.30	25,327.57	26,080.66	26,873.39	27,666.11	28,518.29

GRADE 14

HR.	11.04	11.38	11.73	12.08	12.44	12.80	13.20	13.59	14.00	14.41	14.85	15.29	15.76	16.23	16.71	17.21
MO.	1,656.47	1,707.66	1,758.86	1,811.71	1,866.21	1,920.71	1,980.16	2,037.96	2,100.72	2,161.83	2,227.89	2,293.95	2,363.31	2,434.33	2,506.99	2,581.31
YR.	19,877.59	20,491.95	21,106.31	21,740.49	22,394.49	23,048.49	23,761.94	24,455.57	25,208.66	25,941.93	26,734.66	27,527.38	28,359.75	29,211.93	30,083.92	30,975.74

GRADE 15

HR.	12.00	12.38	12.74	13.12	13.52	13.93	14.35	14.78	15.22	15.68	16.14	16.63	17.12	17.64	18.17	18.72
MO.	1,800.15	1,856.30	1,910.80	1,968.60	2,028.06	2,089.16	2,151.92	2,216.33	2,282.39	2,351.75	2,421.12	2,493.78	2,568.10	2,645.72	2,724.99	2,807.57
YR.	21,601.76	22,275.58	22,929.58	23,623.21	24,336.66	25,069.94	25,823.03	26,595.93	27,388.66	28,221.02	29,053.38	29,925.38	30,817.20	31,748.65	32,699.92	33,690.82

GRADE 16

HR.	13.06	13.44	13.86	14.27	14.69	15.14	15.58	16.05	16.55	17.03	17.55	18.07	18.62	19.18	19.75	20.35
MO.	1,958.69	2,016.49	2,079.25	2,140.36	2,203.12	2,270.83	2,336.89	2,407.90	2,482.22	2,554.89	2,632.51	2,710.13	2,792.71	2,876.93	2,962.81	3,051.99
YR.	23,504.30	24,197.94	24,951.03	25,684.30	26,437.39	27,249.93	28,042.66	28,894.84	29,786.65	30,658.65	31,590.10	32,521.55	33,512.46	34,523.18	35,553.73	36,623.91

GRADE 17

HR.	14.19	14.61	15.06	15.50	15.98	16.45	16.94	17.46	17.98	18.52	19.07	19.64	20.24	20.83	21.47	22.11
MO.	2,128.80	2,191.56	2,259.27	2,325.33	2,396.34	2,467.36	2,541.68	2,619.30	2,696.92	2,777.84	2,860.42	2,946.30	3,035.48	3,124.66	3,220.45	3,316.23
YR.	25,545.57	26,298.66	27,111.20	27,903.93	28,756.11	29,608.29	30,500.10	31,431.56	32,363.01	33,334.10	34,325.00	35,355.55	36,425.72	37,495.91	38,645.36	39,794.81

GRADE 18

HR.	15.43	15.89	16.36	16.86	17.35	17.88	18.42	18.97	19.54	20.13	20.73	21.35	22.00	22.65	23.33	24.03
MO.	2,313.77	2,383.13	2,454.15	2,528.46	2,602.78	2,682.05	2,762.98	2,845.55	2,931.43	3,018.96	3,109.80	3,202.28	3,299.72	3,397.16	3,499.55	3,605.25
YR.	27,765.20	28,597.56	29,449.74	30,341.56	31,233.37	32,184.65	33,155.73	34,146.64	35,177.18	36,227.54	37,317.54	38,427.36	39,596.63	40,765.90	41,994.62	43,262.98

GRADE 19

HR.	16.77	17.26	17.79	18.33	18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.63	25.36	26.12
MO.	2,515.25	2,589.57	2,668.84	2,749.77	2,830.69	2,916.57	3,002.45	3,093.28	3,185.76	3,281.55	3,378.99	3,481.39	3,585.43	3,694.43	3,803.43	3,917.38
YR.	30,183.01	31,074.83	32,026.10	32,997.19	33,968.28	34,998.82	36,029.36	37,119.36	38,229.18	39,378.63	40,547.90	41,776.62	43,025.16	44,333.16	45,641.16	47,008.61

Clayton County Public Schools

Salary Schedule

225 Days - 8.0 Hours

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

GRADE 20

HR.	18.22	18.77	19.33	19.91	20.51	21.13	21.76	22.42	23.09	23.78	24.49	25.22	25.98	26.77	27.57	28.39
MO.	2,733.25	2,815.83	2,900.05	2,985.93	3,076.76	3,169.25	3,263.39	3,362.48	3,463.22	3,567.26	3,672.96	3,783.61	3,897.57	4,014.82	4,135.38	4,259.25
YR.	32,799.01	33,789.91	34,800.64	35,831.18	36,921.18	38,031.00	39,160.63	40,349.72	41,558.62	42,807.16	44,075.52	45,403.34	46,770.79	48,177.88	49,624.60	51,110.96

GRADE 21

HR.	19.81	20.40	21.02	21.65	22.30	22.97	23.66	24.35	25.09	25.85	26.62	27.43	28.25	29.10	29.97	30.86
MO.	2,971.07	3,060.25	3,152.73	3,246.87	3,344.31	3,445.05	3,549.10	3,653.14	3,763.79	3,877.75	3,993.35	4,113.91	4,237.78	4,364.94	4,495.41	4,629.19
YR.	35,652.82	36,723.00	37,832.81	38,962.45	40,131.72	41,340.62	42,589.17	43,837.71	45,165.52	46,532.97	47,920.24	49,366.97	50,853.32	52,379.32	53,944.95	55,550.22

GRADE 22

HR.	21.54	22.17	22.85	23.53	24.23	24.96	25.71	26.49	27.28	28.10	28.93	29.80	30.70	31.61	32.58	33.55
MO.	3,230.36	3,326.14	3,426.89	3,529.28	3,634.98	3,743.98	3,856.28	3,973.54	4,092.44	4,214.66	4,340.17	4,470.64	4,604.41	4,741.49	4,886.82	5,032.15
YR.	38,764.26	39,913.72	41,122.62	42,351.35	43,619.71	44,927.70	46,275.34	47,682.43	49,109.33	50,575.87	52,082.05	53,647.68	55,252.95	56,897.86	58,641.85	60,385.85

GRADE 23

HR.	23.40	24.10	24.83	25.58	26.35	27.13	27.94	28.78	29.65	30.53	31.46	32.39	33.36	34.37	35.41	36.47
MO.	3,509.46	3,615.16	3,724.17	3,836.46	3,952.07	4,069.32	4,191.53	4,317.05	4,447.52	4,579.64	4,718.37	4,858.75	5,004.08	5,156.02	5,311.26	5,469.80
YR.	42,113.53	43,381.89	44,689.99	46,037.52	47,424.79	48,831.88	50,298.42	51,804.60	53,370.23	54,955.68	56,620.40	58,304.94	60,048.94	61,872.21	63,735.11	65,637.65

GRADE 24

HR.	25.44	26.19	26.99	27.80	28.63	29.48	30.38	31.29	32.23	33.20	34.19	35.21	36.28	37.36	38.48	39.63
MO.	3,816.64	3,928.94	4,047.85	4,170.07	4,293.93	4,422.75	4,556.52	4,693.59	4,833.97	4,979.31	5,127.94	5,281.53	5,441.73	5,603.58	5,772.03	5,943.79
YR.	45,799.70	47,147.34	48,574.24	50,040.78	51,527.14	53,072.96	54,678.23	56,323.13	58,007.67	59,751.67	61,535.30	63,378.38	65,300.74	67,242.92	69,264.37	71,325.46

GRADE 25

HR.	27.65	28.48	29.34	30.21	31.13	32.06	33.02	34.01	35.02	36.07	37.17	38.28	39.43	40.62	41.83	43.07
MO.	4,146.94	4,272.46	4,401.28	4,531.75	4,668.82	4,809.20	4,952.88	5,101.52	5,253.46	5,410.35	5,575.50	5,742.30	5,914.06	6,092.42	6,274.09	6,460.71
YR.	49,763.33	51,269.51	52,815.32	54,380.95	56,025.86	57,710.40	59,434.58	61,218.21	63,041.48	64,924.20	66,906.01	68,907.64	70,968.73	73,109.09	75,289.08	77,528.53

GRADE 26

HR.	30.06	30.96	31.89	32.84	33.83	34.85	35.88	36.96	38.07	39.22	40.38	41.61	42.85	44.13	45.46	46.84
MO.	4,508.62	4,644.05	4,782.78	4,926.46	5,075.09	5,227.03	5,382.27	5,544.12	5,710.92	5,882.68	6,057.74	6,241.06	6,427.68	6,619.26	6,819.09	7,025.53
YR.	54,103.50	55,728.59	57,393.31	59,117.49	60,901.12	62,724.39	64,587.29	66,529.47	68,531.10	70,592.18	72,692.91	74,892.72	77,132.17	79,431.07	81,829.06	84,306.33

Clayton County Public Schools

Salary Schedule

225 Days - 8.0 Hours

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

GRADE 27

HR.	32.68	33.66	34.66	35.69	36.76	37.86	39.01	40.18	41.38	42.63	43.90	45.23	46.57	47.98	49.41	50.90
MO.	4,901.68	5,048.67	5,198.96	5,354.20	5,514.40	5,679.55	5,851.30	6,026.36	6,206.38	6,394.65	6,584.57	6,784.41	6,985.89	7,197.28	7,411.98	7,634.94
YR.	58,820.21	60,584.03	62,387.48	64,250.38	66,172.74	68,154.55	70,215.64	72,316.36	74,476.54	76,735.80	79,014.89	81,412.88	83,830.70	86,367.42	88,943.77	91,619.22

GRADE 28

HR.	35.51	36.58	37.65	38.81	39.97	41.17	42.41	43.68	44.98	46.33	47.73	49.15	50.64	52.14	53.71	55.33
MO.	5,326.12	5,486.32	5,648.17	5,821.58	5,994.98	6,175.00	6,361.62	6,551.54	6,746.42	6,949.56	7,159.30	7,372.34	7,595.30	7,821.56	8,056.07	8,298.84
YR.	63,913.47	65,835.83	67,778.01	69,858.91	71,939.82	74,099.99	76,339.44	78,618.53	80,957.07	83,394.70	85,911.60	88,468.14	91,143.59	93,858.67	96,672.85	99,586.11

GRADE 29

HR.	38.59	39.76	40.95	42.17	43.45	44.74	46.09	47.46	48.90	50.36	51.87	53.43	55.04	56.69	58.38	60.13
MO.	5,788.55	5,963.61	6,141.97	6,325.29	6,516.86	6,711.74	6,913.22	7,119.66	7,334.36	7,554.01	7,780.27	8,014.78	8,255.90	8,503.63	8,756.31	9,018.90
YR.	69,462.55	71,563.27	73,703.63	75,903.44	78,202.35	80,540.89	82,958.70	85,435.97	88,012.32	90,648.13	93,363.22	96,177.39	99,070.84	102,043.56	105,075.73	108,226.82

GRADE 30

HR.	41.96	43.20	44.51	45.83	47.22	48.64	50.10	51.60	53.16	54.74	56.38	58.08	59.82	61.61	63.46	65.36
MO.	6,293.91	6,480.53	6,677.06	6,875.24	7,083.33	7,296.38	7,514.37	7,740.63	7,973.49	8,211.31	8,457.39	8,711.72	8,972.66	9,241.86	9,519.31	9,803.37
YR.	75,526.90	77,766.35	80,124.71	82,502.88	84,999.97	87,556.51	90,172.50	92,887.58	95,681.94	98,535.75	101,488.65	104,540.64	107,671.91	110,902.26	114,231.71	117,640.43

GRADE 31

HR.	45.60	46.97	48.38	49.83	51.33	52.86	54.46	56.09	57.77	59.51	61.29	63.13	65.01	66.96	68.98	71.05
MO.	6,840.56	7,045.35	7,256.74	7,474.74	7,699.34	7,928.90	8,168.37	8,412.80	8,665.48	8,926.42	9,193.96	9,469.76	9,752.17	10,044.49	10,346.72	10,657.20
YR.	82,086.70	84,544.15	87,080.87	89,696.86	92,392.13	95,146.85	98,020.48	100,953.56	103,985.74	107,117.00	110,327.54	113,637.17	117,026.07	120,533.88	124,160.59	127,886.40

GRADE 32

HR.	49.57	51.05	52.58	54.17	55.80	57.46	59.18	60.96	62.79	64.68	66.62	68.61	70.67	72.80	74.98	77.22
MO.	7,435.10	7,658.06	7,887.62	8,125.43	8,369.86	8,619.24	8,876.87	9,144.42	9,418.57	9,702.63	9,993.29	10,292.22	10,601.05	10,919.79	11,246.79	11,583.70
YR.	89,221.23	91,896.68	94,651.40	97,505.21	100,438.29	103,430.83	106,522.46	109,732.99	113,022.80	116,431.52	119,919.51	123,506.60	127,212.59	131,037.49	134,961.48	139,004.37

GRADE 33

HR.	53.87	55.49	57.15	58.87	60.64	62.46	64.33	66.26	68.25	70.30	72.40	74.58	76.82	79.13	81.50	83.94
MO.	8,080.84	8,323.62	8,572.99	8,830.63	9,096.52	9,369.02	9,649.78	9,938.79	10,237.72	10,544.90	10,860.34	11,187.34	11,522.59	11,869.41	12,224.48	12,591.12
YR.	96,970.12	99,883.38	102,875.92	105,967.55	109,158.27	112,428.26	115,797.34	119,265.52	122,852.60	126,538.77	130,324.03	134,248.02	138,271.10	142,432.91	146,693.81	151,093.43

Clayton County Public Schools Salary Schedule 225 Days - 8.0 Hours

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

GRADE 34

HR.	58.56	60.32	62.13	64.00	65.92	67.89	69.92	72.03	74.19	76.42	78.70	81.07	83.50	86.00	88.58	91.24
MO.	8,784.39	9,048.63	9,319.48	9,600.23	9,887.60	10,183.22	10,488.75	10,804.18	11,127.88	11,463.14	11,805.00	12,160.08	12,525.06	12,899.95	13,286.41	13,686.07
YR.	105,412.64	108,583.54	111,833.72	115,202.80	118,651.15	122,198.60	125,864.95	129,650.22	133,534.57	137,557.65	141,660.00	145,920.90	150,300.71	154,799.43	159,436.87	164,232.86

GRADE 35

HR.						73.80	76.00	78.29	80.64	83.06	85.55	88.11	90.76	93.49	96.28	99.17
MO.						11,070.08	11,400.38	11,743.89	12,095.67	12,459.00	12,832.24	13,217.04	13,613.40	14,022.98	14,442.46	14,875.16
YR.						132,840.94	136,804.56	140,926.73	145,148.00	149,507.98	153,986.88	158,604.51	163,360.86	168,275.75	173,309.56	178,501.91

GRADE 36

HR.			73.40	75.61	77.87	80.21	82.62	85.10	87.65	90.27	92.98	95.78	98.65	101.61	104.65	107.80
MO.			11,010.62	11,340.93	11,681.14	12,031.26	12,392.94	12,764.53	13,147.68	13,540.74	13,947.01	14,366.49	14,797.54	15,241.79	15,697.61	16,169.94
YR.			132,127.48	136,091.11	140,173.64	144,375.09	148,715.26	153,174.34	157,772.15	162,488.86	167,364.12	172,397.93	177,570.46	182,901.54	188,371.34	194,039.33

Clayton County Public Schools Salary Schedule 225 Days - 7.5 Hours

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

GRADE 19

HR.	16.77	17.26	17.79	18.33	18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.63	25.36	26.12
MO.	2,358.05	2,427.72	2,502.04	2,577.91	2,653.77	2,734.28	2,814.79	2,899.95	2,986.65	3,076.46	3,167.80	3,263.80	3,361.34	3,463.53	3,565.72	3,672.55
YR.	28,296.58	29,132.65	30,024.47	30,934.86	31,845.26	32,811.39	33,777.53	34,799.40	35,839.85	36,917.46	38,013.65	39,165.58	40,336.09	41,562.34	42,788.58	44,070.57

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 19

HR.	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
MO.	2,392.78	2,463.47	2,538.89	2,615.87	2,692.85	2,774.55	2,856.25	2,942.66	3,030.64	3,121.76	3,214.46	3,311.86	3,410.84	3,514.54	3,618.23	3,726.63
YR.	28,713.30	29,561.69	30,466.64	31,390.44	32,314.25	33,294.61	34,274.97	35,311.89	36,367.67	37,461.15	38,573.48	39,742.38	40,930.12	42,174.43	43,418.74	44,719.60

GRADE 24

HR.	24.76	25.48	26.26	27.05	27.85	28.69	29.55	30.44	31.35	32.30	33.26	34.26	35.30	36.35	37.44	38.55
MO.	3,630.80	3,737.63	3,850.75	3,967.01	4,084.84	4,207.39	4,334.65	4,465.05	4,598.59	4,736.85	4,878.24	5,024.36	5,176.75	5,330.72	5,490.97	5,654.36
YR.	43,569.56	44,851.57	46,209.00	47,604.13	49,018.11	50,488.66	52,015.76	53,580.57	55,183.08	56,842.16	58,538.94	60,292.28	62,121.03	63,968.64	65,891.65	67,852.38

GRADE 28

HR.	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
MO.	5,066.78	5,219.17	5,373.14	5,538.10	5,703.07	5,874.32	6,051.85	6,232.53	6,417.92	6,611.16	6,810.69	7,013.36	7,225.46	7,440.70	7,663.79	7,894.74
YR.	60,801.31	62,630.06	64,477.67	66,457.25	68,436.83	70,491.82	72,622.22	74,790.33	77,015.00	79,333.93	81,728.28	84,160.33	86,705.50	89,288.38	91,965.52	94,736.93

GRADE 30

HR.	40.82	42.03	43.31	44.59	45.94	47.33	48.74	50.21	51.72	53.26	54.86	56.51	58.20	59.94	61.74	63.59
MO.	5,987.44	6,164.97	6,351.93	6,540.46	6,738.42	6,941.09	7,148.47	7,363.71	7,585.24	7,811.48	8,045.57	8,287.52	8,535.75	8,791.84	9,055.78	9,326.01
YR.	71,849.24	73,979.64	76,223.16	78,485.54	80,861.03	83,293.08	85,781.70	88,364.57	91,022.86	93,737.71	96,546.83	99,450.21	102,429.00	105,502.06	108,669.38	111,912.12

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 21

HR.	19.27	19.85	20.45	21.06	21.69	22.35	23.02	23.69	24.41	25.15	25.90	26.68	27.49	28.31	29.16	30.03
MO.	2,762.16	2,845.07	2,931.05	3,018.57	3,109.16	3,202.82	3,299.55	3,396.28	3,499.15	3,605.09	3,712.56	3,824.65	3,939.80	4,058.03	4,179.32	4,303.69
YR.	33,145.93	34,140.86	35,172.64	36,222.84	37,309.90	38,433.80	39,594.55	40,755.30	41,989.75	43,261.05	44,550.78	45,895.78	47,277.63	48,696.32	50,151.87	51,644.27

GRADE 28

HR.	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
MO.	4,951.62	5,100.55	5,251.02	5,412.24	5,573.45	5,740.81	5,914.31	6,090.88	6,272.05	6,460.91	6,655.90	6,853.97	7,061.24	7,271.59	7,489.62	7,715.32
YR.	59,419.46	61,206.65	63,012.27	64,946.86	66,881.44	68,889.73	70,971.71	73,090.55	75,264.65	77,530.89	79,870.81	82,247.59	84,734.92	87,259.10	89,875.39	92,583.82

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 19

HR.	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
MO.	2,284.01	2,351.50	2,423.48	2,496.97	2,570.45	2,648.43	2,726.42	2,808.90	2,892.88	2,979.86	3,068.35	3,161.33	3,255.81	3,354.78	3,453.76	3,557.24
YR.	27,408.15	28,217.98	29,081.79	29,963.61	30,845.42	31,781.22	32,717.02	33,706.81	34,714.59	35,758.37	36,820.14	37,935.91	39,069.66	40,257.41	41,445.16	42,686.89

GRADE 22

HR.	20.95	21.57	22.23	22.89	23.58	24.28	25.01	25.77	26.54	27.34	28.15	29.00	29.87	30.75	31.70	32.64
MO.	2,933.37	3,020.36	3,111.84	3,204.82	3,300.80	3,399.77	3,501.75	3,608.23	3,716.21	3,827.18	3,941.16	4,059.63	4,181.11	4,305.58	4,437.55	4,569.52
YR.	35,200.49	36,244.27	37,342.03	38,457.79	39,609.55	40,797.29	42,021.03	43,298.76	44,594.48	45,926.20	47,293.91	48,715.61	50,173.29	51,666.98	53,250.64	54,834.30

GRADE 27

HR.	31.79	32.75	33.72	34.73	35.77	36.84	37.95	39.09	40.26	41.48	42.71	44.00	45.31	46.68	48.08	49.52
MO.	4,451.05	4,584.52	4,720.99	4,861.96	5,007.43	5,157.40	5,313.37	5,472.33	5,635.80	5,806.76	5,979.22	6,160.69	6,343.65	6,535.61	6,730.56	6,933.02
YR.	53,412.60	55,014.26	56,651.91	58,343.55	60,089.18	61,888.79	63,760.39	65,667.99	67,629.57	69,681.13	71,750.69	73,928.23	76,123.76	78,427.27	80,766.77	83,196.25

GRADE 28

HR.	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
MO.	4,836.47	4,981.94	5,128.91	5,286.37	5,443.84	5,607.30	5,776.77	5,949.23	6,126.19	6,310.65	6,501.11	6,694.57	6,897.03	7,102.48	7,315.44	7,535.89
YR.	58,037.62	59,783.24	61,546.87	63,436.46	65,326.06	67,287.64	69,321.21	71,390.77	73,514.31	75,727.84	78,013.35	80,334.86	82,764.34	85,229.81	87,785.27	90,430.70

GRADE 29

HR.	37.55	38.68	39.84	41.03	42.27	43.53	44.84	46.18	47.57	49.00	50.46	51.99	53.55	55.16	56.80	58.50
MO.	5,256.38	5,415.34	5,577.31	5,743.77	5,917.74	6,094.70	6,277.66	6,465.12	6,660.08	6,859.54	7,064.99	7,277.95	7,496.90	7,721.85	7,951.30	8,189.75
YR.	63,076.54	64,984.13	66,927.72	68,925.29	71,012.85	73,136.39	75,331.93	77,581.45	79,920.95	82,314.44	84,779.91	87,335.36	89,962.80	92,662.23	95,415.64	98,277.03

GRADE 30

HR.	40.82	42.03	43.31	44.59	45.94	47.33	48.74	50.21	51.72	53.26	54.86	56.51	58.20	59.94	61.74	63.59
MO.	5,715.28	5,884.74	6,063.21	6,243.17	6,432.13	6,625.59	6,823.54	7,029.00	7,240.46	7,456.41	7,679.86	7,910.81	8,147.76	8,392.21	8,644.16	8,902.10
YR.	68,583.37	70,616.93	72,758.47	74,918.01	77,185.53	79,507.03	81,882.53	84,348.00	86,885.46	89,476.91	92,158.34	94,929.74	97,773.14	100,706.51	103,729.87	106,825.21

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 18

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	2,051.03	2,112.51	2,175.46	2,241.34	2,307.22	2,377.49	2,449.23	2,522.43	2,598.55	2,676.14	2,756.66	2,838.64	2,925.02	3,011.39	3,102.16	3,195.85
YR.	24,612.32	25,350.16	26,105.57	26,896.12	27,686.66	28,529.91	29,390.73	30,269.11	31,182.63	32,113.72	33,079.94	34,063.73	35,100.22	36,136.72	37,225.91	38,350.25

GRADE 20

HR.	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
MO.	2,422.88	2,496.07	2,570.74	2,646.86	2,727.38	2,809.36	2,892.81	2,980.65	3,069.95	3,162.18	3,255.88	3,353.96	3,454.98	3,558.92	3,665.79	3,775.59
YR.	29,074.51	29,952.89	30,848.85	31,762.37	32,728.59	33,712.38	34,713.74	35,767.80	36,839.42	37,946.19	39,070.52	40,247.55	41,459.72	42,707.03	43,989.47	45,307.05

GRADE 23

HR.	22.76	23.45	24.16	24.88	25.63	26.39	27.19	28.00	28.85	29.70	30.60	31.51	32.46	33.44	34.45	35.48
MO.	3,110.94	3,204.64	3,301.26	3,400.81	3,503.29	3,607.23	3,715.56	3,826.83	3,942.48	4,059.60	4,182.57	4,307.01	4,435.84	4,570.52	4,708.14	4,848.68
YR.	37,331.32	38,455.65	39,615.12	40,809.72	42,039.46	43,286.76	44,586.77	45,921.92	47,309.76	48,715.18	50,190.86	51,684.11	53,230.07	54,846.30	56,497.66	58,184.16

GRADE 28

HR.	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
MO.	4,721.31	4,863.32	5,006.79	5,160.51	5,314.22	5,473.80	5,639.23	5,807.58	5,980.33	6,160.40	6,346.32	6,535.18	6,732.81	6,933.38	7,141.26	7,356.47
YR.	56,655.77	58,359.83	60,081.47	61,926.07	63,770.68	65,685.56	67,670.70	69,690.99	71,763.97	73,924.80	76,155.89	78,422.12	80,793.76	83,200.53	85,695.14	88,277.59

GRADE 29

HR.	37.55	38.68	39.84	41.03	42.27	43.53	44.84	46.18	47.57	49.00	50.46	51.99	53.55	55.16	56.80	58.50
MO.	5,131.23	5,286.41	5,444.52	5,607.02	5,776.84	5,949.59	6,128.19	6,311.19	6,501.51	6,696.21	6,896.78	7,104.66	7,318.40	7,538.00	7,761.99	7,994.76
YR.	61,574.72	63,436.89	65,334.20	67,284.21	69,322.07	71,395.05	73,538.31	75,734.27	78,018.07	80,354.57	82,761.34	85,255.95	87,820.83	90,455.98	93,143.84	95,937.10

Clayton County Public Schools Salary Schedule 205 Days - 7.5 Hours

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

GRADE 15

HR.	MO.	YR.															
				12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21	
				1,635.99	1,685.40	1,736.18	1,788.33	1,841.86	1,896.76	1,954.40	2,012.05	2,072.44	2,134.20	2,198.70	2,264.58	2,333.21	
				19,631.88	20,224.79	20,834.17	21,460.02	22,102.34	22,761.13	23,452.85	24,144.58	24,869.25	25,610.38	26,384.46	27,175.01	27,998.49	

GRADE 16

HR.	MO.	YR.																
			12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
			1,627.76	1,675.79	1,727.95	1,778.73	1,830.88	1,887.15	1,942.05	2,001.07	2,062.83	2,123.22	2,187.73	2,252.23	2,320.86	2,390.85	2,462.22	2,536.33
			19,533.06	20,109.50	20,735.35	21,344.73	21,970.58	22,645.84	23,304.63	24,012.82	24,753.96	25,478.63	26,252.70	27,026.78	27,850.26	28,690.22	29,546.64	30,436.01

GRADE 17

HR.	MO.	YR.															
			14.21	14.65	15.08	15.54	16.00	16.49	16.99	17.49	18.02	18.55	19.11	19.69	20.27	20.89	21.51
			1,821.27	1,877.55	1,932.44	1,991.46	2,050.48	2,112.24	2,176.75	2,241.25	2,308.50	2,377.13	2,448.50	2,522.61	2,596.72	2,676.33	2,755.93
			21,855.29	22,530.55	23,189.34	23,897.53	24,605.73	25,346.87	26,120.94	26,895.02	27,702.04	28,525.52	29,381.94	30,271.31	31,160.67	32,115.92	33,071.16

GRADE 18

HR.	MO.	YR.																
			15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
			1,922.84	1,980.48	2,039.50	2,101.26	2,163.02	2,228.90	2,296.15	2,364.77	2,436.14	2,508.88	2,584.37	2,661.23	2,742.21	2,823.18	2,908.27	2,996.11
			23,074.05	23,765.78	24,473.97	25,215.11	25,956.25	26,746.79	27,553.81	28,377.29	29,233.72	30,106.61	31,012.45	31,934.75	32,906.46	33,878.17	34,899.29	35,953.36

GRADE 19

HR.	MO.	YR.																
			16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
			2,090.28	2,152.04	2,217.92	2,285.17	2,352.42	2,423.79	2,495.16	2,570.65	2,647.50	2,727.11	2,808.08	2,893.18	2,979.64	3,070.23	3,160.81	3,255.51
			25,083.35	25,824.49	26,615.04	27,422.05	28,229.07	29,085.49	29,941.91	30,847.75	31,770.05	32,725.29	33,697.01	34,718.13	35,755.72	36,842.72	37,929.72	39,066.13

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 22

HR.	20.95	21.57	22.23	22.89	23.58	24.28	25.01	25.77	26.54	27.34	28.15	29.00	29.87	30.75	31.70	32.64
MO.	2,793.69	2,876.53	2,963.65	3,052.21	3,143.61	3,237.88	3,335.00	3,436.41	3,539.24	3,644.94	3,753.48	3,866.32	3,982.01	4,100.55	4,226.24	4,351.93
YR.	33,524.28	34,518.35	35,563.84	36,626.47	37,723.38	38,854.57	40,020.03	41,236.92	42,470.94	43,739.24	45,041.82	46,395.81	47,784.09	49,206.64	50,714.89	52,223.14

GRADE 23

HR.	22.76	23.45	24.16	24.88	25.63	26.39	27.19	28.00	28.85	29.70	30.60	31.51	32.46	33.44	34.45	35.48
MO.	3,035.07	3,126.48	3,220.74	3,317.86	3,417.84	3,519.25	3,624.94	3,733.49	3,846.32	3,960.58	4,080.56	4,201.96	4,327.65	4,459.05	4,593.31	4,730.42
YR.	36,420.80	37,517.71	38,648.90	39,814.36	41,014.11	42,230.99	43,499.29	44,801.87	46,155.87	47,527.00	48,966.69	50,423.53	51,931.78	53,508.58	55,119.67	56,765.03

GRADE 25

HR.	26.90	27.71	28.55	29.39	30.28	31.19	32.13	33.09	34.07	35.09	36.16	37.25	38.36	39.52	40.69	41.91
MO.	3,586.38	3,694.93	3,806.33	3,919.16	4,037.71	4,159.11	4,283.37	4,411.92	4,543.32	4,679.00	4,821.83	4,966.08	5,114.62	5,268.88	5,425.99	5,587.38
YR.	43,036.53	44,339.11	45,675.97	47,029.96	48,452.52	49,909.35	51,400.46	52,942.99	54,519.80	56,148.02	57,861.94	59,593.00	61,375.48	63,226.51	65,111.82	67,048.55

GRADE 28

HR.	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
MO.	4,606.16	4,744.70	4,884.67	5,034.64	5,184.61	5,340.29	5,501.68	5,665.93	5,834.47	6,010.15	6,191.54	6,375.78	6,568.60	6,764.27	6,967.08	7,177.04
YR.	55,273.92	56,936.42	58,616.06	60,415.68	62,215.30	64,083.47	66,020.20	67,991.21	70,013.63	72,121.75	74,298.43	76,509.39	78,823.18	81,171.25	83,605.02	86,124.48

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 12

HR.	9.09	9.37	9.65	9.94	10.24	10.55	10.87	11.19	11.53	11.88	12.23	12.60	12.97	13.36	13.76	14.17
MO.	1,182.28	1,218.49	1,254.70	1,292.30	1,331.29	1,371.67	1,413.45	1,455.23	1,498.39	1,544.35	1,590.30	1,637.65	1,686.39	1,736.52	1,789.44	1,842.36
YR.	14,187.40	14,621.88	15,056.36	15,507.55	15,975.45	16,460.06	16,961.38	17,462.70	17,980.73	18,532.19	19,083.64	19,651.81	20,236.68	20,838.27	21,473.28	22,108.28

GRADE 13

HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,405.09	1,446.87	1,490.04	1,535.99	1,581.95	1,627.90	1,678.03	1,728.17	1,779.69	1,832.61	1,888.31	1,944.01	2,003.89
YR.				16,861.12	17,362.44	17,880.47	18,431.92	18,983.38	19,534.83	20,136.42	20,738.00	21,356.30	21,991.31	22,659.74	23,328.17	24,046.73

GRADE 15

HR.	11.68	12.04	12.39	12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
MO.	1,517.89	1,565.24	1,611.19	1,659.93	1,710.06	1,761.59	1,814.51	1,868.82	1,924.52	1,983.01	2,041.49	2,102.77	2,165.43	2,230.88	2,297.72	2,367.35
YR.	18,214.68	18,782.85	19,334.30	19,919.18	20,520.76	21,139.06	21,774.07	22,425.79	23,094.22	23,796.07	24,497.92	25,233.19	25,985.17	26,770.57	27,572.69	28,408.22

GRADE 17

HR.	13.81	14.21	14.65	15.08	15.54	16.00	16.49	16.99	17.49	18.02	18.55	19.11	19.69	20.27	20.89	21.51
MO.	1,795.01	1,847.93	1,905.02	1,960.72	2,020.60	2,080.48	2,143.15	2,208.60	2,274.05	2,342.29	2,411.91	2,484.33	2,559.53	2,634.72	2,715.49	2,796.26
YR.	21,540.12	22,175.13	22,860.26	23,528.69	24,247.25	24,965.82	25,717.80	26,503.20	27,288.61	28,107.43	28,942.97	29,811.92	30,714.30	31,616.68	32,585.90	33,555.13

GRADE 18

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	1,950.98	2,009.46	2,069.34	2,132.01	2,194.67	2,261.52	2,329.75	2,399.38	2,471.79	2,545.60	2,622.19	2,700.17	2,782.33	2,864.50	2,950.83	3,039.96
YR.	23,411.72	24,113.57	24,832.13	25,584.11	26,336.09	27,138.21	27,957.03	28,792.57	29,661.53	30,547.20	31,466.29	32,402.09	33,388.02	34,373.95	35,410.02	36,479.50

GRADE 19

HR.	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
MO.	2,120.87	2,183.53	2,250.38	2,318.61	2,386.85	2,459.26	2,531.67	2,608.26	2,686.25	2,767.02	2,849.18	2,935.52	3,023.25	3,115.16	3,207.07	3,303.15
YR.	25,450.43	26,202.41	27,004.52	27,823.35	28,642.17	29,511.13	30,380.09	31,299.18	32,234.98	33,204.20	34,190.13	35,226.20	36,278.97	37,381.88	38,484.79	39,637.83

GRADE 20

HR.	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
MO.	2,304.69	2,374.31	2,445.34	2,517.75	2,594.34	2,672.32	2,751.70	2,835.25	2,920.20	3,007.93	3,097.05	3,190.35	3,286.44	3,385.31	3,486.97	3,591.41
YR.	27,656.24	28,491.78	29,344.02	30,212.98	31,132.07	32,067.87	33,020.38	34,023.03	35,042.38	36,095.16	37,164.64	38,284.26	39,437.30	40,623.76	41,843.64	43,096.95

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.	22.76	23.45	24.16	24.88	25.63	26.39	27.19	28.00	28.85	29.70	30.60	31.51	32.46	33.44	34.45	35.48
MO.	2,959.19	3,048.31	3,140.22	3,234.92	3,332.40	3,431.27	3,534.32	3,640.15	3,750.16	3,861.57	3,978.54	4,096.91	4,219.46	4,347.57	4,478.47	4,612.16
YR.	35,510.28	36,579.77	37,682.67	38,819.00	39,988.75	41,175.21	42,411.81	43,681.82	45,001.97	46,338.83	47,742.53	49,162.94	50,633.48	52,170.87	53,741.68	55,345.90

GRADE 25

HR.	26.90	27.71	28.55	29.39	30.28	31.19	32.13	33.09	34.07	35.09	36.16	37.25	38.36	39.52	40.69	41.91
MO.	3,496.72	3,602.55	3,711.17	3,821.18	3,936.77	4,055.13	4,176.29	4,301.62	4,429.73	4,562.03	4,701.28	4,841.93	4,986.76	5,137.15	5,290.34	5,447.69
YR.	41,960.62	43,230.63	44,534.07	45,854.22	47,241.21	48,661.62	50,115.45	51,619.41	53,156.80	54,744.32	56,415.39	58,103.17	59,841.09	61,645.85	63,484.03	65,372.34

Clayton County Public Schools Salary Schedule 195 Days - 7.5 Hours

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

GRADE 15

HR.	11.68	12.04	12.39	12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
MO.	1,423.02	1,467.41	1,510.49	1,556.19	1,603.18	1,651.49	1,701.10	1,752.01	1,804.24	1,859.07	1,913.90	1,971.34	2,030.09	2,091.45	2,154.12	2,219.39
YR.	17,076.27	17,608.92	18,125.91	18,674.23	19,238.22	19,817.87	20,413.19	21,024.17	21,650.83	22,308.81	22,966.80	23,656.11	24,361.10	25,097.41	25,849.40	26,632.71

GRADE 16

HR.	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
MO.	1,548.35	1,594.05	1,643.66	1,691.96	1,741.57	1,795.10	1,847.32	1,903.46	1,962.20	2,019.65	2,081.01	2,142.37	2,207.64	2,274.22	2,342.11	2,412.61
YR.	18,580.23	19,128.55	19,723.87	20,303.52	20,898.84	21,541.16	22,167.81	22,841.47	23,546.45	24,235.77	24,972.08	25,708.40	26,491.71	27,290.69	28,105.34	28,951.32

GRADE 17

HR.	13.81	14.21	14.65	15.08	15.54	16.00	16.49	16.99	17.49	18.02	18.55	19.11	19.69	20.27	20.89	21.51
MO.	1,682.82	1,732.43	1,785.96	1,838.18	1,894.32	1,950.45	2,009.20	2,070.56	2,131.92	2,195.89	2,261.17	2,329.06	2,399.55	2,470.05	2,545.77	2,621.49
YR.	20,193.86	20,789.18	21,431.50	22,058.15	22,731.80	23,405.45	24,110.44	24,846.75	25,583.07	26,350.72	27,134.03	27,948.68	28,794.66	29,640.64	30,549.29	31,457.93

GRADE 18

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	1,829.04	1,883.87	1,940.01	1,998.76	2,057.51	2,120.17	2,184.14	2,249.42	2,317.31	2,386.50	2,458.30	2,531.41	2,608.44	2,685.46	2,766.41	2,849.96
YR.	21,948.49	22,606.47	23,280.12	23,985.11	24,690.09	25,442.07	26,209.72	26,993.03	27,807.68	28,638.00	29,499.64	30,376.96	31,301.27	32,225.58	33,196.89	34,199.53

GRADE 19

HR.	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
MO.	1,988.31	2,047.06	2,109.73	2,173.70	2,237.67	2,305.56	2,373.44	2,445.25	2,518.36	2,594.08	2,671.10	2,752.05	2,834.29	2,920.46	3,006.62	3,096.71
YR.	23,859.77	24,564.76	25,316.74	26,084.39	26,852.04	27,666.69	28,481.33	29,342.98	30,220.29	31,128.94	32,053.25	33,024.56	34,011.54	35,045.51	36,079.49	37,160.46

Clayton County Public Schools Salary Schedule 195 Days - 6.5 Hours

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

GRADE 20

HR.	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
MO.	1,872.56	1,929.13	1,986.83	2,045.67	2,107.90	2,171.26	2,235.76	2,303.64	2,372.66	2,443.94	2,516.36	2,592.16	2,670.23	2,750.57	2,833.16	2,918.02
YR.	22,470.70	23,149.57	23,842.02	24,548.05	25,294.81	26,055.15	26,829.06	27,643.71	28,471.93	29,327.31	30,196.27	31,105.96	32,042.81	33,006.81	33,997.96	35,016.27

GRADE 23

HR.	22.76	23.45	24.16	24.88	25.63	26.39	27.19	28.00	28.85	29.70	30.60	31.51	32.46	33.44	34.45	35.48
MO.	2,404.34	2,476.75	2,551.43	2,628.37	2,707.57	2,787.91	2,871.63	2,957.62	3,047.01	3,137.52	3,232.57	3,328.74	3,428.31	3,532.40	3,638.76	3,747.38
YR.	28,852.10	29,721.06	30,617.17	31,540.44	32,490.86	33,454.86	34,459.59	35,491.48	36,564.10	37,650.30	38,790.80	39,944.89	41,139.70	42,388.83	43,665.11	44,968.55

GRADE 24

HR.	24.76	25.48	26.26	27.05	27.85	28.69	29.55	30.44	31.35	32.30	33.26	34.26	35.30	36.35	37.44	38.55
MO.	2,614.79	2,691.73	2,773.20	2,856.92	2,941.78	3,030.04	3,121.68	3,215.60	3,311.77	3,411.34	3,513.17	3,618.39	3,728.14	3,839.03	3,954.44	4,072.11
YR.	31,377.51	32,300.78	33,278.35	34,283.09	35,301.40	36,360.44	37,460.21	38,587.14	39,741.23	40,936.04	42,158.01	43,420.72	44,737.73	46,068.32	47,453.22	48,865.28

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 18

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	1,900.95	1,957.94	2,016.28	2,077.34	2,138.40	2,203.53	2,270.02	2,337.86	2,408.41	2,480.33	2,554.95	2,630.94	2,710.99	2,791.05	2,875.17	2,962.01
YR.	22,811.42	23,495.27	24,195.41	24,928.11	25,660.81	26,442.36	27,240.19	28,054.30	28,900.98	29,763.93	30,659.46	31,571.26	32,531.92	33,492.57	34,502.07	35,544.13

GRADE 19

HR.	16.31	16.80	17.31	17.84	18.36	18.92	19.47	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.67	25.41
MO.	2,066.49	2,127.55	2,192.67	2,259.16	2,325.65	2,396.20	2,466.76	2,541.39	2,617.37	2,696.07	2,776.12	2,860.25	2,945.73	3,035.28	3,124.83	3,218.46
YR.	24,797.85	25,530.55	26,312.10	27,109.93	27,907.76	28,754.44	29,601.11	30,496.64	31,408.44	32,352.81	33,313.46	34,322.96	35,348.74	36,423.37	37,498.00	38,621.47

GRADE 20

HR.	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
MO.	2,245.59	2,313.43	2,382.63	2,453.19	2,527.82	2,603.80	2,681.14	2,762.55	2,845.32	2,930.80	3,017.64	3,108.55	3,202.17	3,298.51	3,397.56	3,499.32
YR.	26,947.11	27,761.22	28,591.61	29,438.29	30,333.81	31,245.62	32,173.71	33,150.64	34,143.86	35,169.64	36,211.70	37,302.61	38,426.09	39,582.13	40,770.73	41,991.90

GRADE 21

HR.	19.27	19.85	20.45	21.06	21.69	22.35	23.02	23.69	24.41	25.15	25.90	26.68	27.49	28.31	29.16	30.03
MO.	2,440.98	2,514.25	2,590.23	2,667.57	2,747.63	2,830.40	2,915.88	3,001.36	3,092.27	3,185.89	3,280.87	3,379.92	3,481.69	3,586.16	3,693.35	3,803.26
YR.	29,291.75	30,170.99	31,082.80	32,010.88	32,971.54	33,964.75	34,990.53	36,016.31	37,107.22	38,230.70	39,370.46	40,559.06	41,780.23	43,033.96	44,320.26	45,639.12

GRADE 22

HR.	20.95	21.57	22.23	22.89	23.58	24.28	25.01	25.77	26.54	27.34	28.15	29.00	29.87	30.75	31.70	32.64
MO.	2,654.01	2,732.70	2,815.47	2,899.60	2,986.43	3,075.99	3,168.25	3,264.59	3,362.28	3,462.69	3,565.81	3,673.00	3,782.91	3,895.53	4,014.93	4,134.33
YR.	31,848.06	32,792.43	33,785.65	34,795.15	35,837.21	36,911.84	38,019.03	39,175.07	40,347.39	41,552.28	42,789.73	44,076.02	45,394.89	46,746.31	48,179.15	49,611.99

GRADE 25

HR.	26.90	27.71	28.55	29.39	30.28	31.19	32.13	33.09	34.07	35.09	36.16	37.25	38.36	39.52	40.69	41.91
MO.	3,407.06	3,510.18	3,616.01	3,723.21	3,835.82	3,951.16	4,069.20	4,191.32	4,316.15	4,445.05	4,580.74	4,717.78	4,858.89	5,005.43	5,154.69	5,308.01
YR.	40,884.70	42,122.15	43,392.17	44,678.47	46,029.89	47,413.88	48,830.44	50,295.84	51,793.81	53,340.62	54,968.84	56,613.35	58,306.70	60,065.18	61,856.23	63,696.12

GRADE 28

HR.	34.55	35.59	36.64	37.76	38.88	40.05	41.26	42.49	43.76	45.08	46.44	47.82	49.26	50.73	52.25	53.83
MO.	4,375.85	4,507.47	4,640.44	4,782.91	4,925.38	5,073.27	5,226.60	5,382.64	5,542.75	5,709.64	5,881.96	6,056.99	6,240.17	6,426.06	6,618.73	6,818.19
YR.	52,510.22	54,089.60	55,685.26	57,394.90	59,104.53	60,879.30	62,719.19	64,591.65	66,512.95	68,515.67	70,583.51	72,683.92	74,882.02	77,112.69	79,424.77	81,818.26

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 16

HR.	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
MO.	1,508.65	1,553.17	1,601.51	1,648.58	1,696.91	1,749.07	1,799.95	1,854.65	1,911.89	1,967.86	2,027.65	2,087.43	2,151.04	2,215.91	2,282.06	2,350.75
YR.	18,103.82	18,638.08	19,218.13	19,782.92	20,362.98	20,988.83	21,599.41	22,255.79	22,942.69	23,614.34	24,331.77	25,049.21	25,812.44	26,590.93	27,384.69	28,208.98

GRADE 18

HR.	15.01	15.46	15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.	1,782.14	1,835.57	1,890.27	1,947.51	2,004.75	2,065.81	2,128.14	2,191.74	2,257.89	2,325.31	2,395.27	2,466.50	2,541.56	2,616.61	2,695.47	2,776.89
YR.	21,385.70	22,026.82	22,683.20	23,370.10	24,057.01	24,789.71	25,537.68	26,300.91	27,094.67	27,903.69	28,743.24	29,598.06	30,498.67	31,399.28	32,345.69	33,322.62

GRADE 25

HR.	26.90	27.71	28.55	29.39	30.28	31.19	32.13	33.09	34.07	35.09	36.16	37.25	38.36	39.52	40.69	41.91
MO.	3,194.12	3,290.79	3,390.01	3,490.51	3,596.09	3,704.21	3,814.88	3,929.36	4,046.39	4,167.24	4,294.44	4,422.92	4,555.21	4,692.59	4,832.52	4,976.26
YR.	38,329.41	39,489.52	40,680.16	41,886.06	43,153.02	44,450.52	45,778.54	47,152.35	48,556.69	50,006.83	51,533.29	53,075.01	54,662.53	56,311.11	57,990.22	59,715.12

Clayton County Public Schools Salary Schedule 190 Days - Pre-K

STEP														
	1	2	3	4	5	6	7	8	9	10	11			

Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20			
GRADE PK1														
HR.	17.62	18.11	18.61	19.13	19.66	20.21	20.78	21.36	21.96	22.58	23.22			
MO.	2,231.67	2,293.52	2,357.22	2,422.84	2,490.42	2,560.03	2,631.73	2,705.58	2,781.65	2,860.00	2,940.70			
YR.	26,780.00	27,522.19	28,286.65	29,074.04	29,885.05	30,720.39	31,580.79	32,467.01	33,379.81	34,320.00	35,288.39			

GRADE PK2														
HR.	23.10	23.78	24.47	25.18	25.92	26.68	27.46	28.26	29.09	29.94	30.82			
MO.	2,926.53	3,011.77	3,099.56	3,189.99	3,283.14	3,379.07	3,477.89	3,579.67	3,684.50	3,792.48	3,903.70			
YR.	35,118.35	36,141.22	37,194.77	38,279.93	39,397.64	40,548.88	41,734.66	42,956.01	44,214.00	45,509.73	46,844.34			

GRADE PK3														
HR.	26.02	26.69	27.39	28.10	28.84	29.59	30.37	31.18	32.01	32.86	33.74			
MO.	3,296.00	3,381.24	3,469.04	3,559.47	3,652.61	3,748.54	3,847.36	3,949.14	4,053.97	4,161.95	4,273.17			
YR.	39,552.00	40,574.87	41,628.42	42,713.58	43,831.29	44,982.53	46,168.31	47,389.66	48,647.65	49,943.38	51,277.99			

GRADE PK4														
HR.	10.92													
MO.	1,296.81													
YR.	15,561.66													

**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.					11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.					1,133.38	1,167.20	1,203.20	1,239.19	1,275.19	1,314.46	1,353.73	1,394.09	1,435.54	1,479.18	1,522.81	1,569.72
YR.					13,600.58	14,006.37	14,438.34	14,870.31	15,302.28	15,773.53	16,244.77	16,729.10	17,226.52	17,750.13	18,273.73	18,836.60

Clayton County Public Schools Salary Schedule 188 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.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				677.33	697.47	718.28	740.43	762.58	784.73	808.90	833.07	857.90	883.41	910.26	937.11	965.98
YR.				8,127.92	8,369.59	8,619.30	8,885.13	9,150.96	9,416.79	9,706.79	9,996.78	10,294.83	10,600.94	10,923.15	11,245.37	11,591.76

GRADE 13 (6 Hours per day)

HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,015.99	1,046.20	1,077.41	1,110.64	1,143.87	1,177.10	1,213.35	1,249.60	1,286.85	1,325.12	1,365.39	1,405.67	1,448.97
YR.				12,191.88	12,554.38	12,928.96	13,327.70	13,726.44	14,125.19	14,560.18	14,995.17	15,442.25	15,901.41	16,384.73	16,868.06	17,387.63

GRADE 13 (7 Hours per day)

HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,185.32	1,220.56	1,256.98	1,295.75	1,334.52	1,373.28	1,415.57	1,457.86	1,501.33	1,545.97	1,592.96	1,639.95	1,690.46
YR.				14,223.86	14,646.77	15,083.78	15,548.98	16,014.18	16,479.38	16,986.88	17,494.37	18,015.96	18,551.64	19,115.52	19,679.40	20,285.57

GRADE 15 (8 Hours per day)

HR.	11.68	12.04	12.39	12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
MO.	1,463.40	1,509.05	1,553.35	1,600.34	1,648.68	1,698.35	1,749.37	1,801.73	1,855.43	1,911.82	1,968.21	2,027.28	2,087.70	2,150.80	2,215.24	2,282.37
YR.	17,560.82	18,108.59	18,640.25	19,204.13	19,784.12	20,380.22	20,992.43	21,620.76	22,265.19	22,941.85	23,618.50	24,327.38	25,052.37	25,809.58	26,582.90	27,388.44

GRADE 18 (5 Hours per day)

HR.			15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.			1,246.91	1,284.67	1,322.43	1,362.71	1,403.83	1,445.78	1,489.41	1,533.89	1,580.04	1,627.03	1,676.54	1,726.04	1,778.07	1,831.77
YR.			14,962.95	15,416.07	15,869.19	16,352.51	16,845.91	17,349.37	17,872.97	18,406.64	18,960.45	19,524.33	20,118.42	20,712.51	21,336.80	21,981.24

Clayton County Public Schools Salary Schedule 188 Days - 8.0 Hours

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

GRADE 16

HR.	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
MO.	1,592.29	1,639.28	1,690.30	1,739.97	1,790.99	1,846.03	1,899.74	1,957.47	2,017.88	2,076.96	2,140.06	2,203.16	2,270.29	2,338.76	2,408.57	2,481.07
YR.	19,107.47	19,671.35	20,283.56	20,879.66	21,491.87	22,152.42	22,796.85	23,489.62	24,214.60	24,923.48	25,680.69	26,437.90	27,243.44	28,065.10	28,902.86	29,772.85

GRADE 20

HR.	17.73	18.26	18.81	19.37	19.96	20.56	21.17	21.81	22.46	23.14	23.82	24.54	25.28	26.04	26.82	27.63
MO.	2,221.95	2,289.08	2,357.55	2,427.37	2,501.21	2,576.39	2,652.92	2,733.47	2,815.37	2,899.95	2,985.88	3,075.83	3,168.47	3,263.79	3,361.80	3,462.49
YR.	26,663.45	27,469.00	28,290.65	29,128.41	30,014.51	30,916.72	31,835.04	32,801.69	33,784.45	34,799.43	35,830.53	36,909.95	38,021.60	39,165.47	40,341.56	41,549.88

GRADE 22

HR.	20.95	21.57	22.23	22.89	23.58	24.28	25.01	25.77	26.54	27.34	28.15	29.00	29.87	30.75	31.70	32.64
MO.	2,626.07	2,703.94	2,785.83	2,869.07	2,955.00	3,043.61	3,134.90	3,230.23	3,326.89	3,426.24	3,528.28	3,634.34	3,743.09	3,854.52	3,972.67	4,090.81
YR.	31,512.82	32,447.25	33,430.01	34,428.88	35,459.98	36,523.29	37,618.83	38,762.70	39,922.68	41,114.88	42,339.31	43,612.07	44,917.04	46,254.24	47,672.00	49,089.75

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

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

GRADE 16

HR.	12.70	13.08	13.49	13.88	14.29	14.73	15.16	15.62	16.10	16.57	17.07	17.58	18.11	18.66	19.22	19.80
MO.	1,492.77	1,536.82	1,584.65	1,631.22	1,679.05	1,730.66	1,781.00	1,835.13	1,891.77	1,947.15	2,006.30	2,065.46	2,128.39	2,192.59	2,258.04	2,326.00
YR.	17,913.25	18,441.89	19,015.84	19,574.68	20,148.63	20,767.89	21,372.05	22,021.52	22,701.19	23,365.76	24,075.65	24,785.53	25,540.73	26,311.03	27,096.43	27,912.04

Clayton County Public Schools Salary Schedule 186 Days - 5.0 Hours

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

GRADE 13

HR.			10.50	10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.			813.58	837.65	862.56	888.29	915.69	943.08	970.48	1,000.37	1,030.25	1,060.97	1,092.52	1,125.72	1,158.93	1,194.63
YR.			9,762.92	10,051.82	10,350.68	10,659.51	10,988.26	11,317.01	11,645.77	12,004.40	12,363.04	12,731.64	13,110.20	13,508.69	13,907.18	14,335.55

GRADE 18

HR.			15.92	16.40	16.88	17.40	17.92	18.46	19.01	19.58	20.17	20.77	21.40	22.03	22.70	23.38
MO.			1,233.65	1,271.01	1,308.36	1,348.21	1,388.89	1,430.40	1,473.57	1,517.57	1,563.23	1,609.72	1,658.70	1,707.68	1,759.15	1,812.28
YR.			14,803.77	15,252.07	15,700.36	16,178.55	16,666.69	17,164.80	17,682.83	18,210.83	18,758.75	19,316.63	19,904.40	20,492.16	21,109.82	21,747.40

**Clayton County Public Schools
Salary Schedule
185 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.	11.68	12.04	12.39	12.77	13.15	13.55	13.96	14.38	14.80	15.25	15.70	16.18	16.66	17.16	17.67	18.21
MO.	1,440.05	1,484.97	1,528.57	1,574.81	1,622.37	1,671.25	1,721.45	1,772.98	1,825.82	1,881.31	1,936.80	1,994.93	2,054.38	2,116.48	2,179.89	2,245.95
YR.	17,280.60	17,819.63	18,342.80	18,897.68	19,468.42	20,055.01	20,657.45	21,275.75	21,909.90	22,575.75	23,241.61	23,939.18	24,652.60	25,397.72	26,158.70	26,951.39

Clayton County Public Schools Salary Schedule 185 Days - 7.5 Hours - Grade 12

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

7.5 Hours

HR.	9.09	9.37	9.65	9.94	10.24	10.55	10.87	11.19	11.53	11.88	12.23	12.60	12.97	13.36	13.76	14.17
MO.	1,051.55	1,083.75	1,115.96	1,149.40	1,184.08	1,220.00	1,257.15	1,294.31	1,332.71	1,373.58	1,414.45	1,456.56	1,499.91	1,544.50	1,591.57	1,638.63
YR.	12,618.60	13,005.04	13,391.47	13,792.77	14,208.93	14,639.96	15,085.84	15,531.73	15,992.48	16,482.96	16,973.43	17,478.77	17,998.97	18,534.04	19,098.83	19,663.62

Clayton County Public Schools Salary Schedule 185 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.					10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.					499.89	514.75	530.11	546.46	562.81	579.16	596.99	614.83	633.16	651.99	671.80	691.62	712.92
YR.					5,998.67	6,177.02	6,361.32	6,557.51	6,753.70	6,949.89	7,163.92	7,377.94	7,597.91	7,823.83	8,061.64	8,299.44	8,555.09

4.0 Hours																	
HR.					10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.					666.52	686.34	706.81	728.61	750.41	772.21	795.99	819.77	844.21	869.31	895.74	922.16	950.57
YR.					7,998.22	8,236.03	8,481.76	8,743.35	9,004.94	9,266.52	9,551.89	9,837.26	10,130.55	10,431.77	10,748.85	11,065.92	11,406.78

5.0 Hours																	
HR.					10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.					833.15	857.92	883.52	910.77	938.01	965.26	994.99	1,024.71	1,055.27	1,086.64	1,119.67	1,152.70	1,188.21
YR.					9,997.78	10,295.04	10,602.20	10,929.19	11,256.17	11,583.15	11,939.86	12,296.57	12,663.19	13,039.72	13,436.06	13,832.41	14,258.48

5.5 Hours																	
HR.					10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.					916.46	943.71	971.87	1,001.84	1,031.82	1,061.79	1,094.49	1,127.19	1,160.79	1,195.31	1,231.64	1,267.97	1,307.03
YR.					10,997.56	11,324.54	11,662.42	12,022.10	12,381.79	12,741.47	13,133.85	13,526.23	13,929.51	14,343.69	14,779.67	15,215.65	15,684.32

6.0 Hours																	
HR.					10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.					999.78	1,029.50	1,060.22	1,092.92	1,125.62	1,158.32	1,193.99	1,229.66	1,266.32	1,303.97	1,343.61	1,383.24	1,425.85
YR.					11,997.33	12,354.04	12,722.64	13,115.02	13,507.40	13,899.78	14,327.84	14,755.89	15,195.83	15,647.66	16,123.27	16,598.89	17,110.17

6.5 Hours																	
HR.					10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.					1,083.09	1,115.30	1,148.57	1,184.00	1,219.42	1,254.84	1,293.49	1,332.13	1,371.85	1,412.64	1,455.57	1,498.51	1,544.67
YR.					12,997.11	13,383.55	13,782.86	14,207.94	14,633.02	15,058.10	15,521.82	15,985.54	16,462.15	16,951.63	17,466.88	17,982.13	18,536.02

7.0 Hours

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

	STEP															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,166.41	1,201.09	1,236.92	1,275.07	1,313.22	1,351.37	1,392.98	1,434.60	1,477.37	1,521.30	1,567.54	1,613.78	1,663.49
YR.				13,996.89	14,413.05	14,843.08	15,300.86	15,758.64	16,216.41	16,715.81	17,215.20	17,728.47	18,255.60	18,810.49	19,365.37	19,961.87

7.5 Hours

HR.				10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,249.72	1,286.88	1,325.28	1,366.15	1,407.02	1,447.89	1,492.48	1,537.07	1,582.90	1,629.96	1,679.51	1,729.05	1,782.31
YR.				14,996.67	15,442.55	15,903.30	16,393.78	16,884.25	17,374.73	17,909.79	18,444.86	18,994.79	19,559.58	20,154.09	20,748.61	21,387.71

Clayton County Public Schools Salary Schedule 180 Days - 7.5 Hours

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

GRADE 13

HR.	1	2	3	10.81	11.13	11.46	11.82	12.17	12.52	12.91	13.29	13.69	14.10	14.53	14.95	15.41
MO.				1,215.95	1,252.10	1,289.46	1,329.23	1,368.99	1,408.76	1,452.15	1,495.53	1,540.12	1,585.91	1,634.12	1,682.32	1,734.14
YR.				14,591.35	15,025.19	15,473.48	15,950.70	16,427.92	16,905.14	17,425.75	17,946.35	18,481.41	19,030.94	19,609.39	20,187.84	20,809.67

GRADE CPS

HR.	13.40	13.80	14.21	14.64	15.08	15.53	15.99	16.47	16.97	17.48	18.00	18.54	19.10	19.67	20.26	20.87
MO.	1,507.50	1,552.50	1,598.63	1,647.00	1,696.50	1,747.13	1,798.88	1,852.88	1,909.13	1,966.50	2,025.00	2,085.75	2,148.75	2,212.88	2,279.25	2,347.88
YR.	18,090.00	18,630.00	19,183.50	19,764.00	20,358.00	20,965.50	21,586.50	22,234.50	22,909.50	23,598.00	24,300.00	25,029.00	25,785.00	26,554.50	27,351.00	28,174.50

**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 Yoshi Barber 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 FY2016-2017

Months	49% of Normal Full-Time Hours
July 2016	87
August 2016	83
September 2016	83
October 2016	87
November 2016	75
December 2016	83

Months	49% of Normal Full-Time Hours
January 2017	75
February 2017	83
March 2017	91
April 2017	83
May 2017	83
June 2017	87

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

Substitute Teachers & ParaProfessionals

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.

<u>Regular Substitute Teachers</u>	(All rates quoted are per day)	
College Graduate (4-year baccalaureate degree or higher)	\$93.00

<u>Extended Substitute Teachers</u>	(All rates quoted are per day)	
College Graduate (4-year baccalaureate degree or higher)	\$180.00

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)	\$137.00 (days unlimited in-field)
Ranks 2-4	\$120.00 (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)

Paraprofessional and PreK Assistant Substitutes (Daily and Long Term)

Paraprofessional (Daily & Long Term)	\$83.00 per day worked
Pre K Teacher Assistant Substitute	\$73.00 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