

POSITION	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS	
TRANS SUPERVISOR W/ DEGREE	ANN	58,377.56	58,870.73	59,363.92	59,363.92	59,363.92	59,363.92	67,480.58	67,480.58	67,955.50	67,955.50	68,430.40	69,285.79	69,622.85	69,959.90
	MO	4,864.80	4,905.89	4,946.99	4,946.99	4,946.99	4,946.99	5,623.38	5,623.38	5,662.96	5,662.96	5,702.53	5,773.82	5,801.90	5,829.99
	DAILY	241.23	243.27	245.31	245.31	245.31	245.31	278.85	278.85	280.81	280.81	282.77	286.30	287.70	289.09
	STEP		493.17	493.19	-	-	-	8,116.66	-	474.92	-	474.91	855.39	337.06	337.05
VEHICLE MAIN SUPERVISOR / SHOP FOREMAN	ANN	49,719.75	51,481.09	53,242.46	53,242.46	53,242.46	53,242.46	53,384.94	53,384.94	53,859.85	53,859.85	54,334.77	54,924.71	55,261.77	55,598.83
	MO	4,143.31	4,290.09	4,436.87	4,436.87	4,436.87	4,436.87	4,448.74	4,448.74	4,488.32	4,488.32	4,527.90	4,577.06	4,605.15	4,633.24
	DAILEY	205.45	212.73	220.01	220.01	220.01	220.01	220.60	220.60	222.56	222.56	224.52	226.96	228.35	229.75
	STEP		1,761.34	1,761.37	-	-	-	142.48	-	474.91	-	474.92	589.94	337.06	337.07
HEAD MECHANIC	ANN	47,057.22	51,052.23	53,264.14	53,264.14	53,264.14	53,264.15	53,406.59	53,406.59	53,881.50	53,881.50	54,356.44	54,908.87	55,245.93	55,582.99
	MO	3,921.43	4,254.35	4,438.68	4,438.68	4,438.68	4,438.68	4,450.55	4,450.55	4,490.12	4,490.12	4,529.70	4,575.74	4,603.83	4,631.92
	DAILY	194.45	210.96	220.10	220.10	220.10	220.10	220.69	220.69	222.65	222.65	224.61	226.90	228.29	229.68
	STEP		3,995.01	2,211.92	-	-	0.00	142.45	-	474.91	-	474.94	552.43	337.06	337.07
MECHANIC	ANN	44,880.00	47,542.51	50,204.95	50,204.95	50,204.95	50,204.95	50,347.42	50,347.42	50,822.32	50,822.32	51,297.23	51,809.35	52,146.42	52,483.48
	MO	3,740.00	3,961.88	4,183.75	4,183.75	4,183.75	4,183.75	4,195.62	4,195.62	4,235.19	4,235.19	4,274.77	4,317.45	4,345.53	4,373.62
	DAILY	185.45	196.46	207.46	207.46	207.46	207.46	208.05	208.05	210.01	210.01	211.97	214.09	215.48	216.87
	STEP		2,662.50	2,662.44	-	-	-	142.47	-	474.91	-	474.91	512.12	337.07	337.06
MECHANICS ASSISTANT	ANN	25,923.22	27,920.08	29,916.92	29,916.92	29,916.92	29,916.92	30,023.77	30,023.77	30,379.93	30,379.93	30,736.13	31,120.35	31,457.42	31,794.48
	MONTH	2,160.27	2,326.67	2,493.08	2,493.08	2,493.08	2,493.08	2,501.98	2,501.98	2,531.66	2,531.66	2,561.34	2,593.36	2,621.45	2,649.54
	DAILY	107.12	115.37	123.62	123.62	123.62	123.62	124.07	124.07	125.54	125.54	127.01	128.60	129.99	131.38
	STEP		1,996.86	1,996.84	-	-	-	106.85	-	356.16	-	356.21	384.22	337.07	337.05

ABOVE SALARIES ARE FOR 12 MONTHS' EMPLOYMENT. ANNUAL AND MONTHLY FIGURES ARE PROVIDED.

TO CALCULATE DAILY RATE, DIVIDE ANNUAL SALARY BY 242.

EMPLOYEES WORK 7 HOURS PER DAY, EXCLUDING LUNCH - 242 DAYS

RETIREMENT SERVICE YEAR IS JULY 1 - JUNE 30.

FISCAL YEAR IS OCTOBER 1 - SEPTEMBER 30

ASE CERTIFICATION BONUSES - Beginning with the 2001 - 2002 school year employees will receive \$750 bonus pay for each documented ASE certification, when training is completed and certificates are presented for the following:

- T1 GASOLINE ENGINES S3 DRIVE TRAIN S5 SUSPENSION AND STEERING S7 AIR CONDITIONING SYSTEMS AND CONTROLS
 - S2 DIESEL ENGINES S4 BRAKES S6 ELECTRICAL / ELECTRONIC SYSTEMS S1 BODY SYSTEMS AND SPECIAL EQUIPMENT
- MOTOR VEHICLE AIR CONDITIONING RECOVERY / RECYCLING (Section 609 of US EPA Code) \$1,000.00 BONUS

All Proof of Certification is due to the Payroll Department by December 1st of each year

CERTIFICATIONS WITH NO EXPIRATION DATE WILL BE RENEWED EVERY FIVE YEARS.

BONUS PAY SHALL NOT BE SUBJECT TO LEGISLATIVE SALARY INCREASES.

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS	
FACILITIES MANAGER	ANN	58,377.56	58,870.73	59,363.92	59,363.92	59,363.92	59,363.92	67,480.58	67,480.58	67,955.50	67,955.50	68,430.39	69,285.77	69,622.83	69,959.89
	MO	4,864.80	4,905.89	4,946.99	4,946.99	4,946.99	4,946.99	5,623.38	5,623.38	5,662.96	5,662.96	5,702.53	5,773.81	5,801.90	5,829.99
IMPROVEMENT MANAGER	DAILY	241.23	243.27	245.31	245.31	245.31	245.31	278.85	278.85	280.81	280.81	282.77	286.30	287.70	289.09
	STEP		493.17	493.19	-	-	-	8,116.66	-	474.92	-	474.89	855.38	337.06	337.06
MAINTENANCE SUPERVISOR FOREMAN	ANN	42,579.75	44,341.09	46,102.46	46,102.46	46,102.46	46,102.46	46,244.93	46,244.93	46,719.85	46,719.85	47,194.77	47,784.71	48,121.76	48,458.82
	MO	3,548.31	3,695.09	3,841.87	3,841.87	3,841.87	3,841.87	3,853.74	3,853.74	3,893.32	3,893.32	3,932.90	3,982.06	4,010.15	4,038.23
	DAILY	175.95	183.23	190.51	190.51	190.51	190.51	191.09	191.09	193.06	193.06	195.02	197.46	198.85	200.24
	STEP		1,761.34	1,761.37	-	-	-	142.47	-	474.92	-	474.93	589.93	337.05	337.06
ASSOCIATE FACILITIES MANAGER	ANN	48,477.48	48,969.44	49,461.40	49,461.40	49,461.40	49,461.40	57,533.77	57,533.77	58,007.45	58,007.45	58,481.13	59,334.07	59,671.12	60,008.18
	MO	4,039.79	4,080.79	4,121.78	4,121.78	4,121.78	4,121.78	4,794.48	4,794.48	4,833.95	4,833.95	4,873.43	4,944.51	4,972.59	5,000.68
	DAILY	200.32	202.35	204.39	204.39	204.39	204.39	237.74	237.74	239.70	239.70	241.66	245.18	246.57	247.97
	STEP		491.96	491.96	-	-	-	8,072.38	-	473.68	-	473.68	852.94	337.05	337.07
MAINTENANCE DEKALB SCHOOLS COLISEUM MGR	ANN	34,564.27	37,226.77	39,889.22	39,889.22	39,889.22	39,889.22	40,031.69	40,031.69	40,506.59	40,506.59	40,981.50	41,493.77	41,830.69	42,167.89
	MO	2,880.36	3,102.23	3,324.10	3,324.10	3,324.10	3,324.10	3,335.97	3,335.97	3,375.55	3,375.55	3,415.12	3,457.81	3,485.89	3,513.99
	DAILY	142.83	153.83	164.83	164.83	164.83	164.83	165.42	165.42	167.38	167.38	169.35	171.46	172.85	174.25
	STEP		2,662.50	2,662.45	-	(0.00)	0.00	142.47	-	474.90	-	474.91	512.27	336.93	337.20
MAINTENANCE WORKER	ANN	44,880.00	47,542.48	50,204.93	50,204.95	50,204.95	50,204.95	50,347.42	50,347.42	50,822.32	50,822.32	51,297.24	51,809.35	52,146.42	52,483.48
	MO	3,740.00	3,961.87	4,183.74	4,183.75	4,183.75	4,183.75	4,195.62	4,195.62	4,235.19	4,235.19	4,274.77	4,317.45	4,345.53	4,373.62
		185.45	196.46	207.46	207.46	207.46	207.46	208.05	208.05	210.01	210.01	211.97	214.09	215.48	216.87
			2,662.49	2,662.45	0.02	-	-	142.47	-	474.90	-	474.92	512.11	337.07	337.07
MAINTENANCE ASSISTANT	ANN	25,923.21	27,920.06	29,916.92	29,916.92	29,916.92	29,916.92	30,023.76	30,023.76	30,379.92	30,379.92	30,736.14	31,120.35	31,457.40	31,794.47
	MONTH	2,160.27	2,326.67	2,493.08	2,493.08	2,493.08	2,493.08	2,501.98	2,501.98	2,531.66	2,531.66	2,561.34	2,593.36	2,621.45	2,649.54
	DAILY	107.12	115.37	123.62	123.62	123.62	123.62	124.07	124.07	125.54	125.54	127.01	128.60	129.99	131.38
	STEP		1,996.85	1,996.86	-	-	-	106.84	-	356.15	-	356.22	384.21	337.05	337.06

ABOVE SALARIES ARE FOR 12 MONTHS EMPLOYMENT - 242 days

EMPLOYEES WORK 7 HOURS PER DAY, EXCLUDING LUNCH.

CERTIFICATION BONUSES - Beginning with the 2001-2002 school year employees will receive \$750 bonus pay for each State of Alabama or National documented certification, when training is completed and certificates are presented for the following:

- Gas Plumbing
- Asbestos Removal
- Air Conditioning and Refrigerant Removal
- Carpenter *
- H2O Plumbing *
- Electrical *
- Masonry *
- Reading and Interpretation of Architectural Drawings *
- CDL*
- ADEM Certified Sewer Plan Operator - \$1,000 Bonus

All Proof of Certification is due to the Payroll Department by December 1st of each year

* A general contractors license and bond with the State of Alabama will be sufficient for areas marked with *

BONUS PAY SHALL NOT BE SUBJECT TO LEGISLATIVE SALARY INCREASES.

DEKALB COUNTY

2025 - 2026 CENTRAL OFFICE STAFF

CATEGORY IV

POSITION	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS	
FINANCIAL CLERKS & DEPARTMENTAL SECRETARIES	ANN	40,199.12	42,327.27	42,603.11	44,638.77	46,672.87	48,710.11	50,745.80	50,843.97	53,315.09	53,413.27	54,033.85	54,762.41	55,099.46	55,436.51
	MO	3,349.93	3,527.27	3,550.26	3,719.90	3,889.41	4,059.18	4,228.82	4,237.00	4,442.92	4,451.11	4,502.82	4,563.53	4,591.62	4,619.71
	DAILY	166.11	174.91	176.05	184.46	192.86	201.28	209.69	210.10	220.31	220.72	223.28	226.29	227.68	229.08
	STEP		2,128.14	275.85	2,035.66	2,034.10	2,037.24	2,035.69	98.17	2,471.12	98.19	620.57	728.57	337.05	337.06

Financial Clerks - Accounts Receivable/LSA, Accounts Payable/Fixed Assets, Payroll (2), Purchasing, Special Ed., Departmental Secretaries - Child Nutrition, ESSER, Federal Programs, Maintenance, Special Ed., Technology, Transportation

ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT	ANN	38,348.57	40,476.71	40,752.55	42,788.22	44,822.31	46,859.55	48,895.23	48,993.41	49,613.97	49,712.15	50,332.73	51,061.29	51,398.34	51,735.40
	MO	3,195.71	3,373.06	3,396.05	3,565.69	3,735.19	3,904.96	4,074.60	4,082.78	4,134.50	4,142.68	4,194.39	4,255.11	4,283.20	4,311.28
	DAILY	158.47	167.26	168.40	176.81	185.22	193.63	202.05	202.45	205.02	205.42	207.99	211.00	212.39	213.78
	STEP		2,128.14	275.84	2,035.68	2,034.09	2,037.24	2,035.68	98.17	620.56	98.18	620.58	728.56	337.05	337.06

ADMINISTRATIVE ASSISTANT to the SUPERINTENDENT MONTHLY SUPPLEMENT - \$750.00 (Supplement added at the 06-15-2021 Board Meeting.)

RECEPTIONIST	ANN	25,923.22	27,920.07	29,916.92	29,916.92	29,916.92	29,916.92	30,023.78	30,023.78	30,379.93	30,379.93	30,736.05	31,120.37	31,457.41	31,794.48
	MO	2,160.27	2,326.67	2,493.08	2,493.08	2,493.08	2,493.08	2,501.98	2,501.98	2,531.66	2,531.66	2,561.34	2,593.36	2,621.45	2,649.54
	DAILY	107.12	115.37	123.62	123.62	123.62	123.62	124.07	124.07	125.54	125.54	127.01	128.60	129.99	131.38
	STEP		1,996.85	1,996.85	-	-	-	106.86	-	356.15	-	356.12	384.32	337.05	337.07

MEDIA COURIER/TECH	ANN	21,639.40	23,305.02	24,972.88	24,972.88	24,972.88	24,972.88	25,060.66	25,060.66	25,357.77	25,357.77	25,654.87	25,976.74	26,258.10	26,539.45
10 Month	MO	1,803.28	1,942.09	2,081.07	2,081.07	2,081.07	2,081.07	2,088.39	2,088.39	2,113.15	2,113.15	2,137.91	2,164.73	2,188.18	2,211.62
202 Days	DAILY	107.13	115.37	123.63	123.63	123.63	123.63	124.06	124.06	125.53	125.53	127.00	128.60	129.99	131.38
	STEP		1,665.62	1,667.86	-	-	-	87.78	-	297.11	-	297.10	321.87	281.36	281.35

ASST TO FED PROG COORDINATOR	ANN	47,890.36	49,741.55	51,592.51	53,443.94	55,295.14	57,146.36	58,997.56	59,086.80	59,650.97	59,740.21	60,304.38	61,148.55	61,485.60	61,822.66
	MO	3,990.86	4,145.13	4,299.38	4,453.66	4,607.93	4,762.20	4,916.46	4,923.90	4,970.91	4,978.35	5,025.36	5,095.71	5,123.80	5,151.89
	DAILY	197.89	205.54	213.19	220.84	228.49	236.14	243.79	244.16	246.49	246.86	249.19	252.68	254.07	255.47
	STEP		1,851.19	1,850.96	1,851.43	1,851.20	1,851.23	1,851.20	89.24	564.17	89.24	564.16	844.18	337.05	337.06

* BS DEGREE REQUIRED

This category added at the 9/27/06 Board Meeting to be effective retro to 8/12/06.

ADM ASST TO CNP DIR	ANN	47,890.36	49,741.55	53,443.94	53,443.94	55,295.14	57,146.36	58,997.56	59,086.80	59,650.97	59,740.21	60,304.38	61,148.55	61,485.60	61,822.66
	MO	3,990.86	4,145.13	4,453.66	4,453.66	4,607.93	4,762.20	4,916.46	4,923.90	4,970.91	4,978.35	5,025.36	5,095.71	5,123.80	5,151.89
	DAILY	197.89	205.54	220.84	220.84	228.49	236.14	243.79	244.16	246.49	246.86	249.19	252.68	254.07	255.47
	STEP		1,851.19	3,702.39	(0.00)	1,851.20	1,851.23	1,851.20	89.24	564.17	89.24	564.16	844.18	337.05	337.06

This category added at the 9/27/07 board meeting to be effective 9/28/07

TECHNOLOGY NETWORK MANAGER	ANN	53,560.50	55,411.67	57,262.64	59,114.07	60,965.27	62,816.48	64,667.69	64,756.94	65,321.10	65,410.35	65,974.51	66,818.68	67,155.74	67,492.80
	MO	4,463.38	4,617.64	4,771.89	4,926.17	5,080.44	5,234.71	5,388.97	5,396.41	5,443.42	5,450.86	5,497.88	5,568.22	5,596.31	5,624.40
	DAILY	221.32	228.97	236.62	244.27	251.92	259.57	267.22	267.59	269.92	270.29	272.62	276.11	277.50	278.90
	STEP		1,851.17	1,850.97	1,851.43	1,851.20	1,851.21	1,851.21	89.26	564.16	89.25	564.17	844.17	337.06	337.06

COMPUTER TECH	ANN	44,822.32	46,859.55	48,895.23	49,873.13	50,870.60	51,888.01	53,444.65	55,047.99	56,699.43	58,400.41	60,152.42	61,957.00	63,815.71	65,729.18
	MO	3,735.19	3,904.96	4,074.60	4,156.09	4,239.22	4,324.00	4,453.72	4,587.33	4,724.95	4,866.70	5,012.70	5,163.08	5,317.98	5,477.43
	DAILY	185.22	193.63	202.05	206.09	210.21	214.41	220.85	227.47	234.30	241.32	248.56	256.02	263.70	271.61
	STEP		2,037.23	2,035.68	977.89	997.47	1,017.41	1,556.64	1,603.34	1,651.44	1,700.98	1,752.01	1,804.59	1,858.71	1,913.48

FIRST SIX YEARS ARE FOR POSITION EXPERIENCE -- 12TH AND 18TH STEPS ARE FOR PUBLIC SCHOOL EXPERIENCE.

ABOVE SALARIES ARE FOR 12 MONTHS' EMPLOYMENT - 242 days
 EMPLOYEES WORK 7 HOURS PER DAY, EXCLUDING LUNCH.
 MEDIA COURIER IS 10 MONTH POSITION - 202 days

DEKALB COUNTY

2025 - 2026 ASSISTANT CUSTODIANS

CATEGORY XIII - A-1

7 HR SCHOOLS	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS	
9 MONTH POSITIONS, 187 DAYS															
CO (2)	ANN	23,891.12	24,089.34	24,089.34	24,487.65	24,685.87	24,885.96	25,004.18	25,004.18	26,642.54	26,642.54	28,280.88	28,581.18	28,918.24	29,255.31
CR (4)	MO	1,990.93	2,007.44	2,007.44	2,040.64	2,057.16	2,073.83	2,083.68	2,083.68	2,220.21	2,220.21	2,356.74	2,381.76	2,409.85	2,437.94
FY (2)	DAILY	127.76	128.82	128.82	130.95	132.01	133.08	133.71	133.71	142.47	142.47	151.23	152.84	154.64	156.45
GHS (2)	STEP		198.22	-	398.31	198.22	200.09	118.22	-	1,638.37	-	1,638.34	300.30	337.06	337.07
ID (2)															
PHS (2)															
SHS (2)															

DEKALB COUNTY

2025 - 2026 EXTRA ASSISTANT CUSTODIAN

4 HR SCHOOLS	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS	
9 MONTH POSITION, 187 DAYS															
VHHS (2)	ANN	12,374.42	12,374.42	12,374.42	12,374.42	12,374.42	12,374.42	12,430.18	12,430.18	12,647.93	12,647.93	12,865.68	12,865.68	13,180.69	13,495.70
PHS (1)	MO	1,031.20	1,031.20	1,031.20	1,031.20	1,031.20	1,031.20	1,035.85	1,035.85	1,053.99	1,053.99	1,072.14	1,072.14	1,098.39	1,124.64
GHS (1)	DAILY	66.17	66.17	66.17	66.17	66.17	66.17	66.47	66.47	67.64	67.64	68.80	68.80	70.48	72.17
	STEP		-	-	-	-	-	55.77	-	217.74	-	217.75	-	315.01	315.01
4 HRS PER DAY EXCLUDING LUNCH															

DEKALB COUNTY

2025 - 2026 12 MONTH CUSTODIAN (HIGH SCHOOL, MIDDLE SCHOOL, JR. HIGH AND ELEMENTARY SCHOOLS)

CATEGORY XII

K-12 SCHOOLS AND TECH SCHOOL	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS	
	ANN	30,917.92	31,174.44	31,174.44	31,689.90	31,946.42	32,205.36	32,357.82	32,357.82	34,477.74	34,477.74	36,597.66	36,987.28	37,422.88	37,860.91
	MO	2,576.49	2,597.87	2,597.87	2,640.82	2,662.20	2,683.78	2,696.48	2,696.48	2,873.15	2,873.14	3,049.81	3,082.27	3,118.57	3,155.08
	DAILY	127.76	128.82	128.82	130.95	132.01	133.08	133.71	133.71	142.47	142.47	151.23	152.84	154.64	156.45
	STEP		256.52	-	515.46	256.52	258.94	152.46	-	2,119.93	(0.00)	2,119.92	389.61	435.61	438.03

HIGH SCHOOL CUSTODIANS ARE EMPLOYED FOR TWELVE (12) MONTHS - 7 HOURS PER DAY, EXCLUDING LUNCH - 242 DAYS PER YEAR. THE CALENDAR YEAR OR FISCAL YEAR, FOR THIS PURPOSE, BEGINS JULY 1 AND ENDS JUNE 30. HIGH SCHOOL CUSTODIANS ARE ENTITLED TO EARN ONE ANNUAL LEAVE DAY PER MONTH AND MAY CARRY FORWARD NO MORE THAN 15 DAYS TO JULY 1 FROM PREVIOUS YEAR. EMPLOYEES ARE ENTITLED TO SICK LEAVE, PERSONAL LEAVE, AND ANY OTHER LEAVE AS APPLICABLE TO EMPLOYEES WHO WORK 12 MONTHS.

DEKALB COUNTY

2025 - 2026 ASSISTANT SECRETARIES K - 12 SCHOOLS

CATEGORY XIV

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
ANN	23,890.85	24,089.00	24,089.00	24,487.35	24,685.50	24,885.70	25,004.18	25,004.18	26,642.54	26,642.54	28,280.88	28,581.18	28,918.24	29,255.31
MO	1,990.90	2,007.42	2,007.42	2,040.61	2,057.13	2,073.81	2,083.68	2,083.68	2,220.21	2,220.21	2,356.74	2,381.77	2,409.85	2,437.94
DAILY	127.76	128.82	128.82	130.95	132.01	133.08	133.71	133.71	142.47	142.47	151.23	152.84	154.64	156.45
STEP INC		198.14	-	398.35	198.15	200.20	118.48	-	1,638.36	-	1,638.35	300.30	337.06	337.08

DEKALB COUNTY

2025 - 2026 ELEMENTARY / JUNIOR HIGH / MIDDLE SCHOOL SECRETARIES K6 - K8

CATEGORY XV

(Responsible for NextGen / Financial Reports to CSFO)

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
K6 - K8														
ANN	26,857.81	27,068.70	27,277.46	27,486.20	27,697.11	27,905.86	28,241.58	28,241.58	30,733.68	30,733.68	33,283.88	33,660.49	33,998.37	34,336.24
MO	2,238.15	2,255.73	2,273.12	2,290.52	2,308.09	2,325.49	2,353.47	2,353.47	2,561.14	2,561.14	2,773.66	2,805.04	2,833.20	2,861.35
DAILY	136.33	137.40	138.46	139.52	140.59	141.65	143.36	143.36	156.01	156.01	168.95	170.87	172.58	174.30
STEP INC		210.89	208.76	208.74	210.90	208.75	335.72	-	2,492.10	-	2,550.20	376.60	337.88	337.86

DEKALB COUNTY

**2025 - 2026 Paraprofessionals
LIBRARY/KINDERGARTEN/TITLE I/PE/SPED/Pre-K**

CATEGORY XVIII-A (1)

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
ANN	23,890.85	24,089.00	24,089.00	24,487.35	24,685.50	24,685.50	25,004.18	25,004.18	26,642.54	26,642.54	28,280.88	28,581.18	28,918.24	29,255.31
MO	1,990.90	2,007.42	2,007.42	2,040.61	2,057.13	2,057.13	2,083.68	2,083.68	2,220.21	2,220.21	2,356.74	2,381.76	2,409.85	2,437.94
DAILY	127.76	128.82	128.82	130.95	132.01	132.01	133.71	133.71	142.47	142.47	151.23	152.84	154.64	156.45
STEP		198.15	(0.00)	398.35	198.15	-	318.67	0.01	1,638.36	-	1,638.34	300.29	337.06	337.07

AIDES ARE EMPLOYED FOR NINE MONTHS -- 187 WORKING DAYS.
MUST POSSESS A HIGH SCHOOL DIPLOMA OR EQUIVALENT.

MUST POSSESS A CHILD DEVELOPMENT ASSOCIATE CREDENTIAL/OR APPROPRIATE COURSEWORK IN THE FIELD OF EARLY CHILDHOOD EDUCATION OR CHILD DEVELOPMENT (9-12 hours in child development/ECE/or appropriate other coursework).

DEKALB COUNTY

2025 - 2026 BUS AIDE

CATEGORY XVIII - C

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
ANN	11,138.40	11,552.25	11,552.25	11,552.25	11,552.25	11,552.25	11,608.06	11,608.06	11,825.99	11,825.99	12,043.89	12,155.66	12,470.67	12,785.67
MO	928.20	962.69	962.69	962.69	962.69	962.69	967.34	967.34	985.50	985.50	1,003.66	1,012.97	1,039.22	1,065.47
DAILY	61.20	63.47	63.47	63.47	63.47	63.47	63.78	63.78	64.98	64.98	66.18	66.79	68.52	70.25
STEP INC.		413.84					55.81	-	217.93	-	217.90	111.77	315.01	315.00

NINE MONTHS EMPLOYMENT - 182 DAYS
FOUR HOURS PER DAY. HOURS NOT TO BE EXCEEDED WITHOUT BOARD APPROVAL.
QUALIFICATIONS - MINIMUM HIGH SCHOOL DIPLOMA.

DEKALB COUNTY

2025 - 2026

CATEGORY XVIII-D (1)

MIGRANT AND HOMELESS LIAISON AIDES (9 Month)

NO COLLEGE CREDIT TO (1-3) YEARS COLLEGE DEGREE, (MUST HAVE TRANSCRIPT(S) ON FILE)

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
ANN	24,375.25	24,501.91	24,628.55	24,755.18	24,878.11	25,008.47	25,092.62	25,092.62	25,421.35	25,421.35	25,750.10	26,054.64	26,391.69	26,728.75
MO	2,031.27	2,041.83	2,052.38	2,062.93	2,073.18	2,084.04	2,091.05	2,091.05	2,118.45	2,118.45	2,145.84	2,171.22	2,199.31	2,227.40
DAILY	130.35	131.03	131.70	132.38	133.04	133.74	134.19	134.19	135.94	135.94	137.70	139.33	141.13	142.93
STEP INC.		126.66	126.64	126.63	122.93	130.36	84.15	-	328.74	-	328.75	304.54	337.05	337.05

NINE MONTHS EMPLOYMENT, 187 DAYS, 7 HRS PER DAY.

Migrant / Homeless / McKinney Vento Liason Aides (10 Month)

NO COLLEGE CREDIT TO (1-3) YEARS COLLEGE DEGREE, (MUST HAVE TRANSCRIPT(S) ON FILE)

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
ANN	38,214.61	38,412.91	38,611.17	38,809.42	39,001.91	39,205.91	39,337.85	39,337.85	39,852.99	39,852.99	40,368.15	40,845.39	41,373.59	41,901.80
MO	3,184.55	3,201.08	3,217.60	3,234.12	3,250.16	3,267.16	3,278.15	3,278.15	3,321.08	3,321.08	3,364.01	3,403.78	3,447.80	3,491.82
DAILY	189.18	190.16	191.14	192.13	193.08	194.09	194.74	194.74	197.29	197.29	199.84	202.20	204.82	207.43
STEP INC.		198.30	198.26	198.26	192.48	204.00	131.94	-	515.14	-	515.17	477.24	528.20	528.21

TEN MONTHS EMPLOYMENT, 202 DAYS, 7 HRS PER DAY.

4 YEAR DEGREE REQUIRED

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
ANN	45,542.64	45,542.64	45,542.64	50,096.23	50,142.10	50,593.83	52,561.78	52,990.33	53,951.92	55,182.78	55,895.85	56,609.04	57,283.14	57,957.63
MO	3,795.22	3,795.22	3,795.22	4,174.69	4,178.51	4,216.15	4,380.15	4,415.86	4,495.99	4,598.57	4,657.99	4,717.42	4,773.59	4,829.80
DAILY	243.54	243.54	243.54	267.89	268.14	270.56	281.08	283.37	288.51	295.10	298.91	302.72	306.33	309.93
STEP INC				4,553.60	45.86	451.74	1,967.95	428.54	961.60	1,230.86	713.07	713.19	674.10	674.49

NINE MONTHS EMPLOYMENT, 187 DAYS, 7 HRS PER DAY.

MORE THAN 9 MONTH CONTRACTS - ANNUAL SALARY EQUALS THE DAILY RATE FOR THE APPROPRIATE LEVEL OF EXPERIENCE MULTIPLIED BY THE APPROPRIATE NUMBER OF DAYS.

QUALIFICATIONS - EXPERIENCE AND TRAINING IN SIGN LANGUAGE AND PROCEDURES FOR WORKING WITH DEAF AND HARD OF HEARING STUDENTS.

AND/OR MUST HAVE PASSED STATE BOARD FOR INTERPRETERS AND TRANSLATORS WITH A MINIMAL SCORE OF INTERMEDIATE LEVEL.

AND/OR MUST BE PROFICIENT IN FOREIGN LANGUAGE, INTERPRETING SKILLS - BOTH ORAL AND WRITTEN.

2025 - 2026 12 MONTH TRANSLITERATOR / JOB COACH

NO COLLEGE CREDIT TO (1-3) YEARS COLLEGE DEGREE, (MUST HAVE TRANSCRIPT(S) ON FILE)

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YEARS	24-26 YRS	27 PLUS YRS
ANN	31,368.42	31,541.24	31,714.02	31,886.81	32,054.53	32,232.40	32,347.22	32,347.22	32,795.75	32,795.75	33,244.30	33,659.83	33,996.88	34,333.95
MO	2,614.04	2,628.44	2,642.84	2,657.23	2,671.21	2,686.03	2,695.60	2,695.60	2,732.98	2,732.98	2,770.36	2,804.99	2,833.07	2,861.16
DAILY	129.62	130.34	131.05	131.76	132.46	133.19	133.67	133.67	135.52	135.52	137.37	139.09	140.48	141.88
STEP INC.	-	172.82	172.78	172.79	167.72	177.86	114.82	(0.00)	448.54	-	448.55	415.52	337.05	337.07

TWELVE MONTHS EMPLOYMENT, 242 DAYS, 7 HRS PER DAY.

NO COLLEGE CREDIT TO (1-3) YEARS COLLEGE DEGREE, (MUST HAVE TRANSCRIPT(S) ON FILE)

TRANSLITERATOR QUALIFICATIONS - EXPERIENCE AND TRAINING IN SIGN LANGUAGE AND PROCEDURES FOR WORKING WITH DEAF AND HARD OF HEARING STUDENTS.

AND/OR MUST HAVE PASSED STATE BOARD FOR INTERPRETERS AND TRANSLATORS WITH A MINIMAL SCORE OF INTERMEDIATE LEVEL.

AND/OR MUST BE PROFICIENT IN FOREIGN LANGUAGE, INTERPRETING SKILLS - BOTH ORAL AND WRITTEN.

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	
LPN (State Matrix)	ANN	33,930.00	33,930.00	33,930.00	37,319.00	37,319.00	37,319.00	38,955.00	40,131.00	40,532.00	40,937.00	41,347.00	41,760.00	42,179.00	42,601.00	43,026.00	43,457.00	43,891.00
	MO	2,827.50	2,827.50	2,827.50	3,109.92	3,109.92	3,109.92	3,246.25	3,344.25	3,377.67	3,411.42	3,445.58	3,480.00	3,514.92	3,550.08	3,585.50	3,621.42	3,657.58
	DAILY	181.44	181.44	181.44	199.57	199.57	199.57	208.32	214.60	216.75	218.91	221.11	223.32	225.56	227.81	230.09	232.39	234.71
	STEP INC.		-	-	3,389.00	-	-	1,636.00	1,176.00	401.00	405.00	410.00	412.99	419.00	422.00	425.00	431.00	434.00

	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS	24 YRS	25 YRS	26 YRS	27 YRS	28 YRS	29 YRS	30 YRS	31 YRS	32 YRS	33 YRS	34 YRS	35 YRS	
LPN (State Matrix)	ANN	44,330.00	44,772.00	45,221.00	45,673.00	46,130.00	46,591.00	47,057.00	47,527.00	48,003.00	48,483.00	48,968.00	49,457.00	49,952.00	50,452.00	50,956.00	51,465.00	52,059.20
	MO	3,694.17	3,731.00	3,768.42	3,806.08	3,844.17	3,882.58	3,921.42	3,960.58	4,000.25	4,040.25	4,080.67	4,121.42	4,162.67	4,204.33	4,246.33	4,288.75	4,338.27
	DAILY	237.06	239.42	241.82	244.24	246.68	249.15	251.64	254.16	256.70	259.27	261.86	264.48	267.12	269.80	272.49	275.21	278.39
	STEP INC.	439.01	442.00	449.00	452.00	457.00	461.00	466.00	470.00	476.00	480.00	485.00	489.00	495.00	500.00	504.00	509.00	594.20

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	
RN/ASSOCIATES	ANN	44,764.00	44,764.00	44,764.00	49,236.00	49,236.00	49,236.00	51,394.00	52,946.00	53,475.00	54,009.00	54,550.00	55,165.30	55,647.00	56,204.00	56,765.00	57,333.00	57,906.00
	MO	3,730.33	3,730.33	3,730.33	4,103.00	4,103.00	4,103.00	4,282.83	4,412.17	4,456.25	4,500.75	4,545.83	4,597.11	4,637.25	4,683.67	4,730.42	4,777.75	4,825.50
	DAILY	239.38	239.38	239.38	263.29	263.29	263.29	274.83	283.13	285.96	288.82	291.71	295.00	297.58	300.56	303.56	306.59	309.66
	STEP INC.		-	-	4,471.99	-	-	2,158.01	1,552.00	529.00	534.00	541.00	615.30	481.70	557.01	561.00	568.00	573.00

	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS	24 YRS	25 YRS	26 YRS	27 YRS	28 YRS	29 YRS	30 YRS	31 YRS	32 YRS	33 YRS	34 YRS	35 YRS	
RN/ASSOCIATES	ANN	58,485.00	59,070.00	59,661.00	60,257.00	60,860.00	61,469.00	62,083.00	62,703.00	63,331.00	63,964.00	64,604.00	65,250.00	65,902.00	66,562.00	67,227.00	67,899.00	68,578.00
	MO	4,873.75	4,922.50	4,971.75	5,021.42	5,071.67	5,122.42	5,173.58	5,225.25	5,277.58	5,330.33	5,383.67	5,437.50	5,491.83	5,546.83	5,602.25	5,658.25	5,714.83
	DAILY	312.75	315.88	319.04	322.23	325.45	328.71	331.99	335.31	338.67	342.05	345.48	348.93	352.42	355.95	359.50	363.10	366.73
	STEP INC.	579.00	585.00	591.00	596.00	603.00	609.00	614.00	620.00	628.00	633.00	640.00	646.00	652.00	660.00	665.00	672.00	679.00

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	
RN/BSN	ANN	48,269.00	48,269.00	48,269.00	53,090.00	53,090.00	53,090.00	55,418.00	57,092.00	57,662.00	58,238.00	58,822.00	59,409.00	60,004.00	60,604.00	61,210.00	61,822.00	62,440.00
	MO	4,022.42	4,022.42	4,022.42	4,424.17	4,424.17	4,424.17	4,618.17	4,757.67	4,805.17	4,853.17	4,901.83	4,950.75	5,000.33	5,050.33	5,100.83	5,151.83	5,203.33
	DAILY	258.12	258.12	258.12	283.90	283.90	283.90	296.35	305.30	308.35	311.43	314.56	317.70	320.88	324.09	327.33	330.60	333.90
	STEP INC.		-	-	4,820.99	-	-	2,328.01	1,674.00	570.00	576.00	584.00	587.00	595.00	600.01	606.00	612.00	618.00

	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS	24 YRS	25 YRS	26 YRS	27 YRS	28 YRS	29 YRS	30 YRS	31 YRS	32 YRS	33 YRS	34 YRS	35 YRS	
RN/BSN	ANN	63,064.00	63,694.00	64,332.00	64,974.00	65,625.00	66,282.00	66,944.00	67,613.00	68,291.00	68,973.00	69,662.00	70,358.00	71,062.00	71,774.00	72,490.00	73,215.00	73,947.00
	MO	5,255.33	5,307.83	5,361.00	5,414.50	5,468.75	5,523.50	5,578.67	5,634.42	5,690.92	5,747.75	5,805.17	5,863.17	5,921.83	5,981.17	6,040.83	6,101.25	6,162.25
	DAILY	337.24	340.61	344.02	347.45	350.94	354.45	357.99	361.57	365.19	368.84	372.52	376.25	380.01	383.82	387.65	391.52	395.44
	STEP INC.	624.00	630.00	638.00	642.00	651.00	657.00	662.00	669.00	678.00	682.00	689.00	696.00	704.00	712.00	716.00	725.00	732.00

DEKALB COUNTY

2025 - 2026 Public School Nurse

CATEGORY XVIII - E

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS
RN/MSN																	
ANN	52,049.00	52,049.00	52,049.00	57,248.00	57,248.00	57,248.00	59,758.00	61,562.00	62,177.00	62,799.00	63,427.00	64,062.00	64,702.00	65,350.00	66,003.00	66,663.00	67,329.00
MO	4,337.42	4,337.42	4,337.42	4,770.67	4,770.67	4,770.67	4,979.83	5,130.17	5,181.42	5,233.25	5,285.58	5,338.50	5,391.83	5,445.83	5,500.25	5,555.25	5,610.75
DAILY	278.34	278.34	278.34	306.14	306.14	306.14	319.56	329.21	332.50	335.82	339.18	342.58	346.00	349.47	352.96	356.49	360.05
STEP INC.		-	-	5,198.99	-	-	2,510.00	1,804.00	615.00	622.00	628.00	635.00	640.00	648.00	653.00	660.00	666.00

	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS	24 YRS	25 YRS	26 YRS	27 YRS	28 YRS	29 YRS	30 YRS	31 YRS	32 YRS	33 YRS	34 YRS	35 YRS
ANN	68,002.00	68,682.00	69,370.00	70,062.00	70,763.00	71,472.00	72,186.00	72,907.00	73,637.00	74,373.00	75,117.00	75,867.00	76,626.00	77,393.00	78,166.00	78,947.00	79,738.00
MO	5,666.83	5,723.50	5,780.83	5,838.50	5,896.92	5,956.00	6,015.50	6,075.58	6,136.42	6,197.75	6,259.75	6,322.25	6,385.50	6,449.42	6,513.83	6,578.92	6,644.83
DAILY	363.65	367.28	370.96	374.66	378.41	382.20	386.02	389.88	393.78	397.72	401.70	405.71	409.76	413.87	418.00	422.18	426.41
STEP INC.	673.00	680.00	688.00	692.00	701.00	709.00	714.00	721.00	730.00	736.00	744.00	750.00	759.00	767.00	773.00	781.00	791.00

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS
RN/DNP																	
ANN	56,124.00	56,124.00	56,124.00	61,730.00	61,730.00	61,730.00	64,437.00	66,382.00	67,045.00	67,715.00	68,394.00	69,077.00	69,768.00	70,466.00	71,170.00	71,882.00	72,601.00
MO	4,677.00	4,677.00	4,677.00	5,144.17	5,144.17	5,144.17	5,369.75	5,531.83	5,587.08	5,642.92	5,699.50	5,756.42	5,814.00	5,872.17	5,930.83	5,990.17	6,050.08
DAILY	300.13	300.13	300.13	330.11	330.11	330.11	344.58	354.98	358.53	362.11	365.74	369.40	373.09	376.82	380.59	384.40	388.24
STEP INC.		-	-	5,605.99	-	-	2,707.00	1,945.00	663.00	670.00	2,012.00	2,032.00	2,053.00	2,072.00	2,093.00	2,114.00	2,135.00

	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS	24 YRS	25 YRS	26 YRS	27 YRS	28 YRS	29 YRS	30 YRS	31 YRS	32 YRS	33 YRS	34 YRS	35 YRS
ANN	73,327.00	74,060.00	74,801.00	75,548.00	76,304.00	77,068.00	77,838.00	78,616.00	79,403.00	80,196.00	80,999.00	81,808.00	82,626.00	83,453.00	84,287.00	85,130.00	85,981.00
MO	6,110.58	6,171.67	6,233.42	6,295.67	6,358.67	6,422.33	6,486.50	6,551.33	6,616.92	6,683.00	6,749.92	6,817.33	6,885.50	6,954.42	7,023.92	7,094.17	7,165.08
DAILY	392.12	396.04	400.01	404.00	408.04	412.13	416.25	420.41	424.61	428.86	433.15	437.48	441.85	446.27	450.73	455.24	459.79
STEP INC.	2,157.00	2,178.00	2,200.00	2,221.00	2,244.00	2,267.00	2,290.00	2,312.00	2,335.00	2,358.00	2,383.00	2,405.00	2,430.00	2,454.00	2,479.00	2,504.00	2,528.00

9 MONTH - 187 DAYS - 7 HRS PER DAY
 (State School Nurses Matrix is based on 182 Contract Days. This scale is adjusted up to a 187 Contract Days.)
 State law states that any deviations from the 182 day contract should be noted on the salary schedule and should meet the pro rata share of the 182 day State Minimum School Nurses Matrix.

LPN'S HIRED AFTER OCTOBER 1, 2007 WILL BE PAID FROM THE STATE MATRIX LPN SCALE. ALL LPN'S HIRED PRIOR TO OCTOBER 1, 2007 ARE GRANDFATHERED.

IN 1998-99 CNP WORKER, MANAGER, AND ASSISTANT MANAGER SCHEDULES WERE COMBINED.
 NEW CNP EMPLOYEES WILL BE HIRED FOR 6.5 HRS OR 7 HRS BASED ON WHETHER THEY ARE EMPLOYED FOR BREAKFAST OR NON-BREAKFAST SCHOOLS.

BEGINNING WORKERS - *Those employed after July 1, 1998*
 7 HR DAYS - SCHOOLS WITH A BREAKFAST PROGRAM

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
TOTAL ANNUAL	23,890.85	24,089.00	24,089.00	24,487.35	24,685.50	24,885.70	25,004.18	25,004.18	26,642.54	26,642.54	28,280.88	28,581.18	28,918.24	29,255.31
MONTHLY	1,990.90	2,007.42	2,007.42	2,040.61	2,057.12	2,073.81	2,083.68	2,083.68	2,220.21	2,220.21	2,356.74	2,381.76	2,409.85	2,437.94
DAILY	127.76	128.82	128.82	130.95	132.01	133.08	133.71	133.71	142.47	142.47	151.23	152.84	154.64	156.45
STEP INCREASES		198.15	0.00	398.34	198.15	200.20	118.48	-	1,638.37	-	1,638.34	300.30	337.06	337.07

C. EMPLOYEE SNA CERTIFICATION BONUSES - Will be paid on the December 1 payroll check to current employees only who provide valid certification documents. Employee bonuses will increase as shown in the following table as their level of certification increases, to a maximum Level 3 - 750.00. Employees will receive a bonus for their highest level of certification only.

LEVEL 1	300.00
LEVEL 2	500.00
LEVEL 3	750.00

D. THE ABOVE SCHEDULES REFLECT THE ADDITION OF TWO DAYS MANDATED BY THE LEGISLATURE FOR PROFESSIONAL DEVELOPMENT IN 1999-2000.
 ADDITIONAL (5) DAYS INCLUDED IN THE 06-07 RAISE LEGISLATION, **ADDED** TO THIS SALARY SCALE MAKING A TOTAL OF **187 DAYS FOR CNP WORKERS**

E. PART-TIME CNP WORKERS AND/OR OTHER PART-TIME EMPLOYEES.

1. Beginning Worker - Hourly rate \$8.16. Also, see XIX.
2. Employed last year - will continue to receive the 2012 - 2013 salary rate if working less than 4 hours per day or 20 hours per week plus a 4 percent increase.

F. PART-TIME EMPLOYEES WORK 182 OR 187 DAYS PER YEAR AS DESIGNATED BY PRINCIPAL AT TIME OF EMPLOYMENT AND APPROVAL BY BOARD.

G. NO EMPLOYEE IS TO HAVE A CHANGE IN HOURS OR PAY RATE WITHOUT APPROVAL OF THE BOARD OF EDUCATION.

H. EMPLOYEES WHO WORK AT LEAST 4 HOURS PER DAY AND/OR AT LEAST 20 HOURS OR MORE PER WEEK, ON A REGULAR BASIS, QUALIFY FOR RETIREMENT AND INSURANCE.

I. ALL EMPLOYEES WORK 9 MONTHS (187 WORKING DAYS) EXCEPT SOME HOURLY / PART-TIME PERSONNEL, IF APPROVED BY THE BOARD FOR LESS THAN 182 DAYS PER YEAR.

J. A PORTION OF SALARY FOR CNP EMPLOYEES IS PAID BY STATE FUNDS.

K. CNP Employees to receive a \$1,000.00 raise in addition to the 4% raise passed by legislature; approved at the 6/7/16 board meeting

L. BONUS PAY SHALL NOT BE SUBJECT TO LEGISLATIVE SALARY INCREASES.

*** HOURLY RATES ARE SUBJECT TO CHANGE TO CORRESPOND WITH CURRENT MINIMUM WAGE REQUIREMENTS.

DEKALB COUNTY

2025 - 2026 ASSISTANT CNP MANAGERS (All Schools)

CATEGORY XX - C

POSITION EXPERIENCE

	BEGIN	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-8 YRS	9-11 YRS	12-14 YRS	15-17 YRS	18-20 YRS	21-23 YRS	24-26 YRS	27 PLUS YRS
ANN	25,087.19	25,210.52	25,210.52	25,459.19	25,582.52	25,707.89	25,826.27	25,826.27	27,618.74	27,618.74	30,093.63	30,416.58	30,753.64	31,090.72
MO	2,090.60	2,100.88	2,100.88	2,121.60	2,131.88	2,142.32	2,152.19	2,152.19	2,301.56	2,301.56	2,507.80	2,534.71	2,562.80	2,590.89
DAILY	134.16	134.82	134.82	136.15	136.80	137.48	138.11	138.11	147.69	147.69	160.93	162.66	164.46	166.26
STEP INC		123.33	-	248.67	123.33	125.37	118.38	-	1,792.47	-	2,474.89	322.95	337.06	337.07

ABOVE SCALE IS FOR NINE MONTHS WORK.

ASSISTANT MANAGERS ARE EMPLOYED 9 MONTHS. 187 DAYS PER YEAR, 7 HRS PER DAY.

BOARD AMENDED THE 6-8 YR CATEGORY AND 9-11 YR CATEGORY ON THIS SCALE AT THE APRIL 2013 BOARD MEETING TO BE EFFECTIVE BEGINNING WITH 2013-2014 SCHOOL YEAR
NO CHANGES IN PAY OR HOURS ARE PERMITTED WITHOUT BOARD APPROVAL.

Board approved a \$1,000.00/year salary increase in addition to the 4% raise; 6/7/2016

DEKALB COUNTY

2025 - 2026 High School, Junior High & Elementary CNP Mgr.

CATEGORY XX - B (1)

BEGIN 1 YR 2 YRS 3 YRS 4 YRS 5 YRS 6-8 YRS 9-11 YRS 12-14 YRS 15-17 YRS 18-20 YRS 21-23 YRS 24-26 YRS 27 PLUS YRS

ANN	29,777.60	30,003.26	30,228.97	30,454.64	30,680.33	30,906.00	31,041.43	31,041.43	35,322.18	35,322.18	36,072.36	36,508.41	36,845.45	37,182.52
MO	2,481.47	2,500.27	2,519.08	2,537.89	2,556.69	2,575.50	2,586.79	2,586.79	2,943.52	2,943.52	3,006.03	3,042.37	3,070.45	3,098.54
DAILY	147.41	148.53	149.65	150.77	151.88	153.00	153.67	153.67	174.86	174.86	178.58	180.73	182.40	184.07
STEP		225.66	225.71	225.67	225.68	225.67	135.43	-	4,280.75	-	750.18	436.06	337.04	337.06

ABOVE SCALE IS FOR 10 MONTHS WORK, 202 DAYS, 7 HRS PER DAY.

CNP MANAGERS WORK THE NINE MONTHS' SCHOOL YEAR AND 15 DAYS DURING THE SUMMER FOR A TOTAL OF 10 MONTHS, 202 DAYS.

CNP MANAGERS WORK 7 DAYS AFTER SCHOOL YEAR ENDS AND 8 DAYS BEFORE SCHOOL YEAR BEGINS.

THE FIRST SIX STEPS IN EACH SCHEDULE ARE FOR POSITION. THE 12TH AND 18TH ARE FOR TOTAL PUBLIC SCHOOL EXPERIENCE.

NO FURTHER LOCAL SUPPLEMENTS OR CHANGES IN HOURS OR PAY ARE PERMITTED WITHOUT PRIOR BOARD APPROVAL.

CNP Workers were approved for an additional \$1,000.00 raise in addition to the 4% raise passed by legislature; 6/7/2016

DEKALB COUNTY

**SALARY SCHEDULES
2025 - 2026
SUBSTITUTES**

**CATEGORY X
(A - E)**

SUBSTITUTE TEACHERS

H.S. Dipoma / Certified Teacher /
1-2 yrs College 4-yr College Degree

Category X - A

Classroom Teacher

\$ 100.00 \$ 100.00 Rates increased at the May 5, 2022 BD Mtg. Effective 08/01/2022

EXTENDED LEAVE SUBSTITUTES

\$125.00 Approved at the February 25, 2016 Board Meeting

To be used only as needed to temporarily replace full-time teachers on extended leave (MINIMUM: 11 or more days in a row; MAXIMUM: 100 days). This is a sub position. No benefits attached
Must have four year degree and be Highly Qualified in subject area.

SUPPORT PERSONNEL SUBSTITUTES

Category X - C

Bus Drivers \$ 75.00 (Regular Route)
\$ 37.50 (Tech Route)

Secretaries, Custodians, Aides, 4.0 HR \$ 45.00
CNP, Store Workers 6.0 HR \$ 65.00
7.0 HR \$ 75.00

School Nurse \$110.00

Principals are cautioned to not exceed the 40-hour week for substitutes who substitute for more than one employee during the day; for example, a bus driver and a teacher combination or another support person.

**% OF ANNUAL
TEACHING SALARY**

A. - (1) - BAND DIRECTORS - K-12 SCHOOLS - 16%

B. - (1) - COACHES - K-12 SCHOOLS - COACHING AND RELATED ACTIVITIES AS FOLLOWS:

SPORT	% OF ANNUAL TEACHING SALARY
HEAD FOOTBALL COACH	17%
ASSISTANT FOOTBALL	7%
5A, 4A, 3A, 2A, 1A (MAIN COACH)	7%
5A, 4A, 3A, 2A (ADDITIONAL COACH IF NEEDED)	4%
5A, 4A, 3A (ADDITIONAL COACH IF NEEDED)	4%
5A, 4A (ADDITIONAL COACH IF NEEDED)	4%
JUNIOR FOOTBALL	4%
HEAD BOYS BASKETBALL	14%
ASSSTANT VARSITY BOYS BASKETBALL	2.50%
JV BOYS BASKETBALL	4%
JR BOYS BASKETBALL (9TH GRADE)	2.50%
JR BOYS BASKETBALL (8TH GRADE)	2%
JR BOYS BASKETBALL (7TH GRADE)	2%
HEAD GIRLS BASKETBALL	14%
ASSSTANT VARSITY GIRLS BASKETBALL	2.50%
JV GIRLS BASKETBALL	4%
JR GIRLS BASKETBALL	3%
HEAD VOLLEYBALL	6.50%
"B" TEAM VOLLEYBALL	3%
JUNIOR VOLLEYBALL	2%
BASEBALL	6.50%
JV BASEBALL	3%
JR HIGH BASEBALL	2%

SPORT	% OF ANNUAL TEACHING SALARY
SOFTBALL	6.50%
JV SOFTBALL	3%
JR HIGH SOFTBALL	2%
SOCCER	6.50%
JV SOCCER	3%
CROSS COUNTRY, GOLF, TENNIS	2%
CHEERLEADER SPONSOR	6.50%
JV CHEERLEADER SPONSOR	3%
JR HIGH / MIDDLE SCHOOLS	
JR HIGH / MIDDLE FOOTBALL	4%
JR HIGH / MIDDLE BOYS BASKETBALL (8TH GRADE)	2.25%
JR HIGH / MIDDLE BOYS BASKETBALL (7TH GRADE)	2.25%
JR HIGH / MIDDLE GIRLS BASKETBALL	3%
JR HIGH / MIDDLE VOLLEYBALL	2%
JR HIGH / MIDDLE BASEBALL	2%
JR HIGH / MIDDLE SOFTBALL	2%
JR HIGH / MIDDLE CROSS COUNTRY	2%
JR HIGH / MIDDLE SOCCER	2%
JR HIGH / MIDDLE CHEERLEADERS	2%

C. - OTHER

1. SUPPLEMENTS ARE NOT TO BE SPLIT, WITH 2 EXCEPTIONS:

- A. ASST. FOOTBALL AT 1A SCHOOLS CAN BE SPLIT BETWEEN 2 COACHES.
- B. VARSITY CHEERLEADER SPONSOR CAN BE SPLIT BETWEEN 2 SPONSORS.

2. AN EMPLOYEE CANNOT RECEIVE THE HEAD FOOTBALL SUPPLEMENT & ONE OF THE ASSISTANT FOOTBALL SUPPLEMENTS AT THE SAME TIME.

3. ALL JR HIGH & JR VARSITY TEAMS MUST PLAY A MINIMUM OF 8 REGULAR SEASON GAMES AND PARTICIPATE IN COUNTY TOURNAMENT IF APPLICABLE; TO QUALIFY FOR A COACHING SUPPLEMENT.

4. COACHING AND RELATED DUTIES ARE IN ADDITION TO THE REGULAR SCHOOL DAY.

5. EMPLOYEES RECEIVE TEACHER SALARY PLUS SUPPLEMENTS AS APPLICABLE (CERTIFIED EMPLOYEES ONLY).

6. EMPLOYEES ARE RESPONSIBLE FOR PRE- AND POST- ACTIVITIES AS REQUIRED PREVIOUSLY.

7. NO FURTHER SCHOOL SUPPLEMENTS ARE AUTHORIZED.

8. HIGH SCHOOL PRINCIPALS ARE NOT ELIGIBLE FOR SUPPLEMENTS.

9. THE BOARD IS NOT RESPONSIBLE FOR TRAVEL EXPENSE.

*****Above Supplements are based on teacher salary at the time the supplement is awarded.**

* ALL Principals are on a twelve month teacher contract and receive a salary supplements based upon athletic/extracurricular classification and school enrollment. See 12 Month Teacher Salary page for starting base salary.

Athletic Classification Supplements

High School 1A/ Tech School	\$11,200.00
High School 2A	\$11,900.00
High School 3A	\$12,600.00
High School 4A	\$13,300.00
High School 5A	\$14,000.00
MS/Jr HS 500 +	\$8,400.00
MS/Jr HS (0-499)	\$2,800.00
Elementary	\$0.00

School Enrollment Supplements

Less than 100 Students	\$0.00
100-250 Students	\$700.00
251 - 500 Students	\$2,100.00
501 - 750	\$4,200.00
751-1000	\$6,300.00
1001-1250	\$8,400.00
1250+	\$10,500.00

Example Calculations:

	<i>12 month Teacher Salary Based on Degree + Experience</i>	<i>Athletic Classification</i>	<i>Classification 1A-5A Supplement</i>	<i>Number Students</i>	<i>School Enrollment Supplement</i>	<i>Principal Salary Total</i>
School Principal A	\$75,000.00	2A	\$11,900.00	903	\$6,300.00	\$93,200.00
School Principal B	\$77,000.00	N/A	\$0.00	579	\$4,200.00	\$81,200.00
School Principal C	\$80,000.00	3A	\$12,600.00	1204	\$8,400.00	\$101,000.00

**** Matrix will be used to determine the principal salary for the duration of contract at the time of the contracts approval.**

A. CNP / GENERAL / OTHER

1. HOURLY EMPLOYEES WORKING LESS THAN 20 HOURS PER WEEK WILL CONTINUE TO RECEIVE THEIR 2023 - 2024 RATE OF SALARY PLUS A 2% STATE INCREASE.
2. EMPLOYEES WHO WORKED DURING THE 2023 - 2024 SCHOOL TERM WILL CONTINUE TO RECEIVE THEIR 2023 - 2024 RATE OF SALARY PLUS A 2% STATE INCREASE.
4. IF A SCHEDULE DOES NOT ALREADY EXIST, FULL-TIME EMPLOYEES WILL BE EMPLOYED FOR A 182-DAY OR 187 DAY YEAR, WITH SALARY ADJUSTED AS NECESSARY, PART-TIME HOURS TO BE DETERMINED BY BOARD AND/OR PRINCIPAL, SUBJECT TO BOARD APPROVAL.
5. EXPERIENCE STEPS DO NOT APPLY TO THOSE WHO WORK LESS THAN FOUR (4) HOURS PER DAY

B. STORE WORKERS

1. STORE EMPLOYEES WORKING LESS THAN 20 HOURS PER WEEK WILL CONTINUE TO RECEIVE THEIR 2023 - 2024 RATE OF SALARY PLUS A 2% STATE INCREASE.
FULL-TIME STORE WORKERS (20 Hours or more) WILL RECEIVE AN HOURLY RATE OF \$15 EFFECTIVE WITH THE 23 - 24 SCHOOL YEAR.
2. EXPERIENCE STEPS DO NOT APPLY TO THOSE WHO WORK LESS THAN FOUR (4) HOURS PER DAY.
3. LENGTH OF YEAR (182 OR 187 DAYS) TO BE DETERMINED BY PRINCIPAL, SUBJECT TO BOARD APPROVAL.
4. NEW STORE WORKERS WILL BEGIN AT \$15.00 PER HOUR.

- C. EXTENDED DAY CLASSES - PAID BY THE HOUR - HOURLY RATES SUBJECT TO CHANGE.

***** HOURLY RATES ARE SUBJECT TO CHANGE TO CORRESPOND WITH CURRENT MINIMUM WAGE REQUIREMENTS AND OR OTHER CONSTRAINTS.**

DEKALB COUNTY

**SALARY SCHEDULES
2025 - 2026
SPECIAL PROGRAMS POSITIONS**

TITLE / CRITERIA	SALARY	CATEGORY	TITLE / CRITERIA	SALARY	CATEGORY
COMMUNITY EDUCATION COORDINATOR Degree and Experience Works 11 months, 7 hours per day	See Administrative Salary Schedule daily rate times 222 days	VI - B	REHAB JOB COACH DELETED 8/26/05 SEE NEW SCALE		VI - F (d)
DRUG EDUCATION COORDINATOR AND PROJECT CHANGE COORDINATOR 10 months plus two additional months salary Dependent on Grant Works 7 hours per day 202 days Degree and Experience	Administrative Salary Schedule	VI - C	SCHOOL PSYCHOLOGIST Degree and Experience Works 9 months, Scholastic Schedule 7 hours per day	See Teachers' Salary Schedule	VI - G
8% REMEDIAL INSTRUCTOR Degree and Experience Works 9 months - School Hours	See Teachers' Salary Schedule	VI - D	SCHOOL NURSES Works 9 months - School Hours	See Category XVIII-E, F	VII
JAG COORDINATOR Degree and Experience Works 11 months from 7 hrs per day	See Teacher Salary Schedule 222 days at appropriate daily rate.	VI - E	TEXTBOOK COURIER / AIDE Current employee works 10 months 7 hrs per day, excluding lunch, 202 days	See Central Office Salary Schedule	VIII
OCCUPATIONAL THERAPIST Degree and License Required Works 10 months - School hours, 202 days Federal Funds	See Teacher Salary Schedule - A level	VI - F	CAREER COACHES Degree and Experience Works 10 months-School hours, 202 days. Paid from 9 months Teachers' Salary Schedule	See Teachers' Salary Schedule	IX - A
TEEN PARENTING OR DROPOUT PREVENTION INSTRUCTOR Degree and Experience Works 9 months - School Hours	See Teachers' Salary Schedule	VI - F (b & c)			