Clayton County Public Schools

FISCAL YEAR 2026-2027

COMPENSATION HANDBOOK

Dr. Douglas Hendrix Sr., Superintendent/CEO of Schools

Ramona Bivins, Chief Financial Officer

Disclaimer: Information within this document only summarizes compensation for interested individuals. If there is a discrepancy between the information in this handbook and current documents, the current documents maintained in the Division of Business Services, Compensation Department will always govern. Clayton County Public Schools reserves the right to modify, alter, or discontinue this reference document for any reason.

Table of Contents

Compensation Philosophy **3**

Certified Teacher State Board of Education Rules - Experience for Salary Purposes **4-10**

Administrative, Non- Teaching, Professional and Support for Salary Purposes **11-13**

Classified & Administrative Personnel-Classification by Title **14-24**

Admin, Non-Teaching, Support Salary Schedules

Salary Schedule – Grades 13 - 19 - CPS (Campus Security) **25-26**

Salary Schedule – Grades 20 - 29 - SRO (Security Resource Officer) **27-30**

Salary Schedule – Grades 30 - 35 ..... **31**

2026-2027 Employee Start and End Dates **32**

Certified Teacher Salary Schedules

Annual Teachers Salary Schedule 190 day **33**

Annual Salary Schedule Certified 200 day **34**

Annual Salary Schedule Certified 210 day **35**

Annual Salary Schedule Certified 220 day **36**

Certified Teacher Activity Allotments & Supplements

Activity Allotments for High Schools **37**

Activity Allotments for Middle Schools **38**

Activity Supplement Schedule **39**

Miscellaneous Salaries

Miscellaneous Salaries **40**

Fair Labor Standards Act – Overtime **41-42**

Fair Labor Standards Act – Bona Fide Meal Periods **43**

TRS Policy on Hiring TRS Retirees **44**

Salary Policy **45-47**

Compensation Philosophy

Clayton County Public Schools (CCPS) is committed to providing a fair and competitive employee compensation program that will attract, retain, and reward high-performing employees at all levels. It strives to cultivate and maintain fair, consistent, and equitable compensation practices that improve morale and are aligned with CCPS's core values and mission to produce a competitive and high-performing organization. Furthermore, CCPS believes that high-quality Teachers and Support Staff exhibiting outstanding talent will provide an exemplary level of innovation, creativity, leadership, and knowledge to fulfill the community. We are “Building A Better Tomorrow, Today!”

The CCPS salary structure for Teachers and other Teacher-like positions consists of the Teacher Salary Scale. When placing Teachers and Teacher-like positions on the Teacher salary scale, certificate level and years of verified teaching experience determine the level of pay and step.

The CCPS salary structure for non-teaching professionals/administrators and support employees consists of the hierarchy of position grades and pay ranges. Each non-teaching professional/administrator and support personnel is aligned and identified by a grade. Employees who are compensated in this manner are placed on the Grade Salary Schedule.

Clayton County Public Schools
Experience for Salary Purposes GBA

TEACHERS

Teacher and teacher-like positions require certification and are compensated on the CCPS Teacher Salary Scale. Placement for teachers is determined based on certificate level (T-level) and the number of verifiable teaching years. To be granted a full year, a teacher must meet the requirements in the State Board of Education State Rules (State Rule 160-5-2-.05 – Experience for Salary Purposes). The highlights of the rules are as follows:

√ Must have been certified

√ Must have worked in an accredited institution

√ Must have worked full-time a minimum of 120 days each school year

160-5-2-.05 STATE BOARD OF EDUCATION RULES

The minimum state salary of certified educators in Georgia is determined by the number of years of creditable experience earned and the highest level and type (provisional or professional) certificate held. Creditable years of experience represent the experience approved by the State Board of Education for advancement on the state salary schedule.

(a) LUA – Local Unit of Administration to include a local board of education or a Regional Educational Services Agency (RESA) board of control.

(b) State Salary Schedule – the document describing the minimum state salary for certified personnel that has been approved by the Georgia Board of Education and funded by the Georgia Legislature.

(c) Creditable Year of Experience – to be creditable for salary purposes, a year of experience shall meet the requirements of this rule and shall be earned as described below.

1. Not more than one year of experience shall be credited for any 12-month period.
2. Experience earned during one school year shall be credited at the beginning of the next contract year.
3. Years of experience earned in the public schools of Georgia or in any public school in the nation shall not be credited for salary purposes unless the individual held a valid certificate issued by the appropriate state agency at the time the experience was earned, except in special conditions noted under Section 4(b) and (c).

(d) Full-time Experience – a minimum of 63% of the school year (approximately 120 days) working full time in an LUA while under contract for state salary in a regular school term.

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

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

1. Computation for partial-year experience shall be based upon the contract year of the applicant. All days for which the teacher is eligible for state salary, including pre-/post-planning, and sick days shall be included in the computation.
2. Half-time Employment – 90 days of full-time employment under contract during one school year or one year of one-half time employment under contract (120 days minimum). One-half time employment is also defined as a minimum of four hours of employment daily. Any time between one-half and full-time (eight hours) experience shall be considered half time for salary purposes.

(f) Combination of Full-time and Half-time Experience – At least 220 days of full-time employment in one academic year or in two consecutive academic years may be composed of the sum of the number of full-time days plus the number of halftime days if two half-time days equate to one full-time day. The combination of fulltime and half-time employment shall have been earned during a period of continuous, uninterrupted service, either within the same academic year or in consecutive years.

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

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

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

1. Middle States Association of Colleges and Schools (MSA)
2. New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
3. New England Association of Schools and Colleges – Commission on Vocational, Technical, Career Institutions (NEASC-CVICI)

4. North Central Association of Colleges and Schools (NCA)
5. Northwest Association of Schools and Colleges (NASC)
6. Southern Association of Schools and Colleges (SACS)
7. Southern Association of Schools and Colleges – Commission on Occupational Education Institutions (SACS-COEI)
8. Western Association of Schools and Colleges (WASC)

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

(3) **RESPONSIBILITY FOR VERIFYING AND AWARDING EXPERIENCE**

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

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

(4) **REQUIREMENTS**

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

1. Serving in a professional position in an LUA in the United States.
2. Serving in a professional position in a regionally/state accredited private elementary, middle, or secondary school. The school shall have been regionally/state accredited at the time the experience was earned.
3. Serving as a teacher or educational administrator in a foreign country, provided the individual held a U.S. Equivalent of a bachelor's degree or higher and held educator credentials or other legal authorization for teaching in the foreign country during the time the experience was earned.

4. Serving in a professional position in kindergarten, pre-kindergarten, or Head Start programs provided they are under the legal jurisdiction of a public school board, the state department of education or are regionally/state accredited.

5. Teaching elementary and secondary school subjects and trade subjects to children or to adults, including veterans, provided the teaching was on a full-time basis and was under the direction of a local school administration, the state department of education, or any other state agency authorized to provide educational services to children in grades pre-kindergarten through 12th grade or authorized to teach elementary and secondary subjects to adults; e.g., in Georgia, these agencies include the Department of Children and Youth Services and the Department of Corrections.

6. Serving in a professional full-time position in a clinical situation or in any special education center, including speech, reading, hearing, and psychological education centers.

7. Serving as a professional, full-time librarian in a bookmobile, public library, Department of Defense library, or public school library shall be counted as experience for media specialists.

8. Serving in a professional position in the U.S. Department of Education or in a state department of education.

9. Serving in a professional position in the Georgia Professional Standards Commission or Professional Practices Commission in Georgia or in their counterparts in any other state.

10. Serving in a professional position such as a teacher, social worker, psychologist, counselor, media specialist, nurse, or administrator, in any government agency authorized to provide services to children in grades pre-kindergarten through 12th grade or in a private entity sponsored by the U.S. or a state department of education provided the individual was under contract at the time the experience was earned; e.g., the Job Training Partnership Act (JTPA), Family Connection, pre-kindergarten.

11. Serving a full-time, year-long (at least nine months) internship sponsored cooperatively by an institution of higher education and a local unit of administration or in conjunction with an approved staff development program.

12. Serving as a full-time cooperative extension service agent may be used for a maximum of three years' credit provided the experience is earned after July 1, 1995.

(b) Under any of the following conditions, each LUA shall recognize experience in a professional position for which a certificate or state/national license is not required, provided that the individual held a degree from a regionally accredited college/university when the experience was earned.

1. Serving in a professional position in a regionally accredited college/university; e.g., as a teacher, counselor, librarian, dean, president, provided the experience was full-time and the individual held academic/professional rank or the equivalent; e.g., instructor, assistant professor, associate professor, professor. Individuals receiving experience credit shall have held a master's degree, at a minimum, and/or shall have been on a tenured track when the experience was earned.

2. Serving in a teaching, supervisory, or leadership position in schools under the direction of the Georgia Department of Technical and Adult Education (DTAE) or in the DTAE, provided the experience was full-time and the individual held academic/professional rank or the equivalent.

3. Teaching in the Peace Corps.

4. Serving in a professional position in the U.S. Department of Education or in a State Department of Education.

5. Serving in a professional position in a private elementary or secondary school so long as the school was regionally/state accredited at the time the experience was earned.

6. Serving in any local unit of administration in a professional leadership position that does not require a certificate; e.g., school business manager, school personnel director, school facilities director/planner; school/community coordinator.

7. For creditable experience as a School Nutrition Director, serving as a Food Service Manager/Supervisor in a public or private organization, provided the experience was full time. This includes administrative experience in the Child Nutrition Program in the U.S. Department of Agriculture and the American Dietetic Association approved internship, provided the internship was taken after the degree was earned; i.e., the internship was not a part of the degree program.

8. Serving in a full-time, professional position in the Professional Standards Commission or Professional Practices Commission in Georgia and in their counterparts in any other state.

9. Serving in a full-time, professional position in private industry that is job-related to the position the individual is entering in the local unit of administration. In this case, a maximum of three years' credit shall be granted for experience earned after July 1,1995, and the individual shall be placed on Years of Creditable Experience 3, Salary Step 1.

(c) Under any of the following limited conditions, each LUA shall recognize experience for which a degree is not required.

1. Serving on active duty in the Armed Forces of the United States.

(i) A maximum of three years' credit shall be allowed for military service according to the following schedule except for the requirements of the Veterans Reemployment Act.

8 full months = 1 year

20 full months = 2 years

32 full months = 3 years

(ii) Six months of active military service combined with two or more months of teaching experience shall be counted as a full year for salary purposes, provided the military service interrupts continuous teaching or prevents entrance into teaching immediately following college graduation.

(iii) Teaching experience that is a part of military duty shall not be added to the maximum three-year credit limit.

(iv) The three years of military experience shall place an individual on Step 1 of the State Salary Schedule. Other creditable experience beyond this military experience shall be counted from Salary Step 1.

(v) Fewer than three years of creditable military experience shall place the individual on Salary Step E. In this case, after a year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1.

2. Working in specific vocational fields.

(i) A maximum of three years' work experience in specific vocational fields is acceptable for salary purposes provided that it is beyond the first two years of work experience required for certification purposes (content of the teaching field); i.e., to receive three years' experience credit, the individual must have a minimum of five years' work experience.

(ii) Three years of creditable work experience shall place the individual on Step 1 of the State Salary Schedule. All other creditable experience for such an individual shall be counted from Salary Step 1.

(iii) Fewer than three years of creditable work experience shall place the individual on Salary Step E. In the latter case, after a year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1.

(d) Each LUA shall not recognize the following experience for advancement on the state salary schedule.

1. Experience as a cooperative extension service agent earned prior to July 1, 1995.

2. Supply/substitute teaching.

3. Clerical or nonprofessional experience in an education institution.

4. Service as a member of a board of education.

5. Experience in private elementary, middle or secondary schools not holding regional/state accreditation.

6. Experience in a college/university not holding regional accreditation.

7. Experience in any college/university as an adjunct faculty member, graduate assistant, athletic coach (without teaching responsibilities), or office staff member shall not be counted.

8. Occupational experience required for the issuance of a teaching certificate.

9. Experience as a teacher aide, paraprofessional, or teacher assistant.

(e) Each LUA shall place educators on the State Salary Schedule according to the following requirements.

1. An individual holding a renewable, professional teaching certificate and having zero years of experience shall be placed on Salary Step E. After one year of teaching in a Georgia LUA, that individual shall be advanced (i.e., skip years one and two to Salary Step 1 as if he/she had three years of creditable experience.

2. An individual holding a renewable, professional teaching certificate and having one or two years of experience that was not earned in a Georgia LUA; e.g., out-of state or in a private school, shall be placed on Salary Step E until a year of experience has been earned in a Georgia LUA, at which time the individual shall be advanced to Salary Step 1 (three years creditable experience) on the State Salary Schedule.

3. An individual holding a renewable, professional certificate and having three or more years of experience, who has not taught previously in a Georgia LUA, shall be placed on the Salary Step that corresponds to the individual's years of creditable experience; e.g., an individual with three years creditable experience not in a Georgia LUA shall be placed on Salary Step 1; an individual with four years of creditable experience shall be placed on Salary Step 2, etc.

4. An individual holding a provisional certificate and having zero, one or two years of creditable experience earns one year of creditable experience for each year taught in a Georgia school system; however, this individual shall not advance (move from Salary Step E to Salary Step 1) on the Salary Schedule until either the professional certificate or three years of creditable experience have been earned; e.g., an individual with a provisional certificate and zero, one or two years of experience is listed at Salary Step E; the individual remains on Salary Step E until he/she has at least one year of creditable experience in the Georgia LUA and a professional certificate has been issued or three years have been earned on the provisional certificate. An individual with a provisional certificate and three years of creditable experience is placed on Salary Step 1. An individual with a provisional certificate and more than three years of experience is placed on the corresponding salary step; e.g., four years of experience equals Salary Step 2.

5. Individuals holding nonrenewable, professional (NT, NS, OR NL) certificates with five-year validity dates and in fields that must be upgraded to a higher degree level with five years (e.g., school media, speech and language pathology, school psychology, administration and supervision) shall be advanced on the salary schedule after a year of creditable experience as if they had three years of creditable experience. Such individuals shall follow the regular rules for placement on the salary schedule. Special Note: NT and NS certificates with three-year validity dates are no longer issued by the Professional Standard Commission; therefore, numbers 6 and 7 following are necessary only for proper placement prior to the 1993-94 school year.

6. An individual holding a nonrenewable, professional (NT) certificate issued for three years and having zero, one or two years of experience shall remain on the entry step until the professional certificate is issued. An individual shall not advance (skip steps on and/or two) on the salary schedule as long as the individual holds a nonrenewable, professional certificate. When the individual receives a renewable, professional certificate and has one year of creditable experience in a Georgia LUA, the individual shall move to Salary Step 1 as if he/she had three years of creditable experience.

7. An individual holding a nonrenewable, professional (NT) certificate issued for three years and having three or more years of experience shall be placed on the step that corresponds to the years of creditable experience; e.g., an individual with an NT certificate and five years of creditable experience shall be placed on step three of the salary schedule.

Placement of New Employees

Hiring rates for certified teachers will be based on years of creditable service as defined by state regulations. Service credit awarded to new hires will not exceed 30 years. Salary schedules will be prepared annually to illustrate salary placement by years of service. Salary schedules for certified teachers are subject to change each year and should not be used to predict future salaries.

Verification of Experience Forms must be completed by previous employers and submitted either by Verifent or email to ccpsvoe@clayton.k12.ga.us.

Clayton County Public Schools
Administrative, Non-Teaching Professional and Support for Salary Purposes

ADMINISTRATIVE, NON-TEACHING PROFESSIONAL, AND SUPPORT

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

(b) Salary increases to include steps and/or percentage increases are determined and approved for each fiscal year by the Clayton County Board of Education.

(c) Administrative, Non-Teaching Professional and Support positions that are eligible for consideration of outside experience, will be calculated using the Grade Salary Schedule and based on the amount of directly related verifiable experience. Salary decisions are based on district policies, practices and procedures, industry practices, the Compensation Coordinating Supervisor review and ultimately the Superintendent.

ADMINISTRATIVE POSITIONS

Administrative positions, which require certification, compensated according to the CCPS Grade Salary Schedule. Each grade has a maximum of 16 steps. Salary experience for administrative positions is credited as follows:

- √ Administrative positions receive experience credit up to the midpoint of the grade
- √ Step placement is determined by years of directly relatable experience up to the midpoint for all administrative positions except Chief and Deputy-level positions
- √ Step placement for the Chief and Deputy positions is the beginning step for the designated grade

NON-TEACHING PROFESSIONAL AND SUPPORT POSITIONS

Non-Teaching professional/support positions are compensated according to the CCPS Grade Salary Schedule. Each grade has a maximum of 16 steps. For reference, a listing of all non-teaching professional/support positions is listed by grade. Experience for non-teaching professional/support positions is credited as follows:

- √ Step placement is determined by years of directly relatable experience up to the **midpoint** for positions for Grades 26 and up.
- √ Step placement is determined by years of directly relatable experience for grades 13 to 25:
  - Grades 24 - 25 start at step 1 and experience credit goes up to step 4 or step 8 for leadership positions.
  - Grades 17, 19 - 23 start at step 1 and experience credit goes up to step 4.
  - Grade 18 starts at step 3 and experience credit goes up to step 6.
  - Grades 13, 15, and 16 start at step 6, and experience credit goes up to step 8.

PROMOTION - A promotion is the advancement or reassignment of an employee from a position on a lower pay grade to a position on a higher pay grade within the organizations job hierarchy.

Employees promoted within the organization will be placed on the appropriate higher pay grade. Employees promoted to the Grade Salary Schedule from the Teacher Salary Schedule are evaluated as a new hire. If an employee's promotion does not result in a pay raise, the employee's current salary may be adjusted by a percentage increase and placed on the nearest step in the new assigned grade, not to exceed the maximum step. Please note that promoted employees must meet minimal qualifications for the position. Internal equity will always be a consideration when deriving a promotion salary.

DEMOTION - A demotion is the reassignment of an employee to a position on a lower pay grade in the organizations job worth hierarchy

The Compensation Department utilizes a sliding scale formula to administer demotions. The sliding scale formula allows downward movement between pay grades while maintaining the current step. Voluntary and involuntary demotions will be treated the same. Employees demoted within the organization will be placed on the appropriate lower pay grade while maintaining the current step. Employees demoted to the Teacher Salary Scale from the Grade Salary Scale will be evaluated for teaching experience and degree level in accordance with State Board of Education State Rule 160-5-2-.05.

LATERAL MOVEMENT - If an employee moves to a new position within the same salary scale or grade, the pay will remain the same.

REHIRE

Teacher and teacher-like employees compensated on the CCPS Teacher Salary Scale receives year-for-year experience according to certification level and years of certified teaching experience in accordance with State Board of Education State Rule 160-5-2-.05. Non-teaching professional/support and Administrative positions rehired within one (1) calendar year of separation will receive salary credit for the last step earned at the time of separation.

REASSIGNMENT

Step placement for an employee reassigned to a different school, location or department and the position is compensated on a lower pay grade shall be deemed a demotion. All exceptions must go through an authorization process and an exception form completed and signed by the Superintendent. The Superintendent will complete a Reassignment Compensation form. The Superintendent and the Coordinator of Compensation must sign the form.

VERIFICATION OF EMPLOYMENT & RETROACTIVE PAY FOR VERIFICATION OF EMPLOYMENT

Upon offer of employment at CCPS, All employees (both internal and external) will be granted a salary offered based on a verified experience. Therefore, an employee that has no verified experience upon hire will be placed at the entry salary level until CCPS experience verification forms are processed, and an employee's salary will be adjusted to reflect the total number of years of verified experience. The employee will receive retroactive pay as long as proper documentation is received within 60 days of the date of hire.

****Please Note: it is the employee's responsibility to ensure that the verification of experience forms are sent and received by the appropriate organizations and to contact these organizations if delays occur. The expectation is that all verified experience forms will be received by the Compensation department in one packet at one time. Based on the forms the employee's salary will be adjusted and retroactive payment will be calculated, if applicable. Any additional experience verification forms submitted may result in a salary adjustment, but will not be retroactively paid.**

**Hiring rates for all other employees will be determined individually based on each person's job-related qualifications. Hiring rates should be sensitive to internal equity concerns of other employees in the same job. Starting salaries that are above the midpoint may be offered only for hard-to-fill positions with approval of the Superintendent. The Compensation Division will recommend starting salaries for new hire.

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
28	01JF	ACADEMIC CONTENT LEAD	225	8	N	38.88	60.12	69,984.00	108,208.00
23	02AJ	ACCOUNTANT I	225	8	N	25.90	39.91	46,625.00	71,831.00
22	16GG	ACCOUNTING TECHNICIAN II	225	8	Y	23.91	36.78	43,036.00	66,204.00
21	16BB	ADMINISTRATIVE ASSISTANT II -8 HR	225	8	Y	22.06	33.90	39,702.00	61,023.00
22	16BF	ADMINISTRATIVE ASSISTANT III	225	8	Y	23.91	35.94	43,036.00	66,204.00
22	16EO	ADMINISTRATIVE SUPPORT SPEC II	225	8	Y	23.91	35.94	43,036.00	66,204.00
32B	494F	ADULT LEARNING PROGRAM STRATEGIC IMPROVEMENT ADM	225	8	N	83.61	83.61	150,500.00	150,500.00
31 (2)	07F2	ALT SCHOOL ADMINISTRATOR	225	8	N	48.27	74.74	86,894.00	134,540.00
24	16IE	ASSESSMENT TRAINING SPL I	225	8	N	28.10	43.29	50,574.00	77,926.00
35B	465	ASSISTANT CHIEF FINANCIAL OFFICER	225	8	N	106.39	106.39	191,500.00	191,500.00
31	07C5	ASSISTANT DIRECTOR	225	8	N	48.27	74.74	86,894.00	134,540.00
34	01AF	ASSISTANT SUPERINTENDENT	225	8	N	96.69	96.69	174,043.00	174,043.00
18	430B	ASSISTIVE TECHNOLOGY TECH.	190	8	Y	18.94	28.35	28,791.00	43,086.00
28 (2)	08F1	AST PRINCIPAL-ELEMENTARY	225	8	N	40.80	64.62	73,443.00	116,315.00
30(2)	08D1	AST PRINCIPAL-HIGH SCHOOL	225	8	N	44.48	68.82	80,071.00	123,882.00
29 (2)	08E1	AST PRINCIPAL-MIDDLE SCHOOL	225	8	N	42.91	67.98	77,230.00	122,358.00
23	488	ASSOCIATE PRODUCER (TECHNICAL)	225	8	Y	25.90	39.91	46,625.00	71,831.00
	491A	ATHLETIC DIRECTORS (HIGH SCHOOLS)	210	8	N	TEACHER SALARY SCALE			
17	15B6	ATTENDANCE CLERK	195	7.5	Y	17.63	26.29	25,789.00	38,452.00
18	14E7	AUDIOLOGY TECHNICIAN	190	7.5	Y	19.00	28.41	27,086.00	40,487.00
24	02AI	AUDITOR	225	8	N	28.10	43.29	50,574.00	77,926.00
27	01JF	AUDITOR MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
	494B	BEHAVIOR INTERVENTION SPECIALIST-DES (GRANT)	190	8		TEACHER SALARY SCALE			
22	21AC	BI COMM/PARENT LIAISON	200	8	Y	24.01	36.88	38,418.00	59,008.00
22	21AE	BI FAMILY SERVICE LIAISON	200	8	Y	24.01	36.88	38,418.00	59,008.00
22	21AD	BI LANGUAGE SUPPORT LIAISON	200	8	Y	24.01	36.88	38,418.00	59,008.00
20	21AB	BILINGUAL FAMILY LIAISON	195	8	Y	20.49	31.39	31,961.00	48,968.00
29	415J	BOARD CERTIFIED APPLIED BEHAVIOR ANALYST	225	8	N	42.18	65.26	75,929.00	117,466.00
PTE	900J	BOARD CHAIR	225	8	N	Salary set individually			
	16BE	BOARD LIAISON	225	8	N	-	-	90,000.00	90,000.00
PTE	900E	BOARD MEMBER	225	8	N	Salary set individually			
PTB	900F	BOOKKEEPER- SUB PART TIME	225	7.5	Y	20.32	20.32	-	-
25	16DG	BUDGET ANALYST	225	8	N	30.46	46.99	54,822.00	84,573.00
26	16DJ	BUDGET ANALYST II	225	8	N	33.04	51.02	59,473.00	91,835.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
18 (3)	610J	BUS DRIVER 6.0 HRS.	186	6	Y	20.99	35.76	23,423.00	39,908.00
23	622H	BUS DRIVER TRAINER	225	8	Y	25.90	39.91	46,625.00	71,831.00
13E (6)	610K	BUS MONITOR I 6.0 HR	186	6	Y	17.95	24.42	20,030.00	27,256.00
28	16DG	BUSINESS ANALYST	225	8	N	38.88	60.12	69,984.00	108,208.00
		BUSINESS EDUCATION TEACHER (MIDDLE SCHOOL)	190	8	N	TEACHER SALARY SCALE			
23	721I	BUYER	225	8	Y	25.90	39.91	46,625.00	71,831.00
22	722L	BUYER SUPPORT SPECIALIST	225	8	Y	23.91	36.78	43,036.00	66,204.00
CKS	900I	CAMPUS KIDS	180		N	See Miscellaneous Salaries			
23	01JK	CAMPUS KIDS ASST. SUPERVISOR	225	8	Y	25.90	39.91	46,625.00	71,831.00
25	01JG	CAMPUS KIDS SUPERVISOR	225	8	N	30.46	46.99	54,822.00	84,573.00
CPS	19B1	CAMPUS SECURITY FT	225	7.5	Y	17.26	25.76	29,119.00	43,476.00
CPS	PTE	CAMPUS SUPPORT (P-T 20 HRS WK)	180		Y	17.26	17.26	-	-
28	01JB	CAPTAIN	225	8	N	38.88	60.12	69,984.00	108,208.00
CCB	185C	CCBE STUDENT EMPLOYEE	225	8	N	Salary set individually			
29	03C1	CCEIS LEAD Mult-Tiered(MTSS) (GRANT-FUNDED)	225	8	N	42.18	65.26	75,929.00	117,466.00
27	01JD	CHEMICAL HYGIENE OFFICER	225	8	N	35.85	54.54	64,527.00	99,671.00
35	01CI	CHIEF FINANCIAL OFFICER	225	8	N	114.09	113.25	205,358.00	205,358.00
35	01C0	CHIEF HUMAN RESOURCES OFFICER	225	8	N	114.09	113.25	205,358.00	205,358.00
35	01C1	CHIEF- SAFETY AND SECURITY	225	8	N	114.09	113.25	205,358.00	205,358.00
35	01CZ	CHIEF - TECHNOLOGY	225	8	N	114.09	113.25	205,358.00	205,358.00
35	01CY	CHIEF- COMMUNICATIONS & PR	225	8	N	114.09	113.25	205,358.00	205,358.00
28	398	COLLEGE AND CAREER ADVISOR (GRANT FUNDED)	220	8	N	38.90	60.14	68,457.00	105,844.00
21	02FB	COMMUNICATIONS ASSISTANT	225	8	Y	22.06	33.90	39,702.00	61,023.00
18	15C3	COMMUNICATIONS OFFICER	225	8	Y	18.79	28.19	33,820.00	50,747.00
24	02B3	COMMUNICATIONS SPECIALIST	225	8	N	28.10	43.29	50,574.00	77,926.00
22	21AA	COMMUNITY/PARENT LIAISON	190	8	Y	24.10	35.96	36,638.00	54,661.00
22	488	COMMUNITY RELATIONS SUPPORT SPECIALIS II	225	8	Y	23.91	36.78	41,536.00	66,204.00
27	01JF	COMMUNITY RELATIONS MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
24	16GH	COMPENSATION TECHNICIAN III	225	8	N	28.10	43.29	50,574.00	77,926.00
28	397	COMPLIANCE SPECIALIST-VIRTUAL LEARNING PROGRAM	225	8	N	38.88	60.12	69,984.00	108,208.00
22	426D	COMPUTER OPERATOR	225	8	Y	23.91	36.78	41,536.00	66,204.00
21	722I	CONSTRUCTION FIELD TECH	225	8	Y	22.06	33.90	39,702.00	61,023.00
25	720H	CONSTRUCTION SUPV. SPLOST	225	8	N	30.46	46.99	54,822.00	84,573.00
21	721G	CONTRACTS SPEC. CONSTRUCTION	225	8	Y	22.06	33.90	39,702.00	61,023.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
29	720E	COORDINATING SUPERVISOR	225	8	N	42.18	65.26	75,929.00	117,466.00
29	01JD	COORDINATING SUPERVISOR PRE-K	225	8	N	42.18	65.26	75,929.00	117,466.00
29	01GN	COORDINATING SUPV-STUDENT DISC	225	8	N	42.18	65.26	75,929.00	117,466.00
30	01GI	COORDINATOR- CERTIFIED	225	8	N	44.48	68.82	80,071.00	123,882.00
30	01G7	COORDINATOR- CLASSIFIED	225	8	N	44.48	68.82	80,071.00	123,882.00
NPT	1851	CTAE CCPS STUDENT EMPLOYEE-INTERN	CTAE	WBL STUDENT	N	15.00	15.00		
25	16GR	CTAE SPECIALIST	225	8	N	30.46	46.99	54,822.00	84,573.00
13(6)	17B1	CUSTODIAN II	225	8	Y	16.01	21.93	28,821.00	39,475.00
26	4801	DATA ANALYST (DISTRICT-LEVEL)	225	8	N	33.04	51.02	59,473.00	91,835.00
17	16BP	DATA CLERK	225	8	Y	17.44	26.09	31,388.00	46,965.00
29	471	DATA COORDINATING SUPERVISOR	225	8	N	42.18	65.26	75,929.00	117,466.00
	397	DATA MANAGEMENT/LEARNING SUPPORT SPECIALIST	190	8	N	TEACHER SALARY SCALE			
27	415S	DATABASE ADMINISTRATOR 1	225	8	N	35.85	54.53	64,527.00	99,671.00
28	413C	DATABASE ADMINISTRATOR	225	8	N	38.88	60.12	69,984.00	108,208.00
36(14)	01AR	DEPUTY SUPT- ADMINISTRATIVE SERVICES	225	8	N	128.91	128.91	232,034.00	232,034.00
36 (14)	01AT	DEPUTY SUPT-TEACHING & LEARNING/STRATEGIC IMPROV	225	8	N	128.91	128.91	232,034.00	232,034.00
36 (14)	01AU	DEPUTY SUPT- STD SRVCS FEDPROG	225	8	N	128.91	128.91	232,034.00	232,034.00
P/T	475	DES CONSULTATIVE TEACHER (PT LEAD GRANT FUNDED)			N	$50 HOUR	$50 HOUR	-	-
27	415	DIGITAL CONTENT MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
25	16IF	DIGITAL CONTENT SPECIALIST	225	8	N	30.46	46.99	54,822.00	84,573.00
26	424B	DIGITAL LEARNING SPECIALIST	225	8	N	33.04	51.02	59,473.00	91,835.00
32	01EF	DIRECTOR-CERTIFIED	225	8	N	52.40	81.17	94,317.00	146,107.00
32	01EG	DIRECTOR-CLASSIFED	225	8	N	52.40	81.17	94,317.00	146,107.00
	03C1	DISTRICT LEVEL CHAIRPERSON-SST	220	8	N	TEACHER SALARY SCALE (11 MONTH)			
17	16BH	DISTRICT REGISTRAR	225	8	Y	17.44	26.09	31,388.00	46,965.00
22	82A4	DISTRICT SUCCESS COACH	190	8	Y	24.10	35.96	36,638.00	54,661.00
20	16GN	DUE PROCESS TECHNICIAN II	225	8	Y	20.36	31.26	36,645.00	56,265.00
	493H	EARLY LEARNING READING COACH	190	8	N	TEACHER SALARY SCALE			
26	16IC	EARLY LEARNING COMPLIANCE SPECIALIST	225	8	N	33.04	51.02	59,473.00	91,835.00
28	16GT	EARLY LEARNING INSTRUCTIONAL SPECIALIST	225	8	N	38.88	60.12	69,984.00	108,208.00
24	488	EDITORIAL SPECIALIST	225	8	N	28.10	43.29	50,574.00	77,926.00
25	437	EDUCATIONAL INTERPRETER FOR THE HEARING IMPAIRED	190	8	N	30.62	47.14	46,535.00	71,645.00
30	02HC	EDUCATIONAL RESEARCH SCIENTIST	225	8	N	44.48	68.82	80,071.00	123,882.00
21	20AC	ELECTRONIC IMAGING SPECIALIST	225	8	Y	22.06	33.90	39,702.00	61,023.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
	492A	ELEMENTARY INSTRUCTIONAL COACH (LITERACY & NUMERACY)	225	8	N	TEACHER SALARY SCALE			
	50CR	ELEMENTARY READING SUPPORT TEACHER	190	8	N	TEACHER SALARY SCALE			
18	16EM	ENERGY MGT. ASSISTANT	225	8	Y	18.79	28.19	33,820.00	50,747.00
23	16EK	ENERGY MGT. SPECIALIST	225	8	N	25.90	39.91	46,625.00	71,831.00
28	16M2	ERP APP SUPPORT ADMINISTRATOR	225	8	N	38.88	60.12	69,984.00	108,208.00
26	16M3	ERP APP SUPPORT SPECIALIST	225	8	N	33.04	51.02	59,473.00	91,835.00
28	493C	ESOL INSTRUCTIONAL SPECIALIST	225	8	N	38.88	60.12	69,984.00	108,208.00
28	493N	ESOL INSTRUCTIONAL SPECIALIST	200	8	N	38.98	60.22	62,374.00	96,352.00
23	16AD	EXEC. ASST./CHIEF OFFICER SEC	225	8	N	25.90	39.91	46,625.00	71,831.00
24 (13)	16AK	EXEC. ASST./DEPUTY SUPT SEC	225	8	Y	28.10	43.29	50,574.00	77,926.00
25 (13)	16A6	EXECUTIVE ASSISTANT/SUPT SEC	225	8	Y	30.46	46.99	54,822.00	84,573.00
33 (2)	01EI	EXECUTIVE DIRECTOR -CERTIFIED	225	8	N	89.90	89.90	161,826.00	161,826.00
33 (2)	01EJ	EXECUTIVE DIRECTOR-CLASSIFIED	225	8	N	89.90	89.90	161,826.00	161,826.00
17	16BO	FILE ROOM CLERK	225	8	Y	17.44	26.09	31,388.00	46,965.00
26	02AK	FINANCIAL ANALYST II	225	8	N	33.04	51.02	59,473.00	91,835.00
	PTE	FINE ARTS FILE PRODUCTION CREW (STUDENT POSIITON)	SUMMER PART-TIME		Y	10.00	10.00	-	-
28	621	FINE ARTS INSTRUCTIONAL SPECIALIST	200	8	N	38.98	60.22	62,374.00	96,352.00
	PTE	FINE ARTS SUMMER CAMP ASSISTANT	SUMMER PART-TIME		Y	10.00	10.00	-	-
27	620B	FLEET MAINTENANCE MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
22	621D	FLEET MAINTENANCE MECHANIC I	225	8	Y	23.91	36.78	43,036.00	66,204.00
23	621E	FLEET MAINTENANCE MECHANIC II	225	8	Y	25.90	39.91	46,625.00	71,831.00
24	621F	FLEET MAINTENANCE MECHANIC III	225	8	N	28.10	43.29	50,574.00	77,926.00
25	620D	FLEET MAINTENANCE SUPERVISOR	225	8	N	30.46	46.99	54,822.00	84,573.00
	50GK	FLIGHT OPERATIONS INSTRUCTOR	190	8	TEACHER SALARY SCALE				
29		GOVERNMENTAL LIAISON	225	8	N	42.18	65.26	75,929.00	117,466.00
PTE-N	900C	GRADUATION COACH	Part- time Hourly Rate						
	21AF	GRADUATION COACH(COUNSELOR 9TH GRADE)	200	8	TEACHER SALARY SCALE				
27	1253	GRANT WRITER	225	8	N	35.85	54.54	64,527.00	99,671.00
17	15B4	GUIDANCE SECRETARY	195	7.5	Y	17.63	26.29	25,789.00	38,452.00
13 (6)	482A	HEALTH CARE TECHNICIAN	190	7.5	Y	17.00	23.23	24,223.00	33,096.00
13 (6)	482B	HEALTH CARE TECHNICIAN- ELITE	190	7.5	Y	17.00	23.23	24,223.00	33,096.00
	50DZ	(HIMO) HEALTHCARE SCIENCE TEACHER	190	8	N	TEACHER SALARY SCALE			
18	4832	HOME EXTENSION INSTRUCTOR	225	8	Y	18.79	28.19	33,820.00	50,747.00
25	16GB	HOMELESS EDUCATION NAVIGATOR(GRANT-FUNDED)	225	8	N	30.46	46.99	54,822.00	84,573.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
	145	HOSPITAL/HOMEBOUND TEACHER	190	8	N	TEACHER SALARY SCALE			
PTE	900G	HOURLY POLICE/EMT	225	8	N	Salary set individually			
23	16DE	HR ANALYST-ABSENCE MANAGEMENT	225	8	N	25.90	39.91	46,625.00	71,831.00
23	16DE	HR ANALYST I - DATA REPORTING	225	8	N	25.90	39.91	46,625.00	71,831.00
23	16DE	HR ANALYST I - PERFORMANCE MANAGEMENT	225	8	N	25.90	39.91	46,625.00	71,831.00
21	16EE	HR SPECIALIST I	225	8	Y	22.06	33.90	39,702.00	61,023.00
21	16EI	HR SPECIALIST II	225	8	Y	22.06	33.90	39,702.00	61,023.00
21	474	HR RECORDS TECHNICIAN	225	8	Y	22.06	33.90	39,702.00	61,023.00
23	16DB	HUMAN RESOURCES ANALYST I	225	8	N	25.90	39.91	46,625.00	71,831.00
26	16DD	HUMAN RESOURCES ANALYST II	225	8	N	33.04	51.02	59,473.00	91,835.00
23	16DB	HUMAN RESOURCES BENEFITS ANALYST I	225	8	N	25.90	39.91	46,625.00	71,831.00
21	16BR	HUMAN RESOURCES RECORDS TECHNICIAN	225	8	N	22.06	33.90	39,702.00	61,023.00
30	642	IMPLEMENTATION SPECIALIST	225	8	N	44.48	68.82	80,071.00	123,882.00
26	424H	INFORMATION SYSTEM SPECIALIST	225	8	N	33.04	51.02	59,473.00	91,835.00
26	423H	INFORMATION SYSTEM TRAINER	225	8	N	33.04	51.02	59,473.00	91,835.00
	1259	INTERNATIONAL BACCALAUREATE LEAD TEACHER	190	8	N	TEACHER SALARY SCALE			
28	16MI	INST. IMPLEMENTATION SPEC.	225	8	N	38.88	60.12	69,984.00	108,208.00
28	16MA	INSTRUCTIONAL SPECIALIST	200	8	N	38.98	60.22	62,374.00	96,352.00
	493D	INSTRUCTIONAL SUPPORT TEACHER (VIRTUAL)	190	8	N	TEACHER SALARY SCALE			
26	423C	INSTRUCTIONAL TECHNOLOGY SPEC.	225	8	N	33.04	51.02	59,473.00	91,835.00
25SS	01JE	INVESTIGATOR	240	8	N	30.40	46.93	58,377.00	90,111.00
13 (6)	34B1	ITINERANT NUTRITION WORKERS	185	6	Y	17.96	24.44	19,934.00	27,125.00
PTE	9061	LAY COACH	225		N	Salary set individually			
29	03C3	LEAD ATTENDANCE	225	8	N	42.18	65.26	75,929.00	117,466.00
29	1259	LEAD BEHAVIOR INTERVENTION SPECIALIST	225	8	N	42.18	65.26	75,929.00	117,466.00
28	01GP	LEAD DISTRICT PBIS (GRANT FUNDED)	225	8	N	38.88	60.12	69,984.00	108,208.00
29	03C1	LEAD CCEIS(MTSS)	225	8	N	42.18	65.26	75,929.00	117,466.00
29	03B9	LEAD MULTI-TIERRED SYSTEM SUPPORT (MTSS)(GRANT)	225	8	N	42.18	65.26	75,929.00	117,466.00
29	03B6	LEAD PSYCHOLOGIST	225	8	N	42.18	65.26	75,929.00	117,466.00
29	4817	LEAD SCHOOL SOCIAL WORKER	225	8	N	43.57	66.65	78,429.00	119,967.00
28	8868	LEAD SUPERVISING HEALTHCARE PROFESSIONAL	225	8	N	38.88	60.12	69,984.00	108,208.00
28	1259	LEAD TEACHER	225	8	N	38.88	60.12	69,984.00	108,208.00
28	642	LEAD TEACHER (EARLY CHILDHOOD)	200	8	N	38.98	60.22	62,374.00	96,352.00
	1259	LEAD TEACHER-INTERNATIONAL BACCALAUREATE(SCHOOL)	190	8	N	TEACHER SALARY SCALE			

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
28	493L	LEAD TEACHER - MAGNET(DISTRICT LEVEL)	225	8	N	38.88	60.12	69,984.00	108,208.00
27	423B	LEARNING MANAGEMENT SYSTEM SPEACIALIST	225	8	N	35.85	54.54	64,527.00	99,671.00
30	02GB	LEGAL COMPLIANCE OFFICER-COOR.	225	8	N	44.48	68.82	80,071.00	123,882.00
16	442	LIBRARY MEDIA CLERK	188	8	Y	17.78	24.33	26,735.00	36,594.00
27SS	01JC	LIEUTENANT	240	8	N	35.80	55.32	68,729.00	106,216.00
LRM	900H	LUNCHROOM MONITORS	180	3	N	17.26	17.26	9,320.00	9,320.00
28		MAGNET SPECIALIST (SCHOOL BASED)	200	8	N	38.98	60.22	62,374.00	96,352.00
19	20AE	MAIL AND PRINT SERVICE TECHNICIAN	225	8	Y	20.26	30.47	36,460.00	54,845.00
16(6)	723F	MAINT WORKER BUILDING & GROUND	225	8	Y	17.61	24.17	31,702.00	43,501.00
18	723E	MAINTENANCE APPR W/PSER/PXRS	225	8	Y	18.79	28.19	33,820.00	50,747.00
18	723D	MAINTENANCE APPRENTICE W/TRS	225	8	Y	18.79	28.19	33,820.00	50,747.00
24	01JI	MAINTENANCE OFFICE SUPERVISOR	225	8	N	28.10	43.29	50,574.00	77,926.00
27	720G	MAINTENANCE SUPERVISOR	225	8	N	35.85	54.54	64,527.00	99,671.00
21	722G	MAINTENANCE TECH W/PSER/PXRS	225	8	Y	22.06	33.90	39,702.00	61,023.00
21	722H	MAINTENANCE TECHNICIAN W/TRS	225	8	Y	22.06	33.90	39,702.00	61,023.00
24	722k	MAINTENANCE MASTER TECHNICIAN(TEXTBOOK)	225	8	N	28.10	43.29	50,574.00	77,926.00
30	01JA	MAJOR	225	8	N	44.48	68.82	80,071.00	123,882.00
27	01JF	MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
25	1258	MASTER CHEF/TRAINER	225	8	N	30.46	46.99	54,822.00	84,573.00
26	16GC	MASTER SCHEDULING SPECIALIST	225	8	N	33.04	51.02	59,473.00	91,835.00
24	722K	MASTER TECHNICIAN W/PSER/PXRS	225	8	Y	28.10	43.29	50,574.00	77,926.00
24	722J	MASTER TECHNICIAN W/TRS	225	8	Y	28.10	43.29	50,574.00	77,926.00
26	397	MATHEMATICS SPECIALIST	225	8	N	33.04	51.02	59,473.00	91,835.00
22	426A	MIS DATA INFORMATION SYS TECH	225	8	Y	23.91	36.78	43,036.00	66,204.00
20	16EB	MIS HELP DESK SPECIALIST	225	8	Y	20.36	31.26	36,645.00	56,265.00
28	415F	MIS SENIOR PROGRAMMER ANALYST	225	8	N	38.88	60.12	69,984.00	108,208.00
28	413A	MIS SYSTEMS SUPPORT ADMIN	225	8	N	38.88	60.12	69,984.00	108,208.00
27	423A	MIS TECHNICAL SUPT SUPERVISOR	225	8	N	35.85	54.54	64,527.00	99,671.00
22	425F	MIS TECHNICIAN I	225	8	Y	23.91	36.78	43,036.00	66,204.00
23	425G	MIS TECHNICIAN II	225	8	Y	25.90	39.91	46,625.00	71,831.00
24	425H	MIS TECHNICIAN III	225	8	N	28.10	43.29	50,574.00	77,926.00
25	425E	MIS TELECOM TECHNICIAN	225	8	N	30.46	46.99	54,822.00	84,573.00
25	20AH	MULTIMEDIA DESIGNER	225	8	N	30.46	46.99	54,822.00	84,573.00
24	488	MULTIMEDIA SPECIALIST	225	8	N	28.10	43.29	50,574.00	77,926.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
24	303I	NUT MASTER TECH. W/PSER/PXRS	225	8	Y	28.10	43.29	50,574.00	77,926.00
24	303H	NUT MASTER TECH. W/TRS	225	8	Y	28.10	43.29	50,574.00	77,926.00
15D (6)	31A5	NUTRITION ASST MGR	185	8	Y	17.98	24.59	26,616.00	36,393.00
15D (6)	31A4	NUTRITION ASST MGR- ELITE	188	8	Y	17.98	24.59	26,616.00	36,393.00
23	721J	NUTRITION BUYER	225	8	N	25.90	39.91	46,625.00	71,831.00
23	301B	NUTRITION LEAD MANAGER	225	8	N	25.90	39.91	46,625.00	71,831.00
18	303K	NUTRITION MAINT APPR W/PSER/PX	225	8	Y	18.79	28.19	33,820.00	50,747.00
18	303L	NUTRITION MAINT TECH W/PSER	225	8	Y	18.79	28.19	33,820.00	50,747.00
21	303J	NUTRITION MAINT TEC W/TRS	225	8	Y	22.06	33.90	39,702.00	61,023.00
27	303G	NUTRITION MAINTENANCE SUPV	225	8	N	35.85	54.54	64,527.00	99,671.00
20E	300D	NUTRITION MGR E/S	190	8	Y	22.35	34.28	33,972.00	52,106.00
22E	300G	NUTRITION MGR H/S	190	8	Y	26.20	40.26	39,818.00	61,188.00
21	300F	NUTRITION MGR M/S	190	8	Y	24.21	37.17	36,794.00	56,498.00
22E	300H	NUTRITION MGR -ELITE	190	8	Y	26.20	40.26	39,818.00	61,188.00
25	4831	NUTRITION PROG. TECH SPEC.	225	8	N	30.46	46.99	54,822.00	84,573.00
23	16IA	NUTRITION PROGRAM SPECIALIST	225	8	N	25.90	39.91	46,625.00	71,831.00
23	477	NUTRITION PROGRAM SPECIALIST-PROCUREMENT	225	8	N	25.90	39.91	46,625.00	71,831.00
PLM-N	34B2	NUTRITION SCANNING TECHNICAN	225	8	Y	10.49	12.48	18,888.48	22,464.00
27	303G	NUTRITION SUPERVISOR-WAREHOUSE	225	8	N	35.85	54.54	64,527.00	99,671.00
21	454	NUTRITION TECHICIAN (WAREHOUSE)	225	8	Y	22.06	33.90	39,702.00	61,023.00
13 (6)	326L	NUTRITION WORKER 3.0 HR	185	3	Y	18.65	24.88	10,353.00	13,807.00
13 (6)	326M	NUTRITION WORKER 4.0 HR	185	4	Y	18.64	25.11	13,790.00	18,581.00
13 (6)	326N	NUTRITION WORKER 5.0 HR	185	5	Y	17.57	23.80	16,256.00	22,011.00
13 (6)	3260	NUTRITION WORKER 5.5 HR	185	5.5	Y	18.08	24.56	18,398.00	24,986.00
13 (6)	326P	NUTRITION WORKER 6.0 HR	185	6	Y	17.96	24.44	19,934.00	27,125.00
13 (6)	326Q	NUTRITION WORKER 6.5 HR	185	6.5	Y	17.85	24.33	21,469.00	29,256.00
13 (6)	326R	NUTRITION WORKER 7.0 HR	185	7	Y	17.76	24.24	23,005.00	31,393.00
13 (6)	326S	NUTRITION WORKER 7.5 HR	185	7.5	Y	17.69	24.16	24,542.00	33,522.00
13 (6)	326U	NUTRITION WORKER- ELITE 4.0 HRS	188	4	Y	17.94	24.17	13,493.00	18,172.00
13 (6)	326V	NUTRITION WORKER-ELITE 6.0 HRS	188	6	Y	17.26	23.47	19,469.00	26,476.00
13 (6)	326T	NUTRITION WORKER-ELITE 7.0 HRS	188	7	Y	17.09	23.31	22,492.00	30,680.00
25	4811	OCCUPATIONAL THERAPIST(OT)	190	8	N	30.62	47.14	46,535.00	71,645.00
24	01JN	OFFICE SUPERVISOR	225	8	N	28.10	43.29	50,574.00	77,926.00
28	114	PAC-TECHNICAL SPECIALIST (TEACHER)	225	8	N	38.88	60.12	69,984.00	108,208.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
16(6)	14E2	PARAPRO- SPECIAL ED PRE-K	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14E1	PARAPRO -SPED INTERRELATED	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14D4	PARAPRO TITLE I	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14D9	PARAPRO/CAREGIVER	190	8	Y	17.76	24.32	27,001.00	36,961.00
16(6)	14D8	PARAPRO/FACILITATOR ISS	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14E3	PARAPRO/FACILITATOR ISS -ELITE SCHOLARS	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14BC	PARAPRO - INSTRUCTIONAL	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14D1	PARAPRO/KINDERGARTEN	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14E6	PARAPRO- ELEMENTARY	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14D6	PARAPRO-BILINGUAL	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16 (6)	14D2	PARAPRO-MEDIA	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14D5	PARAPRO-REMEDIAL	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14E4	PARAPRO-SPEC ED - ELITE SCHOLARS	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14D3	PARAPRO-SPECIAL ED	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14E5	PARAPRO-SPED/INTERR. ELITE SCHOLARS	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
16(6)	14D7	PARAPRO-TECHNOLOGY LAB	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
28	03B8	PART-TIME PSYCHOLOGIST	200	8	N	38.98	60.22	62,374.00	96,352.00
PTE	900C	PART-TIME EMPLOYEES	225	8	N	Salary set individually			
28	397	PERFORMING ARTS CENTER TECHNICAL SPECIALIST	225	8	N	38.88	60.12	69,984.00	108,208.00
30	02GA	PERSONNEL REVIEW OFFICER	225	8	N	44.48	68.82	80,071.00	123,882.00
	50DZ	PHARMACY HEALTHCARE SCIENCE TEACHER	190	8	N	TEACHER SALARY SCALE			
25	508Q	PHYSICAL THERAPIST (PT)	190	8	N	30.62	47.14	46,535.00	71,645.00
26	16AB	PLANNING ANALYST	225	8	N	33.04	51.02	59,473.00	91,835.00
26	431	POSITION CONTROL ANALYST II	225	8	N	33.04	51.02	59,473.00	91,835.00
16(6)	14P2	PRE K ASSISTANT	190	7.5	Y	17.83	24.39	25,410.00	34,752.00
PK2	50AR	PRE K LEAD TEACHER CERTIFIED	Based on Teacher Salary Scale -Certificate level and years of experience						
PK3	494J	PRE K LEAD TEACHER MASTERS	Based on Teacher Salary Scale - Certificate Level Step E						
PK1	494G	PRE K LEAD TEACHER NON-CERT	Based on Teacher Salary Scale - T4 Step E						
25	16GW	PRE-K TRANSITION COACH (L4GA)	190	8	N	30.62	47.14	46,535.00	71,645.00
32 (2)	07E3	PRINCIPAL - ELITE SCHOLARS MS	225	8	N	52.40	81.17	94,317.00	146,107.00
31 (2)	07F1	PRINCIPAL-ELEMENTARY	225	8	N	48.27	74.74	86,894.00	134,540.00
33 (2)	07D1	PRINCIPAL-HIGH SCHOOL	225	8	N	56.88	88.16	102,378.00	158,682.00
33(2)	07D1	PRINCIPAL-ALTERNATIVE SCHOOL	225	8	N	56.88	88.16	102,378.00	158,682.00
32 (2)	07E1	PRINCIPAL-MIDDLE SCHOOL	225	8	N	52.40	81.17	94,317.00	146,107.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
27	01JL	PRINTING OPERATIONS SUPERVISOR	225	8	N	35.85	54.54	64,527.00	99,671.00
25	721H	PROCUREMENT CARD ADMINISTRATOR	225	8	N	30.46	46.99	54,822.00	84,573.00
27	721F	PROCUREMENT SPECIALIST	225	8	N	35.85	54.54	64,527.00	99,671.00
23	20AG	PRODUCTION ASSISTANT	225	8	Y	25.90	39.91	46,625.00	71,831.00
24	20AA	PRODUCTION MANAGER	225	8	N	28.10	43.29	50,574.00	77,926.00
23	20AB	PRODUCTION/MAIL QT.CONTROL AST	225	8	N	25.90	39.91	46,625.00	71,831.00
27	642	PROGRAM MANAGER - MENTAL HEALTH PARTNERSHIPS(GRANT)	210	8	N	35.91	55.44	60,327.00	93,131.00
25	397	PROGRAM SPECIALIST-SDPI	225	8	N	30.46	46.99	54,822.00	84,573.00
28	16MC	PROGRAM SPECIALIST-SPECIAL EDUCATION	225	8	N	38.88	60.12	69,984.00	108,208.00
23	16GQ	PROG. SPECIALIST-SCH.NUTRITION	200	8	N	26.00	40.01	41,614.00	64,018.00
	16MC	PROGRAM SPECIALIST-SPECIAL EDUCATION	200	8	N	TEACHER SALARY SCALE			
20	16F2	PROGRAM EVALUATOR	225	8	Y	20.36	31.26	36,645.00	56,265.00
27	01JP	PROGRAM MANAGER	210	8	N	35.91	55.44	60,327.00	93,131.00
21	458	PROJECT ENGINEER-DESIGN	225	8	Y	22.06	33.90	39,702.00	61,023.00
29	489	PROJECT MANAGER III-CONSTRUCTION	225	8	N	42.18	65.26	72,929.00	117,466.00
28	03B5	PSYCHOLOGIST-12 MONTH	225	8	N	40.27	61.51	72,484.00	110,708.00
28	03B7	PSYCHOLOGIST -GNETS	200	8	N	40.55	61.78	64,874.00	98,852.00
28	03B5	PSYCHOLOGIST-SCHOOL-10 MONTH	200	8	N	40.55	61.78	64,874.00	98,852.00
29	03B6	PSYCHOLOGIST - LEAD	225	8	N	42.18	65.26	72,929.00	117,466.00
24	16C4	RECRUITER	225	8	N	28.10	43.29	50,574.00	77,926.00
17	16BH	REGISTRAR-DISTRICT WIDE	225	8	Y	17.44	25.27	31,388.00	46,965.00
19	15B5	SCHOOL BOOKKEEPER SPECIALIST	225	8	Y	20.26	30.47	36,460.00	54,845.00
28	16GU	SCHOOL CHOICE SPECIALIST	200	8	N	38.98	60.22	62,374.00	96,352.00
	496C	SCHOOL COUNSELOR	200	8	N	TEACHER SALARY SCALE			
	493K	SCHOOL READINESS FACILITATOR(PART-TIME)				TEACHER SALARY SCALE			
SRO	195C	SCHOOL RESOURCE OFFICER	225	8	Y	27.30	42.06	49,137.00	75,710.00
17	15B1	SCHOOL SECRETARY I	195	7.5	Y	17.63	26.29	25,789.00	38,452.00
19	15A3	SCHOOL SECRETARY II-BOOKKEEPER	225	7.5	Y	20.32	30.54	34,285.00	51,529.00
28	493K	SECONDARY READING INTERVENTIONIST L4GA	225	8	N	38.88	60.12	69,984.00	108,208.00
	492A	SECONDARY INSTRUCTIONAL COACH (LITERACY)	190	8	N	TEACHER SALARY SCALE			
19	16BN	SECRETARY II-A ELITE SCHOLARS	220	8	Y	20.27	30.49	35,680.00	53,662.00
17	15B3	SECRETARY-REGISTRAR	195	7.5	Y	17.63	26.29	25,789.00	38,452.00
37	01AQ	SENIOR DEPUTY SUPT-CHIEF OF STAFF	225	8	N	141.67	141.67	255,000.00	255,000.00
25	415E	SENIOR ENGINEER	225	8	N	30.46	46.99	54,822.00	84,573.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
29	01JH	SENIOR MANAGER	225	8	N	42.18	65.26	72,929.00	117,466.00
35S		SENIOR CHIEF-SCHOOL LEADERSHIP AND IMPROVEMENT	225	8	N	123.06	123.06	221,500.00	221,500.00
27	415G	SENIOR TECHNOLOGY INFRASTRUCTURE ENGINEER	225	8	N	35.85	54.54	64,527.00	99,671.00
26SS	01G8	SERGEANT	240	8	N	32.99	50.97	63,338.00	97,857.00
27	01JF	SOCIAL MEDIA AND CONTENT DEVELOPER	225	8	N	35.85	54.54	64,527.00	99,671.00
28	4816	SOCIAL WORKER	190	8	N	40.68	61.92	61,827.00	94,115.00
25	16GR	SPECIALIST	225	8	N	30.46	46.99	54,822.00	84,573.00
	50EX	SDI COACH - SPECIAL EDUCATION	200	8	N	TEACHER SALARY SCALE			
	475	SPECIAL EDUCATION TRANSITION SPECIALIST	190	8	N	TEACHER SALARY SCALE			
		SPECIAL EDUCATION COMPLIANCE SPECIALIT	210	8	N	TEACHER SALARY SCALE			
27	415T	SQL DEVELOPER I	225	8	N	35.85	54.54	64,527.00	99,671.00
28	413D	SQL DEVELOPER II	225	8	N	38.88	60.12	69,984.00	108,208.00
	50GD	STEM TEACHER	190	8	N	TEACHER SALARY SCALE			
28	16MH	STRATEGIC PLANNING AND SCHOOL IMPROVEMENT INNOVATOR	225	8	N	38.88	60.12	69,984.00	108,208.00
25	16EQ	STUDENT BEHAVIORAL HEALTH SPECIALIST (GRANT)	200	8	N	30.57	47.09	48,904.00	75,336.00
25	16TG	STUDENT ENGAGEMENT SPECIALIST	190	8	N	30.62	47.14	46,535.00	71,645.00
25	424G	STUDENT INFORMATION SPECIALIST	225	8	N	30.46	46.99	54,822.00	84,573.00
32B	413B	STUDENT INFORMATION SYSTEM OFFICER	225	8	N	83.61	83.61	150,500.00	150,500.00
BDS	9202	SUBSTITUTE BUS DRIVER 6.0	186	6	N	18.42	26.56	-	-
BMS	9203	SUBSTITUTE BUS MONITOR 6.0	186	6	N	15.49	20.48	-	-
SUP	01AB	SUPERINTENDENT	240	8	N	Salary set individually			
25HC	4837	SUPERVISING HEALTH CARE PROF.	195	8	N	32.06	49.39	50,008.00	77,055.00
P/T	4838	SUPERVISING HEALTH CARE PROF P/T	195	8	N	30.59	47.11	-	-
25	01JH	SUPERVISOR	225	8	N	30.46	46.99	54,822.00	84,573.00
23	155	TEACHER-ADULT EDUCATION(GRANT FUNDED	225	8	N	25.90	39.91	46,625.00	71,831.00
28	514B	TEACHER-JROTC INSTRUCTOR	220	8	N	Salary set individually			
28	494A	TEACHER DEVELOPMENT SPECIALIST	225	8	N	38.88	60.12	69,984.00	108,208.00
	100	TEACHER SST (GRANT FUNDED)	190	8	N	TEACHER SALARY SCALE			
	50AQ	TEACHER-VIRTUAL	190	8	N	TEACHER SALARY SCALE			
22	15B7	TERMINAL AGENCY CLERK	225	8	Y	23.91	36.78	43,036.00	66,204.00
19	16G0	TESTING TECHNICIAN	225	8	Y	20.26	30.47	36,460.00	54,845.00
21	167K	TEXTBOOK SPECIALIST	225	8	Y	22.06	33.90	39,702.00	61,023.00
19	4828	THEATER TECHNICIAN	225	8	Y	20.26	30.47	36,460.00	54,845.00
22	21AA	TITLE I PARENT LIAISON	190	8	Y	24.10	35.96	36,638.00	54,661.00

Clayton County Public Schools
Classified and Administrative Personnel - Classifications by Title

This salary scale is distributed for the purpose of explaining and deriving salaries. It is not a contract. **FLSA = Fair Labor Standards Act - Overtime eligibility**

Grade	Class Code	Position	Days per Year	Hours per Day	FLSA Eligible	Hourly Rate		Annual Rate	
						Min.	Max.	Min.	Max.
28	1252	TITLE I PROGRAM SPECIALIST	225	8	N	38.88	60.12	69,984.00	108,208.00
29	720E	TITLE III COORDINATING SUPERVISOR	225	8	N	42.18	65.26	72,929.00	117,466.00
24	424D	TRAINING SPECIALIST I	225	8	N	28.10	43.29	50,574.00	77,926.00
23	623C	TRANS. SPECIALIST	225	8	N	25.90	39.91	46,625.00	71,831.00
19	613B	TRANSPORTATION DISPATCHER	190	8	Y	20.41	30.62	31,019.00	46,548.00
27	622E	TRANSPORTATION MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
31B	623A	TRANSPORTATION OPERATIONS FACILITATOR II	225	8	N	79.17	79.17	142,500.00	142,500.00
27	622F	TRANSPORTATION PROJECT MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
PTR	623D	TRANSPORTATION SPEC PTR	225	5	N	22.50	22.50	25,312.50	25,312.50
24	622G	TRANSPORTATION SUPERVISOR	225	8	N	28.10	43.29	50,574.00	77,926.00
26	02AL	TREASURER	225	8	N	33.04	51.02	59,473.00	91,835.00
21	16EP	TRIBUNAL SPECIALIST II	225	8	Y	22.06	33.90	39,702.00	61,023.00
24	16ER	TRIBUNAL TECHNICIAN III	225	8	N	28.10	43.29	50,574.00	77,926.00
TRS	9077	TRS RETIREE-ADM PT W/BENEFITS	225	8	N	Salary set individually			
TRS	907I	TRS RETIREE-CLER PT W/BENEFITS	225	8	N	Salary set individually			
TRS	9075	TRS RETIREE-IN A NON TRS CLASS	225	8	N	Salary set individually			
TRS	9079	TRS RETIREE-PARA PT W/BENEFITS	225	7.5	N	Salary set individually			
TRS	9078	TRS RETIREE-TEACHER PT W/BENEF	225	8	N	Salary set individually			
27	4821	TV STATION MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
25	16MB	VITURAL LEARNING SUPPORT SPECIALIST	225	8	N	30.46	46.99	54,822.00	84,573.00
	50AQ	VIRTUAL LEARNING TEACHER	190	8	N	TEACHER SALARY SCALE			
27	O1JF	WEBSITE MANAGER	225	8	N	35.85	54.54	64,527.00	99,671.00
28	16MG	WORKFORCE INNOVATOR	200	8	N	38.98	60.22	62,374.00	96,352.00
24	1255	YOUTH APPRENTICESHIP SPEC.	220	8	N	27.38	43.40	48,187.00	76,386.00
18	156	YOUTH DEVELOPMENT EXTENSION INSTRUCTOR (4-H)	225	8	Y	18.79	28.19	33,820.00	50,747.00

2026 -2027 Salary Table
Grades 13 - 19 - CPS

GRADE	POSITION	DAYS PER YEAR	HOURS PER DAY	FLSA ELIGIBLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
13	CUSTODIAN II	225	8	Y	16.01	16.17	16.31	16.47	16.64	16.79	17.25	17.71	18.17	18.67	19.17	19.68	20.21	20.77	21.33	21.93
	No position assigned	195	8	Y																
	HEALTH CARE TECHNICIAN	190	7.5	Y	17.00	17.16	17.32	17.50	17.66	17.83	18.31	18.79	19.27	19.80	20.47	20.86	21.42	22.00	22.59	23.23
	HEALTH CARE TECHNICIAN- ELITE	190	7.5	Y																
	NUTRITION WORKER- ELITE 4.0 HRS	188	4	Y	17.94	18.11	18.27	18.44	18.60	18.76	19.25	19.73	20.22	20.75	21.28	21.81	22.37	22.94	23.54	24.17
	NUTRITION WORKER-ELITE 6.0 HRS	188	6	Y																
	NUTRITION WORKER-ELITE 7.0 HRS	188	7	Y																
	BUS MONITOR I 6.0 HR	186	6	Y																
	ITINERANT NUTRITION WORKERS	185	6	Y																
	NUTRITION WORKER 3.0 HR	185	3	Y																
	NUTRITION WORKER 4.0 HR	185	4	Y																
	NUTRITION WORKER 5.0 HR	185	5	Y																
	NUTRITION WORKER 5.5 HR	185	5.5	Y																
	NUTRITION WORKER 6.0 HR	185	6	Y																
	NUTRITION WORKER 6.5 HR	185	6.5	Y																
	NUTRITION WORKER 7.0 HR	185	7	Y																
	NUTRITION WORKER 7.5 HR	185	7.5	Y																
15	NUTRITION ASST MGR	188	8	Y	17.98	18.16	18.33	18.51	18.68	18.86	19.36	19.87	20.41	20.95	21.51	22.09	22.69	23.30	23.94	24.59
	NUTRITION ASST MGR	185	8	Y	17.98	18.16	18.33	18.51	18.68	18.86	19.36	19.87	20.41	20.95	21.51	22.09	22.69	23.30	23.94	24.59
16	MAINT WORKER BUILDING & GROUND	225	8	Y	17.61	17.79	17.95	18.13	18.30	18.48	18.96	19.48	20.02	20.55	21.11	21.67	22.27	22.89	23.51	24.17
	PARAPRO- SPECIAL ED, PRE-K	190	7.5	Y	17.83	18.01	18.17	18.35	18.52	18.7	19.18	19.69	20.24	20.77	21.33	21.89	22.49	23.11	23.73	24.38
	PARAPRO -SPED INTERRELATED	190	7.5	Y																
	PARAPRO TITLE I	190	7.5	Y																
	PARAPRO/CAREGIVER	190	8	Y																
	PARAPRO/FACILITATOR ISS	190	7.5	Y																
	PARAPRO/FACILITATOR ISS -ELITE SCHOLARS	190	7.5	Y																
	PARAPRO - INSTRUCTIONAL	190	7.5	Y																
	PARAPRO/KINDERGARTEN	190	7.5	Y																
	PARAPRO- ELEMENTARY	190	7.5	Y																
	PARAPRO-BILINGUAL	190	7.5	Y																
	PARAPRO-MEDIA	190	7.5	Y																
	PARAPRO-REMEDIAL	190	7.5	Y																
	PARAPRO-SPEC ED - ELITE SCHOLARS	190	7.5	Y																
	PARAPRO-SPECIAL ED	190	7.5	Y																
	PARAPRO-SPED/INTERR. ELITE SCHOLARS	190	7.5	Y																
	PARAPRO-TECHNOLOGY LAB	190	7.5	Y																
	PRE-K ASSISTANT	190	7.5	Y																
	LIBRARY MEDIA CLERK	188	8	Y	17.78	17.95	18.12	18.29	18.47	18.64	19.12	19.64	20.18	20.71	21.27	21.84	22.44	23.05	23.68	24.33
16E	INTERN-SCHOOL PSYCHOLOGY	190	8	Y	17.76	17.94	18.11	18.28	18.46	18.63	19.10	19.63	20.17	20.70	21.26	21.82	22.43	23.04	23.67	24.32
	PARAPRO/CAREGIVER (CERTIFIED)	190	8	Y																

2026 -2027 Salary Table
Grades 13 - 19 - CPS

GRADE	POSITION				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
17	REGISTRAR-DISTRICT WIDE	225	8	Y	17.44	17.89	18.38	18.87	19.38	19.90	20.44	21.02	21.58	22.17	22.76	23.40	24.04	24.70	25.40	26.09
	ATTENDANCE CLERK	195	7.5	Y	17.63	18.09	18.58	19.07	19.58	20.10	20.64	21.21	21.78	22.37	22.96	23.60	24.24	24.90	25.59	26.29
	DATA CLERK	195	7.5	Y																
	FILE ROOM CLERK	195	7.5	Y																
	GUIDANCE SECRETARY	195	7.5	Y																
	SCHOOL SECRETARY I	195	7.5	Y																
	SECRETARY-REGISTRAR	195	7.5	Y																
18	PRESS OPERATOR II PRINTING	225	8	Y	18.79	19.29	19.81	20.35	20.89	21.47	22.06	22.66	23.28	23.93	24.58	25.26	25.97	26.67	27.42	28.19
	MAINTENANCE APPR W/PSER/PXRS	225	8	Y																
	MAINTENANCE APPRENTICE W/TRS	225	8	Y																
	NUTRITION MAINT APPR W/PSER/PX	225	8	Y																
	MECHANIC II W/TRS	225	8	Y																
	MECHANIC II W/PSER/PXRS	225	8	Y																
	YOUTH DEVELOPMENT EXTENSION INSTRUCTOR	225	8	Y																
	ASSISTIVE TECHNOLOGY TECH.	190	8	Y	18.94	19.44	19.96	20.51	21.04	21.63	22.21	22.81	23.44	24.08	24.74	25.41	26.12	28.73	27.58	28.35
	COMMUNICATIONS OFFICER	190	8	Y																
	ENERGY MGT. ASSISTANT	190	8	Y																
	HOME EXTENSION INSTRUCTOR	190	8	Y																
	AUDIOLOGY TECHNICIAN	190	7.5	Y	19.01	19.51	20.03	20.57	21.11	21.69	22.27	22.88	23.50	24.15	24.80	25.48	26.19	26.89	27.64	28.41
	BUS DRIVER 6.0 HRS.	186	6	Y	20.99	21.54	25.21	25.90	26.58	27.30	28.04	28.81	29.60	30.40	31.23	32.07	32.97	33.86	34.80	35.76
19	ADM. ASST. II - 210 DAYS	210	8	Y																
	SECRETARY II-A ELITE SCHOLARS	220	8	Y	20.27	20.81	21.39	21.98	22.57	23.2	23.82	24.48	25.16	25.86	26.57	27.31	28.07	28.87	29.66	30.49
	SCHOOL SECRETARY II-BOOKKEEPER	225	7.5	Y	20.32	20.86	21.43	22.02	22.62	23.24	23.87	24.53	25.20	25.90	26.61	27.35	28.11	28.91	29.70	30.54
	ADMINISTRATIVE ASSISTANT II- 7.5 HR	225	7.5	Y																
	ACCOUNTING TECHNICIAN I - 8 HR	225	8	Y	20.26	20.8	21.37	21.96	22.55	23.18	23.8	24.47	25.14	25.84	26.55	27.29	28.05	28.85	29.64	30.47
	GRAPHIC ARTS TECHNICIAN	225	8	Y																
	MAIL AND PRINT SERVICE TECHNICIAN	225	8	Y																
	TESTING TECHNICIAN	225	8	Y																
	THEATER TECHNICIAN	225	8	Y																
	TRANSPORTATION DISPATCHER	225	8	Y																
CPS	CAMPUS SECURITY FT	225	7.5	Y	17.26	17.72	18.18	18.67	19.17	19.69	20.21	20.75	21.32	21.90	22.49	23.10	23.74	24.39	25.06	25.76

2026 - 2027 Salary Table
Grades 20 - 29 - SRO

GRADE	POSITION	DAYS PER YEAR	HOURS PER DAY	FLSA ELIGIBLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
20	BI FAMILY SERVICE LIAISON	188	8	Y	30,868	31,759	32,652	33,575	34,562	35,545	36,564	37,626	38,707	39,833	40,960	42,150	43,368	44,637	45,936	47,265
	BI LANGUAGE SUPPORT LIAISON	190	8	Y	29,680	30,582	31,483	32,416	33,412	34,409	35,437	36,512	37,603	38,741	39,879	41,082	42,315	43,596	44,908	46,252
	NUTRITION MGR E/S	190	8	Y	32,471	33,461	34,445	35,465	36,556	37,645	38,771	39,946	41,141	42,385	43,632	44,948	46,297	47,696	49,136	50,605
	BILINGUAL FAMILY LIAISON	195	8	Y	31,961	32,885	33,811	34,769	35,792	36,814	37,869	38,971	40,092	41,260	42,428	43,662	44,928	46,242	47,590	48,968
	No position assigned	195	6.5	Y	26,259	27,011	27,762	28,542	29,373	30,204	31,060	31,959	32,867	33,817	34,769	35,769	36,798	37,867	38,961	40,084
	No position assigned	205	8	Y	33,524	34,497	35,469	36,476	37,550	38,624	39,735	40,895	42,072	43,300	44,528	45,824	47,156	48,538	49,954	51,404
	CAMPUS KIDS ASST. SUPERVISOR	225	8	Y	36,645	37,707	38,789	39,893	41,061	42,251	43,460	44,735	46,030	47,368	48,728	50,150	51,616	53,123	54,673	56,265
	SCHOOL BOOKKEEPER SPECIALIST	225	8	Y																
	DUE PROCESS TECHNICIAN II	225	8	Y																
	MIS HELP DESK SPECIALIST	225	8	Y																
	PROGRAM EVALUATOR	225	8	Y																
21	ADMINISTRATIVE ASSISTANT II -8 HR	225	8	Y	39,702	40,849	42,039	43,248	44,501	45,797	47,135	48,473	49,895	51,360	52,848	54,397	55,990	58,161	59,303	61,023
	COMMUNITY RELATIONS SUPPORT SPECIALIS I	225	8	Y																
	CONSTRUCTION FIELD TECH	225	8	Y																
	CONTRACTS SPEC. CONSTRUCTION	225	8	Y																
	HR RECORDS TECHNICIAN	225	8	Y																
	ELECTRONIC IMAGING SPECIALIST	225	8	Y																
	HR SPECIALIST I	225	8	Y																
	INSTRUC. RESOURCES INVENTORY WAREHOUSE PROESSOR	225	8	Y																
	MAINTENANCE TECH W/PSER/PXRS	225	8	Y																
	MAINTENANCE TECHNICIAN W/TRS	225	8	Y																
	MECHANIC III W/PSER/PXRS	225	8	Y																
	MECHANIC III W/TRS	225	8	Y																
	NUTRITION MAINT TEC W/TRS	225	8	Y																
	NUTRITION MAINT TECH W/PSERS	225	8	Y																
	PROJECT ENGINEER	225	8	Y																
	RECORDS MANAGEMENT SPECIALIST	225	8	Y																
	TECHNICAL SUPPORT TECHNICIAN I	225	8	Y																
	TEXTBOOK SPECIALIST	225	8	Y																
	TRIBUNAL SPECIALIST II	225	8	Y																
	NUTRITION MGR M/S	190	8	Y	36,794	37,850	38,956	40,081	41,224	42,433	43,662	44,889	46,206	47,574	48,938	50,375	51,845	53,352	54,908	56,498
22	ACCOUNTING TECHNICIAN II	225	8	Y	43,036	44,268	45,563	46,880	48,238	49,641	51,085	52,592	54,122	55,692	57,306	58,984	60,704	62,467	64,335	66,204
	ADMINISTRATIVE ASSISTANT III	225	8	Y																
	ADMINISTRATIVE SPECIALIST II - SAFETY & SEC (PAYROLL)	225	8	Y																
	ADMINISTRATIVE SUPPORT SPEC II	225	8	Y																
	BUYER SUPPORT SPECIALIST	225	8	Y																
	COMMUNITY RELATIONS SUPPORT SPECIALIS II	225	8	Y																
	FLEET MAINTENANCE MECHANIC I	225	8	Y																
	HR SPECIALIST II	225	8	Y																
	MIS DATA INFORMATION SYS TECH	225	8	Y																
	MIS TECHNICIAN I	225	8	Y																
	TERMINAL AGENCY CLERK	225	8	Y																
	BI COMM/PARENT LIAISON	200	8	Y	38,418	39,516	40,664	41,830	43,046	44,294	45,576	46,906	48,272	49,670	51,102	52,600	54,130	55,696	57,360	59,008
	COMMUNITY/PARENT LIAISON	190	8	Y	36,573	37,616	38,708	39,815	40,967	42,155	43,373	44,639	45,934	47,263	48,623	50,046	51,500	52,987	54,568	56,133
	DISTRICT SUCCESS COACH	190	8	Y																
	TITLE I PARENT LIAISON	190	8	Y																
	NUTRITION MGR H/S	190	8	Y	39,818	40,958	42,151	43,359	44,619	45,915	47,247	48,629	50,046	51,495	52,981	54,537	56,126	57,748	59,477	61,187
	NUTRITION MGR -ELITE	190	8	Y																

2026 - 2027 Salary Table
Grades 20 - 29 - SRO

GRADE	POSITION	DAYS PER YEAR	HOURS PER DAY	FLSA ELIGIBLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
23	ACCOUNTANT I	225	8	N	46,625	47,984	49,386	50,830	52,316	53,824	55,395	57,009	58,687	60,385	62,169	63,975	65,843	67,797	69,793	71,831
	BUS DRIVER TRAINER	225	8	Y																
	BUYER	225	8	Y																
	ENERGY MGT. SPECIALIST	225	8	Y																
	EXEC. ASST./CHIEF OFFICER SEC	225	8	N																
	FLEET MAINTENANCE MECHANIC II	225	8	Y																
	HR ANALYST-ABSENCE MANAGEMENT	225	8	N																
	HUMAN RESOURCES ANALYST I	225	8	N																
	HUMAN RESOURCES BENEFITS ANALYST I	225	8	N																
	MIS TECHNICIAN II	225	8	Y																
	NUTRITION BUYER	225	8	N																
	NUTRITION PROGRAM SPECIALIST	225	8	N																
	NUTRITION PROGRAM SPECIALIST-PROCUREMENT	225	8	N																
	PRODUCTION/MAIL QT.CONTROL AST	225	8	Y																
	TRANS. SPECIALIST	225	8	Y																
	PROG. SPECIALIST-SCH.NUTRITION	225	8	N																
24	ASSESSMENT TRAINING SPL I	225	8	N	50,574	52,018	53,548	55,119	56,712	58,368	60,088	61,851	63,655	65,525	67,435	69,411	71,477	73,552	75,718	77,926
	AUDITOR	225	8	N																
	COMMUNICATIONS SPECIALIST	225	8	N																
	COMPENSATION TECHNICIAN III	225	8	N																
	EDITORIAL SPECIALIST	225	8	Y																
	EMERGENCY PREPAREDNESS SPECIALIST	225	8	Y																
	FLEET MAINTENANCE MECHANIC III	225	8	Y																
	MAINTENANCE OFFICE SUPERVISOR	225	8	Y																
	MAINTENANCE MASTER TECHNICIAN	225	8	Y																
	MASTER TECHNICIAN W/PSER/PXRS	225	8	Y																
	MASTER TECHNICIAN W/TRS	225	8	Y																
	MASTER TECHNICIAN CUSTODIAN	225	8	Y																
	MIS TECHNICIAN III	225	8	Y																
	MULTIMEDIA SPECIALIST	225	8	Y																
	NUT MASTER TECH. W/PSER/PXRS	225	8	Y																
	NUT MASTER TECH. W/TRS	225	8	Y																
	OFFICE SUPERVISOR	225	8	N																
	PRODUCTION MANAGER	225	8	N																
	RECRUITER	225	8	N																
	TRAINING SPECIALIST I	225	8	N																
	TRANSPORTATION SUPERVISOR	225	8	N																
	TRIBUNAL TECHNICIAN III	225	8	Y																
	YOUTH APPRENTICESHIP SPEC.	220	8	N	49,489	50,899	52,400	53,920	55,477	57,105	58,791	60,511	62,269	64,099	65,969	67,907	69,923	71,955	74,061	76,221

2026 - 2027 Salary Table
Grades 20 - 29 - SRO

GRADE	POSITION	DAYS PER YEAR	HOURS PER DAY	FLSA ELIGIBLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
25	CAMPUS KIDS SUPERVISOR	225	8	N	54,822	56,436	58,092	59,769	61,533	63,337	65,185	67,097	69,049	71,067	73,190	75,336	77,544	79,837	82,173	84,573
	CONSTRUCTION SUPV. SPLOST	225	8	N																
	DIGITAL CONTENT SPECIALIST	225	8	N																
	EARLY LEARNING COMPLIANCE SPECIALIST	225	8	N																
	ERP APPLICATION SUPPORT SPECIALIST I	225	8	N																
	ERP SUPPORT SPECIALIST I	225	8	N																
	EXEC. ASSISTANT / SUPERINTENDENT	225	8	N																
	FLEET MAINTENANCE SUPERVISOR	225	8	N																
	HOMELESS EDUCATION NAVIGATOR(GRANT-FUNDED)	225	8	Y																
	INSTRUCTIONAL RESOURCES ACCOUNTABILITY SPEC.	225	8	Y																
	MAGNET MARKETING AND RECRUITMENT SPECIALIST	225	8	N																
	MASTER CHEF/TRAINER	225	8	N																
	MULTIMEDIA DESIGNER	225	8	N																
	NUTRITION PROG. TECH SPEC.	225	8	N																
	PROCUREMENT CARD ADMINISTRATOR	225	8	N																
	PROJECT CONTROLS SPECIALIST	225	8	N																
	PROJECT MANAGER I	225	8	N																
	SENIOR ENGINEER	225	8	N																
	SPECIALIST	225	8	N																
	SUPERVISOR	225	8	N																
	VITURAL LEARNING SUPPORT SPECIALIST	225	8	N	57,541	59,238	60,978	62,741	64,595	66,491	68,433	70,442	72,494	74,615	76,846	79,102	81,422	83,832	86,287	88,810
	STUDENT BEHAVIORAL HEALTH SPECIALIST	200	8	N	48,904	50,336	51,802	53,298	54,864	56,460	58,108	59,806	61,538	6,336	65,234	67,130	69,094	71,124	73,206	75,336
25B	OCCUPATIONAL THERAPIST(OT)	190	8	N	46,535	47,895	49,286	50,709	52,195	53,713	55,279	56,892	58,537	60,245	62,048	63,850	65,715	676,456	69,622	71,645
	SIGN LANGUAGE INTERPRETER	190	8	N																
25HC	SUPERVISING HEALTH CARE PROFESSIONAL	195	8	N	50,008	51,472	52,971	54,504	56,106	57,740	59,428	61,164	62,935	64,775	66,716	68,658	70,669	72,747	74,875	77,055
25SS	INVESTIGATOR	240	8	N	58,377	60,098	61,865	63,654	65,535	67,459	69,431	71,470	73,552	75,705	77,969	80,258	82,614	85,059	87,551	90,111
26	CIA EARLY LEARNING INST SPECIALIST	225	8	N	59,473	61,213	62,997	64,845	66,756	68,710	70,706	72,786	74,932	77,140	79,392	81,748	84,147	86,611	89,181	91,835
	DATA ANALYST (DISTRICT-LEVEL)	225	8	N																
	EARLY LEARNING TRANSITION SPECIALIST	225	8	Y																
	HUMAN RESOURCES ANALYST II	225	8	N																
	INFORMATION SYSTEM SPECIALIST	225	8	N																
	INFORMATION SYSTEM TRAINER	225	8	N																
	INSTRUCTIONAL TECHNOLOGY SPEC.	225	8	N																
	MASTER SCHEDULING SPECIALIST	225	8	N																
	POSITION CONTROL ANALYST II	225	8	N																
	STUDENT ADVOCACY SPECIALIST	225	8	N																
26SS	SERGEANT	240	8	N	63,338	65,194	67,097	69,068	70,516	73,191	75,320	77,538	79,827	82,183	84,585	87,098	89,657	92,285	95,026	97,857
27	CHEMICAL HYGIENE OFFICER	225	8	N	64,527	66,417	68,349	70,345	72,405	74,528	76,736	78,988	81,302	83,723	86,165	88,735	91,325	94,043	96,804	99,671
	COMMUNITY RELATIONS MANAGER	225	8	N																
	GRANT WRITER	225	8	N																
	LEARNING MANAGEMENT SYSTEM SPEACIALIST	225	8	N																
	MANAGER	225	8	N																
	MIS TECHNICAL SUPT SUPERVISOR	225	8	N																
	NUTRITION MAINTENANCE SUPV	225	8	N																
	PRINTING OPERATIONS SUPERVISOR	225	8	N																
	PROCUREMENT SPECIALIST	225	8	N																
	SENIOR TECHNOLOGY INFRASTRUCTURE ENGINEER	225	8	N																
	SOCIAL MEDIA AND CONTENT DEVELOPER	225	8	N																
	SQL DEVELOPER I	225	8	N																
	TRANSPORTATION MANAGER	225	8	N																
	TRANSPORTATION PROJECT MANAGER	225	8	N																
	TV STATION MANAGER	225	8	N																
	SUPERVISOR	225	8	N																
27SS	LIEUTENANT	240	8	N	68,729	70,745	72,806	74,935	77,132	79,397	81,752	84,154	86,622	89,205	91,809	94,551	97,313	100,213	103,158	106,216

2026 - 2027 Salary Table
Grades 20 - 29 - SRO

GRADE	POSITION	DAYS PER YEAR	HOURS PER DAY	FLSA ELIGIBLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
28	CAPTAIN	225	8	N	69,984	72,044	74,124	76,355	78,584	80,899	83,299	85,740	88,246	90,859	93,555	96,294	99,161	102,070	105,086	108,208
	DATABASE ADMINISTRATOR	225	8	N																
	ACADEMIC CONTENT LEAD	225	8	N																
	FINE ARTS INSTRUCTIONAL SPECIALIST	225	8	N																
	INST. IMPLEMENTATION SPEC.	225	8	N																
	MIS SENIOR PROGRAMMER ANALYST	225	8	N																
	MIS SYSTEMS SUPPORT ADMIN	225	8	N																
	SECONDARY READING INTERVENTIONIST L4GA	225	8	N																
	SQL DEVELOPER II	225	8	N																
	STRATEGIC PLANNING & SCHOOL IMPROVEMENT (28A)	225	8	N																
	TEACHER DEVELOPMENT SPECIALIST	225	8	N																
	TITLE I PROGRAM SPECIALIST	225	8	N																
	LEAD DISTRICT PBIS (GRANT FUNDED)	225	8	N																
	LEAD SCHOOL SOCIAL WORKER	225	8	N																
	PSYCHOLOGIST-12 MONTH	225	8	N	72,484	74,544	76,624	78,855	81,084	83,399	85,798	88,241	90,747	93,359	96,055	98,794	101,662	104,570	107,586	110,708
	ASSISTANT PRINCIPAL ELEMENTARY (28E)	225	8	N	73,443	75,720	78,122	80,541	83,085	85,682	88,351	91,108	93,954	96,853	99,860	102,974	106,157	109,448	112,846	116,315
	TEACHER-JROTC INSTRUCTOR	220	8	N	66,957	68,970	71,003	73,183	75,379	77,631	79,974	82,372	84,828	87,371	90,009	92,682	95,482	98,340	101,286	104,344
	COLLEGE AND CAREER ADVISOR (GRANT FUNDED)	220	8	N	68,457	70,471	72,504	74,682	76,879	79,131	81,475	83,873	86,327	88,872	91,509	94,181	96,983	99,840	105,787	105,844
	ESOL INSTRUCTIONAL SPECIALIST	200	8	N	62,370	64,202	66,048	68,030	70,026	72,074	74,204	76,386	78,616	80,930	83,326	85,756	88,302	90,898	93,578	96,358
	LEAD TEACHER (EARLY CHILDHOOD) (28B)	200	8	N																
	MAGNET SPECIALIST (SCHOOL BASED)	200	8	N																
	SCHOOL CHOICE SPECIALIST (28B)	200	8	N																
	WORKFORCE INNOVATOR (28B)	200	8	N																
	INSTRUCTIONAL SPECIALIST (28D)	200	8	N	62,374	64,206	66,056	68,038	70,020	72,076	74,210	76,382	78,608	80,930	83,328	85,762	88,310	90,896	93,576	96,352
	PSYCHOLOGIST-SCHOOL-10 MONTH	200	8	N	64,874	66,706	68,556	70,538	72,520	74,576	76,710	78,882	81,108	83,430	85,828	88,262	90,810	93,396	96,076	98,852
	PART-TIME PSYCHOLOGIST	200	8	N																
28C	ELEMENTARY READING SPECIALIST (K-5)	190	8	N	61,827	63,565	65,321	67,204	69,100	71,045	73,069	75,142	77,260	79,457	81,735	84,043	86,462	88,928	91,474	94,115
	SCHOOL SOCIAL WORKER (28C)	190	8	N																
29	BOARD CERTIFIED APPLIED BEHAVIOR ANALYST	225	8	N	75,929	78,181	80,474	82,832	85,294	87,800	90,391	93,045	95,806	98,631	101,539	104,555	107,655	110,841	114,090	117,466
	COORDINATING SUPERVISOR-CAPITAL PROJECTS	225	8	N																
	CCEIS LEAD Mult-Tiered(MTSS) (GRANT-FUNDED)	225	8	N																
	GOVERNMENTAL LIAISON	225	8	N																
	LEAD ATTENDANCE	225	8	N																
	LEAD CCEIS(MTSS)	225	8	N																
	LEAD MULTI-TIERRED SYSTEM SUPPORT (MTSS)(GRANT)	225	8	N																
	SENIOR MANAGER	225	8	N																
	LEAD PSYCHOLOGIST (CERTIFIED)	225	8	N	78,429	80,680	82,974	85,332	87,794	90,301	92,890	95,545	98,307	101,131	104,040	107,056	110,155	113,341	116,589	119,967
	PROJECT MANAGER III -CONSTRUCTION	225	8	N																
	ASSISTANT PRINCIPAL MIDDLE (29M)	225	8	N	77,230	79,627	82,154	84,701	87,379	90,113	92,922	95,824	98,821	101,872	105,037	108,314	111,666	115,130	118,707	122,358
	COORDINATING SUPERVISOR (29A)	225	8	N	75,929	78,191	80,474	82,832	85,294	87,800	90,391	93,045	95,806	98,631	101,539	104,555	107,655	110,841	114,090	117,466
	COORDINATING SUPERVISOR PRE-K (29A)	225	8	N																
	COORDINATING SUPV-STUDENT DISC	225	8	N																
	GIS ENGINEER	225	8	N																
SRO	SCHOOL RESOURCE OFFICER	225	8	N	49,137	50,541	52,040	53,556	55,111	56,704	58,387	60,092	61,852	63,668	65,522	67,432	69,437	71,457	73,554	75,710

2026 - 2027 Salary Table
Grades 30 - 35

GRADE	POSITION	DAYS PER YEAR	HOURS PER DAY	FLSA ELIGIBLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
30	ASSISTANT PRINCIPAL-HIGH SCHOOL	225	8	N	80,071	82,399	84,853	87,328	89,926	92,585	95,307	98,131	101,038	104,007	107,078	110,254	113,511	116,871	120,336	123,882
	COORDINATOR- CERTIFIED	225	8	N																
	COORDINATOR- CLASSIFIED	225	8	N																
	EDUCATIONAL RESEARCH SCIENTIST	225	8	N																
	LEGAL COMPLIANCE OFFICER-COOR.	225	8	N																
	MAJOR	225	8	N																
	PERSONNEL REVIEW OFFICER	225	8	N																
	SENIOR PROJECT MANAGER-CONSTRUCTION	225	8	N																
31	ALT SCHOOL ADMINISTRATOR	225	8	N	86,894	89,451	92,090	94,812	97,616	100,481	103,471	106,522	109,676	112,934	116,273	119,716	123,242	126,892	130,664	134,540
	ASSISTANT DIRECTOR	225	8	N																
	PRINCIPAL-ELEMENTARY	225	8	N																
31B	ASSISTANT DIRECTOR	225	8	N	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500	142,500
32	CAPITAL PROJECTS EXECUTIVE	225	8	N	94,317	97,101	99,966	102,934	105,986	109,099	112,315	115,655	119,077	122,623	126,252	129,984	133,839	137,819	141,900	146,107
	DIRECTOR-CERTIFIED	225	8	N																
	DIRECTOR-CLASSIFED	225	8	N																
	DIRECTOR OF CHARTER SCHOOLS & SCHOOL DATA	225	8	N																
	PRINCIPAL - ELITE SCHOLARS MS	225	8	N																
	PRINCIPAL-MIDDLE SCHOOL	225	8	N																
32B	ADULT LEARNING PROGRAM ADMINISTRATOR	225	8	N	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500	150,500
	STUDENT INFORMATION SYSTEMS OFFICER	225	8	N																
	DIRECTOR-ARENA OPS & OVERSIGHT	240	8	N	100,605	103,574	106,630	109,796	113,052	116,372	119,803	123,365	127,016	130,798	134,669	138,650	142,762	147,007	151,360	155,848
33	EXECUTIVE DIRECTOR-CERTIFIED	225	8	N	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826
	EXECUTIVE DIRECTOR-CLASSIFIED	225	8	N																
	PRINCIPAL-HIGH SCHOOL	225	8	N	102,378	105,409	108,522	111,738	115,057	118,459	121,964	125,571	129,303	133,138	137,076	141,158	145,343	149,673	154,106	158,682
	PRINCIPAL-ALTERNATIVE SCHOOL	225	8	N																
	EXECUTIVE DIRECTOR-CLASSIFIED	240	8	N	109,203	112,436	115,757	119,187	122,728	126,356	130,095	133,942	137,923	142,014	146,214	150,569	155,033	159,651	164,380	169,261
33B	DEPUTY CHIEF OF SAFETY & SECURITY	225	8	N	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826	161,826
	EXEC .DIRECTOR-PLANT OPERATIONS, SAFETY, ARENA, & TECHNOLOGY	225	8	N																
34	ASSISTANT SUPERINTENDENT	225	8	N	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043	174,043
35	CHIEF-ACADEMIC OFFICER	225	8	N	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358	205,358
	CHIEF-CONSTRUCTION/SPLOST	225	8	N																
	CHIEF-EQUITY AND COMPLIANCE	225	8	N																
	CHIEF-FINANCIAL OFFICER	225	8	N																
	CHIEF-HUMAN RESOURCES OFFICER	225	8	N																
	CHIEF-OPERATIONS OFFICER	225	8	N																
	CHIEF-SAFETY AND SECURITY	225	8	N																
	CHIEF-STUDENT SUPPORT SERVICES	225	8	N																
	CHIEF-TECHNOLOGY	225	8	N																
	CHIEF- COMMUNICATIONS & PR	225	8	N																
35B	FISCAL STEWARDSHIP AND OPTIMIZATION OFFICER	225	8	N	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500	191,500
35C	SENIOR CHIEF-ACADEMICS & OPERATIONS	225	8	N	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500	221,500

Clayton County Public Schools

Employee Start and End Dates SY 2026 - 2027

12-Month Employees	**07/01/2026 - 06/30/2027**	**07/06/2026 - 06/30/2027**	**12-Month Employees**
	240 Day	**225 Day**	
	Captain Investigator Lieutenant Sergeant Superintendent	Administrative Assistants Assistant Superintendents Assistant Principals & Principals Bookkeepers Campus Kids Administrative Staff Campus Security (Full-time) Central Office Administrators & Support Staff Custodians Directors Lead Psychologists Maintenance Personnel Nutrition Administrative Staff School Resource Officers Teacher Development Specialist Technology Administrative Staff Title I Program Specialists Transportation Administrative Staff	
11-Month Employees	**07/06/2026-06/23/2027**	**07/06/2026 - 06/09/2027**	**11-Month Employees**
	220 Day	**210 Day**	
	Counselor (11 Month) College & Career Advisor JROTC Instructors Secretary II-Elite Scholars SST Chairperson Youth Apprentice Specialist	Athletic Directors	
10-Month Employees	**07/13/2026 - 06/09/2027**	**07/13/2026 - 06/2/2027**	**10-Month Employees**
	205 Day	**200 Day**	
		Behavioral Intervention Specialists Bilingual Community/Parent Liaison ESOL Instructional Specialists Graduation Coaches Guidance Counselors International Student Advisors Lead Teachers (Special Education) Magnet Specialists (Grant Funded) Psychologists School Counselors School Choice Specialists School Nutrition Lead Managers Special Education Program Specialist Student Behavioral Health Specialists Workforce Innovators	
	07/20/2026 - 06/02/2027	**07/23/2026 - 05/28/2027**	
	195 Day	**190 Day**	
	Secretaries and School Level Clerks Supervising Healthcare Professionals	Classroom Teachers Community/Parent Liaisons Health Care Technicians Media Clerks Occupational Therapists Paraprofessionals Pre-K Lead Teachers Pre-K Assistants School Nutrition Managers Social Workers	
	07/27/2026 - 05/28/2027	**07/27/2026 - 05/26/2027**	
	188 Day	**186 Day**	
		Bus Drivers Bus Monitors	
	07/29/2026 - 05/27/2027	**08/03/2026 - 05/26/2027**	
	185 Day	**180 Day**	
	School Nutrition Program Itinerant Nutrition Workers School Nutrition Assistant Managers	Lunchroom Monitors Campus Kids	

12-month employees are paid from July to June
10 and 11-month employees are paid from September to August

Clayton County Public Schools
Teacher Annual Salary Schedule
2026-2027 School Year (190 Day)

Each Tier represents the degree level and each step represents the number years of verified experience.	BT-4 Bachelor's Degree	T-4 Bachelors Degree	BT-5 Pre-K Leads Only	T-5 Masters Degree	T-6 Specialist Degree	T-7 Doctorate Degree
Step						
E	**49,842**	**57,809**	**54,056**	**62,681**	**67,467**	**72,872**
1	49,842	57,809	54,056	62,681	67,467	72,872
2	49,842	57,809	54,056	62,681	67,467	72,872
3	49,842	58,419	55,178	63,359	68,229	73,545
4	49,842	59,078	56,333	64,130	69,129	74,575
5	**49,842**	**59,604**	**57,542**	**65,012**	**70,083**	**75,621**
6	49,842	60,653	59,159	66,163	71,390	76,853
7	49,842	61,468	60,434	67,108	72,511	78,076
8	49,842	62,711	62,404	68,534	74,120	79,934
9	49,842	63,518	63,776	69,475	75,593	81,542
10	**49,842**	**64,256**	**63,776**	**70,630**	**77,219**	**83,299**
11	49,842	65,318	65,189	72,061	78,817	85,121
12	49,842	66,180	65,348	72,865	79,680	86,349
13	50,001	67,562	66,964	74,333	81,397	87,964
14	50,161	68,162	67,123	75,032	81,910	88,572
15	**50,319**	**69,798**	**68,782**	**76,782**	**83,778**	**90,846**
16	50,479	70,417	68,941	77,499	84,489	91,462
17	50,637	71,643	70,645	78,870	86,032	93,278
18	50,797	72,277	70,804	79,604	86,824	93,977
19	50,956	73,737	72,555	81,302	88,680	96,126
20	**51,115**	**74,388**	**72,713**	**82,059**	**89,516**	**96,919**
21	51,274	75,777	74,512	83,649	91,173	98,729
22	51,434	76,376	74,670	84,341	91,834	99,561
23	51,592	77,292	74,830	85,393	92,953	100,791
24	51,752	77,651	74,989	85,819	93,426	101,308
25	**51,911**	**78,671**	**75,148**	**86,993**	**94,735**	**102,734**
26	52,070	79,116	75,307	87,515	95,250	103,299
27	52,229	80,043	75,467	88,517	96,360	104,509
28	52,388	80,750	75,625	89,260	97,103	105,315
29	52,547	81,734	75,785	90,457	98,439	106,755
30	**52,707**	**82,205**	**75,944**	**91,029**	**99,066**	**107,443**
31	52,865	82,228	76,103	91,051	99,088	107,467
32	53,025	82,252	76,262	91,076	99,113	107,490
33	53,184	82,252	76,421	91,076	99,113	107,490
34	53,343	82,252	76,580	91,076	99,113	107,490

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

Clayton County Public Schools
10 Month Counselor Annual Salary Schedule
2026-2027 School Year (200 Day)

Each Tier represents the degree level and each step represents the number years of verified experience.	T-4 Bachelors Degree	T-5 Masters Degree	T-6 Specialist Degree	T-7 Doctorate Degree
Step				
E	**60,851**	**65,980**	**71,018**	**76,707**
1	60,851	65,980	71,018	76,707
2	60,851	65,980	71,018	76,707
3	61,494	66,694	71,820	77,416
4	62,187	67,505	72,768	78,500
5	**62,741**	**68,434**	**73,772**	**79,601**
6	63,845	69,645	75,148	80,898
7	64,703	70,640	76,328	82,185
8	66,011	72,141	78,021	84,141
9	66,861	73,131	79,572	85,834
10	**67,638**	**74,347**	**81,284**	**87,683**
11	68,756	75,854	82,966	89,601
12	69,663	76,700	83,874	90,894
13	71,118	78,245	85,681	92,594
14	71,749	78,981	86,221	93,234
15	**73,471**	**80,823**	**88,188**	**95,627**
16	74,123	81,578	88,936	96,276
17	75,414	83,021	90,560	98,187
18	76,081	83,794	91,394	98,923
19	77,618	85,581	93,348	101,185
20	**78,303**	**86,378**	**94,228**	**102,020**
21	79,765	88,051	95,972	103,925
22	80,396	88,780	96,668	104,801
23	81,360	89,887	97,846	106,096
24	81,738	90,336	98,344	106,640
25	**82,811**	**91,571**	**99,721**	108,141
26	83,280	92,121	101,432	108,736
27	84,256	93,157	102,214	110,009
28	85,000	93,958	103,620	110,858
29	86,036	95,218	104,280	112,374
30	**86,531**	**95,820**	**104,303**	**113,098**
31	86,556	95,843	104,329	113,123
32	86,581	95,869	104,329	113,147
33	86,581	95,869	104,329	113,147
34	86,581	95,869	104,329	113,147

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

Clayton County Public Schools
10 Month Counselor Annual Salary Schedule
2026-2027 School Year (210 Day)

Each Tier represents the degree level and each step represents the number years of verified experience.	T-4 Bachelors Degree	T-5 Masters Degree	T-6 Specialist Degree	T-7 Doctorate Degree
Step				
E	**63,894**	**69,279**	**74,569**	**80,543**
1	63,894	69,279	74,569	80,543
2	63,894	69,279	74,569	80,543
3	64,568	70,028	75,411	81,287
4	65,297	70,880	76,406	82,425
5	**65,878**	**71,855**	**77,461**	**83,581**
6	67,037	73,127	78,905	84,943
7	67,938	74,172	80,144	86,295
8	69,312	75,748	81,923	88,348
9	70,204	76,788	83,551	90,125
10	**71,020**	**78,065**	**85,348**	**92,067**
11	72,193	79,646	87,114	94,081
12	73,146	80,535	88,068	95,438
13	74,674	82,157	89,966	97,223
14	75,337	82,930	90,533	97,895
15	**77,145**	**84,864**	**92,597**	**100,409**
16	77,829	85,657	93,383	101,090
17	79,184	87,172	95,088	103,097
18	79,885	87,983	95,964	103,869
19	81,499	89,860	98,015	106,245
20	**82,218**	**90,697**	**98,939**	**107,121**
21	83,753	92,454	100,771	109,122
22	84,415	93,219	101,501	110,041
23	85,428	94,382	102,738	111,401
24	85,825	94,852	103,261	111,972
25	**86,952**	**96,150**	**104,708**	**113,548**
26	87,444	96,727	105,277	114,173
27	88,469	97,834	106,503	115,510
28	89,250	98,656	107,324	116,401
29	90,338	99,979	108,801	117,992
30	**90,858**	**100,611**	**109,494**	**118,753**
31	90,884	100,635	109,518	118,779
32	90,910	100,663	109,546	118,805
33	90,910	100,663	109,546	118,805
34	90,910	100,663	109,546	118,805

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

Clayton County Public Schools
11 Month Counselor Annual Salary Schedule
2026-2027 School Year (220 Day)

Each Tier represents the degree level and each step represents the number years of verified experience.	T-4 Bachelors Degree	T-5 Masters Degree	T-6 Specialist Degree	T-7 Doctorate Degree
Step				
E	**66,937**	**72,578**	**78,120**	**84,378**
1	66,937	72,578	78,120	84,378
2	66,937	72,578	78,120	84,378
3	67,643	73,363	79,002	85,157
4	68,406	74,256	80,045	86,350
5	**69,015**	**75,277**	**81,149**	**87,561**
6	70,230	76,610	82,663	88,988
7	71,173	77,704	83,961	90,404
8	72,613	79,355	85,824	92,555
9	73,547	80,445	87,529	94,417
10	**74,401**	**81,782**	**89,412**	**96,451**
11	75,631	83,439	91,262	98,561
12	76,629	84,370	92,262	99,983
13	78,229	86,070	94,250	101,853
14	78,924	86,879	94,844	102,557
15	**80,819**	**88,905**	**97,007**	**105,190**
16	81,535	89,735	97,830	105,903
17	82,955	91,323	99,616	108,006
18	83,689	92,173	100,534	108,815
19	85,379	94,139	102,683	111,304
20	**86,133**	**95,015**	**103,651**	**112,222**
21	87,742	96,857	105,569	114,318
22	88,435	97,658	106,335	115,281
23	89,496	98,876	107,630	116,705
24	89,911	99,369	108,178	117,304
25	**91,093**	**100,729**	**109,694**	**118,955**
26	91,608	101,333	110,290	119,609
27	92,681	102,493	111,575	121,010
28	93,500	103,353	112,436	121,944
29	94,639	104,739	113,982	123,611
30	**95,185**	**105,402**	**114,708**	**124,408**
31	95,211	105,427	114,734	124,435
32	95,239	105,456	114,763	124,462
33	95,239	105,456	114,763	124,462
34	95,239	105,456	114,763	124,462

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

Clayton County Public Schools
ACTIVITY ALLOTMENTS FOR HIGH SCHOOLS 2026-2027

Supplements for these positions are paid on the T4 salary schedule, state portion only, 190 days and based on CCPS coaching experience only.

Job Code	Position	Percent	# of Positions
H103	Athletic Director	12%	1
H110	Football, Head	23%	1
H109	Football, Head Spring	3%	1
H111	Football Coordinator .	11%	1
H112	Football Coordinator.	10%	5
H114	Flag Football, Head	10%	1
H115	Flag Football, Assistant	4%	1
H117	JV Football Head	8%	1
H118	JV Football Asst.	7%	1
H120	Basketball, Head, Boys	17%	1
H121	Basketball, Head, Girls	17%	1
H122	Basketball, Asst1., Boys	10%	1
H122	Basketball, Asst1., Girls	10%	1
H124	Basketball, Asst2 Girls	7%	1
H125	Basketball, Asst2 Boys	7%	1
H130	Baseball, Head	10%	1
H131	Baseball, Asst.	4%	1
H140	Track, Head, Boys	10%	1
H142	Track, Head, Girls	10%	1
H141	Track, Asst., Boys	4%	1
H143	Track, Asst., Girls	4%	1
H150	Wrestling, Head	8%	1
H151	Wrestling, Asst.	4%	1
H152	Wrestling, Head, Girls	8%	1
H160	Cross Country, Boys	5%	1
H165	Cross Country, Girls	5%	1
H170	Soccer, Head, Boys	8%	1
H171	Soccer, Asst., Boys	4%	1
H173	Soccer, Head, Girls	8%	1
H174	Soccer, Asst., Girls	4%	1
H180	Golf, Head	4%	1
H190	Tennis, Boys	5%	1
H191	Tennis, Girls	5%	1
H197	E-Sport	5%	1
H200	Softball, Head	10%	1
H201	Softball, Asst.	4%	1
H210	Volleyball, Head, Girls	10%	1
H212	Volleyball, Asst., Girls	4%	1
H215	Asst. AD/ Gender Equity	5%	1
H220	Swimming	8%	1
H500	Band Director	15%	1
H501	Band Director, Asst.	10%	1
H510	Orchestra/Strings	11%	1
H520	Cheerleader, Varsity	12%	1
H521	Cheerleader, J.V.	8%	1
H530	Drill Team	3%	1
H535	Literacy	5%	1
H540	Flag Corp	3%	1
H550	Drama	6%	1
H560	Chorus	10%	1
H590	Newspaper	3%	1
H592	Yearbook	3%	1
H595	Miscellaneous Activity	3%	1

OPTIONAL ADDITIONAL COACHES
PAID FROM SCHOOL GENERATED FUNDS

H132	Baseball, JV	4%	1

Clayton County Public Schools
ACTIVITY ALLOTMENTS FOR MIDDLE SCHOOLS 2026-2027

Supplements for these positions are paid on the T4 salary schedule, state portion only, 190 days.

Job Code	Position	Percent	# of Positions
M101	Athletic Director	10%	1
M110	Football, Head	14%	1
M109	Football, Head Spring	3%	1
M111	Football, Asst.	7%	3
M114	Flag Football-Head	6%	1
M115	Flag Football-Asst.	4%	1
M113	Basketball, Assistant	7%	2
M120	Basketball, Head, Boys	13%	1
M121	Basketball, Head, Girls	13%	1
M130	Track, Head, Boys	4%	1
M131	Track, Head, Girls	4%	1
M132	Track, Asst. Girls	3%	1
M140	Swimming, Boys	3%	1
M141	Swimming, Girls	3%	1
M142	Soccer, Head	6%	1
M143	Soccer, Assistant	4%	1
M145	Volleyball, 8th Grade Girls	4%	1
M500	Band	8%	1
M520	Cheerleading	9%	1
M540	Pep Squad / Drill Team	2%	1
M560	Chorus	8%	1
M565	Orchestra/Strings	11%	1
M585	Miscellaneous Activity	3%	1
	Department Chairman	$1,000	5

OPTIONAL ADDITIONAL COACHES

PAID FROM SCHOOL GENERATED FUNDS

M113	Basketball, Asst	7%	1

Clayton County Public Schools
ACTIVITY SUPPLEMENT SCHEDULE 2026-2027

Supplements are paid on the T4 salary schedule, state portion only, 190 days.

STEPS	T-4 STATE SALARY	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%
E,1,2	$43,592.00	$435.92	$871.84	$1,307.76	$1,743.68	$2,179.60	$2,615.52	$3,051.44	$3,487.36	$3,923.28	$4,359.20	$4,795.12	$5,231.04	$5,666.96	$6,102.88	$6,538.80	$6,974.72	$7,410.64	$7,846.56	$8,282.48	$8,718.40	$9,154.32	$9,590.24	$10,026.16	$10,462.08	$10,898.00
3	$44,615.00	$446.15	$892.30	$1,338.45	$1,784.60	$2,230.75	$2,676.90	$3,123.05	$3,569.20	$4,015.35	$4,461.50	$4,907.65	$5,353.80	$5,799.95	$6,246.10	$6,692.25	$7,138.40	$7,584.55	$8,030.70	$8,476.85	$8,923.00	$9,369.15	$9,815.30	$10,261.45	$10,707.60	$11,153.75
4	$45,668.00	$456.68	$913.36	$1,370.04	$1,826.72	$2,283.40	$2,740.08	$3,196.76	$3,653.44	$4,110.12	$4,566.80	$5,023.48	$5,480.16	$5,936.84	$6,393.52	$6,850.20	$7,306.88	$7,763.56	$8,220.24	$8,676.92	$9,133.60	$9,590.28	$10,046.96	$10,503.64	$10,960.32	$11,417.00
5	$46,753.00	$467.53	$935.06	$1,402.59	$1,870.12	$2,337.65	$2,805.18	$3,272.71	$3,740.24	$4,207.77	$4,675.30	$5,142.83	$5,610.36	$6,077.89	$6,545.42	$7,012.95	$7,480.48	$7,948.01	$8,415.54	$8,883.07	$9,350.60	$9,818.13	$10,285.66	$10,753.19	$11,220.72	$11,688.25
6	$48,243.00	$482.43	$964.86	$1,447.29	$1,929.72	$2,412.15	$2,894.58	$3,377.01	$3,859.44	$4,341.87	$4,824.30	$5,306.73	$5,789.16	$6,271.59	$6,754.02	$7,236.45	$7,718.88	$8,201.31	$8,683.74	$9,166.17	$9,648.60	$10,131.03	$10,613.46	$11,095.89	$11,578.32	$12,060.75
7	$49,405.00	$494.05	$988.10	$1,482.15	$1,976.20	$2,470.25	$2,964.30	$3,458.35	$3,952.40	$4,446.45	$4,940.50	$5,434.55	$5,928.60	$6,422.65	$6,916.70	$7,410.75	$7,904.80	$8,398.85	$8,892.90	$9,386.95	$9,881.00	$10,375.05	$10,869.10	$11,363.15	$11,857.20	$12,351.25
8	$51,201.00	$512.01	$1,024.02	$1,536.03	$2,048.04	$2,560.05	$3,072.06	$3,584.07	$4,096.08	$4,608.09	$5,120.10	$5,632.11	$6,144.12	$6,656.13	$7,168.14	$7,680.15	$8,192.16	$8,704.17	$9,216.18	$9,728.19	$10,240.20	$10,752.21	$11,264.22	$11,776.23	$12,288.24	$12,800.25
9,10	$52,452.00	$524.52	$1,049.04	$1,573.56	$2,098.08	$2,622.60	$3,147.12	$3,671.64	$4,196.16	$4,720.68	$5,245.20	$5,769.72	$6,294.24	$6,818.76	$7,343.28	$7,867.80	$8,392.32	$8,916.84	$9,441.36	$9,965.88	$10,490.40	$11,014.92	$11,539.44	$12,063.96	$12,588.48	$13,113.00
11,12	$53,741.00	$537.41	$1,074.82	$1,612.23	$2,149.64	$2,687.05	$3,224.46	$3,761.87	$4,299.28	$4,836.69	$5,374.10	$5,911.51	$6,448.92	$6,986.33	$7,523.74	$8,061.15	$8,598.56	$9,135.97	$9,673.38	$10,210.79	$10,748.20	$11,285.61	$11,823.02	$12,360.43	$12,897.84	$13,435.25
13,14	$55,068.00	$550.68	$1,101.36	$1,652.04	$2,202.72	$2,753.40	$3,304.08	$3,854.76	$4,405.44	$4,956.12	$5,506.80	$6,057.48	$6,608.16	$7,158.84	$7,709.52	$8,260.20	$8,810.88	$9,361.56	$9,912.24	$10,462.92	$11,013.60	$11,564.28	$12,114.96	$12,665.64	$13,216.32	$13,767.00
15,16	$56,435.00	$564.35	$1,128.70	$1,693.05	$2,257.40	$2,821.75	$3,386.10	$3,950.45	$4,514.80	$5,079.15	$5,643.50	$6,207.85	$6,772.20	$7,336.55	$7,900.90	$8,465.25	$9,029.60	$9,593.95	$10,158.30	$10,722.65	$11,287.00	$11,851.35	$12,415.70	$12,980.05	$13,544.40	$14,108.75
17,18	$57,843.00	$578.43	$1,156.86	$1,735.29	$2,313.72	$2,892.15	$3,470.58	$4,049.01	$4,627.44	$5,205.87	$5,784.30	$6,362.73	$6,941.16	$7,519.59	$8,098.02	$8,676.45	$9,254.88	$9,833.31	$10,411.74	$10,990.17	$11,568.60	$12,147.03	$12,725.46	$13,303.89	$13,882.32	$14,460.75
19,20	$59,293.00	$592.93	$1,185.86	$1,778.79	$2,371.72	$2,964.65	$3,557.58	$4,150.51	$4,743.44	$5,336.37	$5,929.30	$6,522.23	$7,115.16	$7,708.09	$8,301.02	$8,893.95	$9,486.88	$10,079.81	$10,672.74	$11,265.67	$11,858.60	$12,451.53	$13,044.46	$13,637.39	$14,230.32	$14,823.25
21+	$60,787.00	$607.87	$1,215.74	$1,823.61	$2,431.48	$3,039.35	$3,647.22	$4,255.09	$4,862.96	$5,470.83	$6,078.70	$6,686.57	$7,294.44	$7,902.31	$8,510.18	$9,118.05	$9,725.92	$10,333.79	$10,941.66	$11,549.53	$12,157.40	$12,765.27	$13,373.14	$13,981.01	$14,588.88	$15,196.75

Miscellaneous Salaries

Substitutes	
Teacher Substitute (Non certified w/Bachelors Degree or higher, Valid GA Teacher Cert)	$120.00 per day
Long-Term Substitute Teacher (Valid GA Teacher Certificate)	$175.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher for Pre-K teacher	$120.00 per day (ten or more consecutive days)
Long-Term Substitute Teacher (Non certified w/ Bachelors degree or higher)	$145.00 per day (ten or more consecutive - up to 45 days)
Extended Substitute Teacher	$180.00 per day
Parapro Substitute (Daily & Long Term)	$110.00 per day
Pre-K Teacher Assistant	$110.00 per day
School Secretary Substitute	$83.00 per day
Campus Support	
Campus Support - Part Time Hourly	$17.26 per hour
Nutrition	
Lunchroom Monitor	$17.26 per hour
Nutrition Worker Scanner	$17.26 per hour
Transportation	
Bus Driver Substitute*	$25.21 per hour
Bus Monitor Substitute*	$18.80 per hour
***Note: Paid at a minimum of 2.5 hours for AM/PM trips**	
Before Care -Selected Elementary Schools	
Before Care Certified Teacher 19.25 per hour / Before Care Activity Leader $10.75 per hour	
Campus Kids	
Campus Kids Site Coordinator (certified teacher)	$19.25 per hour
Campus Kids Site Coordinator (classified/primary)	$16.75 per hour
Campus Kids Teacher (certified teacher)	$19.25 per hour
Campus Kids Activity Leader	$10.75 per hour
Campus Kids Bookkeeper (Classified CCPS Employee)*	Daytime hourly rate
*** Max of 4 Hours per month (bookkeeper)**	
Part-time Employees	
Part-time Employees	Use beginning hourly rate for the position
Extended Year	
Extended Year pay for Teachers & Paraprofessionals	Regular hourly rate of pay
Extended Day	
Extended Day pay for Teachers	$30.00 per hour
Summer Workers	
All summer workers (other than custodial work)	$10.00 per hour
Custodians	
Custodians (employees hired from outside of CCPS)	$16.79 per hour (including summer workers)
All Others	
All Others	Consult Compensation Department for hourly rate
Benefit Percentages*	
Certified employees	25.09% plus $11,340.00 annually per employee
Classified Employees (administrative staff, ParaProfessionals, etc.)	25.09% plus $11,340.00 annually per employee
Classified Employees (bus drivers, custodians, etc.)	10.15% plus $11,340.00 annually per employee
***Note: Provided for the sole purpose of estimating the total cost of labor**	
Minimum Wage	
Minimum Wage	$7.25 per hour (effective 7/24/09)

Overtime Pay

Note: This document provides general guidance on the requirements of the *Fair Labor Standards Act.*

The Fair Labor Standards Act, which established a minimum wage and overtime pay requirement for **non-exempt** employees, was revised on July 24, 2009. This law requires the District to pay a minimum wage of $7.25 per hour and to compensate for overtime exceeding 40 hours worked in a week, with the option to grant **non-exempt** employees compensatory time off instead of paying overtime. The Clayton County School District does not provide the compensatory option for non-exempt employees.

Definitions

Non-exempt employees typically fill non-salaried positions, such as clerical, hourly and paraprofessional. They must receive at least the minimum wage and are eligible to receive overtime pay .

Exempt employees include Executives, Administrators, Coordinators, Principals, Managers, Supervisors, Teachers, and Professional Employees. They are required to receive the minimum salary needed to meet the salary test for exemption status.

Guidance

A non-exempt employee must receive his/her overtime rate of pay for “all hours worked” over 40 hours in the workweek. “All hours worked” means all hours worked for CCPS in any capacity, including all supplemental work, such as the after school program, facility use program, extracurricular events, etc.

When considering overtime pay for non-exempt employees:

1. Non-exempt employees who work more than 40 hours in a workweek will receive overtime pay equal to 1 and ½ times their regular pay rate.
2. Non-exempt employees must request and receive **prior approval** to work overtime. Unauthorized (unapproved) work in excess of 40 hours in the work week will be compensated but may also subject the employee to disciplinary action.
3. Daily time records will be maintained by the Supervisor on each non-exempt employee’s overtime hours worked for two years. Employees who are not required to use time devices will use approved CCPS time and attendance forms.
4. Georgia law O.C.G.A. 20-2-218 (a) states: Every teacher who is employed in grades kindergarten through five for a period of more than one-half of the class periods of the regular school day shall be provided a daily lunch period of not less than 30 consecutive minutes, and such employee shall not be assigned any responsibilities during this lunch period.
5. All non-exempt employees’ time spent doing work for the employer is counted as work time, to include the time an employee spends performing work away from the employer’s worksite or work the employee performs during lunch or an authorized break. Approved vacations for all non-exempt employees and holidays for twelve month employees are not considered “work time” and will not be counted as work time when calculating overtime.
6. At CCPS, it is the employee’s second or supplemental job, organization, or department that is responsible for and required to pay the overtime. Overtime will be calculated using the employee’s hourly rate of pay.

Overtime Pay

Contact Information

Questions about the applicability of the Fair Labor Standards Act, or proper procedures for accounting for over-time in a specific situation should be directed to Mona Wesley, Compensation Coordinating Supervisor.

Base Pay for Exempt and Non-exempt Employees

3.1 Classification of Positions as Exempt or Non-exempt

All positions will be classified as exempt or non-exempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA). The Human Resources division will determine the classification of each position based on a description of assigned job duties and the method of compensation. In order to be exempt, the employee's primary duties must fall under one of three types of exemption: executive, administrative, or professional, as defined under the FLSA, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as non-exempt.

3.2 Salary Basis

All full-time employees are paid on a salary basis for their annual employment period. Payment on a salary basis means that employees are paid a set salary for the position, which amount is paid out in equal installments. Exempt employees do not receive overtime compensation. Employees who are non-exempt will receive overtime compensation as described in section 4.0.

3.3 Prorating Pay for Reduced Work Year

Salaries will be adjusted proportionately for employees who work less than full time or less than a full year.

Clayton County Public Schools

Bona Fide Meal Periods

Meal periods must be counted as hours worked unless all three of the following conditions are met:

1. The meal period generally is at least 30 minutes (although a shorter period may qualify under special conditions.)

2. The employee is completely relieved from all duties during the period. (If, for example, the employee must sit at a desk and incidentally answer the telephone during the break, the time would be compensable.)

3. The employee is free to leave the duty post. (There is no requirement, however, that the employee be allowed to leave the premises or work site.)

Clayton County Public Schools
Teacher Retirement System (TRS) Policy on Hiring TRS Retirees

Full-Time Employment

Temporary Employment

A retiree can be employed in any temporary full time position for three months in a fiscal year and continue receiving monthly benefit payments. The full time position must be paid at the normal contracted compensation.

Contractual Employment

Independent Contractor

If a retiree is engaged in an independent contracting relationship with a TRS covered employer, their compensation is limited to one-half of the average annual compensation used to calculate their retirement benefit or the final compensation at the time of their retirement, whichever is greater. A copy of the contract must be submitted to TRS prior to the effective date of the contract.

Employed by an Entity doing business with a TRS Covered Employer

If a retiree is employed by an entity (e.g. partnership, corporation, etc.) doing business with a TRS covered employer, their compensation may be limited to one-half of the average annual compensation used to calculate their retirement benefit or the final compensation at the time of their retirement, whichever is greater. Documentation of the retiree's duties and responsibilities with the entity and the retiree's relationship with the TRS covered employer must be submitted to TRS.

Other Allowable Employment

Paraprofessional

A retiree may be employed as a paraprofessional in a part time capacity. The part time status for this position is determined by the employer.

Substitute Teaching

A retiree can be employed as a substitute teacher on an unlimited basis.

Annual Audit of Employment of TRS Employees

Department of Audits will be performing detailed audits of employment records searching for TRS retirees. Any discrepancies will be investigated and, if necessary, benefit payments may be terminated and/or funds collected for benefits wrongly paid.

More information is available in the Employer section of the Teachers Retirement System of Georgia's website at https://www.trsga.com/
Once you are in the Employer section, click on the Educate yourself button and the "Hiring TRS Retirees" section.

CLAYTON COUNTY PUBLIC SCHOOLS
Salary Policy

Annual Maintenance of the Salary Schedule

Each fiscal year, Clayton County Public Schools is required to submit and adopt a balanced budget. As part of the budget process, salary schedules may be created or adjusted to reflect approved changes.

To support equitable employee compensation, salary schedules may undergo annual maintenance.

Compensation Statements

At the beginning of each school year, the Compensation Department will issue compensation statements through Employee Self Service (ESS) for employees hired on or before June 30. Statements will be available in July for 12-month employees and in September for 10- and 11-month employees.

Employees hired after June 30, or employees who submit prior work experience for review, will receive an email from **ccps.compensation@clayton.k12.ga.us** outlining their verified experience, grade, step, and salary.

Employees are responsible for reviewing their compensation statement to ensure the information is correct. If a discrepancy is identified, please contact the Compensation Department at **ccps.compensation@clayton.k12.ga.us**.

Salary-review requests must include a valid reason and will be completed within 30 days of receipt. Salary reviews are limited to a maximum of two years.

Process for Granting Years of Experience

Experience will only be granted once the experience has been verified using the district's forms and process. It is the responsibility of the employee to ensure the Compensation Department has been provided with the proper documentation to allow us to grant their years of experience.

Verification of Experience forms must be received within 60 calendar days of hire date for retroactive payment. Verification of Experience Forms received after 60 calendar days from hire date will only be paid for the number of days remaining on a contract.

Please note: Employees are responsible for ensuring that experience-verification forms are sent to and received by the appropriate organizations. Employees should follow up directly with those organizations if delays occur.

All completed experience-verification forms should be submitted to the Compensation Department within the same time-frame. Based on the forms received, the employee’s salary will be adjusted, and a retroactive payment will be calculated, if applicable.

Additional experience-verification forms submitted after 60 calendar days may result in a salary adjustment; however, the adjustment will not be retroactive.

CLAYTON COUNTY PUBLIC SCHOOLS
Salary Policy

Pay Discrepancies

Any incorrect payment that has resulted in a underpayment will be rewarded to the Employee on the next paycheck.

Any incorrect payment that has resulted in a overpayment, the Employee will be placed on a repayment plan depending on the amount overpaid.

Certificate Upgrades

1. Certificate upgrades are effective on the certificate issuance date.
2. Retroactive pay will not be issued for certificate upgrades.
3. If an upgraded certificate becomes effective after the last contracted workday of the school year, the salary adjustment will take effect in the following contract year.
4. If an upgraded certificate is not effective on the employee's first workday of the school year, the upgraded salary will be prorated based on the actual number of workdays completed.

Administrative Supplements (Travel): $50 per pay period for:

- Deputy Superintendents
- Assistant Superintendents
- Chiefs
- Directors
- Principals
- Coordinators

Experience Credit: All full-time positions give experience credit and require completed Verification of Experience (VOE) forms.

Stipends: All stipend requests require a reason for payment and signed off on.

Promotional Formula: Employees promoted within the District will receive an increase in the amount of 10% and be placed on the closest step to the new salary with the exception of positions at the Executive Director level and above.

ex: Promoted to Grade 25 from Grade 23 working 225 days: $50,000 x 10% = $5,000. New salary is $55,000. would be placed on the appropriate step to the new salary.

Promoted to a high grade working less days. Ex: promoted to grade 25 working 190 days from grade 23 working 225 days.

Take the current position hourly rate multiply it by 10% increase ($30.54 x 10% = $3.05) $30.54 + $3.05 = $33.59 (new hourly rate) x 8 hrs.
x190 days = $51,062.88 New Annual Salary

Demotions

Employees demoted within the organization will be placed on the appropriate lower pay grade while maintaining their current step.

Employees moving from the Grade Salary Scale to the Teacher Salary Scale will be evaluated for teaching experience and degree level in accordance with State Board of Education Rule 160-5-2-.05.

Class Change Promotions and Demotions

If a classified employee's class change results in an additional payment, the amount will be calculated based on days worked, remaining workdays in the school year, and compensation already paid.

The new salary will be prorated based on the number of days the employee works in the new position for the remainder of the school year.

Payment Corrections

Any overpayment resulting from an incorrect payment will be placed on a repayment plan to be satisfied within six payments, or within three months of pay periods, during the school year in which the discrepancy is identified.

Any underpayment resulting from an incorrect payment will be paid within 90 days of identifying the discrepancy.

Exception Salary

If an exception salary is approved because an employee supervises someone earning more than the supervisor, the supervisor's salary will return to its original amount once the higher-paid employee leaves that position.

Clayton County Public Schools

FISCAL YEAR 2026-2027

COMPENSATION HANDBOOK

Signed By:

Signature: _____

Name (Print): **Ms. Ramona Bivins**

Title: Chief Financial Officer

Date: _____

Signed By:

Signature: _____

Name (Print): **Dr. Douglas Hendrix Sr.**

Title: Superintendent / CEO of Schools

Date: _____