

# EFFINGHAM COUNTY BOARD OF EDUCATION FY27 CLASSIFIED PAY SCALE

|                                                                                                                                                                                                                                                                                                                                                                                       | Payroll<br>Years<br>Experience | 0     | 2     | 4     | 6     | 8     | 10    | 12    | 14    | 16    | 18    | 20    | 22    | 24    | 26    | 28    | 30    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2026-2027 Classified Pay Scale (Approved 6/18/2026)                                                                                                                                                                                                                                                                                                                                   | PAY GRADE                      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|                                                                                                                                                                                                                                                                                                                                                                                       | 1                              | 18.26 | 18.49 | 18.73 | 18.97 | 19.22 | 19.47 | 19.74 | 20.01 | 20.28 | 20.56 | 20.85 | 21.15 | 21.45 | 21.75 | 22.05 | 22.35 |
|                                                                                                                                                                                                                                                                                                                                                                                       | 2                              | 18.52 | 18.76 | 19.01 | 19.26 | 19.51 | 19.77 | 20.04 | 20.32 | 20.60 | 20.89 | 21.19 | 21.50 | 21.80 | 22.10 | 22.40 | 22.70 |
|                                                                                                                                                                                                                                                                                                                                                                                       | 3                              | 18.82 | 19.07 | 19.32 | 19.58 | 19.84 | 20.12 | 20.39 | 20.68 | 20.97 | 21.27 | 21.58 | 21.89 | 22.19 | 22.49 | 22.79 | 23.09 |
|                                                                                                                                                                                                                                                                                                                                                                                       | 4                              | 19.10 | 19.35 | 19.61 | 19.88 | 20.15 | 20.43 | 20.71 | 21.01 | 21.31 | 21.61 | 21.93 | 22.25 | 22.55 | 22.85 | 23.15 | 23.45 |
| CUSTODIAN                                                                                                                                                                                                                                                                                                                                                                             | 5                              | 19.41 | 19.67 | 19.94 | 20.21 | 20.49 | 20.78 | 21.07 | 21.38 | 21.68 | 22.00 | 22.33 | 22.66 | 22.96 | 23.26 | 23.56 | 23.86 |
| NUTRITIONAL SERVICES WORKER I                                                                                                                                                                                                                                                                                                                                                         | 6                              | 19.72 | 19.99 | 20.27 | 20.55 | 20.84 | 21.13 | 21.44 | 21.75 | 22.07 | 22.39 | 22.73 | 23.07 | 23.37 | 23.67 | 23.97 | 24.27 |
| PARAPROFESSIONAL I; BUS MONITOR;<br>NUTRITIONAL SERVICES WORKER II; CHILDCARE - ASSISTANT                                                                                                                                                                                                                                                                                             | 7                              | 20.05 | 20.32 | 20.60 | 20.89 | 21.19 | 21.50 | 21.81 | 22.13 | 22.46 | 22.79 | 23.14 | 23.49 | 23.79 | 24.09 | 24.39 | 24.69 |
| PARAPROFESSIONAL II; PARAPROFESSIONAL (MEDIA);<br>PARAPROFESSIONAL (SEVERE & PROFOUND);<br>NUTRITIONAL SERVICES WORKER III; TECH ASSISTANT I;<br>CHILDCARE - LEAD; CHILDCARE SITE LEAD (PG8 + \$2)<br>PARENT MENTOR - SPECIAL EDUCATION                                                                                                                                               | 8                              | 20.38 | 20.66 | 20.95 | 21.25 | 21.56 | 21.87 | 22.19 | 22.52 | 22.86 | 23.21 | 23.56 | 23.93 | 24.23 | 24.53 | 24.83 | 25.13 |
| NUTRITIONAL SERVICES ASST MANAGER;<br>NUTRITIONAL SERVICES MANAGER IN TRAINING (MIT);<br>TECHNOLOGY ASSISTANT II                                                                                                                                                                                                                                                                      | 9                              | 20.72 | 21.01 | 21.31 | 21.62 | 21.93 | 22.26 | 22.59 | 22.93 | 23.28 | 23.63 | 24.00 | 24.37 | 24.67 | 24.97 | 25.27 | 25.57 |
| TECHNOLOGY ASSISTANT III                                                                                                                                                                                                                                                                                                                                                              | 10                             | 21.07 | 21.37 | 21.68 | 22.00 | 22.32 | 22.66 | 23.00 | 23.35 | 23.71 | 24.07 | 24.45 | 24.84 | 25.14 | 25.44 | 25.74 | 26.04 |
| OFFICE ASSISTANT; OFFICE ASSISTANT (INST SPRVSR)                                                                                                                                                                                                                                                                                                                                      | 11                             | 21.43 | 21.74 | 22.06 | 22.39 | 22.72 | 23.07 | 23.42 | 23.78 | 24.15 | 24.53 | 24.91 | 25.31 | 25.61 | 25.91 | 26.21 | 26.51 |
| MAINTENANCE HELPER                                                                                                                                                                                                                                                                                                                                                                    | 12                             | 21.80 | 22.12 | 22.45 | 22.79 | 23.13 | 23.49 | 23.85 | 24.22 | 24.60 | 24.99 | 25.39 | 25.80 | 26.10 | 26.40 | 26.70 | 27.00 |
| REGISTERED BEHAVIOR TECHNICIAN                                                                                                                                                                                                                                                                                                                                                        | 13                             | 22.19 | 22.52 | 22.86 | 23.20 | 23.56 | 23.92 | 24.29 | 24.68 | 25.07 | 25.47 | 25.88 | 26.30 | 26.60 | 26.90 | 27.20 | 27.50 |
| FAMILY ENGAGEMENT SPECIALIST I;<br>ENGLISH LANGUAGE INTERPRETER I                                                                                                                                                                                                                                                                                                                     | 14                             | 22.58 | 22.92 | 23.27 | 23.63 | 23.99 | 24.37 | 24.75 | 25.15 | 25.55 | 25.96 | 26.39 | 26.82 | 27.12 | 27.42 | 27.72 | 28.02 |
| COURIER; CUSTODIAN MAINTENANCE; INTERVENTIONIST;<br>INTERVENTIONIST (DISTRICT); ASSISTANT REGISTRAR (CENTRAL REG.)                                                                                                                                                                                                                                                                    | 15                             | 22.99 | 23.34 | 23.70 | 24.07 | 24.44 | 24.83 | 25.23 | 25.63 | 26.05 | 26.47 | 26.91 | 27.36 | 27.66 | 27.96 | 28.26 | 28.56 |
| ELECTRONICS TECHNICIAN (16,20,23); PAINTER (16,20,23);<br>GENERAL MAINTENANCE (16,20,23); HEAD CUSTODIAN;<br>PREVENTIVE MAINTENANCE (16,20,23); ATTENDANCE OFFICER<br>NUTRITIONAL SERVICES BOOKKEEPER;                                                                                                                                                                                | 16                             | 23.41 | 23.77 | 24.14 | 24.52 | 24.91 | 25.31 | 25.71 | 26.13 | 26.56 | 27.00 | 27.45 | 27.91 | 28.21 | 28.51 | 28.81 | 29.11 |
| NUTRITIONAL SERVICES MANAGER (ELEMENTARY) ;<br>DATA CLERK; REGISTRAR/DATA CLERK;<br>HEARING IMPAIRED INTERPRETER I; TRANSPORTATION CLERICAL<br>ADMIN SECRETARY (SCHOOL) (RECEPTIONIST);                                                                                                                                                                                               | 17                             | 23.84 | 24.21 | 24.60 | 24.99 | 25.38 | 25.79 | 26.21 | 26.64 | 27.09 | 27.54 | 28.00 | 28.48 | 28.78 | 29.08 | 29.38 | 29.68 |
| NUTRITIONAL SERVICES MANAGER (MS & HS);<br>DATA/BUDGET SPECIALIST(SP ED); PURCHASING TECHNICIAN<br>BUS TRAINER/TESTER; COMPLIANCE SPECIALIST (TRANSPORTATION)                                                                                                                                                                                                                         | 18                             | 24.29 | 24.67 | 25.06 | 25.46 | 25.88 | 26.30 | 26.73 | 27.17 | 27.63 | 28.09 | 28.57 | 29.06 | 29.36 | 29.66 | 29.96 | 30.26 |
| SCHOOL BOOKKEEPER                                                                                                                                                                                                                                                                                                                                                                     | 19                             | 24.75 | 25.14 | 25.54 | 25.96 | 26.38 | 26.82 | 27.26 | 27.72 | 28.19 | 28.67 | 29.16 | 29.66 | 29.96 | 30.26 | 30.56 | 30.86 |
| ELECTRONICS TECHNICIAN (16,20,23); PAINTER (16,20,23);<br>GENERAL MAINTENANCE (16,20,23);<br>PREVENTIVE MAINTENANCE (16,20,23);                                                                                                                                                                                                                                                       | 20                             | 25.22 | 25.63 | 26.04 | 26.47 | 26.90 | 27.35 | 27.81 | 28.28 | 28.76 | 29.26 | 29.76 | 30.28 | 30.58 | 30.88 | 31.18 | 31.48 |
| GROUNDSKEEPER; ROUTING SPECIALIST;                                                                                                                                                                                                                                                                                                                                                    | 21                             | 25.71 | 26.12 | 26.55 | 26.99 | 27.44 | 27.90 | 28.37 | 28.86 | 29.36 | 29.86 | 30.39 | 30.92 | 31.22 | 31.52 | 31.82 | 32.12 |
| HEARING IMPAIRED INTERPRETER II; FUEL SERVICE<br>SR BOOKKEEPER (NUTRITIONAL SERVICES) (ACCOUNTING);                                                                                                                                                                                                                                                                                   | 22                             | 26.21 | 26.64 | 27.08 | 27.53 | 27.99 | 28.47 | 28.96 | 29.45 | 29.97 | 30.49 | 31.03 | 31.58 | 31.88 | 32.18 | 32.48 | 32.78 |
| ELECTRONICS TECHNICIAN (16,20,23); PAINTER (16,20,23);<br>GENERAL MAINTENANCE (16,20,23);<br>PREVENTIVE MAINTENANCE (16,20,23);<br>TECHNOLOGY SPECIALIST I; ASSESSMENT TECHNICIAN;<br>ADMINISTRATIVE ASSISTANT (HR, IT, SP. ED., PR);<br>ACCOUNTING TECHNICIAN; DATA TECHNICIAN;<br>FREE & REDUCED PURCHASING TECHNICIAN;<br>STUDENT INFO TECHNICIAN; STATE & FEDERAL REPORTING TECH. | 23                             | 26.72 | 27.17 | 27.62 | 28.09 | 28.56 | 29.05 | 29.55 | 30.07 | 30.60 | 31.14 | 31.69 | 32.26 | 32.56 | 32.86 | 33.16 | 33.46 |
| LEAD ELECTRICIAN (24,26,28,30,MT0-MT5);<br>LEAD PAINTER (24, 26, 28); LEAD GENERAL MAINTENANCE (24,26,28,30);<br>LEAD HEATING & AIR CONDITIONING (24,26,28,30,MT0-MT5);<br>CABINET MAKER (24,26,28,30,MT0-MT4);                                                                                                                                                                       | 24                             | 27.26 | 27.71 | 28.18 | 28.66 | 29.15 | 29.65 | 30.17 | 30.70 | 31.24 | 31.80 | 32.37 | 32.95 | 33.25 | 33.55 | 33.85 | 34.15 |
| NUTRITIONAL SERVICES SPECIALIST/TRAINER;<br>NUTRITIONAL SERVICES MANAGER (DISTRICT)<br>WEBMASTER I; TECH SPECIALIST II; BENEFITS MANAGER<br>ACCOUNTING SERVICES MANAGER;<br>COMPLIANCE & BUS TRAINER/TESTER SPECIALIST                                                                                                                                                                | 25                             | 27.80 | 28.27 | 28.76 | 29.25 | 29.76 | 30.27 | 30.81 | 31.35 | 31.91 | 32.48 | 33.07 | 33.67 | 33.97 | 34.27 | 34.57 | 34.87 |

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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>2026-2027 Classified Pay Scale (Approved 6/18/2026)</b>                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>PAY GRADE</b>               |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| LEAD ELECTRICIAN (24,26,28,30,MT0-MT5);<br>LEAD PAINTER (24,26,28); LEAD GENERAL MAINTENANCE (24,26,28,30);<br>LEAD HEATING & AIR CONDITIONING (24,26,28,30,MT0-MT5);<br>CABINET MAKER (24,26,28,30,MT0-MT4);<br>MECHANIC I;                                                                                                                                                                                                                                                 | 26                             | 28.37 | 28.85 | 29.35 | 29.86 | 30.38 | 30.91 | 31.46 | 32.02 | 32.60 | 33.19 | 33.79 | 34.41 | 34.71 | 35.01 | 35.31 | 35.61 |
| WEBMASTER II; TECHNOLOGY SPECIALIST III                                                                                                                                                                                                                                                                                                                                                                                                                                      | 27                             | 28.95 | 29.45 | 29.96 | 30.48 | 31.02 | 31.57 | 32.13 | 32.71 | 33.31 | 33.91 | 34.54 | 35.17 | 35.47 | 35.77 | 36.07 | 36.37 |
| HR SPECIALIST I; DATA SPECIALIST I; VIDEOGRAPHER;<br>GRAPHIC DESIGNER;<br>LEAD ELECTRICIAN (24,26,28,30,MT0-MT5); LEAD PAINTER (24,26,28);<br>LEAD GENERAL MAINTENANCE (24,26,28,30);<br>LEAD HEATING & AIR CONDITIONING (24,26,28,30,MT0-MT5);<br>CABINET MAKER (24,26,28,30,MT0-MT4); MECHANIC II;<br>IT INFRASTRUCTURE ENGINEER I; LEAD TECHNOLOGY SPECIALIST I;<br>IT PROJECTS ANALYST I; IT OPERATIONS ANALYST I;<br>IT LOW VOLTAGE TECHNICIAN I;<br>PAYROLL SUPERVISOR | 28                             | 29.55 | 30.06 | 30.59 | 31.13 | 31.68 | 32.25 | 32.83 | 33.42 | 34.03 | 34.66 | 35.30 | 35.96 | 36.26 | 36.56 | 36.86 | 37.16 |
| ASSISTANT FOREMAN-MECHANICS; WEBMASTER III;<br>ADMINISTRATIVE ASSISTANT (ASST. SUPERINTENDENT) (EXEC DIR)                                                                                                                                                                                                                                                                                                                                                                    | 29                             | 30.16 | 30.69 | 31.24 | 31.79 | 32.36 | 32.94 | 33.54 | 34.16 | 34.79 | 35.43 | 36.09 | 36.77 | 37.07 | 37.37 | 37.67 | 37.97 |
| LEAD ELECTRICIAN (24,26,28,30,MT0-MT5);<br>LEAD GENERAL MAINTENANCE (24,26,28,30);<br>LEAD HEATING & AIR CONDITIONING (24,26,28,30,MT0-MT5);<br>CABINET MAKER (24,26,28,30,MT0-MT4)                                                                                                                                                                                                                                                                                          | 30                             | 30.80 | 31.34 | 31.90 | 32.47 | 33.06 | 33.66 | 34.28 | 34.91 | 35.56 | 36.22 | 36.90 | 37.60 | 37.90 | 38.20 | 38.50 | 38.80 |
| FOREMAN-MECHANICS                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 31                             | 31.45 | 32.01 | 32.59 | 33.18 | 33.78 | 34.40 | 35.04 | 35.69 | 36.36 | 37.04 | 37.74 | 38.46 | 38.76 | 39.06 | 39.36 | 39.66 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 32                             | 32.13 | 32.70 | 33.30 | 33.90 | 34.53 | 35.17 | 35.82 | 36.49 | 37.18 | 37.88 | 38.60 | 39.34 | 39.64 | 39.94 | 40.24 | 40.54 |
| HEARING IMPAIRED INTERPRETER III;<br>IT INFRASTRUCTURE ENGINEER II; LEAD TECHNOLOGY SPECIALIST II<br>IT PROJECTS ANALYST II; IT OPERATIONS ANALYST II;<br>IT LOW VOLTAGE TECHNICIAN II;<br>FAMILY ENGAGEMENT SPECIALIST II; FAMILY RESOURCE COORDINATOR;<br>SPEECH LANGUAGE PATHOLOGIST ASSISTANT;<br>ENGLISH LANGUAGE INTERPRETER II; HR SPECIALIST II                                                                                                                      | 33                             | 32.82 | 33.42 | 34.03 | 34.65 | 35.29 | 35.95 | 36.62 | 37.31 | 38.02 | 38.75 | 39.49 | 40.25 | 40.55 | 40.85 | 41.15 | 41.45 |
| HEARING IMPAIRED INTERPRETER IV;<br>SR GENERAL MAINTENANCE - HVAC/PLUMBING (34,MT0-MT5);<br>SENIOR HEATING & AIR CONDITIONING (34,MT0-MT5)                                                                                                                                                                                                                                                                                                                                   | 34                             | 33.53 | 34.15 | 34.78 | 35.42 | 36.08 | 36.76 | 37.45 | 38.16 | 38.89 | 39.64 | 40.41 | 41.19 | 41.49 | 41.79 | 42.09 | 42.39 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 35                             | 34.27 | 34.90 | 35.55 | 36.21 | 36.89 | 37.59 | 38.31 | 39.04 | 39.79 | 40.56 | 41.35 | 42.16 | 42.46 | 42.76 | 43.06 | 43.36 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 36                             | 35.03 | 35.68 | 36.35 | 37.03 | 37.73 | 38.45 | 39.19 | 39.94 | 40.71 | 41.51 | 42.32 | 43.15 | 43.45 | 43.75 | 44.05 | 44.35 |
| IT INFRASTRUCTURE ENGINEER III; LEAD TECHNOLOGY SPECIALIST III;<br>IT PROJECTS ANALYST III; IT OPERATIONS ANALYST III;<br>IT LOW VOLTAGE TECHNICIAN III;                                                                                                                                                                                                                                                                                                                     | 37                             | 35.81 | 36.48 | 37.17 | 37.87 | 38.59 | 39.33 | 40.09 | 40.87 | 41.66 | 42.48 | 43.32 | 44.18 | 44.48 | 44.78 | 45.08 | 45.38 |
| INFORMATION TECHNOLOGY SECURITY ADM                                                                                                                                                                                                                                                                                                                                                                                                                                          | 38                             | 36.61 | 37.30 | 38.01 | 38.74 | 39.48 | 40.24 | 41.02 | 41.82 | 42.64 | 43.49 | 44.35 | 45.23 | 45.53 | 45.83 | 46.13 | 46.43 |
| ADMINISTRATIVE ASSISTANT (SUPERINTENDENT)                                                                                                                                                                                                                                                                                                                                                                                                                                    | 39                             | 37.44 | 38.15 | 38.88 | 39.63 | 40.39 | 41.18 | 41.98 | 42.81 | 43.65 | 44.52 | 45.41 | 46.32 | 46.62 | 46.92 | 47.22 | 47.52 |
| IT INFRASTRUCTURE ENGINEER IV; LEAD TECHNOLOGY SPECIALIST III;<br>IT PROJECTS ANALYST IV; IT OPERATIONS ANALYST IV;<br>IT LOW VOLTAGE TECHNICIAN IV;                                                                                                                                                                                                                                                                                                                         | 40                             | 38.30 | 39.03 | 39.78 | 40.55 | 41.34 | 42.15 | 42.97 | 43.82 | 44.69 | 45.59 | 46.50 | 47.44 | 47.74 | 48.04 | 48.34 | 48.64 |

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