



2026-27 Salary Handbook

33 Middle School Road
Summerville, GA 30747
706-857-3447
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Dr. Michelle Helie – Superintendent
Mr. Jeremy Heathcock – Assistant Superintendent

Board Members:
Mrs. Lori Brady, Chair
Mrs. Tiffany Lawrence, Vice Chair
Mr. Chad Dodd
Mr. Derrick Eckroat
Mrs. Bonnie Fletcher



Chattooga County
School District
Expect Success



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Number of work days is based on the approved school calendar	
Staff Positions	Number of Work Days
COTA's	150
Bus Drivers, Bus Monitors, School Nurses & CNA's, Paraprofessionals & Caregivers (except Pre-k Parapro's)	152
School Food Service Employees	156
Teachers, System Social Worker, Pre-k Paraprofessionals	158
Extended Year (plus 8 days) - High School Counselor; Middle & High School Band Directors; Middle School Athletic Director; Elementary and Middle School Clerical Staff; High School Attendance Clerk & Registrar Secretary; Parent Coordinator	166
Extended Year (plus 16 days)- Elementary & Middle School Assistant Principals; District Instructional Technology/Gifted Instruction Director; Success Team (those in position beginning on or after 7/1/2024); Applicable Teachers	174
Extended Year (plus 24 days) - Elementary & Middle School Principals; High School Assistant Principals; Success Team (those in position prior to 7/1/2024); High School Receptionist, Bookkeeper & CTAE Secretary; Applicable Teachers	182
12 month Employees - Central Office/CCEC Administrators and Clerical Staff; Technology Network Administrator; Technology Specialist; Transportation Director; CTAE Director; High School Principal; High School Athletic Director; High School Head Football Coach; System Safety & Security Director	194
Maintenance & Custodians - work 200 days, receive 8 days holiday pay	208

2026-2027

150 Work Day Calendar

COTA's

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						5

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						18

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						14

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						11

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						12

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						15

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						17

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						14

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						12

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						0

- 7/24/2026 **First Work Day**
- 10/6-10/9/2026 **Fall Break**
- 11/11/2026 **Off day - students 1/2 day**
- 11/24-11/27/2026 **Thanksgiving Break**
- 12/22-12/31/2026 **Christmas Break**
- 1/1-1/5/2027 **New Year's Break**
- 1/6/2027 **Return from NY Break**
- 3/25/2027 **Off day - students 1/2 day**
- 4/6-4/9/2027 **Spring Break**
- 5/21/2027 **Last Work Day**

Bad Weather Make Up Days

- 3/8/2027
- 3/29/2027

2026-2027

152 Work Day Calendar

Bus Drivers & Monitors; School Nurses;
Paraprofessionals & Caregivers (except Pre-k)

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						5

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						18

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						14

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						12

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						12

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Total workdays						15

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						18

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						14

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						12

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						0

7/24/2026 First Work Day
10/6-10/9/2026 Fall Break
11/11/2026 Students 1/2 day - employees -full day
11/24-11/27/2026 Thanksgiving Break
12/22-12/31/2026 Christmas Break
1/1-1/5/2027 New Year's Break
1/6/2027 Return from NY Break
3/25/2027 Students 1/2 day - employees -full day
4/6-4/9/2027 Spring Break
5/21/2027 Last Work Day

Bad Weather Make Up Days

3/8/2027
3/29/2027

2026-2027

156 Work Day Calendar

School Food Service Employees

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						8

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						18

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						14

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						12

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						12

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Total workdays						15

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						18

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						14

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						13

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						0

- 7/21/2026 First Work Day
- 7/24/2026 First day for students
- 10/6-10/9/2026 Fall Break
- 11/11/2026 Students 1/2 day - employees -full day
- 11/24-11/27/2026 Thanksgiving Break
- 12/22-12/31/2026 Christmas Break
- 1/1-1/5/2027 New Year's Break
- 1/6/2027 Return from NY Break
- 3/25/2027 Students 1/2 day - employees -full day
- 4/6-4/9/2027 Spring Break
- 5/21/2027 Last day for students
- 5/25/2027 Last Work Day

Bad Weather Make Up Days

3/8/2027

3/29/2027

2026-2027

158 Work Day Calendar

Teachers; System Social Worker; Pre-k Paraprofessionals

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						8

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						19

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						14

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						12

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						12

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Total workdays						16

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						18

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						14

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						13

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						0

- 7/21/2026 First Work Day
- 7/24/2026 Students First Day
- 9/14/2026 District Professional Development Day
- 10/6-10/9/2026 Fall Break
- 11/11/2026 Students 1/2 day - employees -full day
- 11/24-11/27/2026 Thanksgiving Break
- 12/22-12/31/2026 Christmas Break
- 1/1/2027 New Year's Holiday
- 1/5/2027 Return from NY Holiday- Work Day
- 3/25/2027 Students 1/2 day - employees -full day
- 4/6-4/9/2027 Spring Break
- 5/21/2027 Last Day for Students
- 5/25/2027 Last Work Day

Bad Weather Make Up Days

3/8/2027

3/29/2027

2026-2027

166 Work Day Calendar

Extended Year (plus 8 days); H.S. Counselor; School Based Academic Coaches;
E.S. & M.S. Clerical Staff; H.S. Attendance & Registrar Clerk;
Parent Coordinator

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						12

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						19

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						14

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						12

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						12

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Total workdays						16

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						18

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						14

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						1

- 7/14/2026 First Work Day
- 9/14/2026 District Professional Development Day
- 10/6-10/9/2026 Fall Break
- 11/11/2026 Students 1/2 day - employees -full day
- 11/24-11/27/2026 Thanksgiving Break
- 12/22-12/31/2026 Christmas Break
- 1/1/2027 New Year's Break
- 1/5/2027 Return from NY Break- Work Day
- 3/25/2027 Students 1/2 day - employees -full day
- 4/6-4/9/2027 Spring Break
- 6/1/2027 Last Work Day

Bad Weather Make Up Days

3/8/2027

3/29/2027

2026-2027

174 Work Day Calendar

Extended Year (plus 16 days); E.S. & M.S. Asst. Principals;

Success Team (hired after 7/1/24);

District Instructional Technology/Gifted Instruction Director

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						16

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						19

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						14

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						12

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						12

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Total workdays						16

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						18

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						14

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						5

7/7/2026 First Work Day

9/14/2026 District Professional Development Day

10/6-10/9/2026 Fall Break

11/11/2026 Students 1/2 day - employees -full day

11/24-11/27/2026 Thanksgiving Break

12/22-12/31/2026 Christmas Break

1/1/2027 New Year's Break

1/5/2027 Return from NY Break- Work Day

3/25/2027 Students 1/2 day - employees -full day

4/6-4/9/2027 Spring Break

6/8/2027 Last Work Day

Bad Weather Make Up Days

3/8/2027

3/29/2027

2026-2027

182 Work Day Calendar

Extended Year (plus 24 days); E.S. & M.S. Principals; H.S. Asst. Principals;
Success Team Members (hired before 6/30/2024); H.S. Receptionist; H.S.
Bookkeeper & CTAE Secretary

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						16

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						19

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						14

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						12

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						12

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Total workdays						16

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						18

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						14

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						13

7/7/2026 First Work Day

9/14/2026 District Professional Development Day

10/6-10/9/2026 Fall Break

11/11/2026 Students 1/2 day - employees -full day

11/24-11/27/2026 Thanksgiving Break

12/22-12/31/2026 Christmas Break

1/1/2027 New Year's Break

1/5/2027 Return from NY Break- Work Day

3/25/2027 Students 1/2 day - employees -full day

4/6-4/9/2027 Spring Break

6/18/2027 Last Work Day

Bad Weather Make Up Days

3/8/2027

3/29/2027

2026-2027

194 Work Day Calendar

12 Month Employees

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						17

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						19

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						16

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						14

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						12

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Total workdays						16

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						18

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						16

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						18

- 7/1/2026 First Work Day
- 7/2-7/3/2026 July 4th Holiday
- 9/14/2026 District Professional Development Day
- 10/8-10/9/2026 Fall Break
- 11/11/2026 Students 1/2 day - employees -full day
- 11/26-11/27/2026 Thanksgiving Break
- 12/22-12/31/2026 Christmas Break
- 1/1/2027 New Year's Holiday
- 1/5/2027 Return to work- Teacher Work Day
- 3/25/2027 Students 1/2 day - employees -full day
- 4/8-4/9/2027 Spring Break
- 6/30/2027 Last Work Day

Bad Weather Make Up Days

3/8/2027

3/29/2027

2026-2027

208 Work Day Calendar

Maintenance and Custodians

July '26						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Total workdays						19

August '26						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

September '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						20

October '26						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Total workdays						18

November '26						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Total workdays						16

December '26						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Total workdays						17

January '27						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Total workdays						17

February '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Total workdays						16

March '27						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Total workdays						18

April '27						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Total workdays						16

May '27						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
Total workdays						16

June '27						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
Total workdays						19

7/1/2026 First Work Day

7/3/2026 July 4th Paid Holiday

9/7/2026 Labor Day Paid Holiday

9/14/2026 District Professional Development Day

11/11/2026 Students 1/2 day - employees -full day

11/26-11/27/2026 Thanksgiving Paid Holiday

12/24-12/25/2026 Christmas Paid Holiday

12/28-12/31/2026 Christmas Break

1/1/2027 New Year's Paid Holiday

1/5/2027 Return from NY Holiday

3/25/2027 Students 1/2 day - employees -full day

4/9/2027 Spring Break

6/30/2027 Last Work Day

Bad Weather Make Up Days

3/8/2027

3/29/2027

Certified Employee Salary Schedule FY 2026-27

Years of Creditable Service	Salary Step		T-1 Vocational- HS Diploma/GED	T-2 Vocational- Assoc. Degree	BT-4 Lack Ed Requirement	T-4 Bachelor	BT-5 Lack Ed Requirement	T-5 Masters	BT-6 Lack Ed Requirement	T-6 Ed. Specialist	BT-7 Lack Ed Requirement	T-7 Doctorate
0,1,2,	E	State	\$42,134.17	\$43,080.54	\$42,134.17	\$44,027.92	\$46,266.08	\$49,193.06	\$51,766.54	\$54,341.03	\$57,249.83	\$59,262.76
		Local	\$1,685.37	\$1,723.22	\$1,685.37	\$1,761.12	\$1,850.64	\$1,967.72	\$2,070.66	\$2,173.64	\$2,289.99	\$2,370.51
		Total	\$43,819.54	\$44,803.76	\$43,819.54	\$45,789.04	\$48,116.72	\$51,160.78	\$53,837.20	\$56,514.67	\$59,539.82	\$61,633.27
3	1	State	\$43,110.84	\$44,085.49	\$42,134.17	\$45,061.15	\$47,365.97	\$50,380.82	\$53,032.07	\$55,683.32	\$58,678.98	\$60,752.51
		Local	\$1,724.43	\$1,763.42	\$1,685.37	\$1,802.45	\$1,894.64	\$2,015.23	\$2,121.28	\$2,227.33	\$2,347.16	\$2,430.10
		Total	\$44,835.27	\$45,848.91	\$43,819.54	\$46,863.60	\$49,260.61	\$52,396.05	\$55,153.35	\$57,910.65	\$61,026.14	\$63,182.61
4	2	State	\$44,116.80	\$45,119.73	\$42,134.17	\$46,124.68	\$48,499.19	\$51,603.93	\$54,334.97	\$57,066.01	\$60,151.56	\$62,287.71
		Local	\$1,764.67	\$1,804.79	\$1,685.37	\$1,844.99	\$1,939.97	\$2,064.16	\$2,173.40	\$2,282.64	\$2,406.06	\$2,491.51
		Total	\$45,881.47	\$46,924.52	\$43,819.54	\$47,969.67	\$50,439.16	\$53,668.09	\$56,508.37	\$59,348.65	\$62,557.62	\$64,779.22
5	3	State	\$45,152.05	\$46,185.28	\$42,134.17	\$47,220.53	\$49,666.75	\$52,864.41	\$55,677.26	\$58,490.11	\$61,668.58	\$63,868.36
		Local	\$1,806.08	\$1,847.41	\$1,685.37	\$1,888.82	\$1,986.67	\$2,114.58	\$2,227.09	\$2,339.60	\$2,466.74	\$2,554.73
		Total	\$46,958.13	\$48,032.69	\$43,819.54	\$49,109.35	\$51,653.42	\$54,978.99	\$57,904.35	\$60,829.71	\$64,135.32	\$66,423.09
6	4	State	\$46,218.61	\$47,283.15	\$42,134.17	\$48,725.43	\$51,269.62	\$54,595.55	\$57,520.15	\$60,445.47	\$63,751.20	\$66,038.85
		Local	\$1,848.74	\$1,891.33	\$1,685.37	\$1,949.02	\$2,050.78	\$2,183.82	\$2,300.81	\$2,417.82	\$2,550.05	\$2,641.55
		Total	\$48,067.35	\$49,174.48	\$43,819.54	\$50,674.45	\$53,320.40	\$56,779.37	\$59,820.96	\$62,863.29	\$66,301.25	\$68,680.40
7	5	State	\$47,317.49	\$48,413.34	\$42,134.17	\$49,899.05	\$52,520.00	\$55,945.92	\$58,958.75	\$61,970.57	\$65,376.29	\$67,732.62
		Local	\$1,892.70	\$1,936.53	\$1,685.37	\$1,995.96	\$2,100.80	\$2,237.84	\$2,358.35	\$2,478.82	\$2,615.05	\$2,709.30
		Total	\$49,210.19	\$50,349.87	\$43,819.54	\$51,895.01	\$54,620.80	\$58,183.76	\$61,317.10	\$64,449.39	\$67,991.34	\$70,441.92
8	6	State	\$48,448.69	\$49,577.87	\$42,134.17	\$51,713.01	\$54,452.13	\$58,031.57	\$61,179.74	\$64,327.91	\$67,886.14	\$70,348.52
		Local	\$1,937.95	\$1,983.11	\$1,685.37	\$2,068.52	\$2,178.09	\$2,321.26	\$2,447.19	\$2,573.12	\$2,715.45	\$2,813.94
		Total	\$50,386.64	\$51,560.98	\$43,819.54	\$53,781.53	\$56,630.22	\$60,352.83	\$63,626.93	\$66,901.03	\$70,601.59	\$73,162.46
9,10	7	State	\$49,614.23	\$50,777.75	\$42,134.17	\$52,976.52	\$55,797.45	\$59,484.96	\$62,727.06	\$65,970.17	\$69,634.45	\$72,171.57
		Local	\$1,984.57	\$2,031.11	\$1,685.37	\$2,119.06	\$2,231.90	\$2,379.40	\$2,509.08	\$2,638.81	\$2,785.38	\$2,886.86
		Total	\$51,598.80	\$52,808.86	\$43,819.54	\$55,095.58	\$58,029.35	\$61,864.36	\$65,236.14	\$68,608.98	\$72,419.83	\$75,058.43
11,12	L1	State	\$50,815.12	\$52,012.98	\$42,134.17	\$54,278.41	\$57,183.17	\$60,981.78	\$64,320.84	\$67,661.92	\$71,435.28	\$74,049.16
		Local	\$2,032.60	\$2,080.52	\$1,264.03	\$1,628.35	\$1,715.50	\$1,829.45	\$1,929.63	\$2,029.86	\$2,143.06	\$2,221.47
		Total	\$52,847.72	\$54,093.50	\$43,398.20	\$55,906.76	\$58,898.67	\$62,811.23	\$66,250.47	\$69,691.78	\$73,578.34	\$76,270.63

Certified Employee Salary Schedule FY 2026-27

Years of Creditable Service	Salary Step		T-1 Vocational- HS Diploma/GED	T-2 Vocational- Assoc. Degree	BT-4 Lack Ed Requirement	T-4 Bachelor	BT-5 Lack Ed Requirement	T-5 Masters	BT-6 Lack Ed Requirement	T-6 Ed. Specialist	BT-7 Lack Ed Requirement	T-7 Doctorate
13,14	L2	State	\$52,051.36	\$53,285.58	\$42,134.17	\$55,168.68	\$58,611.31	\$62,523.04	\$65,963.10	\$69,404.17	\$73,290.65	\$75,982.30
		Local	\$2,082.05	\$2,131.42	\$1,685.37	\$2,206.75	\$2,344.45	\$2,500.92	\$2,638.52	\$2,776.17	\$2,931.63	\$3,039.29
		Total	\$54,133.41	\$55,417.00	\$43,819.54	\$57,375.43	\$60,955.76	\$65,023.96	\$68,601.62	\$72,180.34	\$76,222.28	\$79,021.59
15,16	L3	State	\$53,324.97	\$54,596.56	\$42,134.17	\$56,999.35	\$60,081.87	\$64,110.76	\$67,653.84	\$71,198.94	\$75,201.57	\$77,974.02
		Local	\$2,133.00	\$2,183.86	\$1,685.37	\$2,279.97	\$2,403.27	\$2,564.43	\$2,706.15	\$2,847.96	\$3,008.06	\$3,118.96
		Total	\$55,457.97	\$56,780.42	\$43,819.54	\$59,279.32	\$62,485.14	\$66,675.19	\$70,359.99	\$74,046.90	\$78,209.63	\$81,092.98
17,18	L4	State	\$54,636.96	\$55,946.93	\$42,134.17	\$58,421.43	\$61,596.87	\$65,745.95	\$69,396.09	\$73,047.24	\$77,170.06	\$80,025.33
		Local	\$2,185.48	\$2,237.88	\$1,685.37	\$2,336.86	\$2,463.87	\$2,629.84	\$2,775.84	\$2,921.89	\$3,086.80	\$3,201.01
		Total	\$56,822.44	\$58,184.81	\$43,819.54	\$60,758.29	\$64,060.74	\$68,375.79	\$72,171.93	\$75,969.13	\$80,256.86	\$83,226.34
19,20	L5	State	\$55,988.34	\$57,337.70	\$42,134.17	\$59,885.93	\$63,157.32	\$67,430.63	\$71,189.85	\$74,951.09	\$79,197.13	\$82,138.25
		Local	\$2,239.53	\$2,293.51	\$1,685.37	\$2,395.44	\$2,526.29	\$2,697.23	\$2,847.59	\$2,998.04	\$3,167.89	\$3,285.53
		Total	\$58,227.87	\$59,631.21	\$43,819.54	\$62,281.37	\$65,683.61	\$70,127.86	\$74,037.44	\$77,949.13	\$82,365.02	\$85,423.78
21, 22	L6	State	\$57,380.12	\$58,769.88	\$42,134.17	\$61,394.87	\$64,764.23	\$69,165.81	\$73,038.15	\$76,911.50	\$81,284.80	\$84,314.80
		Local	\$2,295.20	\$2,350.80	\$1,685.37	\$2,455.79	\$2,590.57	\$2,766.63	\$2,921.53	\$3,076.46	\$3,251.39	\$3,372.59
		Total	\$59,675.32	\$61,120.68	\$43,819.54	\$63,850.66	\$67,354.80	\$71,932.44	\$75,959.68	\$79,987.96	\$84,536.19	\$87,687.39
23, 24	L6	State	\$58,806.50	\$60,237.83	\$42,134.17	\$62,941.83	\$66,412.02	\$70,945.64	\$74,934.44	\$78,923.19	\$83,427.50	\$86,549.03
		Local	\$2,352.26	\$2,409.51	\$1,685.37	\$2,517.67	\$2,656.48	\$2,837.83	\$2,997.38	\$3,156.93	\$3,337.10	\$3,461.96
		Total	\$61,158.76	\$62,647.34	\$43,819.54	\$65,459.50	\$69,068.50	\$73,783.47	\$77,931.82	\$82,080.12	\$86,764.60	\$90,010.99
25+	L6	State	\$60,268.35	\$61,717.44	\$42,134.17	\$64,527.70	\$68,101.68	\$72,771.26	\$76,874.03	\$80,987.69	\$85,625.23	\$88,840.41
		Local	\$2,410.73	\$2,468.70	\$1,685.37	\$2,581.11	\$2,724.07	\$2,910.85	\$3,074.96	\$3,239.51	\$3,425.01	\$3,553.62
		Total	\$62,679.08	\$64,186.14	\$43,819.54	\$67,108.81	\$70,825.75	\$75,682.11	\$79,948.99	\$84,227.20	\$89,050.24	\$92,394.03

Code GBA(5) 160-5-2-.05 (3)b- Experience for Salary Purposes- "For the purpose of crediting years of experience for work in a LUA, a full time year is defined as a minimum of 63% of the LUA defined school year for certified personnel."

* Salary is based on 158 days @ 9.62 hours per day
Actual work hours are 158 days @ 9 hours per day

Paraprofessional/Caregiver Levels **FY 2026-27**

Para 2B				Caregiver		
Step	152 days			Step	152 days	
	Hourly	Daily	Annual Salary		Hourly	Daily
E	\$11.80	\$113.04	\$17,182.69	E	\$10.43	\$99.92
1	\$12.04	\$115.34	\$17,532.17	1	\$10.64	\$101.92
2	\$12.28	\$117.64	\$17,881.64	2	\$10.85	\$103.96
3	\$12.53	\$120.04	\$18,245.68	3	\$11.07	\$106.04
4	\$12.78	\$122.43	\$18,609.72	4	\$11.29	\$108.16
5	\$13.03	\$124.83	\$18,973.76	5	\$11.52	\$110.32
6	\$13.29	\$127.32	\$19,352.37	6	\$11.75	\$112.53
7	\$13.55	\$129.81	\$19,730.97	7	\$11.98	\$114.78
8	\$13.83	\$132.49	\$20,138.69	8	\$12.22	\$117.07
9	\$14.10	\$135.08	\$20,531.86	9	\$12.46	\$119.41
10	\$14.39	\$137.86	\$20,954.14	10	\$12.71	\$121.80
11	\$14.68	\$140.63	\$21,376.43	11	\$12.97	\$124.24
12	\$14.96	\$143.32	\$21,784.15	12	\$13.23	\$126.72
13	\$15.26	\$146.19	\$22,221.00	13	\$13.49	\$129.26
14	\$15.58	\$149.26	\$22,686.97	14	\$13.76	\$131.84
15	\$15.88	\$152.13	\$23,123.82	15	\$14.04	\$134.48
16	\$16.20	\$155.20	\$23,589.79	16	\$14.32	\$137.17
17	\$16.53	\$158.36	\$24,070.32	17	\$14.60	\$139.91
18	\$16.85	\$161.42	\$24,536.30	18	\$14.90	\$142.71
19	\$17.19	\$164.68	\$25,031.39	19	\$15.19	\$145.56
20	\$17.54	\$168.03	\$25,541.05	20	\$15.50	\$148.47

* Qualifications for a Paraprofessional -Passing score on the Paraprofessional GACE test OR
 - completion of 2 years of college study (60 semester or 98 quarter hours)
 - Associates Degree or higher

** Caregivers are not required to hold a certificate

Caregiver/Parapro:

Pay is based on 152 days @ 9.58 hours per day

Actual work days/hours - 152 days @ 9 hours per day

Pre-K Paraprofessionals

FY 2026-27

A Georgia Pre-K Program assistant teacher (paraprofessional) must have one of the following credentials/degrees listed below. Pre-K providers should review the qualifications and conditions carefully to ensure that the assistant teacher qualifies to teach in Georgia's Pre-K. All credential levels for an assistant teacher position will be paid at the minimum rate of **\$25,741.35**. Providers are required to pay 100% of the total salary funded by DECAL.

- Valid Paraprofessional Certificate (issued by the Georgia Professional Standards Commission)
- Valid Child Development Associate (CDA) credential (issued by the Council for Professional Recognition)
- TCC (Technical Certificate of Credit) in Early Childhood Education
- TCD (Technical College Diploma) in Early Childhood Education
- AA, AS, AAS, AAT (Associate Degree)
- Montessori Diploma (Montessori courses must be taken from an accredited affiliate of the Montessori Accreditation Council for Teacher Education)
- BA, BS (Bachelor's degree)
- Georgia PSC Certified Teacher
- MA, MS (Master's Degree)
- Specialist Degree or PhD

All Pre-k Paraprofessionals are paid an annual amount of **\$25,741.35** regardless of education level and years of experience. The pay is based on 158 days working 9.62 hours per day. Actual work hours is 9 hours per day.

Nurse/CNA/Nurse Asst/COTA Levels

FY 2026-27

Step	Lead RN Nurse - 158 days			School Nurse- Level I - 152 days			School Nurse - Level II - 152 days			CNA - 152 days		
	Hourly	Daily	Annual Salary	Hourly	Daily	Annual Salary	Hourly	Daily	Annual Salary	Hourly	Daily	Annual Salary
E	\$27.06	\$260.32	\$41,130.12	\$15.32	\$145.23	\$22,075.51	\$16.24	\$153.96	\$23,401.19	\$10.83	\$102.67	\$15,605.60
1	\$27.60	\$265.52	\$41,952.72	\$15.63	\$148.14	\$22,517.02	\$16.56	\$157.03	\$23,869.21	\$11.05	\$104.72	\$15,917.71
2	\$28.15	\$270.83	\$42,791.77	\$15.94	\$151.10	\$22,967.36	\$16.90	\$160.17	\$24,346.60	\$11.27	\$106.82	\$16,236.06
3	\$28.72	\$276.25	\$43,647.61	\$16.26	\$154.12	\$23,426.70	\$17.23	\$163.38	\$24,833.53	\$11.49	\$108.95	\$16,560.78
4	\$29.29	\$281.78	\$44,520.56	\$16.58	\$157.21	\$23,895.24	\$17.58	\$166.65	\$25,330.20	\$11.72	\$111.13	\$16,892.00
5	\$29.88	\$287.41	\$45,410.97	\$16.91	\$160.35	\$24,373.14	\$17.93	\$169.98	\$25,836.81	\$11.96	\$113.35	\$17,229.84
6	\$30.47	\$293.16	\$46,319.19	\$17.25	\$163.56	\$24,860.61	\$18.29	\$173.38	\$26,353.54	\$12.20	\$115.62	\$17,574.44
7	\$31.08	\$299.02	\$47,245.58	\$17.60	\$166.83	\$25,357.82	\$18.65	\$176.85	\$26,880.61	\$12.44	\$117.93	\$17,925.93
8	\$31.71	\$305.00	\$48,190.49	\$17.95	\$170.16	\$25,864.98	\$19.03	\$180.38	\$27,418.22	\$12.69	\$120.29	\$18,284.44
9	\$32.34	\$311.10	\$49,154.30	\$18.31	\$173.57	\$26,382.27	\$19.41	\$183.99	\$27,966.59	\$12.94	\$122.70	\$18,650.13
10	\$32.99	\$317.33	\$50,137.38	\$18.67	\$177.04	\$26,909.92	\$19.80	\$187.67	\$28,525.92	\$13.20	\$125.15	\$19,023.14
11	\$33.65	\$323.67	\$51,140.13	\$19.05	\$180.58	\$27,448.12	\$20.19	\$191.42	\$29,096.44	\$13.47	\$127.66	\$19,403.60
12	\$34.32	\$330.15	\$52,162.93	\$19.43	\$184.19	\$27,997.08	\$20.60	\$195.25	\$29,678.37	\$13.74	\$130.21	\$19,791.67
13	\$35.00	\$336.75	\$53,206.19	\$19.82	\$187.88	\$28,557.02	\$21.01	\$199.16	\$30,271.94	\$14.01	\$132.81	\$20,187.50
14	\$35.71	\$343.48	\$54,270.32	\$20.21	\$191.63	\$29,128.16	\$21.43	\$203.14	\$30,877.37	\$14.29	\$135.47	\$20,591.25
15	\$36.42	\$350.35	\$55,355.72	\$20.62	\$195.47	\$29,710.73	\$21.86	\$207.20	\$31,494.92	\$14.58	\$138.18	\$21,003.08
16	\$37.15	\$357.36	\$56,462.84	\$21.03	\$199.37	\$30,304.94	\$22.29	\$211.35	\$32,124.82	\$14.87	\$140.94	\$21,423.14
17	\$37.89	\$364.51	\$57,592.09	\$21.45	\$203.36	\$30,911.04	\$22.74	\$215.57	\$32,767.32	\$15.16	\$143.76	\$21,851.60
18	\$38.65	\$371.80	\$58,743.94	\$21.88	\$207.43	\$31,529.26	\$23.19	\$219.89	\$33,422.66	\$15.47	\$146.64	\$22,288.64
19	\$39.42	\$379.23	\$59,918.81	\$22.32	\$211.58	\$32,159.85	\$23.66	\$224.28	\$34,091.12	\$15.78	\$149.57	\$22,734.41
20	\$40.21	\$386.82	\$61,117.19	\$22.76	\$215.81	\$32,803.04	\$24.13	\$228.77	\$34,772.94	\$16.09	\$152.56	\$23,189.10

Step	COTA - 150 days/7.5 hours			Nurse Assistant - 152 days		
	Hourly	Daily	Annual Salary	Hourly	Daily	Annual Salary
E	\$33.05	\$247.88	\$37,181.25	\$10.56	\$100.11	\$15,216.54
1	\$33.71	\$252.83	\$37,924.88	\$10.77	\$102.11	\$15,520.87
2	\$34.39	\$257.89	\$38,683.37	\$10.99	\$104.15	\$15,831.29
3	\$35.07	\$263.05	\$39,457.04	\$11.21	\$106.24	\$16,147.91
4	\$35.77	\$268.31	\$40,246.18	\$11.43	\$108.36	\$16,470.87
5	\$36.49	\$273.67	\$41,051.10	\$11.66	\$110.53	\$16,800.29
6	\$37.22	\$279.15	\$41,872.13	\$11.89	\$112.74	\$17,136.29
7	\$37.96	\$284.73	\$42,709.57	\$12.13	\$114.99	\$17,479.02
8	\$38.72	\$290.43	\$43,563.76	\$12.37	\$117.29	\$17,828.60
9	\$39.50	\$296.23	\$44,435.04	\$12.62	\$119.64	\$18,185.17
10	\$40.29	\$302.16	\$45,323.74	\$12.87	\$122.03	\$18,548.87
11	\$41.09	\$308.20	\$46,230.21	\$13.13	\$124.47	\$18,919.85
12	\$41.92	\$314.37	\$47,154.82	\$13.39	\$126.96	\$19,298.25
13	\$42.75	\$320.65	\$48,097.91	\$13.66	\$129.50	\$19,684.21
14	\$43.61	\$327.07	\$49,059.87	\$13.93	\$132.09	\$20,077.90
15	\$44.48	\$333.61	\$50,041.07	\$14.21	\$134.73	\$20,479.46
16	\$45.37	\$340.28	\$51,041.89	\$14.50	\$137.43	\$20,889.05
17	\$46.28	\$347.08	\$52,062.73	\$14.79	\$140.18	\$21,306.83
18	\$47.20	\$354.03	\$53,103.98	\$15.08	\$142.98	\$21,732.96
19	\$48.15	\$361.11	\$54,166.06	\$15.38	\$145.84	\$22,167.62
20	\$49.11	\$368.33	\$55,249.38	\$15.69	\$148.76	\$22,610.97

Level I School Nurse = MES, LES, SMS & CHS
Level II School Nurse = LMES

Lead Nurse:

Pay is based on 158 days @ 9.62 hrs per day
Actual day/hours worked - 158@9 hrs

School Nurse, CNA, Nurse Asst:

Pay is based on 152 days @9.48 hrs per day
Actual day/hours worked - 152@9 hrs

Secretarial/Clerical Levels
FY 2026-27

Level	Job Title
18	Administrative Assistant to Superintendent- CO Payroll Clerk – CO Accounts Receivable/Payable Clerk & School Level Bookkeeping Auditor – CO
16	Administrative Assistant to Asst. Superintendent – CO
14	Director’s Secretary – CO/CCEC
12	CTAE Secretary – HS Bookkeeper/Secretary – HS Bookkeeper/Records Clerk – ES (over 500 students) Receptionist/Clerk – CO/CCEC
10	Bookkeeper/Records Clerk – MS/ES (under 500 students)
8	Secretary/Receptionist/Records Clerk – HS Parent Coordinator - System Receptionist – ES (over 500 students) Transportation Clerk/Assistant
6	Receptionist – MS/ES (under 500 students)

- CO – Central Office
- CCEC - Chattooga Co. Education Center
- HS – High School
- MS – Middle School
- ES – Elementary School

Secretarial/Clerical Levels for Elementary Schools will be based on the following:

LES / MES / SMS -- 300 - 500 students = Bookkeeper (Level 10) Receptionist (Level 6)
LMES / CHS --- Over 500 students = Bookkeeper (Level 12) Receptionist (Level 8)

LMES/SMS/MES/LES Clerical Staff will be required to work additional summer days. The principal may assign the days as he/she desires.

Secretarial/Clerical Levels

FY 2026-27

Step	Level 6	166 days		Level 8	166 days		Level 8	182 days	
E	\$10.33	\$99.58	\$16,530.48	\$11.32	\$109.12	\$18,114.72	\$11.32	\$108.90	\$19,819.51
1	\$10.54	\$101.57	\$16,861.09	\$11.55	\$111.31	\$18,477.01	\$11.55	\$111.08	\$20,215.90
2	\$10.75	\$103.60	\$17,198.31	\$11.78	\$113.53	\$18,846.55	\$11.78	\$113.30	\$20,620.22
3	\$10.96	\$105.68	\$17,542.28	\$12.01	\$115.80	\$19,223.48	\$12.01	\$115.56	\$21,032.62
4	\$11.18	\$107.79	\$17,893.12	\$12.25	\$118.12	\$19,607.95	\$12.25	\$117.88	\$21,453.27
5	\$11.41	\$109.95	\$18,250.98	\$12.50	\$120.48	\$20,000.11	\$12.50	\$120.23	\$21,882.34
6	\$11.63	\$112.14	\$18,616.00	\$12.75	\$122.89	\$20,400.11	\$12.75	\$122.64	\$22,319.99
7	\$11.87	\$114.39	\$18,988.32	\$13.00	\$125.35	\$20,808.12	\$13.00	\$125.09	\$22,766.39
8	\$12.10	\$116.68	\$19,368.09	\$13.26	\$127.86	\$21,224.28	\$13.26	\$127.59	\$23,221.71
9	\$12.35	\$119.01	\$19,755.45	\$13.53	\$130.41	\$21,648.76	\$13.53	\$130.14	\$23,686.15
10	\$12.59	\$121.39	\$20,150.56	\$13.80	\$133.02	\$22,081.74	\$13.80	\$132.75	\$24,159.87
11	\$12.84	\$123.82	\$20,553.57	\$14.07	\$135.68	\$22,523.37	\$14.07	\$135.40	\$24,643.07
12	\$13.10	\$126.29	\$20,964.64	\$14.36	\$138.40	\$22,973.84	\$14.36	\$138.11	\$25,135.93
13	\$13.36	\$128.82	\$21,383.94	\$14.64	\$141.16	\$23,433.32	\$14.64	\$140.87	\$25,638.65
14	\$13.63	\$131.40	\$21,811.62	\$14.94	\$143.99	\$23,901.98	\$14.94	\$143.69	\$26,151.42
15	\$13.90	\$134.02	\$22,247.85	\$15.24	\$146.87	\$24,380.02	\$15.24	\$146.56	\$26,674.45
16	\$14.18	\$136.70	\$22,692.81	\$15.54	\$149.80	\$24,867.62	\$15.54	\$149.49	\$27,207.94
17	\$14.46	\$139.44	\$23,146.66	\$15.85	\$152.80	\$25,364.98	\$15.85	\$152.48	\$27,752.10
18	\$14.75	\$142.23	\$23,609.59	\$16.17	\$155.86	\$25,872.28	\$16.17	\$155.53	\$28,307.14
19	\$15.05	\$145.07	\$24,081.79	\$16.49	\$158.97	\$26,389.72	\$16.49	\$158.64	\$28,873.28
20	\$15.35	\$147.97	\$24,563.42	\$16.82	\$162.15	\$26,917.52	\$16.82	\$161.82	\$29,450.75

	Level 8	194 days		Level 10	166 days		Level 12	166 days	
E	\$11.32	\$112.07	\$21,741.19	\$11.98	\$115.49	\$19,170.88	\$13.30	\$128.21	\$21,283.19
1	\$11.55	\$114.31	\$22,176.02	\$12.22	\$117.80	\$19,554.29	\$13.57	\$130.78	\$21,708.86
2	\$11.78	\$116.60	\$22,619.54	\$12.46	\$120.15	\$19,945.38	\$13.84	\$133.39	\$22,143.03
3	\$12.01	\$118.93	\$23,071.93	\$12.71	\$122.56	\$20,344.29	\$14.11	\$136.06	\$22,585.89
4	\$12.25	\$121.31	\$23,533.37	\$12.97	\$125.01	\$20,751.17	\$14.40	\$138.78	\$23,037.61
5	\$12.50	\$123.73	\$24,004.03	\$13.23	\$127.51	\$21,166.20	\$14.68	\$141.56	\$23,498.36
6	\$12.75	\$126.21	\$24,484.11	\$13.49	\$130.06	\$21,589.52	\$14.98	\$144.39	\$23,968.33
7	\$13.00	\$128.73	\$24,973.80	\$13.76	\$132.66	\$22,021.31	\$15.28	\$147.28	\$24,447.70
8	\$13.26	\$131.31	\$25,473.27	\$14.04	\$135.31	\$22,461.74	\$15.58	\$150.22	\$24,936.65
9	\$13.53	\$133.93	\$25,982.74	\$14.32	\$138.02	\$22,910.97	\$15.89	\$153.23	\$25,435.38
10	\$13.80	\$136.61	\$26,502.39	\$14.60	\$140.78	\$23,369.19	\$16.21	\$156.29	\$25,944.09
11	\$14.07	\$139.34	\$27,032.44	\$14.90	\$143.59	\$23,836.57	\$16.54	\$159.42	\$26,462.97
12	\$14.36	\$142.13	\$27,573.09	\$15.19	\$146.47	\$24,313.31	\$16.87	\$162.60	\$26,992.23
13	\$14.64	\$144.97	\$28,124.55	\$15.50	\$149.40	\$24,799.57	\$17.20	\$165.86	\$27,532.08
14	\$14.94	\$147.87	\$28,687.04	\$15.81	\$152.38	\$25,295.56	\$17.55	\$169.17	\$28,082.72
15	\$15.24	\$150.83	\$29,260.78	\$16.12	\$155.43	\$25,801.47	\$17.90	\$172.56	\$28,644.37
16	\$15.54	\$153.85	\$29,846.00	\$16.45	\$158.54	\$26,317.50	\$18.26	\$176.01	\$29,217.26
17	\$15.85	\$156.92	\$30,442.92	\$16.77	\$161.71	\$26,843.85	\$18.62	\$179.53	\$29,801.61
18	\$16.17	\$160.06	\$31,051.78	\$17.11	\$164.94	\$27,380.73	\$19.00	\$183.12	\$30,397.64
19	\$16.49	\$163.26	\$31,672.81	\$17.45	\$168.24	\$27,928.35	\$19.38	\$186.78	\$31,005.59
20	\$16.82	\$166.53	\$32,306.27	\$17.80	\$171.61	\$28,486.91	\$19.76	\$190.52	\$31,625.70

**Secretarial/Clerical Levels
FY 2026-27**

Step	Level 12	182 days		Level 12	194 days		Level 14	194 days	
E	\$13.30	\$127.95	\$23,286.17	\$13.30	\$131.67	\$25,543.98	\$13.64	\$135.04	\$26,196.98
1	\$13.57	\$130.50	\$23,751.90	\$13.57	\$134.30	\$26,054.86	\$13.91	\$137.74	\$26,720.92
2	\$13.84	\$133.12	\$24,226.93	\$13.84	\$136.99	\$26,575.96	\$14.19	\$140.49	\$27,255.34
3	\$14.11	\$135.78	\$24,711.47	\$14.11	\$139.73	\$27,107.48	\$14.47	\$143.30	\$27,800.45
4	\$14.40	\$138.49	\$25,205.70	\$14.40	\$142.52	\$27,649.63	\$14.76	\$146.17	\$28,356.46
5	\$14.68	\$141.26	\$25,709.82	\$14.68	\$145.37	\$28,202.62	\$15.06	\$149.09	\$28,923.59
6	\$14.98	\$144.09	\$26,224.01	\$14.98	\$148.28	\$28,766.67	\$15.36	\$152.07	\$29,502.06
7	\$15.28	\$146.97	\$26,748.49	\$15.28	\$151.25	\$29,342.00	\$15.67	\$155.11	\$30,092.10
8	\$15.58	\$149.91	\$27,283.46	\$15.58	\$154.27	\$29,928.84	\$15.98	\$158.22	\$30,693.94
9	\$15.89	\$152.91	\$27,829.13	\$15.89	\$157.36	\$30,527.42	\$16.30	\$161.38	\$31,307.82
10	\$16.21	\$155.97	\$28,385.71	\$16.21	\$160.50	\$31,137.97	\$16.63	\$164.61	\$31,933.98
11	\$16.54	\$159.08	\$28,953.43	\$16.54	\$163.72	\$31,760.73	\$16.96	\$167.90	\$32,572.66
12	\$16.87	\$162.27	\$29,532.50	\$16.87	\$166.99	\$32,395.94	\$17.30	\$171.26	\$33,224.11
13	\$17.20	\$165.51	\$30,123.15	\$17.20	\$170.33	\$33,043.86	\$17.64	\$174.68	\$33,888.59
14	\$17.55	\$168.82	\$30,725.61	\$17.55	\$173.74	\$33,704.74	\$18.00	\$178.18	\$34,566.36
15	\$17.90	\$172.20	\$31,340.12	\$17.90	\$177.21	\$34,378.83	\$18.36	\$181.74	\$35,257.69
16	\$18.26	\$175.64	\$31,966.92	\$18.26	\$180.75	\$35,066.41	\$18.72	\$185.38	\$35,962.85
17	\$18.62	\$179.16	\$32,606.26	\$18.62	\$184.37	\$35,767.74	\$19.10	\$189.08	\$36,682.10
18	\$19.00	\$182.74	\$33,258.39	\$19.00	\$188.06	\$36,483.09	\$19.48	\$192.86	\$37,415.74
19	\$19.38	\$186.39	\$33,923.56	\$19.38	\$191.82	\$37,212.76	\$19.87	\$196.72	\$38,164.06
20	\$19.76	\$190.12	\$34,602.03	\$19.76	\$195.65	\$37,957.01	\$20.27	\$200.66	\$38,927.34

Step	Level 16	194 days		Level 18	194 days	
E	\$15.21	\$150.58	\$29,212.33	\$18.62	\$184.34	\$35,761.57
1	\$15.51	\$153.59	\$29,796.57	\$18.99	\$188.02	\$36,476.80
2	\$15.82	\$156.66	\$30,392.50	\$19.37	\$191.79	\$37,206.34
3	\$16.14	\$159.80	\$31,000.35	\$19.76	\$195.62	\$37,950.47
4	\$16.46	\$162.99	\$31,620.36	\$20.15	\$199.53	\$38,709.48
5	\$16.79	\$166.25	\$32,252.77	\$20.56	\$203.52	\$39,483.67
6	\$17.13	\$169.58	\$32,897.82	\$20.97	\$207.59	\$40,273.34
7	\$17.47	\$172.97	\$33,555.78	\$21.39	\$211.75	\$41,078.81
8	\$17.82	\$176.43	\$34,226.90	\$21.82	\$215.98	\$41,900.38
9	\$18.18	\$179.96	\$34,911.43	\$22.25	\$220.30	\$42,738.39
10	\$18.54	\$183.55	\$35,609.66	\$22.70	\$224.71	\$43,593.16
11	\$18.91	\$187.23	\$36,321.86	\$23.15	\$229.20	\$44,465.02
12	\$19.29	\$190.97	\$37,048.29	\$23.61	\$233.79	\$45,354.32
13	\$19.68	\$194.79	\$37,789.26	\$24.09	\$238.46	\$46,261.41
14	\$20.07	\$198.69	\$38,545.04	\$24.57	\$243.23	\$47,186.63
15	\$20.47	\$202.66	\$39,315.94	\$25.06	\$248.09	\$48,130.37
16	\$20.88	\$206.71	\$40,102.26	\$25.56	\$253.06	\$49,092.97
17	\$21.30	\$210.85	\$40,904.31	\$26.07	\$258.12	\$50,074.83
18	\$21.72	\$215.06	\$41,722.39	\$26.59	\$263.28	\$51,076.33
19	\$22.16	\$219.37	\$42,556.84	\$27.13	\$268.55	\$52,097.86
20	\$22.60	\$223.75	\$43,407.98	\$27.67	\$273.92	\$53,139.81

166 day:

Pay is based on 166 days @ 9.64 hours per day
Actual work days/hours - 166 @ 9 hours per day

182 day:

Pay is based on 182 days @ 9.62 hours per day
Actual work days/hours - 182 @ 9 hours per day

194 day:

Pay is based on 194 days @ 9.9 hours per day
Actual work days/hours - 194 @ 9.25 hours per day

Maintenance and Custodian Levels

FY 2026-27

Maintenance Level II				Maintenance Level I			Custodian			
208 days				208 days			208 days			
Step	Hourly	Daily	Annual Salary	Hourly	Annual Salary		Step	Hourly	Annual Salary	
E	\$18.31	\$183.10	\$38,084.80	\$13.93	\$139.30	\$28,974.40	E	\$10.99	\$109.90	\$22,859.20
1	\$18.68	\$186.76	\$38,846.50	\$14.21	\$142.09	\$29,553.89	1	\$11.21	\$112.10	\$23,316.38
2	\$19.05	\$190.50	\$39,623.43	\$14.49	\$144.93	\$30,144.97	2	\$11.43	\$114.34	\$23,782.71
3	\$19.43	\$194.31	\$40,415.89	\$14.78	\$147.83	\$30,747.87	3	\$11.66	\$116.63	\$24,258.37
4	\$19.82	\$198.19	\$41,224.21	\$15.08	\$150.78	\$31,362.82	4	\$11.90	\$118.96	\$24,743.53
5	\$20.22	\$202.16	\$42,048.70	\$15.38	\$153.80	\$31,990.08	5	\$12.13	\$121.34	\$25,238.40
6	\$20.62	\$206.20	\$42,889.67	\$15.69	\$156.87	\$32,629.88	6	\$12.38	\$123.77	\$25,743.17
7	\$21.03	\$210.32	\$43,747.46	\$16.00	\$160.01	\$33,282.48	7	\$12.62	\$126.24	\$26,258.04
8	\$21.45	\$214.53	\$44,622.41	\$16.32	\$163.21	\$33,948.13	8	\$12.88	\$128.77	\$26,783.20
9	\$21.88	\$218.82	\$45,514.86	\$16.65	\$166.48	\$34,627.09	9	\$13.13	\$131.34	\$27,318.86
10	\$22.32	\$223.20	\$46,425.16	\$16.98	\$169.81	\$35,319.63	10	\$13.40	\$133.97	\$27,865.24
11	\$22.77	\$227.66	\$47,353.66	\$17.32	\$173.20	\$36,026.02	11	\$13.66	\$136.65	\$28,422.54
12	\$23.22	\$232.22	\$48,300.74	\$17.67	\$176.67	\$36,746.55	12	\$13.94	\$139.38	\$28,990.99
13	\$23.69	\$236.86	\$49,266.75	\$18.02	\$180.20	\$37,481.48	13	\$14.22	\$142.17	\$29,570.81
14	\$24.16	\$241.60	\$50,252.08	\$18.38	\$183.80	\$38,231.11	14	\$14.50	\$145.01	\$30,162.23
15	\$24.64	\$246.43	\$51,257.13	\$18.75	\$187.48	\$38,995.73	15	\$14.79	\$147.91	\$30,765.47
16	\$25.14	\$251.36	\$52,282.27	\$19.12	\$191.23	\$39,775.64	16	\$15.09	\$150.87	\$31,380.78
17	\$25.64	\$256.38	\$53,327.91	\$19.51	\$195.05	\$40,571.15	17	\$15.39	\$153.89	\$32,008.40
18	\$26.15	\$261.51	\$54,394.47	\$19.90	\$198.95	\$41,382.58	18	\$15.70	\$156.96	\$32,648.57
19	\$26.67	\$266.74	\$55,482.36	\$20.29	\$202.93	\$42,210.23	19	\$16.01	\$160.10	\$33,301.54
20	\$27.21	\$272.08	\$56,592.01	\$20.70	\$206.99	\$43,054.43	20	\$16.33	\$163.31	\$33,967.57

Pay is based on 208 days @ 10 hours per day
Actual work days/hours - 208 @ 9.25 hours per day

Technology Services Levels FY 2026-27

Technology Specialist - Level 1

194 days

Step	Hourly	Daily	Annual Salary
E	\$17.48	\$173.05	\$33,572.09
1	\$17.83	\$176.51	\$34,243.53
2	\$18.19	\$180.04	\$34,928.40
3	\$18.55	\$183.64	\$35,626.97
4	\$18.92	\$187.32	\$36,339.51
5	\$19.30	\$191.06	\$37,066.30
6	\$19.69	\$194.88	\$37,807.62
7	\$20.08	\$198.78	\$38,563.78
8	\$20.48	\$202.76	\$39,335.05
9	\$20.89	\$206.81	\$40,121.75
10	\$21.31	\$210.95	\$40,924.19
11	\$21.73	\$215.17	\$41,742.67
12	\$22.17	\$219.47	\$42,577.53
13	\$22.61	\$223.86	\$43,429.08
14	\$23.06	\$228.34	\$44,297.66
15	\$23.53	\$232.91	\$45,183.61
16	\$24.00	\$237.56	\$46,087.28
17	\$24.48	\$242.31	\$47,009.03
18	\$24.97	\$247.16	\$47,949.21
19	\$25.47	\$252.10	\$48,908.19
20	\$25.97	\$257.15	\$49,886.36

Technology Specialist - Level 2

194 days

Step	Hourly	Daily	Annual Salary
E	\$20.40	\$201.96	\$39,180.24
1	\$20.81	\$206.00	\$39,963.84
2	\$21.22	\$210.12	\$40,763.12
3	\$21.65	\$214.32	\$41,578.38
4	\$22.08	\$218.61	\$42,409.95
5	\$22.52	\$222.98	\$43,258.15
6	\$22.97	\$227.44	\$44,123.31
7	\$23.43	\$231.99	\$45,005.78
8	\$23.90	\$236.63	\$45,905.90
9	\$24.38	\$241.36	\$46,824.01
10	\$24.87	\$246.19	\$47,760.49
11	\$25.36	\$251.11	\$48,715.70
12	\$25.87	\$256.13	\$49,690.02
13	\$26.39	\$261.26	\$50,683.82
14	\$26.92	\$266.48	\$51,697.49
15	\$27.46	\$271.81	\$52,731.44
16	\$28.00	\$277.25	\$53,786.07
17	\$28.56	\$282.79	\$54,861.79
18	\$29.14	\$288.45	\$55,959.03
19	\$29.72	\$294.22	\$57,078.21
20	\$30.31	\$300.10	\$58,219.78

Network Administrator

194 days

Step	Hourly	Daily	Annual Salary
E	\$28.01	\$277.30	\$53,796.01
1	\$28.57	\$282.84	\$54,871.93
2	\$29.14	\$288.50	\$55,969.36
3	\$29.72	\$294.27	\$57,088.75
4	\$30.32	\$300.16	\$58,230.53
5	\$30.93	\$306.16	\$59,395.14
6	\$31.54	\$312.28	\$60,583.04
7	\$32.17	\$318.53	\$61,794.70
8	\$32.82	\$324.90	\$63,030.60
9	\$33.47	\$331.40	\$64,291.21
10	\$34.14	\$338.03	\$65,577.03
11	\$34.83	\$344.79	\$66,888.57
12	\$35.52	\$351.68	\$68,226.34
13	\$36.23	\$358.72	\$69,590.87
14	\$36.96	\$365.89	\$70,982.69
15	\$37.70	\$373.21	\$72,402.34
16	\$38.45	\$380.67	\$73,850.39
17	\$39.22	\$388.29	\$75,327.40
18	\$40.01	\$396.05	\$76,833.94
19	\$40.81	\$403.97	\$78,370.62
20	\$41.62	\$412.05	\$79,938.04

Pay is based on 194 days @ 9.9 hours per day

Actual work days/hours - 194 @ 9.25 hours per day

Transportation Salary Schedule

FY 2026-27

Head Mechanic 194 days				General Mechanic 194 days				Bus Driver 152 days			
Step	Hourly	Daily	Annual Salary	Hourly	Daily	Annual Salary	Hourly	Daily	Annual Salary		
E	\$18.31	\$181.27	\$35,166.19	\$16.18	\$160.18	\$31,075.31	\$17.02	\$80.67	\$12,262.57		
1	\$18.68	\$184.89	\$35,869.51	\$16.50	\$163.39	\$31,696.81	\$17.36	\$82.29	\$12,507.82		
2	\$19.05	\$188.59	\$36,586.90	\$16.83	\$166.65	\$32,330.75	\$17.71	\$83.93	\$12,757.98		
3	\$19.43	\$192.36	\$37,318.64	\$17.17	\$169.99	\$32,977.37	\$18.06	\$85.61	\$13,013.14		
4	\$19.82	\$196.21	\$38,065.01	\$17.51	\$173.39	\$33,636.91	\$18.42	\$87.32	\$13,273.40		
5	\$20.22	\$200.14	\$38,826.31	\$17.86	\$176.85	\$34,309.65	\$18.79	\$89.07	\$13,538.87		
6	\$20.62	\$204.14	\$39,602.84	\$18.22	\$180.39	\$34,995.84	\$19.17	\$90.85	\$13,809.65		
7	\$21.03	\$208.22	\$40,394.89	\$18.59	\$184.00	\$35,695.76	\$19.55	\$92.67	\$14,085.84		
8	\$21.45	\$212.39	\$41,202.79	\$18.96	\$187.68	\$36,409.68	\$19.94	\$94.52	\$14,367.55		
9	\$21.88	\$216.63	\$42,026.85	\$19.34	\$191.43	\$37,137.87	\$20.34	\$96.41	\$14,654.91		
10	\$22.32	\$220.97	\$42,867.38	\$19.72	\$195.26	\$37,880.63	\$20.75	\$98.34	\$14,948.00		
11	\$22.77	\$225.39	\$43,724.73	\$20.12	\$199.17	\$38,638.24	\$21.16	\$100.31	\$15,246.96		
12	\$23.22	\$229.89	\$44,599.23	\$20.52	\$203.15	\$39,411.00	\$21.59	\$102.32	\$15,551.90		
13	\$23.69	\$234.49	\$45,491.21	\$20.93	\$207.21	\$40,199.22	\$22.02	\$104.36	\$15,862.94		
14	\$24.16	\$239.18	\$46,401.04	\$21.35	\$211.36	\$41,003.21	\$22.46	\$106.45	\$16,180.20		
15	\$24.64	\$243.96	\$47,329.06	\$21.78	\$215.58	\$41,823.27	\$22.91	\$108.58	\$16,503.80		
16	\$25.14	\$248.84	\$48,275.64	\$22.21	\$219.90	\$42,659.74	\$23.36	\$110.75	\$16,833.88		
17	\$25.64	\$253.82	\$49,241.15	\$22.66	\$224.29	\$43,512.93	\$23.83	\$112.96	\$17,170.56		
18	\$26.15	\$258.90	\$50,225.97	\$23.11	\$228.78	\$44,383.19	\$24.31	\$115.22	\$17,513.97		
19	\$26.67	\$264.07	\$51,230.49	\$23.57	\$233.35	\$45,270.86	\$24.79	\$117.53	\$17,864.25		
20	\$27.21	\$269.36	\$52,255.10	\$24.04	\$238.02	\$46,176.27	\$25.29	\$119.88	\$18,221.53		

Step	Bus Monitor 152 days	Bus Monitor 152 days - full day route
E	\$10.43	\$92.72
1	\$10.64	\$94.58
2	\$10.85	\$96.47
3	\$11.07	\$98.40
4	\$11.29	\$100.37
5	\$11.52	\$102.37
6	\$11.75	\$104.42
7	\$11.98	\$106.51
8	\$12.22	\$108.64
9	\$12.46	\$110.81
10	\$12.71	\$113.03
11	\$12.97	\$115.29
12	\$13.23	\$117.59
13	\$13.49	\$119.95
14	\$13.76	\$122.35
15	\$14.04	\$124.79
16	\$14.32	\$127.29
17	\$14.60	\$129.83
18	\$14.90	\$132.43
19	\$15.19	\$135.08
20	\$15.50	\$137.78

Mechanic Scales:

Pay is based on 194 days @ 9.9 hours per day
Actual work days/hours - 194 @ 9.25 hours per day

Bus Driver and Monitor

Pay is based on 152 days @ 4.74 hours per day
Actual work days/hours - 152 days @ 4 hours per day

Bus Monitor (full day route)

Pay is based on 152 days @ 8.89 hours per day
Actual work days/hours - 152 @ 8 hours per day

SFS Assistant (Worker) Salary Schedule FY 2026-27

Step	Hrly Rate
E	\$10.23
1	\$10.43
2	\$10.64
3	\$10.86
4	\$11.07
5	\$11.29
6	\$11.52
7	\$11.75
8	\$11.99
9	\$12.23
10	\$12.47
11	\$12.72
12	\$12.97
13	\$13.23
14	\$13.50
15	\$13.77
16	\$14.04
17	\$14.32
18	\$14.61
19	\$14.90
20	\$15.20

The annual salary amount will be based on the number of hours the employee works per day multiplied by 156 days per school year.

Actual work hrs	Hrs pay based on
\$4.00	4.28
\$4.50	4.82
\$5.00	5.35
\$5.50	5.89
\$6.00	6.42
\$6.50	6.96
\$7.00	7.49
\$7.50	8.03
\$8.00	8.56
\$8.50	9.1
\$9.00	9.62
Formula:	actual hrs x .07

**School Food Service
Assistant Manager Salary Schedule
FY 2026-27**

Step	Hourly
E	\$10.23
1	\$10.43
2	\$10.64
3	\$10.86
4	\$11.07
5	\$11.29
6	\$11.52
7	\$11.75
8	\$11.99
9	\$12.23
10	\$12.47
11	\$12.72
12	\$12.97
13	\$13.23
14	\$13.50
15	\$13.77
16	\$14.04
17	\$14.32
18	\$14.61
19	\$14.90
20	\$15.20

The annual salary amount will be based on the number of hours the employee works per day multiplied by 156 days per school year.

Assistant managers:

1. Must complete one TID course to be hired as assistant manager.
2. Will receive a .25 per hour supplement.
3. Does not guarantee a Manager's position when vacant.

To increase a step on the pay scale, an employee must work at least 75% of the scheduled day

**School Food Service
Manager's Salary Schedule
FY 2026-27**

Managers:

1. Must complete Training-in-Depth (TID) course every 3 years
2. State Supplement is in addition to this salary amount and may change subject to state funding.

To increase a step on the pay scale, an employee must work 75% of the scheduled position.

Size of Operation Supplement:

MES, LES & SMS - \$1128.00

LMES & CHS - \$1504.00

Pay for is based on 9.62 hours per day

Actual work hours/days is 9 hours/156 days

Manager		156 days	
Step	Hourly	Daily	Annual Salary
E	\$13.73	\$133.32	\$20,797.65
1	\$14.00	\$135.98	\$21,213.61
2	\$14.28	\$138.70	\$21,637.88
3	\$14.57	\$141.48	\$22,070.64
4	\$14.86	\$144.31	\$22,512.05
5	\$15.16	\$147.19	\$22,962.29
6	\$15.46	\$150.14	\$23,421.54
7	\$15.77	\$153.14	\$23,889.97
8	\$16.09	\$156.20	\$24,367.77
9	\$16.41	\$159.33	\$24,855.12
10	\$16.74	\$162.51	\$25,352.23
11	\$17.07	\$165.76	\$25,859.27
12	\$17.41	\$169.08	\$26,376.46
13	\$17.76	\$172.46	\$26,903.98
14	\$18.12	\$175.91	\$27,442.06
15	\$18.48	\$179.43	\$27,990.91
16	\$18.85	\$183.02	\$28,550.72
17	\$19.23	\$186.68	\$29,121.74
18	\$19.61	\$190.41	\$29,704.17
19	\$20.00	\$194.22	\$30,298.26
20	\$20.40	\$198.10	\$30,904.22

Please note: Figures could be slightly off due to rounding.

**School Food Service
Bookkeeper/Free Reduced Lunch Clerk
FY 2026-27**

Bookkeeper/Free & Reduced Clerk			
194 days			
Step	Hourly	Daily	Annual Salary
E	\$17.94	\$177.61	\$34,455.56
1	\$18.30	\$181.16	\$35,144.68
2	\$18.66	\$184.78	\$35,847.57
3	\$19.04	\$188.48	\$36,564.52
4	\$19.42	\$192.25	\$37,295.81
5	\$19.81	\$196.09	\$38,041.73
6	\$20.20	\$200.01	\$38,802.56
7	\$20.61	\$204.01	\$39,578.61
8	\$21.02	\$208.09	\$40,370.18
9	\$21.44	\$212.26	\$41,177.59
10	\$21.87	\$216.50	\$42,001.14
11	\$22.31	\$220.83	\$42,841.16
12	\$22.75	\$225.25	\$43,697.99
13	\$23.21	\$229.75	\$44,571.95
14	\$23.67	\$234.35	\$45,463.38
15	\$24.14	\$239.03	\$46,372.65
16	\$24.63	\$243.81	\$47,300.11
17	\$25.12	\$248.69	\$48,246.11
18	\$25.62	\$253.67	\$49,211.03
19	\$26.14	\$258.74	\$50,195.25
20	\$26.66	\$263.91	\$51,199.16

To increase a step on the pay scale, an employee must work 75 of the scheduled position.

Pay is based on 194 days @ 9.9 hours per day
Actual work days/hours - 194 @ 9.25 hours per day

Substitute Positions FY 2026-27

LONG-TERM CERTIFIED SUB TEACHER

\$150.00 PER DAY

* An infield, long term sub teacher will be paid \$150.00 per day beginning on the first day with a minimum of 20 consecutive days.

SUB TEACHER - 4 YEAR DEGREE

\$95.00 PER DAY

* A sub teacher with a 4 year degree will receive \$95.00 per day when substituting for either a teacher, paraprofessional or secretary

SUB TEACHER - HIGH SCHOOL DIPLOMA

\$80.00 PER DAY

* A sub teacher with a high school diploma, GED or up to a 4 year degree will receive \$80.00 per day when substituting for either a teacher, paraprofessional or secretary

SUB SCHOOL NURSE - LPN OR RN

\$11.50 PER HOUR

SCHOOL FOOD SERVICE SUBSTITUTE

\$9.75 PER HOUR

CUSTODIAN SUBSTITUTE

\$9.75 PER HOUR

LONG TERM CUSTODIAN SUB (working 20 consecutive days or more, in one custodian position)

Custodian pay scale - based on experience

BUS DRIVER SUB

\$60.00 PER DAY

BUS PARA SUB

\$9.75 PER HOUR

REGULAR PART TIME SUB BUS DRIVER

**Regular
Driver pay-
Entry Level PER DAY**

* Provides bus monitoring on regular ed buses with behavior problems while receiving training for CDL certification. Failure to complete training and CDL certification would result in termination for failure to meet licensure requirements for driving a school bus. 6-10 weeks training. Benefits eligible - No tier increase.

LONG SERVICE SUBSTITUTE BONUS

If a person has been substituting for **5 - 9** consecutive years, they receive **\$2.00** additional pay per day.

If a person has been substituting for **10 or more consecutive** years, they receive **\$5.00** additional pay per day.

MONTHLY INCENTIVE

When a substitute works at least half of the available work days in a pay period, they receive an extra \$50 on that month's paycheck.

Central Office Administration

Annual Salary Ranges

FY 2026-27

**ASSISTANT
SUPERINTENDENT**
\$108,000.00 - \$126,684

Certified Employee Salary Schedule used for Base Pay Steps

CERTIFIED DIRECTOR

\$91,800.00 - \$119,016.00

Chief Academic Officer
Special Education
Alternative School
Data Collections & Student Information
District Instructional Technology & Gifted Instruction
District Athletic Programs

Certified Employee Salary Schedule used for Base Pay Steps

The following are currently part-time positions:

District Instructional Technology Director

District Gifted Instruction Director

District Athletic Programs Director

DIRECTOR OF SAFETY & SECURITY

\$81,000 - \$102,600

(Currently a part-time position)

CLASSIFIED DIRECTOR

(with Bachelor's degree or higher)

\$78,516.00 - \$98,712.00

Technology
School Food Service

CLASSIFIED DIRECTOR - Level II

\$58,914.00 - \$73,699.00

Maintenance
Transportation

CLASSIFIED DIRECTOR - Level I

\$41,140.00 - \$63,396.00

Finance
Human Resources
Pre-K

NOTE: Annual salary schedule step increments within the above pay bands will be the same (2%) average percentage increase as other personnel until maximum range is reached.

**Principal/Assistant Principal
Supplement Schedule
FY 2026-27**

Position	Supplement Amount
Principal:	
Elementary (K-8) 300-500 students	\$9,000.00
Elementary (K-5) Over 500 students	\$13,000.00
Middle	\$11,000.00
High	\$19,000.00
Chattooga Academy	\$4,000.00

Assistant Principal:	
Elementary (K-8) 300-500 students	\$4,000.00
Elementary (K-5) Over 500 students	\$6,000.00
Middle	\$5,000.00
High	\$6,000.00
Career, Technical and Agricultural Education Director (CTAE)	State Allotment

Principal & Assistant Principal Supplements are based on the following school sizes:

LES / MES / SMS

Elementary: 300 - 500 Students

LMES / CHS

Over 500 Students

System Supplements

FY 2026-27

System Supplements:

School-based Academic Coach	\$6,000.00	Extended Year - 8 days (for employees in position prior to 7/1/2026)
School-based Academic Coach	\$6,000.00	Extended Year - 4 days (for employee in position beginning 7/1/2026)
System Academic Coach (Success Team)	\$6,000.00	Extended Year - 24 days (for employees in position prior to 7/1/2024)
System Academic Coach (Success Team)	\$6,000.00	Extended Year - 16 days (for employees in position beginning 7/1/2024)
System Instructional Specialist	\$2,000.00	Extended Year - 16 days
Literacy Coach	\$2,500.00	Extended Year - 4 days
Dual Enrollment Coordinator	\$1,250.00	
Dual Enrollment Teacher	\$500.00	per section taught per semester
Social Worker	\$1,500.00	

Gifted Supplements:

***Must be actively teaching gifted students to receive supplement**

Gifted Teacher	\$400.00	T4
Gifted Teacher	\$500.00	T5/or above
School-based Gifted Coordinator	\$500.00	
System Gifted Coordinator	\$500.00	

Special Education Supplements:

***Must be actively teaching special ed students to receive supplement**

Special Education Teacher	\$400.00	T4
Special Education Teacher	\$500.00	T5/or above
ESOL	\$400.00	T4
ESOL	\$500.00	T5/or above
ESOL Coordinator	\$500.00	
Special Education Lead Teacher	\$500.00	plus \$100.00 per teacher supervised
Speech Pathologist	\$4,000.00	
Lead Speech Pathologist	\$500.00	plus \$100.00 per teacher supervised
School Psychologist	\$1,900.00	

Middle School Activity Supplements:

Band Director	\$3,000.00	Extended Year - 16 days
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Chattooga High School Activity Supplements:

Band Director	\$5,700.00	Extended Year - 16 days
High School Band Assistant	\$2,000.00	
High School Band Assistant	\$2,000.00	
Chorus Director	\$2,300.00	
Yearbook	\$2,000.00	
Social Media/Website	\$1,250.00	
Publicity	\$1,000.00	
Indian Lore	\$1,000.00	
Literary Coordinator	\$500.00	
Drama Coach	\$500.00	
Literary Coach	\$500.00	
Debate Team	\$500.00	
Prom Coordinator	\$250.00	

High School Counselor:

Extended year	8 days
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Agriculture Supplements

Young Farmer	*State Allotment - determined annually
Agriculture Teachers, M.S. & H.S.	*State Allotment - determined annually

Chattooga High School
Athletic Supplements
FY 2026-27

	Athletic Director	\$3,000.00 Ext Year- 12 month contract
	Athletic Secretary	\$2,500.00
Football:	Head Coach	\$13,000.00 Ext Year- 12 month contract
	Assistant Head Coach/Offensive Line	\$8,000.00 Ext Year- 16 days
	Defensive Coordinator/Defensive Backs	\$8,000.00 Ext Year- 16 days
	Offensive Coordinator/Running Backs	\$9,000.00 Ext Year - 8 days
	Defensive Line/Strength Conditioning	\$6,000.00
	Defensive Line/Tight Ends	\$5,500.00
	Defensive Secondary	\$5,500.00
	Offensive Line	\$5,000.00
	Linebackers	\$5,000.00 (Reimbursed by CHS Football Funds)
	Director of Football Operation	\$2,000.00 (Reimbursed by CHS Booster Club)
Softball:	Head Coach	\$4,000.00 Ext Year-16 days
	Assistant	\$1,750.00
	Assistant	\$1,000.00
Baseball:	Head Coach	\$4,000.00 Ext Year-16 days
	Assistant	\$1,375.00
	Assistant	\$1,375.00
Basketball:	Head Coach, Boys	\$4,000.00 Ext Year-16 days
	Assistant, Boys	\$2,500.00
	Assistant, Boys	\$1,500.00
	Assistant, Boys	\$1,000.00
	Head Coach, Girls	\$4,000.00 Ext Year-16 days
	Assistant, Girls	\$2,500.00
	Assistant, Girls	\$1,500.00
	Assistant, Girls	\$1,000.00
Wrestling:	Head Coach	\$4,000.00 Ext Year-16 days
	Assistant	\$1,500.00
Cheerleading:	Head Coach	\$2,500.00 Ext Year-16 days
	Spirit Cheer Coach	\$2,000.00
Soccer:	Head Coach, Boys	\$1,500.00
	Assistant, Boys	\$1,000.00
	Head Coach, Girls	\$1,500.00
	Assistant, Girls	\$1,000.00
Golf:	Golf Boys	\$500.00
	Golf Girls	\$500.00
Track:	Head Coach, Boys	\$2,000.00
	Assistant, Boys	\$500.00
	Head Coach, Girls	\$2,000.00
	Assistant, Girls	\$500.00
Cross Country:	Head coach	\$1,000.00
Tennis:	Tennis Boys	\$1,000.00
	Tennis Girls	\$1,000.00
Volleyball:	Head Coach	\$4,000.00 Ext Year-8 days
	Assistant	\$1,000.00
	Assistant	\$1,000.00
Fishing	Head coach	\$1,000.00
Mowing Fields:	Softball	\$3,000.00
	Baseball	\$3,000.00
	Football (practice field)	\$1,750.00

Summerville Middle School
Athletic Supplements
FY 2026-27

	Athletic Director	\$3,000.00 Extended Year-8 days
	Athletic Secretary/Bookkeeper	\$1,250.00
Football:	Football Head Coach	\$2,500.00
	Football Assistant	\$2,000.00
	Football Assistant	\$2,000.00
	Football Assistant	\$2,000.00
	Football Assistant	\$1,000.00
	Football Assistant	\$1,000.00
	Football Assistant	\$1,000.00
Baseball:	Head Baseball Coach	\$1,500.00
	Assistant Baseball Coach	\$1,000.00
Cheerleading:	Head Cheerleading Coach	\$2,250.00
	Assistant Coach	\$1,000.00
Basketball:	Head Basketball Coach, girls	\$2,350.00
	Assistant Basketball Coach, girls	\$1,000.00
	Assistant Basketball Coach, girls	\$1,000.00
	Head Basketball Coach, boys	\$2,350.00
	Assistant Basketball Coach, boys	\$1,000.00
	Assistant Basketball Coach, boys	\$1,000.00
Wrestling:	Wrestling Coach	\$1,500.00
Track:	Track Coach	\$1,250.00
	Track Coach	\$1,250.00
Tennis:	Tennis Coach, girls	\$750.00
	Tennis Coach, boys	\$750.00
Softball:	Softball Head Coach	\$1,500.00
	Softball Assistant	\$1,000.00
Volleyball:	Head Volleyball Coach, girls	\$1,000.00
	Assistant Volleyball	\$500.00
Soccer:	Head Soccer Coach, girls	\$1,000.00
	Head Soccer Coach, boys	\$1,000.00
	Assistant Girls Soccer	\$500.00
	Assistant Boys Soccer	\$500.00

* The principal will make all staff assignments for coaching positions. A list will be provided to the central office by July 15th each year.

* Classified employees will be paid at time and one-half based on their current hourly rate up to the supplement allotment with the superintendent's approval.