

EMPLOYMENT

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Salary Schedules

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Teacher and Pupil Support Services Salary Schedules

These schedules are effective July 1, 2011 and have been adjusted to reflect an experience step increase yielding the same salary as the 2010/2011 salary schedule.

Teacher Salary Schedules - There are sixteen (16) schedules indicating salaries for teachers. There is a separate schedule for teachers that have not completed National Board for Professional Teacher Standards Certification (Non-NBPTS) for Bachelor's Degree License, Master's Degree License, Advanced (Six-Year) Degree License, and Doctorate Degree License holders. There is a separate schedule for teachers that have completed National Board for Professional Teacher Standards Certification (NBPTS) for Bachelor's Degree License, Master's Degree License, Advanced (Six-Year) Degree License, and Doctorate Degree License holders. There are also separate schedules for Special Education Teachers with certifications/degrees as listed above. Each schedule indicates rates for experience of 0 through 34 + years.

All teachers, social workers, counselors, media specialists, special population coordinators, student support specialists, curriculum facilitators, and instructional technology specialists are paid on one of the Teacher Salary Schedules depending on their current license.

Teachers and other licensed personnel who served the equivalent of at least 6 months full-time during 2010-11 will advance one step on the 2011-12 salary schedule, but will continue to receive the same salary earned during 2010-11.

Teachers and other licensed personnel who did not work the equivalent of six months full-time during the 2010-11 school year and continue in a teaching position for 2011-12 will advance a step on the 2011-12 salary schedule for salary purposes and will continue to receive the same salary earned during 2010-11; however, the teaching license will not reflect an additional year of experience for the time worked during 2010-11.

NON-NBPTS (Non-National Board of Professional Teacher Standards)

[A Schedule](#) - Bachelor's Degree Licensed Teacher includes Workplace Development (Voc.Ed.) Teachers[MSchedule](#) - Master's Degree Licensed Teacher Provisionally Licensed Psychologists[MS Schedule](#) - Advanced License Holders[MD Schedule](#) - Doctorate License Holders

NBPTS (National Board of Professional Teacher Standards)

[NASchedule](#) - Bachelor's Degree Licensed Teacher includes Workplace Development (Voc.Ed.) Teachers[NMSchedule](#) - Master's Degree Licensed Teacher[NS Schedule](#) - Advanced License Holders

[ND Schedule](#) - Doctorate License Holders

SPECIAL EDUCATION TEACHERS ONLY:

NON-NBPTS (Non-National Board of Professional Teacher Standards)

[AE Schedule](#) - Bachelor's Degree Licensed Special Education Teacher

[ME Schedule](#) - Master's Degree Licensed Special Education Teacher

[MSE Schedule](#) - Advanced Licensed Special Education

[MDE Schedule](#) - Doctorate License Special Education

NBPTS (National Board of Professional Teacher Standards)

[NAE Schedule](#) - Bachelor's Degree Licensed Special EducationTeacher

[NME Schedule](#) - Master's Degree Licensed Special EducationTeacher

[NSE Schedule](#) - Advanced License Special Education

[NDE Schedule](#) - Doctorate License Special Education

School Psychologist, Speech-language Pathologist, and Audiologist Salary Schedules

School Psychologist, Speech-Language Pathologist, and Audiologist Salary Schedules - Provisionally licensed psychologists are paid on the Master's Degree Teacher Schedule. Master Degree level Speech-Language Pathologists and Master Degree level Audiologists are paid on the School Psychologist schedule. There are two additional schedules indicating salaries for psychologists, speech-language pathologists and audiologists with "Six-Year Degree" and an "Earned Doctorate Degree." Each schedule indicates rates for experience of 0 through 34+ years.

All school psychologists are paid on the Master's Degree Teacher Salary Schedule or one of the School Psychologist Salary Schedules depending on their current license.

All speech-language pathologists and audiologists are paid on the Bachelor's Degree Teacher Salary Schedule or one of the School Psychologist, Speech-Language Pathologist and Audiologist Salary Schedules depending on their current license.

School Psychologist, Speech-Language Pathologist, and Audiologist paid on these schedules are eligible to receive an experience step if they served at least 6 months full-time equivalent during the 2010-11 fiscal year.

3 Schedule - School Psychologists and Master's Degree Level, Speech-Language Pathologists & Audiologists

3S Schedule - School Psychologists, Speech-Language Pathologists, and Audiologists with Six-Year Degree

3D Schedule - School Psychologists, Speech-Language Pathologists, and Audiologists with an Earned Doctorate Degree

School Based Administrators (Assistant Principals and Principals)

* - The following procedures are in place to establish salary levels for principals and assistant principals for 2011-12. These salary schedules and procedures are effective July 1, 2011. The salary placement yielded from these procedures may be superseded by administrator contract. Supplements established by action of the Board of Education.

Assistant Principal Salary Schedule - Assistant Principals are paid on the state salary schedule for assistant principals according to the total number of years on their teaching license. There are now seven (7) state salary schedules for Assistant Principal:

- 1) Base salary schedule for assistant principals who did **not** earn safe schools or ABC's salary bonuses as school administrators for 1997-98, 1998-99, or 1999-2000 school years. ("Base Salary")
- 2) Salary schedule for assistant principals who have earned one ABC or safe school incentive as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +1% Salary")
- 3) Salary schedule for assistant principals who have earned any combination of two ABC or safe school bonuses as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +2% Salary")
- 4) Salary schedule for assistant principals who have earned any combination of three ABC or safe school bonuses as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +3% Salary")
- 5) Salary schedule for assistant principals who have earned any combination of four ABC or safe school bonuses as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +4% Salary")
- 6) Salary schedule for assistant principals who have earned any combination of five ABC or safe school bonuses as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +5% Salary")
- 7) Salary schedule for assistant principals who have earned all six ABC and safe school bonuses as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +6% Salary")

GCS supplements the state salary schedule for assistant principals as follows for FY 2011-12:

Elementary School	\$764/month
Middle School	\$923/month
High School	\$1,116/month

An assistant principal holding an advanced principal's license "AP" shall be paid an additional \$126 monthly supplement. An assistant principal holding an advanced principal's license and an earned doctorate degree "DAP" shall be paid an additional \$253 monthly supplement.

Principal Salary Schedule - Principals are paid according to the number of teachers, including the assistant principal, employed at the specific school, and their total years of experience in education.

There are eight (8) levels or categories of principals determined by the number of teachers assigned to the school: Click level to view salary schedule.

Principal I	0-10 Teachers
Principal II	11-21 Teachers
Principal III	22-32 Teachers
Principal IV	33-43 Teachers
Principal V	44-54 Teachers
Principal VI	55-65 Teachers
Principal VII	66-100 Teachers
Principal VIII	101+ Teachers

There are now seven (7) state salary schedules for each level of Principal:

- 1) Base salary schedule for principals who did **not** earn safe schools or ABC's salary bonuses as school administrators for 1997-98, 1998-99, or 1999-2000 school years. ("Base Salary")
- 2) Salary schedule for principals who have earned one ABC or safe school incentive as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +1%")
- 3) Salary schedule for principals who have earned any combination of two ABC or safe school bonuses as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +2%")
- 4) Salary schedule for principals who have earned any combination of three ABC or safe school bonuses as school administrators for the 1997-98, 1998-99, or 1999-2000 school years. ("Base +3%")
- 5) Salary schedule for principals who have earned any combination of four ABC or safe school bonuses as school administrators for the 1997-98, 1998-99, 1999-2000 school years. ("Base +4%")
- 6) Salary schedule for principals who have earned any combination of five ABC or safe school bonuses as school administrators for the 1997-98, 1998-99, 1999-2000 school years. ("Base +5%")
- 7) Salary schedule for principals who have earned all six ABC and safe school bonuses as school administrators for the 1997-98, 1998-99, 1999-2000 school years. ("Base +6%")

Principals total years of experience in education includes:

- i) the years of experience on their teaching license, and
- ii) an additional year of credit is given for every three years on the educator's principal license. No rounding is used when giving additional years of credit for principal experience (i.e. 8 years of experience on "P" license divided by 3 = 2.66, 2.66 equals 2.00). NOTE: For the 2009-10, 2010-11 and 2011-12 school years, additional experience credit for the 2008-09 and 2010-11 school years (1 for 3) will not be awarded. Salary schedules have been adjusted to yield the same salary as the 2010-11 salary schedule.

GCS supplements the state salary schedule for principals as follows for FY 2011-12:

Elementary School	\$1,144/month
Middle School	\$1,523/month
High School	\$2,030/month

A principal holding an advanced principal's license "AP" shall be paid an additional \$126 monthly supplement. A principal holding an advanced principal's license and an earned doctorate degree "DAP" shall be paid an additional \$253 monthly supplement.

Master Salary Schedule (for non-certified personnel)

The 2011-12 Master Salary Schedules, effective July 1, 2011, have been adjusted to reflect an experience step yielding the same salary as the 2010-11 salary schedule. Employees who were employed on or before 6/30/2011 will advance one step on the salary schedule for 2011-12, but be paid the same salary as last school year.

There remain 3 Master Salary Schedules.

All schedules indicate either monthly or hourly rates for steps 0 through 42 on pay grades 50 through 90. All "Classified" positions are paid on one of the Master salary schedules.

1. 10-Month Master Salary Schedule

[Master Salary Schedule - Hourly for 10-month employees](#)

[Master Salary Schedule - Monthly for 10-month employees](#)

2. 11-Month Master Salary Schedule

[Master Salary Schedule - Hourly for 11-month employees](#)

[Master Salary Schedule - Monthly for 11-month employees](#)

3. 12-Month Master Salary Schedule

[Master Salary Schedule - Hourly for 12-month employees](#)

[Master Salary Schedule - Monthly for 12-month employees](#)

Bus Driver Salary Schedule

The 2011-12 Bus Driver Salary Schedule, effective July 1, 2011, has been adjusted to reflect an experience step yielding the same hourly rate as the 2010-11 salary schedule.

[Bus Driver Salary Schedule](#) - Indicates the hourly rate for the "Activity Bus Driver Rate," the "Sub Rate" and steps 00 through 28 for Bus Drivers.

All regular bus drivers are paid on the Bus Driver Salary Schedule.

All Activity Bus Drivers that are not also employed as a regular bus driver are to be paid the Activity Bus Driver Rate.

All Substitute Bus Drivers are paid the Substitute Bus Driver Rate.

ACES Staff Salary Schedule

All ACES Site Coordinators and ACES Assistant Site Coordinators are paid on the Master Salary Schedule for 10-Month Employees. All ACES Group Leaders and ACES Clerks are paid an hourly rate.

[ACES Staff Salary Schedule](#) - indicates the hourly rates for ACES Group Leaders and ACES Clerks.

Co-Curricular Supplements Salary Schedule

Coaches and co-curricular activity leaders are paid on these supplement schedules. Supplement ranges are listed for High Schools and Middle Schools.

[Co-Curricular Supplements Salary Schedule](#)

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