

Draft Report for a Salary and Compensation Study



April 18, 2018



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MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

April 18, 2018

Dr. Sherry A. Everett, Executive Director, Special Projects
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Dear Dr. Everett:

Management Advisory Group International, Inc. (MAG) is pleased to present this *Draft Report for a Salary and Compensation Study to the DeKalb County School District*. We would ask you to review the report and MAG's recommendations. The Draft Report is organized into the following sections:

- Section 1: Introduction and Methodology
- Section 2: Selected Personnel Policies
- Section 3: Current Pay Plan Structures and Levels
- Section 4: Salary Survey Summary and Detail
- Section 5: Classification Comparison List
- Section 6: Proposed Pay Structure and Compensation Plan
- Section 7: Alpha Listing of Job Titles
- Section 8: Implementation Cost by Job Class (separate book)
- Section 9: Implementation Cost Detail (separate book)

MAG would like to express our thanks to all employees and staff who have participated in this important project. We look forward to your questions and input concerning the proposed plan.

Sincerely,

Carolyn Long, Executive Vice President
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DEKALB COUNTY SCHOOL DISTRICT SALARY & COMPENSATION STUDY

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SECTION 1.0
Introduction and Methodology

Section 1: Introduction & Methodology

Introduction

DeKalb County School District contracted with Management Advisory Group International, Inc. (MAG) to conduct a salary and compensation study for District classifications. This report presents the findings and recommendations of the salary and compensation study for classified positions not paid on the teacher scale. MAG's findings and recommendations are based on:

- salary survey results;
- current organizational structure;
- job analysis; and,
- internal and external competitiveness considerations.

The goal of the District for this project was to provide the foundation for an appropriate classification and compensation system and pay plan based on current compensation levels for similar public sector employers and local market competitors. In response, MAG has developed proposed pay plan and salary adjustment recommendations for current incumbents in included District classifications.

Project Focus

The objectives of the study were to:

- Conduct job analysis of included District classifications;
- Gather salary and compensation data from similar/competitor organizations;
- Develop a revised classification plan; and,
- Develop a revised compensation and pay plan.

A list of project tasks and activities is indicated by Exhibit 1-1.

EXHIBIT 1-1
DCSD
PROJECT TASKS

Project Initiation – Developed project proposal, work plan and timeline. Discussed with District administration and revised project work plan.

Initial Meetings – Met with District administration and management to clearly define the scope, goal(s), and objective(s) for the proposed study.

Conducted Department Head Sessions and Distributed JAQs – Conducted sessions to gather input regarding the proposed project. Provided *Job Analysis Questionnaires* (JAQs) – MAG’s online job information survey – to current District employees in included classifications to gather job specific information on specific duties, responsibilities, and essential job attributes.

Developed/Distributed Salary Survey Instrument – Developed a comprehensive salary survey to gather compensation information from target organizations for selected District benchmark classifications.

Collected/Analyzed Compensation Data – Collected and reviewed compensation data from respondent organizations.

Conducted Job Analysis – Performed analysis of job duties based on completed JAQs.

Developed Revised Pay Plan – Developed a preliminary proposed pay plan based on the results of the market salary survey, job analysis, and internal/external equity considerations.

Developed Salary Adjustment Recommendations – Developed salary adjustment recommendations for all included District classifications based on the revised pay plan(s) and implementation calculations.

Developed & Submitted Draft Report – Develop and submit a Draft Report for District review integrating the job analysis, proposed pay and classification plan, salary survey, and implementation recommendations.

Revised Draft Report – Incorporate District technical review of Draft Report materials, and include final employee database revisions.

Develop & Submit Final Report – Submit a Final Report upon final review.

Exhibit 1-2 illustrates a flow-chart process used for developing a proposed pay and classification plan.

EXHIBIT 1-2
DCSD
PROJECT FLOWCHART



Methodology Overview

To begin the study, MAG requested and reviewed preliminary information and arranged for on-site work with the District. At this time, MAG conducted initial meetings with District administration and provided several instruments to be used in conducting the compensation and classification analysis, including:

- a *Job Analysis Questionnaire*® (JAQ); and
- a Market Salary Survey to be conducted with comparable classifications with a selected group of agencies and employers.

The study methodology included:

- collection of current District budget, personnel, and organizational background information;
- development, distribution, collection, and analysis of *Job Analysis Questionnaires*®;
- identification and selection of comparable agencies for the market salary survey;
- identification of classification benchmarks;
- analysis with recommendations concerning the relative ranking of District positions to develop a classification plan that will ensure internal equity; and
- a salary/wage survey and analysis

Initial Meetings and Orientation

Upon agreement to proceed, the project team met with District management to discuss the study's objectives, along with the strengths and weaknesses of the current organizational structure and compensation management systems. District management provided input regarding the District's compensation philosophies, preferences, and needs of the systems to be developed. MAG's representatives requested documentation about current compensation and classification programs, met with District management to discuss these systems, and developed an understanding of concerns to be addressed.

The project team also conducted meetings for Department Heads to provide an overview of the scope, content, and methodology of the study, encourage employee cooperation and commitment, and establish appropriate time frames for completing and returning necessary forms.

Job Analysis Questionnaire©

MAG evaluated the included District classifications in order to assign positions to an appropriate pay range. The job evaluation included various factors, such as:

- Involvement with Data, People, and Assets
- Experience/Vocational Requirements
- Educational/Vocational Requirements
- Mathematical Requirements
- Communications Requirements
- Judgment Requirements
- Impact of Decisions
- Complexity of Work
- Safety of Others Responsibilities
- Americans with Disabilities Act Requirements
- Physical Requirements
- Equipment Usage
- Unavoidable Hazards
- Sensory Requirements

Information about employee jobs was collected through a *Job Analysis Questionnaire©* (JAQ). The questionnaire was available online, through MAG's website, and was made available to all incumbents in included District classifications.

The JAQ asked employees to rank their job in each of the above areas and provide written comments about their tasks in each area. Based on this information, each job class was evaluated by MAG's unique Job Evaluation System. The evaluation from this system resulted in an evaluation of each job and established the relative ranking of positions within the compensation system.

Market Salary Survey

The District employs a wide range of jobs that contain a mix of work responsibilities found in both the public and private sectors. The Market Salary Survey reflected the variety of duties and responsibilities in which District employees engage. The Market Salary Survey is one of the key components of a classification and compensation study, as well as one of the more difficult and sensitive activities in the study process.

In a collaborative effort with District management, MAG developed a list of target organizations to be surveyed. Upon District approval of the target list, the survey instrument, and the benchmark classifications, MAG conducted the survey and performed the technical analysis and evaluation.

Organizations typically included as targets in a salary survey are those that are:

- competing with the District for employees, for either lower level or higher level positions;
- geographically situated in such a fashion as to almost automatically be considered a competitor;
- structured similarly to the District, or providing similar types of services;
- attractive to highly valued District employees for one reason or another; and,
- within a reasonable commuting distance.

The proposed salary ranges for the pay plan are the result of both job analysis and a market salary survey of target organizations.

Benchmark Classes

The job classes included as benchmarks in the survey were noted in the Request for Proposal, and included approximately 119 job titles. The titles were representative of the various functional areas within the various work areas/units.

In the survey instrument, each job was carefully described in a class profile. In addition to the statement of job duties and responsibilities, specific information pertaining to the education requirements and work experience needed for the class was included. The respondent's matching class title, annual minimum and maximum salary, duty days, and annual hours was also included in the survey. Because the class profiles were created from the information obtained from completed JAQs, validity was built into the process through the class profile methodology.

The data from the survey were used to assist with the classification of the various jobs within the pay structure. *It is important to note, however, that the market study simply serves as an indicator of market trends and, consequently, the internal job analysis is the most critical element in determining pay grade assignment.*

Proposed Pay Plan

MAG has developed a revised pay plan for all positions included in the study. Specific details of the plans are provided in report tables following this narrative. The proposed pay plan puts employees into a Unified range plan. Implementation costs are provided for employees.

MAG's recommendations consider the following:

- Current salary,
- Current job title or rank; and,
- Length of total service from the reported promotion date to July 1, 2018.

The computer software program, **Classification Manager**® then calculates an exact target salary for each employee that fairly and equitably makes an adjustment. If the employee's current salary exceeds the target salary then the calculations will not provide any further adjustment. No employee is recommended for any decrease in salary, even if the current salary substantially exceeds the target salary. MAG does recommend that any employee whose current salary exceeds the target salary should continue to advance through the steps until they reach the range maximum.

This implementation approach achieves the maximum amount of internal equity possible without reducing the salary of any employee. Once the new structure and the recommended salaries are adopted, the District will, over time, reach full equity as people leave or retire.

No employee should receive any additional salary adjustments once their salary has reached the maximum of the range. The recommendation is to freeze the salary until there is sufficient market adjustment to provide an increase.

Pay Plan Structure

MAG has established a Unified structure for the positions included within the scope of the study. It is an open range plan.

The open range approach is less structured and allows for the recognition of variable employee performance. It is also much less costly to implement an open range pay structure. This approach has the benefit of flexibility and does not obligate the employer to increases based only on tenure.

There is an increasing trend in local government to move from pay increases for general employees based on longevity to a merit based plan. The concept that employees should receive more salary simply because of another year of service is losing favor and is being replaced with performance based plans that provide variable compensation adjustments ranging from zero to several percentage points, with the foundation being a job-based/performance related system of review. While not a part of this scope of work, MAG has developed a web based merit evaluation system that utilizes a unique performance approach for each job class and is able to be customized down to the level of each individual employee.

Plan Implementation

MAG recommends that the new compensation structures go into effect as soon as feasible along with the recommended salary adjustments. The initial implementation action would be to ensure that employees are brought to the minimum of the recommended pay range for their position title.

If dollars are available, the District should take steps to address the questions of internally equitable salary placement for every employee. The recommendations would accomplish the following:

- Bring about internal salary equity for employees;
- Greatly simplify the salary plan for internal administration;
- Provide a simple, easy to understand plan for employees;
- Freeze any salary that exceeds the range maximum;
- Simplify future adjustments to the structure to accommodate market changes.

These recommended changes provide a solid foundation for employee compensation that should serve the District and the employees well as they move into the future.

SECTION 2.0
Selected Personnel Policies

2.0 – Selected Personnel Policies

As part of the study, Management Advisory Group offers observations and recommendations regarding personnel policies. This includes “best practices” in the field of human resources.

An objective statement of personnel policies includes the expressed outcome to attract, reward, and retain qualified employees who can help the District achieve its mission. In support of the vision statement, MAG recommendation(s) will assist the District as it strives to provide a total compensation program that enables the District to:

- attract and retain a high-quality and diverse workforce;
- reward and retain qualified employees;
- provide a fair and consistent framework for assigning jobs;
- maintain salary structures at market competitive levels;
- ensure fair and consistent pay practices;
- comply with applicable laws and regulations; and,
- operate within the constraints of fiscal resources;
- be an employer that inspires excellence.

Compensation Philosophy:

As an employer, the District embraces a fair and equitable compensation plan to support achievement of the following goals.

1. The District strives to provide a total compensation program that is fiscally sound and equitable in the defined marketplace.
2. Benchmarking of select classifications is used as a best practice for compensation of similar positions.
3. Competitive ranges are established for all positions to provide the flexibility needed to adapt to market changes, maintain internal equity, and address needs of the District that will ensure a high level of service to the residents of the District.
4. Starting pay for new employees is based upon education and work experience related to positional requirements as well as market conditions.
5. Pay adjustments, other than allowances and supplements, are provided to employees when appropriate to address equity, market responsiveness, and consistency in the administration of the District’s compensation program.
6. Employees are eligible for pay increases resulting from true promotions and reclassifications.
7. Part-time/temporary employees may not be eligible for the same benefits as full-time employees.

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8. Fair Labor Standards requirements will be applied fairly and consistently to applicable positions.
 9. Benefit plans and other non-cash compensation plans are reviewed periodically for competitiveness, cost effectiveness, and their value to employees and the District.
 10. Pay ranges for the District job groups are reviewed as needed, but not less than every three years.

Personnel Policies:

The following recommendations cover recommendations for both the implementation of the plan, as well as, the on-going administration of the plan.

Numerous opportunities exist for varied work experiences and career advancement within the District. The following outlines how associated pay changes can be administered based on the category of change. All final decisions on the administration of pay are subject to approval by the Superintendent or his/her designee. In all instances of employee/job reassignment, the employee would be placed in the range, not to exceed the maximum of the range unless specifically stated. Unless otherwise stated, any change in pay would be effective with the next full pay period.

A. Reclassification

1. When a job has been reclassified to a higher pay grade, the employee(s) salary shall increase at least 5% in the new pay grade that includes the new salary, but is not more than the maximum salary of the new pay grade.

If the reclassification results in an upgrade of one pay grade, the pay raise will be moved upward at least 5% in the new pay range. An upgrade of two or more pay grades will be eligible for an additional 2.5% increase for each additional pay grade, up to a maximum of 10%. Any increase of more than 10% would require documentation by District Human Resources as needed and approval by the Superintendent or designee.

For general reclassifications done as a result of an internal or external compensation study, or as a result of a normal budget process review, if the employee has been in the position since on, or before, first day of the fiscal year, the effective date of this change will be the first day of the fiscal year regardless of the Board approval date.

Otherwise, for an individual reclassification, done outside the normal budget cycle, the effective date of the pay increase will be consistent with the next full pay period.

Reclassification or changes in pay grade, whether resulting from an internal or external compensation study or individual change in pay grade, shall *not be* retroactive.

Internal Equity Adjustments as a result of the implementation of a system-wide study shall not be subject to the same guidelines as the "Reclassification" guideline. Internal Equity Adjustments can be the result of the application of a formula, applied to all positions in the same pay plan, and are done to insure that employees' salaries are internally equitable and are not done to reflect an individual "job audit" of a single member incumbent.

Internal Equity Adjustments are also not tied to performance measures. *The Superintendent may determine an Internal Equity Adjustment strategy that is separate and apart from the guidelines that cover reclassification.* Internal Equity Adjustments, resulting from an internal or external comprehensive review, can be to a higher, or lower, pay grade and are not considered a reclassification, promotion or demotion.

2. When a job has been reclassified to a lower pay grade, the affected employee(s) shall have their pay grade adjusted accordingly. If the employee's salary is within the salary range of the new pay grade, it will be adjusted to the closest range position that includes the employee's salary prior to reclassification. The effective date will be the day following the Council adoption date and the change will be reflected in the next full pay period.

If, after the pay grade adjustment, the employee(s) salary is greater than the maximum salary of the new pay range, the employee will continue to be paid at the higher rate of pay for the remainder of the current fiscal year and through the last day of the next full fiscal year. On the first day of the subsequent fiscal year the salary will be adjusted to the closest range position in the new pay grade that includes the employee's salary, but is not more than the maximum salary of the assigned pay grade.

B. Promotion

1. When an employee is promoted, as a result of a job change or job progression, to a higher pay grade position, within the same, or to a different, salary schedule, the salary placement within the new pay grade shall be determined as follows: *apply 5% on the salary of the previous grade/schedule and salary for promotions of one pay grade, and an additional 2.5% for each additional pay grade up to a maximum of 10%.* Placement shall be the closest range position that includes the new salary in the new pay grade/schedule. The resulting pay will be no less than the minimum of the new pay grade and no less than a 5% salary increase, but not more than the maximum salary of the assigned pay grade. The effective date will be the day of approval and will be included in the next full pay period.
2. There may be times when the uniqueness of an individual job and level or necessary skills required by the District, and not just possessed by the incumbent, may require a higher salary schedule placement than stipulated in this section. Under such circumstances, the Superintendent or designee *may recommend a higher salary placement within the assigned pay grade.*

C. Lateral Transfer

A lateral transfer occurs when an employee is transferred from one job class to another in the same, or substantially equivalent, pay grade. When there is no change in pay grade there shall be no adjustment in base salary. A lateral transfer is not considered a reclassification or a promotion. Lateral transfers from one pay plan to another will result in the employee being placed in the new pay range.

D. Temporary Assignment(s)

1. "Acting" or temporary assignment(s) occurs when the District recognizes a critical job assignment need that must be met and cannot be met through the normal recruitment process. This can occur when an unexpected vacancy occurs; when a mission critical job cannot be filled in a timely fashion; or when a mission objective changes abruptly and requires an immediate action.
2. Temporary or "acting" assignment(s) would be anticipated to last more than 30 days, but less than 6 months. A temporary or "acting" assignment is to fill a vacancy and not to assume the duties of another employee who is on approved leave, i.e. vacation, holiday, medical, or other short term absence(s).
3. If the position assigned is lower in pay grade (or substantially equivalent pay range) this would not result in a lower salary for the assigned employee even if the salary exceeded the maximum of the new pay range.
4. If the position assigned is higher in pay grade (or substantially equivalent pay range) and extends beyond 30 days, but less than 6 months, there should be a 5% "temporary assignment" pay adjustment for the first pay grade and 3% for each additional pay grade, not to exceed the maximum of the assigned range. Employee's receiving temporary assignment pay shall sign an agreement acknowledging the understanding that they are receiving "Temporary Assignment Pay" and also acknowledging understanding that when the temporary assignment ends, the "assignment pay" will also end.

E. Hiring

1. The hire rate for a new employee with no equivalent and/or relevant level experience is the minimum of the salary range to which the job classification is assigned.
2. New hiring rates (or re-hires) for employees may consider directly relevant experience and/or experience that can be verified by the Human Resources Department. Starting salaries will be considered based on the length of the experience on a one year of credit for three years of experience, up to a maximum of five years of credit. *Employees who have left the District and have been officially terminated will be re-hired using this formula and will not be rehired at the previous salary.* Re-hires will be considered using the same formula as new hires.

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3. Internal Equity is an equally important consideration in filling a vacant position. Before a salary offer is made, Human Resources will also consider the current salaries and length of service in the same/similar job class or classes of current incumbents. It is the policy of the District to make every effort to avoid inverted salary relationships by bringing in newly hired employees at a salary or rate that exceeds the current salaries of comparably placed existing employees in the same/similar job class.
 4. The Human Resources department may additionally consider current salary if the open position is determined to be a “hard to fill” position. “Hard to fill” positions will be determined by the Human Resources Department and will be based on the length of time the position has remained unfilled, the difficulty to recruit, and the market conditions of the position, at the time of a vacancy.
 5. Hiring Range is typically considered that span in salary between the minimum of the range and the midpoint for most positions. For Directorships or Assistant Director level positions, the qualifications of the applicant and/or the needs of the District should include the discretion to hire anywhere within the range. However, consideration should still be given to existing salaries of other employees who are in directly comparable positions.

F. Maximum of the Range

Ranges are established to reflect the market value of a job and not an incumbent. Once an employee reaches the maximum of his/her assigned range, the salary is frozen and the employee is not eligible for any additional compensation unless there is a range movement that would result in a higher maximum.

G. Salary Adjustment for Department Directors

There should be some flexibility for making salary adjustments for Departmental Directors beyond an annual increase, when it is based on exceptional performance. The salaries of other substantially equivalent employees should also be given consideration so as to not create undue inequity in the salary relationships.

Future Salary Adjustment Recommendations

The cost to implement and maintain the compensation system should be driven by changes in the labor market and should be applied globally to the system, which, in turn, adjusts each salary range. Compensation systems that are well maintained address *two primary issues* on an annual basis:

- the cost to maintain competitiveness within the system; and,
- the cost to adjust individual salaries.

From time to time, the District may determine the need to adjust pay grades/ranges based on some factor, such as the Economic Cost Index (ECI) to maintain competitiveness at salary range minimums and hiring rates, as well as accommodate current incumbent pay progression within the grades. Ideally, funding permitting, the District should conduct a salary/market review periodically to assess market conditions, and ensure a competitive posture in personnel recruitment and retention. At this time, a more detailed comparison to the external market, as well as, to immediate competitors can be made using a comprehensive methodology such as that used in this review.

To guide salary adjustment(s) for Departmental Directors and their direct reports, consideration should be given to adopting a performance-based plan which would have direct job-related criteria and would provide the ability to reward exceptional performance above that which might be provided under a seniority system. A job related performance management system allows for the work to be reviewed, goals to be set, and flexibility in providing a meaningful monetary response to exceptional performance.

Maintaining the Integrity of a Plan

Cost of Living Increases within a Budget Year

Any cost of living adjustment should be applied to the entire range.

If the cost of living adjustment is applied to the base salary, then the employee would receive the cost of living increase.

Proposed Compensation Plan

Regardless of an organization's philosophy concerning advancement opportunities afforded to employees, it is essential that movements in the economy, and more specifically, the labor market in which the District competes, be addressed at the system level. Accordingly, salary administration procedures should take their priority based on funding levels and the District's philosophies on pay.

Allocation of Employees Within the New Proposed Ranges

For employees whose current salary level is below the minimum level in the assigned range, the salary level would be the minimum in the range. For employees with current salary levels exceeding the maximum level in the assigned range, the salary would be frozen at that level, and the employee would be ineligible for any merit or cost of living increases until the range is adjusted to allow movement.

The placement of employees within the newly proposed salary matrix is based on a formula designed to address internal equity. *No salary for any employee is recommended for reduction.* Each employee has a calculated target salary and is then recommended for placement in the next closest higher range.

Future Administration of the Plan

In order to retain the currency of the plan, the District can establish a maintenance agreement with MAG that would provide a salary survey and a recommended market adjustment of ranges. Under the provisions of MAG's maintenance agreement, assistance is always available to the District to review requests for reclassification; conduct spot surveys for market sensitive positions; provide ongoing maintenance such as database updates reflecting current salaries, terminations, and new-hires; and develop/change class descriptions.

Proposed Compensation Under the New Plan

The Classification Manager[®] software has established a target salary for each employee by first calculating the cost to raise the incumbent to the minimum of the new range (if appropriate). A formula is then applied that calculates a target salary for the employee based on the total days of service in his/ her job class.

Plan Implementation

MAG recognizes that implementation of the new or revised compensation and classification programs must take into account the financial disposition, current salary levels, and other variables unique to the District. Only after all of these factors are considered can a feasible implementation program be designed. MAG has worked to provide an implementation plan that will address the current inequities and will provide a framework for external competitiveness.

It is especially important that during the current economic times that the District retain its' highly qualified work force by providing a fair, and competitive, compensation program. Additionally, it is equally important, that the District not overpay for positions. The proposed implementation plan carefully balances these two important considerations.

SECTION 3.0
Current Pay Plan Structures

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class			Min	Mid	Max	%Range	%Below	%Above
Grade	BOE		\$18,000	\$18,000	\$18,000	0.00%	0.00%	0.00%
	Board Member, School	700170	\$18,000	\$18,000	\$18,000			
Grade	PRKPA		\$19,726	\$19,726	\$19,726	0.00%	0.00%	0.00%
			\$19,726	\$19,726	\$19,726			
Grade	CLM		\$21,808	\$25,277	\$28,747	31.82%	15.91%	13.73%
	Bus Monitor	790334	\$21,808	\$25,277	\$28,747			
	Bus Monitor, Special Ed	790335	\$21,808	\$25,277	\$28,747			
Grade	PRK		\$26,089	\$26,089	\$26,089	0.00%	0.00%	0.00%
	Paraprofessional-PreK	381100	\$26,089	\$26,089	\$26,089			
Grade	PRKTN		\$31,038	\$31,038	\$31,038	0.00%	0.00%	0.00%
	Teacher, Pre-K Non-Cert	334503	\$31,038	\$31,038	\$31,038			
Grade	SS1		\$26,311	\$31,615	\$36,919	40.32%	20.16%	16.78%
	Assistant, Project	790100	\$26,311	\$31,615	\$36,919			
	Clerk, School Nutrition	775500	\$26,311	\$31,615	\$36,919			
	Clerk, Transportation PT	771146	\$26,311	\$31,615	\$36,919			
	Custodian, 12 month	760050	\$26,311	\$31,615	\$36,919			
	Custodian, Part Time	766666	\$26,311	\$31,615	\$36,919			
	Laborer, Grounds	760270	\$26,311	\$31,615	\$36,919			
Grade	CLA		\$27,144	\$31,668	\$36,192	33.33%	16.67%	14.29%
	Assistant I, F/S - MS 7 Hour	450101	\$27,144	\$31,668	\$36,192			
	Assistant I, Food Service	350100	\$27,144	\$31,668	\$36,192			
	Assistant I, Food Service	550100	\$27,144	\$31,668	\$36,192			
	Assistant I, Food Service	650100	\$27,144	\$31,668	\$36,192			
	Assistant I, Food Service PT	550001	\$27,144	\$31,668	\$36,192			
	Assistant I, Food Service PT	450155	\$27,144	\$31,668	\$36,192			
	Assistant I, Food Service PT	350001	\$27,144	\$31,668	\$36,192			
	Assistant I, Food Service(716)	750100	\$27,144	\$31,668	\$36,192			
	Assistant I, Food Service-MS	450100	\$27,144	\$31,668	\$36,192			
	Assistant, Library Media	470106	\$27,144	\$31,668	\$36,192			
Grade	CL1		\$26,839	\$32,249	\$37,660	40.32%	20.16%	16.78%
	Clerk, Typist	370400	\$26,839	\$32,249	\$37,660			
	Custodian	660300	\$26,839	\$32,249	\$37,660			
	Custodian	LTD600	\$26,839	\$32,249	\$37,660			
	Custodian 10 Month (ES)	360100	\$26,839	\$32,249	\$37,660			
	Custodian 12 Month (Elem)	360200	\$26,839	\$32,249	\$37,660			
	Custodian 12 Month (High)	560400	\$26,839	\$32,249	\$37,660			
	Custodian 12 Month (Middle)	460400	\$26,839	\$32,249	\$37,660			
	Custodian II Part-Time (ES)	360210	\$26,839	\$32,249	\$37,660			
	Custodian II Part-Time (HS)	560210	\$26,839	\$32,249	\$37,660			
	Custodian II Part-Time (MS)	460210	\$26,839	\$32,249	\$37,660			
	Custodian, PT (525201)	360211	\$26,839	\$32,249	\$37,660			
	Food Service Asst Mgr.	LTD500	\$26,839	\$32,249	\$37,660			
	Manager, Assistant School Nutr	350200	\$26,839	\$32,249	\$37,660			
	Manager, Assistant School Nutr	550600	\$26,839	\$32,249	\$37,660			
	Receptionist, ASEDP funded	370380	\$26,839	\$32,249	\$37,660			
Grade	SS2		\$28,950	\$34,552	\$40,154	38.70%	19.35%	16.21%
	Attendant II, Buses	790110	\$28,950	\$34,552	\$40,154			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade SS2		\$28,950	\$34,552	\$40,154	38.70%	19.35%	16.21%
Clerk II, Psych Services	770155	\$28,950	\$34,552	\$40,154			
Clerk II, Records	770457	\$28,950	\$34,552	\$40,154			
Clerk II, School Options	770151	\$28,950	\$34,552	\$40,154			
Clerk, Mail	770230	\$28,950	\$34,552	\$40,154			
Helper, Delivery/Warehousing	790490	\$28,950	\$34,552	\$40,154			
Helper, Maintenance	760260	\$28,950	\$34,552	\$40,154			
Helper, Maintenance/Kitchen	760261	\$28,950	\$34,552	\$40,154			
Operator, Light Equipment	760440	\$28,950	\$34,552	\$40,154			
Preventive Maint - HVAC	760381	\$28,950	\$34,552	\$40,154			
Receptionist	770380	\$28,950	\$34,552	\$40,154			
Receptionist, Human Capital Mg	770449	\$28,950	\$34,552	\$40,154			
Grade CL2		\$29,531	\$35,245	\$40,960	38.70%	19.35%	16.21%
Assistant, School Office	570800	\$29,531	\$35,245	\$40,960			
Assistant, School Office	671000	\$29,531	\$35,245	\$40,960			
Assistant, School Office	470800	\$29,531	\$35,245	\$40,960			
Custodian, Head	360500	\$29,531	\$35,245	\$40,960			
Custodian, Head	460500	\$29,531	\$35,245	\$40,960			
Custodian, Head	560500	\$29,531	\$35,245	\$40,960			
Custodian, Head	660500	\$29,531	\$35,245	\$40,960			
Custodian, Head	760140	\$29,531	\$35,245	\$40,960			
Custodian, Head PSERS Elem	366661	\$29,531	\$35,245	\$40,960			
Receptionist (FSC) PT	170355	\$29,531	\$35,245	\$40,960			
Tech I, FSC Building Support	160602	\$29,531	\$35,245	\$40,960			
Grade PA3		\$28,963	\$35,712	\$42,462	46.61%	23.30%	18.90%
Liaison, Bilingual Instruction	790502	\$28,963	\$35,712	\$42,462			
Liaison, Parent (PT)	380758	\$28,963	\$35,712	\$42,462			
Liaison, Parent TI-Part A	380759	\$28,963	\$35,712	\$42,462			
Liaison, Parent TI-Part A	480759	\$28,963	\$35,712	\$42,462			
Liaison, Parent TI-Part A	580759	\$28,963	\$35,712	\$42,462			
Liaison, Parent Title I PT	480755	\$28,963	\$35,712	\$42,462			
Liaison, Parent Title I P.A PT	380755	\$28,963	\$35,712	\$42,462			
Liaison, Parent Title I P.A PT	580755	\$28,963	\$35,712	\$42,462			
School Healthcare Worker	391200	\$28,963	\$35,712	\$42,462			
Grade PA2		\$29,253	\$36,282	\$43,311	48.06%	24.03%	19.37%
Para Phy Disab 1-1	680901	\$29,253	\$36,282	\$43,311			
Para, Assistive Technology	680043	\$29,253	\$36,282	\$43,311			
Para, Deaf/Blind Intervener	682301	\$29,253	\$36,282	\$43,311			
Para, GNETS	681055	\$29,253	\$36,282	\$43,311			
Para, GNETS (054)	681202	\$29,253	\$36,282	\$43,311			
Para, GNETS PJ 048201	681248	\$29,253	\$36,282	\$43,311			
Para, GNETS 734 / 050	681056	\$29,253	\$36,282	\$43,311			
Para, GNETS locally funded	681203	\$29,253	\$36,282	\$43,311			
Para, Montessori	383750	\$29,253	\$36,282	\$43,311			
Para, Phy Disab 1-1 (local)	380902	\$29,253	\$36,282	\$43,311			
Para, Phy Disab 1-1 (local)	480902	\$29,253	\$36,282	\$43,311			
Para, Phy Disab 1-1 (local)	580902	\$29,253	\$36,282	\$43,311			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade	PA2	\$29,253	\$36,282	\$43,311	48.06%	24.03%	19.37%
Para, PreK Montessori	381200	\$29,253	\$36,282	\$43,311			
Para, PT Instructional	380875	\$29,253	\$36,282	\$43,311			
Para, PT Instructional	580855	\$29,253	\$36,282	\$43,311			
Para, Sp Ed Kindergarten	682113	\$29,253	\$36,282	\$43,311			
Para, Sp Ed Voc PJ 050201	680850	\$29,253	\$36,282	\$43,311			
Para, Spec Ed	680058	\$29,253	\$36,282	\$43,311			
Para, Spec Ed PJ 050201	680950	\$29,253	\$36,282	\$43,311			
Para, Spec Ed local NP	680059	\$29,253	\$36,282	\$43,311			
Para, Spec Ed, PJ 050201	681550	\$29,253	\$36,282	\$43,311			
Para, Spec. Ed. CBVT no pts	680947	\$29,253	\$36,282	\$43,311			
Para, Special Ed	680900	\$29,253	\$36,282	\$43,311			
Para, Special Ed	681200	\$29,253	\$36,282	\$43,311			
Para, Special Ed PJ 000101	680905	\$29,253	\$36,282	\$43,311			
Para, Special Ed (CBVT)	680948	\$29,253	\$36,282	\$43,311			
Para, Special Ed 1:1 (local)	680899	\$29,253	\$36,282	\$43,311			
Para, Special Ed 1:1 federal	680898	\$29,253	\$36,282	\$43,311			
Para, Special Ed No Point 734	680904	\$29,253	\$36,282	\$43,311			
Para, Special Ed, 1:1 (local)	380903	\$29,253	\$36,282	\$43,311			
Para, Special Ed, 1:1 (local)	480903	\$29,253	\$36,282	\$43,311			
Para, Speech/Language 734	681250	\$29,253	\$36,282	\$43,311			
Para, Title I	380001	\$29,253	\$36,282	\$43,311			
Para, Title I Elem	380200	\$29,253	\$36,282	\$43,311			
Para, Title I HS	580100	\$29,253	\$36,282	\$43,311			
Para, Title I MS	480300	\$29,253	\$36,282	\$43,311			
Para, Title I PT	380255	\$29,253	\$36,282	\$43,311			
Paraprofessional EBD GNETS	680201	\$29,253	\$36,282	\$43,311			
Paraprofessional, ADA support	780001	\$29,253	\$36,282	\$43,311			
Paraprofessional-ESOL Elem Sch	380350	\$29,253	\$36,282	\$43,311			
Paraprofessional-ESOL High Sch	580500	\$29,253	\$36,282	\$43,311			
Paraprofessional-ESOL MS	480500	\$29,253	\$36,282	\$43,311			
Paraprofessional-Instructional	380100	\$29,253	\$36,282	\$43,311			
Paraprofessional-Instructional	380600	\$29,253	\$36,282	\$43,311			
Paraprofessional-Instructional	480100	\$29,253	\$36,282	\$43,311			
Paraprofessional-Instructional	580800	\$29,253	\$36,282	\$43,311			
Paraprofessional-Inter (3-4yr)	682490	\$29,253	\$36,282	\$43,311			
Paraprofessional-Interr (050)	680150	\$29,253	\$36,282	\$43,311			
Paraprofessional-Interrelated	680100	\$29,253	\$36,282	\$43,311			
Paraprofessional-ISS (ES)	380700	\$29,253	\$36,282	\$43,311			
Paraprofessional-ISS (High)	580700	\$29,253	\$36,282	\$43,311			
Paraprofessional-ISS (Middle)	480700	\$29,253	\$36,282	\$43,311			
Paraprofessional-Kindergarten	380800	\$29,253	\$36,282	\$43,311			
Paraprofessional-MID/MOID	680600	\$29,253	\$36,282	\$43,311			
Paraprofessional-MID/MOID 050	680650	\$29,253	\$36,282	\$43,311			
Paraprofessional-PKSE (058)	681910	\$29,253	\$36,282	\$43,311			
Paraprofessional-PRE-K Sp Ed	681900	\$29,253	\$36,282	\$43,311			
Paraprofessional-PSE	681800	\$29,253	\$36,282	\$43,311			
Paraprofessional-PSE (126)	681126	\$29,253	\$36,282	\$43,311			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade PA2		\$29,253	\$36,282	\$43,311	48.06%	24.03%	19.37%
Paraprofessional-S/PID	680400	\$29,253	\$36,282	\$43,311			
Paraprofessional-S/PID (050)	680450	\$29,253	\$36,282	\$43,311			
Paraprofessional-Security	581600	\$29,253	\$36,282	\$43,311			
Teacher, Interrelated	632500	\$29,253	\$36,282	\$43,311			
Grade CLB		\$33,461	\$39,545	\$45,628	36.36%	18.18%	15.38%
Bus Driver	790330	\$33,461	\$39,545	\$45,628			
Bus Driver	LTD950	\$33,461	\$39,545	\$45,628			
Grade SCC		\$33,604	\$40,090	\$46,576	38.60%	19.30%	16.18%
Bookkeeper, 12 month	771105	\$33,604	\$40,090	\$46,576			
Secretary	770890	\$33,604	\$40,090	\$46,576			
Secretary	770790	\$33,604	\$40,090	\$46,576			
Secretary	770520	\$33,604	\$40,090	\$46,576			
Secretary SPEC ED	671100	\$33,604	\$40,090	\$46,576			
Secretary (Sped Ed 050201)	671250	\$33,604	\$40,090	\$46,576			
Secretary II 12-Month	770400	\$33,604	\$40,090	\$46,576			
Secretary, Certification	770458	\$33,604	\$40,090	\$46,576			
Secretary, Compensation	770064	\$33,604	\$40,090	\$46,576			
Secretary, Curr./Instruction	770965	\$33,604	\$40,090	\$46,576			
Secretary, Ed Media	770740	\$33,604	\$40,090	\$46,576			
Secretary, Federal Programs	770461	\$33,604	\$40,090	\$46,576			
Secretary, Homebound	770154	\$33,604	\$40,090	\$46,576			
Secretary, Human Capital Payro	770456	\$33,604	\$40,090	\$46,576			
Secretary, Leaves Administrati	770453	\$33,604	\$40,090	\$46,576			
Secretary, Onboarding	770454	\$33,604	\$40,090	\$46,576			
Secretary, Professional Learni	770519	\$33,604	\$40,090	\$46,576			
Secretary, Safe Schools	770889	\$33,604	\$40,090	\$46,576			
Secretary, School Choice	770886	\$33,604	\$40,090	\$46,576			
Secretary, School Nutrition	770523	\$33,604	\$40,090	\$46,576			
Secretary, Warehouse Staff	770762	\$33,604	\$40,090	\$46,576			
Grade SS3		\$33,604	\$40,426	\$47,249	40.61%	20.30%	16.88%
Assistant, Prof. Learning	771330	\$33,604	\$40,426	\$47,249			
Assistant, Purchasing	771361	\$33,604	\$40,426	\$47,249			
Attendant, Pest Control	760770	\$33,604	\$40,426	\$47,249			
Call Center Agent	770530	\$33,604	\$40,426	\$47,249			
Clerk III, Data Entry	771290	\$33,604	\$40,426	\$47,249			
Clerk III, Data Entry	771310	\$33,604	\$40,426	\$47,249			
Clerk III, Data Entry S/N	771260	\$33,604	\$40,426	\$47,249			
Clerk III, Safety and Training	770526	\$33,604	\$40,426	\$47,249			
Clerk, Accounts Payable	770150	\$33,604	\$40,426	\$47,249			
Clerk, Dispatch	770180	\$33,604	\$40,426	\$47,249			
Clerk, Payroll	770149	\$33,604	\$40,426	\$47,249			
Clerk, Routing	790910	\$33,604	\$40,426	\$47,249			
Clerk, Shipping	770270	\$33,604	\$40,426	\$47,249			
Driver/Operator Delivery Truck	790360	\$33,604	\$40,426	\$47,249			
Landscaper	760290	\$33,604	\$40,426	\$47,249			
Printer/Binder	790710	\$33,604	\$40,426	\$47,249			
Trainer, Field	793150	\$33,604	\$40,426	\$47,249			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade PA1		\$34,520	\$40,740	\$46,959	36.04%	18.02%	15.27%
Teacher Aide, GNETS 054201	681503	\$34,520	\$40,740	\$46,959			
Teacher Aide, Special Ed	681500	\$34,520	\$40,740	\$46,959			
Grade SEC		\$34,278	\$40,894	\$47,511	38.60%	19.30%	16.18%
Bookkeeper (Elementary) 12 mo	370500	\$34,278	\$40,894	\$47,511			
Bookkeeper Spec Ed GNETS	670100	\$34,278	\$40,894	\$47,511			
Bookkeeper (Middle School) 12M	470200	\$34,278	\$40,894	\$47,511			
Bookkeeper, 12 month	170200	\$34,278	\$40,894	\$47,511			
Bookkeeper, 12 Month	570200	\$34,278	\$40,894	\$47,511			
Data Clerk PT T1	370461	\$34,278	\$40,894	\$47,511			
Data Clerk Title I	370460	\$34,278	\$40,894	\$47,511			
Data Clerk Title I	570460	\$34,278	\$40,894	\$47,511			
Data Clerk TitleI	470460	\$34,278	\$40,894	\$47,511			
Data, Clerk Counseling HS	570400	\$34,278	\$40,894	\$47,511			
Data, P/T Clerk Counseling HS	570455	\$34,278	\$40,894	\$47,511			
Registrar 11 Month	570700	\$34,278	\$40,894	\$47,511			
Registrar 11 Month (MS)	470700	\$34,278	\$40,894	\$47,511			
Registrar, GNET - 054201	670900	\$34,278	\$40,894	\$47,511			
Secretary MS 10 Month	470600	\$34,278	\$40,894	\$47,511			
Secretary 10-Month HS	571300	\$34,278	\$40,894	\$47,511			
Secretary 12 Month (MS)	470900	\$34,278	\$40,894	\$47,511			
Secretary 12-Month HS	571200	\$34,278	\$40,894	\$47,511			
Secretary II (FSC)	170600	\$34,278	\$40,894	\$47,511			
Secretary Part-Time ES	370650	\$34,278	\$40,894	\$47,511			
Secretary PT (alternate funds)	370652	\$34,278	\$40,894	\$47,511			
Secretary, 10 mo GNETS	670024	\$34,278	\$40,894	\$47,511			
Secretary, 10 Month ES	370600	\$34,278	\$40,894	\$47,511			
Secretary, 10-Month MS	470500	\$34,278	\$40,894	\$47,511			
Secretary, 11 month	470202	\$34,278	\$40,894	\$47,511			
Secretary, 11 month - HS	570202	\$34,278	\$40,894	\$47,511			
Secretary, 12 Month	378600	\$34,278	\$40,894	\$47,511			
Secretary, 12 month	378601	\$34,278	\$40,894	\$47,511			
Secretary, GNETS	671102	\$34,278	\$40,894	\$47,511			
Secretary, PT Homeless Educati	770525	\$34,278	\$40,894	\$47,511			
Grade CL21		\$34,278	\$41,238	\$48,198	40.61%	20.30%	16.88%
Assistant, Library Media	470119	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470120	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470101	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	570101	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470102	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470103	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470105	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470116	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470107	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470104	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470109	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470118	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470108	\$34,278	\$41,238	\$48,198			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade	CL21	\$34,278	\$41,238	\$48,198	40.61%	20.30%	16.88%
Assistant, Library Media	470117	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470110	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470111	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470112	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470113	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470114	\$34,278	\$41,238	\$48,198			
Assistant, Library Media	470115	\$34,278	\$41,238	\$48,198			
Assistant, Library/Media	370101	\$34,278	\$41,238	\$48,198			
Grade	SC1	\$35,667	\$43,257	\$50,846	42.56%	21.28%	17.55%
Campus Supervisor	791060	\$35,667	\$43,257	\$50,846			
Campus Supervisor 12 mo Centra	791061	\$35,667	\$43,257	\$50,846			
Grade	SE1	\$36,383	\$44,125	\$51,867	42.56%	21.28%	17.55%
Campus Supervisor	390700	\$36,383	\$44,125	\$51,867			
Campus Supervisor Fernbank	190200	\$36,383	\$44,125	\$51,867			
Campus Supervisor HS 10 Mo	590800	\$36,383	\$44,125	\$51,867			
Campus Supervisor, Middle Schl	490800	\$36,383	\$44,125	\$51,867			
Campus Supervisor, MS 12 month	490802	\$36,383	\$44,125	\$51,867			
Grade	IP3	\$37,861	\$44,689	\$51,517	36.07%	18.03%	15.28%
Interpreter, ESOL	790500	\$37,861	\$44,689	\$51,517			
Grade	ADM	\$38,900	\$45,913	\$52,926	36.06%	18.03%	15.27%
Admin Assistant, Risk Mgmt	770920	\$38,900	\$45,913	\$52,926			
Admin Asst. Design & Construct	770763	\$38,900	\$45,913	\$52,926			
Admin Asst. Supp Svc	770908	\$38,900	\$45,913	\$52,926			
Admin, Asst. Leadership	770970	\$38,900	\$45,913	\$52,926			
Admin, Asst. Strategic/Managmt	770964	\$38,900	\$45,913	\$52,926			
Admin. Assistant, Audit/Compli	770472	\$38,900	\$45,913	\$52,926			
Admin. Assistant, BOE	770858	\$38,900	\$45,913	\$52,926			
Admin. Asst. Employment Svcs.	770464	\$38,900	\$45,913	\$52,926			
Admin. Asst. Federal Programs	770459	\$38,900	\$45,913	\$52,926			
Admin. Asst., Business Service	770471	\$38,900	\$45,913	\$52,926			
Admin. Asst., Career Tech.	770950	\$38,900	\$45,913	\$52,926			
Admin. Asst., Communications	770867	\$38,900	\$45,913	\$52,926			
Admin. Asst., Ed. Media	770961	\$38,900	\$45,913	\$52,926			
Admin. Asst., ELL	770966	\$38,900	\$45,913	\$52,926			
Admin. Asst., Exeptional Ed.	770914	\$38,900	\$45,913	\$52,926			
Admin. Asst., Fernbank Sci Ctr	170601	\$38,900	\$45,913	\$52,926			
Admin. Asst., Legal Affairs	770462	\$38,900	\$45,913	\$52,926			
Admin, Asst., Planning	770470	\$38,900	\$45,913	\$52,926			
Admin, Asst., Public Safety	770913	\$38,900	\$45,913	\$52,926			
Admin. Asst., School Options	770911	\$38,900	\$45,913	\$52,926			
Admin. Asst., Superintendent	770917	\$38,900	\$45,913	\$52,926			
Administrative Assistant	770916	\$38,900	\$45,913	\$52,926			
Administrative Assistant	770918	\$38,900	\$45,913	\$52,926			
Administrative Asst., GLRS	770919	\$38,900	\$45,913	\$52,926			
Administrative, Asst. Virtual	570597	\$38,900	\$45,913	\$52,926			
Grade	TS1	\$41,687	\$49,199	\$56,712	36.04%	18.02%	15.27%
Associate, Member Support	795009	\$41,687	\$49,199	\$56,712			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade	TS1	\$41,687	\$49,199	\$56,712	36.04%	18.02%	15.27%
Engineer, Plant	760220	\$41,687	\$49,199	\$56,712			
Glazier	760230	\$41,687	\$49,199	\$56,712			
Mason, Brick	760370	\$41,687	\$49,199	\$56,712			
Mechanic, Athletic Fields	760390	\$41,687	\$49,199	\$56,712			
Operator, Heavy Equipment	760430	\$41,687	\$49,199	\$56,712			
Roofer	760490	\$41,687	\$49,199	\$56,712			
SN Mng Support Technician	750400	\$41,687	\$49,199	\$56,712			
Technician I, Inst. Materials	790751	\$41,687	\$49,199	\$56,712			
Technician I, Staffing	790779	\$41,687	\$49,199	\$56,712			
Technician, Computer Services	790530	\$41,687	\$49,199	\$56,712			
Technician, Insurance	790780	\$41,687	\$49,199	\$56,712			
Technician, Records	790531	\$41,687	\$49,199	\$56,712			
Grade	MT1	\$42,524	\$50,187	\$57,850	36.04%	18.02%	15.27%
Engineer, Plant HS	560600	\$42,524	\$50,187	\$57,850			
Engineer, Plant MS	460600	\$42,524	\$50,187	\$57,850			
Engineer, Plant (ES)	360600	\$42,524	\$50,187	\$57,850			
Supervisor, Field Support	790912	\$42,524	\$50,187	\$57,850			
Tech II, FSC Building Support	160603	\$42,524	\$50,187	\$57,850			
Grade	EXA	\$41,410	\$50,265	\$59,119	42.76%	21.38%	17.62%
Exec Asst, Student Advancem	770963	\$41,410	\$50,265	\$59,119			
Executive Assistant	770960	\$41,410	\$50,265	\$59,119			
Executive Assistant, Operation	770764	\$41,410	\$50,265	\$59,119			
Executive Assistant, Regional	770852	\$41,410	\$50,265	\$59,119			
Executive Assistant, S/N	770910	\$41,410	\$50,265	\$59,119			
Executive Asst Accountability	703960	\$41,410	\$50,265	\$59,119			
Executive Asst. Curriculum & I	770962	\$41,410	\$50,265	\$59,119			
Grade	AA1	\$42,672	\$50,362	\$58,051	36.04%	18.02%	15.27%
Accountant I	770111	\$42,672	\$50,362	\$58,051			
Assoc, Accounting I- Title II	770759	\$42,672	\$50,362	\$58,051			
Associate, Accounting I	795002	\$42,672	\$50,362	\$58,051			
Associate, Accounting I ASEDP	775003	\$42,672	\$50,362	\$58,051			
Associate, Accounting I Fed Pr	795005	\$42,672	\$50,362	\$58,051			
Auditor, Purchasing Support	771360	\$42,672	\$50,362	\$58,051			
Specialist, Audit	770600	\$42,672	\$50,362	\$58,051			
Grade	SC2	\$45,290	\$53,457	\$61,624	36.07%	18.03%	15.28%
Detective	790765	\$45,290	\$53,457	\$61,624			
Officer, School Resource	790920	\$45,290	\$53,457	\$61,624			
School Resource Officer (Gang)	790922	\$45,290	\$53,457	\$61,624			
Security, Lead Campus	792755	\$45,290	\$53,457	\$61,624			
Security, Rapid Response	792754	\$45,290	\$53,457	\$61,624			
Special Field Assistant to Sup	790326	\$45,290	\$53,457	\$61,624			
Grade	TS2	\$45,654	\$53,890	\$62,125	36.08%	18.04%	15.28%
Carpenter	760030	\$45,654	\$53,890	\$62,125			
Electrician	760180	\$45,654	\$53,890	\$62,125			
HVAC Mechanic/Technician	760380	\$45,654	\$53,890	\$62,125			
HVAC Mechanic/Technician 50-50	760775	\$45,654	\$53,890	\$62,125			
Liaison, Family Engagement	791758	\$45,654	\$53,890	\$62,125			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade	TS2	\$45,654	\$53,890	\$62,125	36.08%	18.04%	15.28%
Locksmith	760310	\$45,654	\$53,890	\$62,125			
Mechanic, Auto	790581	\$45,654	\$53,890	\$62,125			
Mechanic, Bus	790596	\$45,654	\$53,890	\$62,125			
Mechanic, Bus (certified)	790595	\$45,654	\$53,890	\$62,125			
Mechanic, Kitchen Equipment	760410	\$45,654	\$53,890	\$62,125			
Plumber	760480	\$45,654	\$53,890	\$62,125			
Service Advisor	790470	\$45,654	\$53,890	\$62,125			
Supervisor, Warehousing Svcs	791100	\$45,654	\$53,890	\$62,125			
Technician I, Information Tech	790778	\$45,654	\$53,890	\$62,125			
Technician II, Abatement	790781	\$45,654	\$53,890	\$62,125			
Technician II, Budget	770011	\$45,654	\$53,890	\$62,125			
Technician II, Payroll	770112	\$45,654	\$53,890	\$62,125			
Technician II, Routing	791368	\$45,654	\$53,890	\$62,125			
Technician II, School Choice	792175	\$45,654	\$53,890	\$62,125			
Technician, Audio/Visual	760690	\$45,654	\$53,890	\$62,125			
Technician, Audio/Visual	790603	\$45,654	\$53,890	\$62,125			
Technician, Fire Alarm	760184	\$45,654	\$53,890	\$62,125			
Technician, Fire Suppression	760183	\$45,654	\$53,890	\$62,125			
Technician, Mechanical Shop	760740	\$45,654	\$53,890	\$62,125			
Technician, PreK	770312	\$45,654	\$53,890	\$62,125			
Grade	SE2	\$46,199	\$54,530	\$62,861	36.07%	18.03%	15.28%
Campus Supervisor HS 12 month	590801	\$46,199	\$54,530	\$62,861			
Officer, School Resource	790325	\$46,199	\$54,530	\$62,861			
Officer, School Resource MS	490500	\$46,199	\$54,530	\$62,861			
Officer, School Resource SE	690500	\$46,199	\$54,530	\$62,861			
Officer, School Resource (HS)	590500	\$46,199	\$54,530	\$62,861			
Grade	MT2	\$46,571	\$54,971	\$63,372	36.08%	18.04%	15.28%
Nurse, School (RN & LPN)	720551	\$46,571	\$54,971	\$63,372			
Nurse, School (RN & LPN) PT	720552	\$46,571	\$54,971	\$63,372			
Nurse, School (S/E local)	620901	\$46,571	\$54,971	\$63,372			
Tech I, Planetarium Support	160801	\$46,571	\$54,971	\$63,372			
Grade	AN1	\$48,075	\$56,740	\$65,405	36.05%	18.02%	15.27%
Analyst I, Payroll (legals)	790091	\$48,075	\$56,740	\$65,405			
Analyst, Compensation	770170	\$48,075	\$56,740	\$65,405			
Analyst, Data Integrity	790052	\$48,075	\$56,740	\$65,405			
Analyst, Data Title IV	770401	\$48,075	\$56,740	\$65,405			
Analyst, ELL Data (077101)	770310	\$48,075	\$56,740	\$65,405			
Analyst, Teacher Quality	770071	\$48,075	\$56,740	\$65,405			
Grade	PST	\$49,531	\$58,457	\$67,383	36.04%	18.02%	15.27%
Tech II, Planetarium Support	160802	\$49,531	\$58,457	\$67,383			
Technician, Mechanical Control	760730	\$49,531	\$58,457	\$67,383			
Technician, Radio Comm/Compute	791140	\$49,531	\$58,457	\$67,383			
Grade	SV1	\$50,663	\$58,529	\$66,395	31.05%	15.53%	13.44%
Manager I, School Nutrition	790564	\$50,663	\$58,529	\$66,395			
Mechanic, Lead Auto/Buses	790610	\$50,663	\$58,529	\$66,395			
Supervisor I, Manager/Trainer	760671	\$50,663	\$58,529	\$66,395			
Supervisor I, Warehouse/Test	760670	\$50,663	\$58,529	\$66,395			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade SV1		\$50,663	\$58,529	\$66,395	31.05%	15.53%	13.44%
Supervisor, Coordinate Trans.	701290	\$50,663	\$58,529	\$66,395			
Supervisor, Routing	703310	\$50,663	\$58,529	\$66,395			
Supervisor, Trans District	790555	\$50,663	\$58,529	\$66,395			
Grade OFS		\$59,476	\$59,476	\$59,476	0.00%	0.00%	0.00%
Exec. Asst. to Superintendent	770854	\$59,476	\$59,476	\$59,476			
Office Specialist to Deputy/Ch	771100	\$59,476	\$59,476	\$59,476			
Grade SU1		\$51,680	\$59,704	\$67,728	31.05%	15.53%	13.44%
Manager I, School Nutrition HS	550300	\$51,680	\$59,704	\$67,728			
Manager II, School Nutrition	350400	\$51,680	\$59,704	\$67,728			
Manager II, School Nutrition H	550400	\$51,680	\$59,704	\$67,728			
Manager, School Nutrition	550350	\$51,680	\$59,704	\$67,728			
Manager, School Nutrition	350300	\$51,680	\$59,704	\$67,728			
Manager, School Nutrition	350350	\$51,680	\$59,704	\$67,728			
Manager, School Nutrition	350500	\$51,680	\$59,704	\$67,728			
Manager, School Nutrition	450700	\$51,680	\$59,704	\$67,728			
Manager, School Nutrition MS	450300	\$51,680	\$59,704	\$67,728			
Grade AA2		\$51,033	\$60,234	\$69,436	36.06%	18.03%	15.28%
Claims Adjust, All Lines	707001	\$51,033	\$60,234	\$69,436			
Grade DS1		\$51,664	\$60,977	\$70,291	36.05%	18.03%	15.27%
Buyer	770125	\$51,664	\$60,977	\$70,291			
Buyer, Product	770120	\$51,664	\$60,977	\$70,291			
Investigator, Internal	790804	\$51,664	\$60,977	\$70,291			
Operations.SPLOST	790806	\$51,664	\$60,977	\$70,291			
Operator, Computer	790650	\$51,664	\$60,977	\$70,291			
Specialist I, Accounting	770041	\$51,664	\$60,977	\$70,291			
Specialist I, Accounts Payable	770601	\$51,664	\$60,977	\$70,291			
Specialist I, Network Liaison	790770	\$51,664	\$60,977	\$70,291			
Specialist I, Project SPLOST	791373	\$51,664	\$60,977	\$70,291			
Specialist I, Regional Transpo	790556	\$51,664	\$60,977	\$70,291			
Specialist I, Vendor Registrat	770602	\$51,664	\$60,977	\$70,291			
Specialist, Admin. to BOE	770856	\$51,664	\$60,977	\$70,291			
Specialist, Budget	771390	\$51,664	\$60,977	\$70,291			
Specialist, Budget (IT)	790200	\$51,664	\$60,977	\$70,291			
Specialist, Leaves Administrat	702073	\$51,664	\$60,977	\$70,291			
Specialist, Nutr. Claims/Rev	791555	\$51,664	\$60,977	\$70,291			
Specialist, Payroll	771391	\$51,664	\$60,977	\$70,291			
Specialist, Payroll Processing	771380	\$51,664	\$60,977	\$70,291			
Specialist, Position Control	770005	\$51,664	\$60,977	\$70,291			
Grade AN2		\$49,395	\$61,004	\$72,612	47.00%	23.50%	19.03%
Adjuster, Workers' Comp Case	790005	\$49,395	\$61,004	\$72,612			
Analyst II, Data Human Capital	770171	\$49,395	\$61,004	\$72,612			
Supervisor, Safety & Training	791116	\$49,395	\$61,004	\$72,612			
Grade SE3		\$51,033	\$61,150	\$71,268	39.65%	19.83%	16.55%
Sergeant, School Res Truancy	790763	\$51,033	\$61,150	\$71,268			
Sergeant, School Resource	790764	\$51,033	\$61,150	\$71,268			
Grade OFSS		\$62,641	\$62,641	\$62,641	0.00%	0.00%	0.00%
		\$62,641	\$62,641	\$62,641			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade SV2		\$53,107	\$62,679	\$72,250	36.05%	18.02%	15.27%
Operator, Lead Computer	790660	\$53,107	\$62,679	\$72,250			
Supervisor II, Free/Reduced SN	791375	\$53,107	\$62,679	\$72,250			
Supervisor II, Skill Trade S/N	760619	\$53,107	\$62,679	\$72,250			
Supervisor II, Warehouse/Test	760680	\$53,107	\$62,679	\$72,250			
Supervisor, Copier	790701	\$53,107	\$62,679	\$72,250			
Grade AA3		\$54,172	\$63,933	\$73,693	36.04%	18.02%	15.27%
Accountant III	770050	\$54,172	\$63,933	\$73,693			
Accountant III, Capital Outlay	770049	\$54,172	\$63,933	\$73,693			
Auditor, Business Operations	770093	\$54,172	\$63,933	\$73,693			
Auditor, Capital Inventory	770101	\$54,172	\$63,933	\$73,693			
Auditor, Internal	770090	\$54,172	\$63,933	\$73,693			
Grade SV3		\$55,812	\$65,871	\$75,930	36.05%	18.02%	15.27%
Manager, Assistant Project	790621	\$55,812	\$65,871	\$75,930			
Manager, Shop	760350	\$55,812	\$65,871	\$75,930			
Supervisor III, Skilled Trade	760641	\$55,812	\$65,871	\$75,930			
Supervisor, Field Trip	791094	\$55,812	\$65,871	\$75,930			
Grade SLP		\$41,040	\$68,021	\$95,002	131.48%	65.74%	39.67%
Teacher, Speech Lang Path NP	635601	\$41,040	\$68,021	\$95,002			
Grade DS2		\$59,137	\$69,760	\$80,382	35.92%	17.96%	15.23%
Buyer, Furniture/Fixture/Equip	795052	\$59,137	\$69,760	\$80,382			
Facilitator, Parent Center	793200	\$59,137	\$69,760	\$80,382			
Hearing Officer, Student Relat	700912	\$59,137	\$69,760	\$80,382			
Liaison II, Instructional Tech	791372	\$59,137	\$69,760	\$80,382			
Online Content Coordinator	792177	\$59,137	\$69,760	\$80,382			
Programmer	790045	\$59,137	\$69,760	\$80,382			
Spec. II, Family Engagement	792178	\$59,137	\$69,760	\$80,382			
Specialist II Special Ed Budge	602301	\$59,137	\$69,760	\$80,382			
Specialist II, ACA	791750	\$59,137	\$69,760	\$80,382			
Specialist II, Accounting	792176	\$59,137	\$69,760	\$80,382			
Specialist II, Athletics	792171	\$59,137	\$69,760	\$80,382			
Specialist II, C&I Budget	792172	\$59,137	\$69,760	\$80,382			
Specialist II, Communications	792174	\$59,137	\$69,760	\$80,382			
Specialist II, Compliance	795050	\$59,137	\$69,760	\$80,382			
Specialist II, Finance Title I	799212	\$59,137	\$69,760	\$80,382			
Specialist II, Fire/Equipment	791369	\$59,137	\$69,760	\$80,382			
Specialist II, Fiscal Complian	799215	\$59,137	\$69,760	\$80,382			
Specialist II, HCM Business	799209	\$59,137	\$69,760	\$80,382			
Specialist II, HCM Title I	799211	\$59,137	\$69,760	\$80,382			
Specialist II, Hearing	791364	\$59,137	\$69,760	\$80,382			
Specialist II, Legal	790851	\$59,137	\$69,760	\$80,382			
Specialist II, Legal Records	790852	\$59,137	\$69,760	\$80,382			
Specialist II, Network Liaison	790790	\$59,137	\$69,760	\$80,382			
Specialist II, Network Liaison	790791	\$59,137	\$69,760	\$80,382			
Specialist II, PBIS	791376	\$59,137	\$69,760	\$80,382			
Specialist II, Procurement	770127	\$59,137	\$69,760	\$80,382			
Specialist II, Procurement	790223	\$59,137	\$69,760	\$80,382			
Specialist II, Recruitment	792179	\$59,137	\$69,760	\$80,382			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade DS2		\$59,137	\$69,760	\$80,382	35.92%	17.96%	15.23%
Specialist II, Title II-A Prog	799213	\$59,137	\$69,760	\$80,382			
Specialist, Certification	702070	\$59,137	\$69,760	\$80,382			
Specialist, Comp & Class	702072	\$59,137	\$69,760	\$80,382			
Specialist, Data Control Audit	702071	\$59,137	\$69,760	\$80,382			
Specialist, Insurance	792150	\$59,137	\$69,760	\$80,382			
Specialist, Project	701370	\$59,137	\$69,760	\$80,382			
Specialist, Records Retention	791001	\$59,137	\$69,760	\$80,382			
Specialist, Retirement Service	770690	\$59,137	\$69,760	\$80,382			
Specialist, Talent Management	702074	\$59,137	\$69,760	\$80,382			
Grade SP2		\$60,325	\$70,956	\$81,587	35.25%	17.62%	14.98%
Liaison, Parent Support	596114	\$60,325	\$70,956	\$81,587			
Liaison, Parent Support	496114	\$60,325	\$70,956	\$81,587			
Secretary, ADM, P/T, Supt APPR	770871	\$60,325	\$70,956	\$81,587			
Spec II, Exhibit Support FSC	130501	\$60,325	\$70,956	\$81,587			
Grade DS3		\$62,886	\$74,139	\$85,393	35.79%	17.89%	15.18%
Coach, Student Engagement	631004	\$62,886	\$74,139	\$85,393			
Graphic Designer	790777	\$62,886	\$74,139	\$85,393			
Spec, Post Secondary Trans	792170	\$62,886	\$74,139	\$85,393			
Specialist III, Communications	792173	\$62,886	\$74,139	\$85,393			
Specialist III, Design Assuran	791363	\$62,886	\$74,139	\$85,393			
Specialist III, Safe Schools	791366	\$62,886	\$74,139	\$85,393			
Specialist, Student Informatio	730861	\$62,886	\$74,139	\$85,393			
Supv. Technology Integration	791002	\$62,886	\$74,139	\$85,393			
Grade SP3		\$64,144	\$75,622	\$87,100	35.79%	17.89%	15.18%
Coach, Student Engagement	681004	\$64,144	\$75,622	\$87,100			
Grade LC7		\$51,949	\$75,895	\$99,842	92.19%	46.10%	31.55%
Teacher, Lead-Spec Ed	602500	\$51,949	\$75,895	\$99,842			
Grade AN3		\$66,760	\$78,355	\$89,951	34.74%	17.37%	14.80%
Analyst I, Systems	790040	\$66,760	\$78,355	\$89,951			
Analyst III, Planning/GIS	790060	\$66,760	\$78,355	\$89,951			
Analyst, Budget G22	790151	\$66,760	\$78,355	\$89,951			
Analyst, Grants	770051	\$66,760	\$78,355	\$89,951			
Web Developer	701762	\$66,760	\$78,355	\$89,951			
Grade L05		\$56,453	\$79,276	\$102,100	80.86%	40.43%	28.79%
Specialist, Instructional Tech	730860	\$56,453	\$79,276	\$102,100			
Grade N06		\$54,737	\$81,041	\$107,346	96.11%	48.06%	32.46%
		\$54,737	\$81,041	\$107,346			
Facilitator Teacher Quality T2	730441	\$54,737	\$81,041	\$107,346			
Facilitator, Teacher Quality	730440	\$54,737	\$81,041	\$107,346			
Grade N05		\$59,973	\$83,659	\$107,346	78.99%	39.50%	28.31%
Coordinator, School Nutrition	700430	\$59,973	\$83,659	\$107,346			
Grade MA1		\$74,604	\$88,727	\$102,851	37.86%	18.93%	15.92%
Administrator, Database	790281	\$74,604	\$88,727	\$102,851			
Analyst II, Systems	790050	\$74,604	\$88,727	\$102,851			
Auditor, Senior School	770094	\$74,604	\$88,727	\$102,851			
Engineer I, Systems	790390	\$74,604	\$88,727	\$102,851			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade	MA1	\$74,604	\$88,727	\$102,851	37.86%	18.93%	15.92%
Engineer, Systems (Finance)	790300	\$74,604	\$88,727	\$102,851			
Engineer, Systems Telecommun	790425	\$74,604	\$88,727	\$102,851			
Manager I, Accounting	791890	\$74,604	\$88,727	\$102,851			
Manager I, Assistant Legal	790102	\$74,604	\$88,727	\$102,851			
Manager I, Asst. Legal Contrac	790103	\$74,604	\$88,727	\$102,851			
Manager I, Maint./Indoor Air	701451	\$74,604	\$88,727	\$102,851			
Manager I, Procurement	700620	\$74,604	\$88,727	\$102,851			
Manager I, Reg Facilities	760662	\$74,604	\$88,727	\$102,851			
Manager I, Regional Transporta	703096	\$74,604	\$88,727	\$102,851			
Manager I, Scheduling	700442	\$74,604	\$88,727	\$102,851			
Manager I, Special Projects	790623	\$74,604	\$88,727	\$102,851			
Manager I, Tech/Policy/Spec Pr	790557	\$74,604	\$88,727	\$102,851			
Manager I, Transportation	703095	\$74,604	\$88,727	\$102,851			
Manager, IT Project	700558	\$74,604	\$88,727	\$102,851			
Program Manager, Virtual Learn	501700	\$74,604	\$88,727	\$102,851			
Sr. Web Developer	701763	\$74,604	\$88,727	\$102,851			
Grade	RAG	\$65,687	\$90,900	\$116,113	76.77%	38.38%	27.74%
Coord II, Ed Media/Instruction	700818	\$65,687	\$90,900	\$116,113			
Coord II, Special/Exception	601720	\$65,687	\$90,900	\$116,113			
Coord II, Vis Arts, Thtr, Dram	702789	\$65,687	\$90,900	\$116,113			
Coordinator II - GNETS	700822	\$65,687	\$90,900	\$116,113			
Coordinator II, 504/HHB	600101	\$65,687	\$90,900	\$116,113			
Coordinator II, AESP	700360	\$65,687	\$90,900	\$116,113			
Coordinator II, Early Childhoo	701002	\$65,687	\$90,900	\$116,113			
Coordinator II, Elem. S/E	709779	\$65,687	\$90,900	\$116,113			
Coordinator II, Eng. Learners	700751	\$65,687	\$90,900	\$116,113			
Coordinator II, English/LA	700222	\$65,687	\$90,900	\$116,113			
Coordinator II, Federal Prgms.	702580	\$65,687	\$90,900	\$116,113			
Coordinator II, FSC	100201	\$65,687	\$90,900	\$116,113			
Coordinator II, Gifted & Talen	702773	\$65,687	\$90,900	\$116,113			
Coordinator II, IEP Compliance	702778	\$65,687	\$90,900	\$116,113			
Coordinator II, Inst. Material	700821	\$65,687	\$90,900	\$116,113			
Coordinator II, K12 Health/PE	701808	\$65,687	\$90,900	\$116,113			
Coordinator II, K-12 Music	700746	\$65,687	\$90,900	\$116,113			
Coordinator II, Math	700540	\$65,687	\$90,900	\$116,113			
Coordinator II, Regional	700707	\$65,687	\$90,900	\$116,113			
Coordinator II, Research, Gran	700750	\$65,687	\$90,900	\$116,113			
Coordinator II, School Choice	700700	\$65,687	\$90,900	\$116,113			
Coordinator II, School Media	700817	\$65,687	\$90,900	\$116,113			
Coordinator II, Science	700570	\$65,687	\$90,900	\$116,113			
Coordinator II, Social Studies	730310	\$65,687	\$90,900	\$116,113			
Coordinator II, STEM	700824	\$65,687	\$90,900	\$116,113			
Coordinator II, Student Assig	700720	\$65,687	\$90,900	\$116,113			
Coordinator II, Transition	709780	\$65,687	\$90,900	\$116,113			
Coordinator, Apprenticeship	700390	\$65,687	\$90,900	\$116,113			
Coordinator, English Lang. Lea	700716	\$65,687	\$90,900	\$116,113			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade	RAG	\$65,687	\$90,900	\$116,113	76.77%	38.38%	27.74%
Coordinator, Professional Devl	701390	\$65,687	\$90,900	\$116,113			
Coordinator, World Language	700745	\$65,687	\$90,900	\$116,113			
Grade	SW7	\$62,740	\$91,661	\$120,581	92.19%	46.10%	31.55%
Social Worker, TI Homeless Ed	321101	\$62,740	\$91,661	\$120,581			
Grade	LDN	\$84,048	\$97,471	\$110,894	31.94%	15.97%	13.77%
Lead Nurse	720550	\$84,048	\$97,471	\$110,894			
Manager II, Architect	700081	\$84,048	\$97,471	\$110,894			
Manager, Regional Project	790560	\$84,048	\$97,471	\$110,894			
Manager, Unit Enterprise Svcs	701755	\$84,048	\$97,471	\$110,894			
Manager, Unit Support Services	700556	\$84,048	\$97,471	\$110,894			
Manager, Unit-State Reporting	790280	\$84,048	\$97,471	\$110,894			
Manager, Unit-Student Info Sys	701777	\$84,048	\$97,471	\$110,894			
Manager, Unit-Tech & Support	700550	\$84,048	\$97,471	\$110,894			
Officer, Information Security	793753	\$84,048	\$97,471	\$110,894			
Grade	CO3	\$89,834	\$104,298	\$118,762	32.20%	16.10%	13.87%
Coach, Lead Academic	700002	\$89,834	\$104,298	\$118,762			
Coord III, S/E Compliance	700517	\$89,834	\$104,298	\$118,762			
Coordinator III - GNETS	700823	\$89,834	\$104,298	\$118,762			
Coordinator III, Assessment	700754	\$89,834	\$104,298	\$118,762			
Coordinator III, Athletics	700910	\$89,834	\$104,298	\$118,762			
Coordinator III, Charter Sch	700705	\$89,834	\$104,298	\$118,762			
Coordinator III, Counseling	600102	\$89,834	\$104,298	\$118,762			
Coordinator III, Ex Ed	600100	\$89,834	\$104,298	\$118,762			
Coordinator III, Federal Prgms	702581	\$89,834	\$104,298	\$118,762			
Coordinator III, Federal Prgms	703112	\$89,834	\$104,298	\$118,762			
Coordinator III, Research/Data	700752	\$89,834	\$104,298	\$118,762			
Coordinator III, RTI	600299	\$89,834	\$104,298	\$118,762			
Coordinator III, Sch Leadershi	700201	\$89,834	\$104,298	\$118,762			
Coordinator III, School Psych	702777	\$89,834	\$104,298	\$118,762			
Coordinator III, Social Work	700514	\$89,834	\$104,298	\$118,762			
Coordinator III, Spec Ed-CEIS	700516	\$89,834	\$104,298	\$118,762			
Coordinator III, Special Ed	700512	\$89,834	\$104,298	\$118,762			
Liaison, School Governance	700709	\$89,834	\$104,298	\$118,762			
Manager III, Accounting	702603	\$89,834	\$104,298	\$118,762			
Manager III, Accts Payable	702871	\$89,834	\$104,298	\$118,762			
Manager III, Application Dev	700290	\$89,834	\$104,298	\$118,762			
Manager III, Budget	702601	\$89,834	\$104,298	\$118,762			
Manager III, Comm & Production	790311	\$89,834	\$104,298	\$118,762			
Manager III, Comp & Insurance	700079	\$89,834	\$104,298	\$118,762			
Manager III, Construction	791891	\$89,834	\$104,298	\$118,762			
Manager III, Enterprise System	700753	\$89,834	\$104,298	\$118,762			
Manager III, Facilities Mainte	790567	\$89,834	\$104,298	\$118,762			
Manager III, HCM Staffing	700171	\$89,834	\$104,298	\$118,762			
Manager III, Human Capital	703031	\$89,834	\$104,298	\$118,762			
Manager III, Instructional Tec	700077	\$89,834	\$104,298	\$118,762			
Manager III, IT PMO	701930	\$89,834	\$104,298	\$118,762			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade C03		\$89,834	\$104,298	\$118,762	32.20%	16.10%	13.87%
Manager III, Payroll	702602	\$89,834	\$104,298	\$118,762			
Manager III, Purchasing	703014	\$89,834	\$104,298	\$118,762			
Manager III, Special Projects	700084	\$89,834	\$104,298	\$118,762			
Manager III, Student Info Sys	700260	\$89,834	\$104,298	\$118,762			
Manager III, Supply Chain	700622	\$89,834	\$104,298	\$118,762			
Manager III, Total Rewards	700086	\$89,834	\$104,298	\$118,762			
Manager, Info System HCM	703030	\$89,834	\$104,298	\$118,762			
Manager, Senior Project	700621	\$89,834	\$104,298	\$118,762			
Technical/Other	LTD900	\$89,834	\$104,298	\$118,762			
Grade CC5		\$73,843	\$107,691	\$141,538	91.67%	45.84%	31.43%
Counselor II, Transcript Evalu	720400	\$73,843	\$107,691	\$141,538			
Grade DIR		\$95,500	\$110,404	\$125,309	31.21%	15.61%	13.50%
Director, Athletics Community	700729	\$95,500	\$110,404	\$125,309			
Director, Audits & Compliance	700089	\$95,500	\$110,404	\$125,309			
Director, Budget/Staff/Sched	702760	\$95,500	\$110,404	\$125,309			
Director, Bus & Transp Svcs	702877	\$95,500	\$110,404	\$125,309			
Director, Charters, School Gov	700704	\$95,500	\$110,404	\$125,309			
Director, Comm & Marketing	701463	\$95,500	\$110,404	\$125,309			
Director, CTAE	703270	\$95,500	\$110,404	\$125,309			
Director, Design & Constructio	700761	\$95,500	\$110,404	\$125,309			
Director, Ed. Media/Inst.	702933	\$95,500	\$110,404	\$125,309			
Director, ELL Studies Program	400200	\$95,500	\$110,404	\$125,309			
Director, Fernbank	100300	\$95,500	\$110,404	\$125,309			
Director, Fleet & Spec Transpo	703172	\$95,500	\$110,404	\$125,309			
Director, GLRS	600701	\$95,500	\$110,404	\$125,309			
Director, GNETS Program	602191	\$95,500	\$110,404	\$125,309			
Director, Leadership Developme	701110	\$95,500	\$110,404	\$125,309			
Director, Planning/SPLOST Prog	700764	\$95,500	\$110,404	\$125,309			
Director, Public Safety	703330	\$95,500	\$110,404	\$125,309			
Director, Risk Management	701621	\$95,500	\$110,404	\$125,309			
Director, Safe Schools	703360	\$95,500	\$110,404	\$125,309			
Director, School Options	701460	\$95,500	\$110,404	\$125,309			
Director, Special Projects	700103	\$95,500	\$110,404	\$125,309			
Director, Support Services	701815	\$95,500	\$110,404	\$125,309			
Director, Title I	701114	\$95,500	\$110,404	\$125,309			
Director, Title II A	701111	\$95,500	\$110,404	\$125,309			
Director, Total Rewards	701741	\$95,500	\$110,404	\$125,309			
Director, Virtual Learning	500562	\$95,500	\$110,404	\$125,309			
Executive Legal Officer	700102	\$95,500	\$110,404	\$125,309			
Grade PR1		\$98,847	\$114,273	\$129,698	31.21%	15.61%	13.50%
Principal, Elem School	300100	\$98,847	\$114,273	\$129,698			
Principal, Special Ed. Center	601900	\$98,847	\$114,273	\$129,698			
Grade EXD		\$99,344	\$114,839	\$130,333	31.19%	15.60%	13.49%
Exec. Dir., PL & LD	703301	\$99,344	\$114,839	\$130,333			
Exec. Director, Curr & Instruc	700109	\$99,344	\$114,839	\$130,333			
Exec. Director, Federal Progra	700107	\$99,344	\$114,839	\$130,333			
Exec. Director, Federal Progra	701107	\$99,344	\$114,839	\$130,333			

Original Pay Plan - DeKalb County School District

Annual Duty Days - 246 Annual Hours - 1968

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
Grade	EXD	\$99,344	\$114,839	\$130,333	31.19%	15.60%	13.49%
Exec. Director, Operations	701101	\$99,344	\$114,839	\$130,333			
Exec. Director, Student Advanc	703269	\$99,344	\$114,839	\$130,333			
Executive Dir - Spec Projects	703103	\$99,344	\$114,839	\$130,333			
Executive Director, Athletics	700730	\$99,344	\$114,839	\$130,333			
Executive Director, Leadership	701400	\$99,344	\$114,839	\$130,333			
Executive Director, RAG	701106	\$99,344	\$114,839	\$130,333			
Executive Director, Special Ed	700734	\$99,344	\$114,839	\$130,333			
Interim Exec Dir, Sch Nutrition	701103	\$99,344	\$114,839	\$130,333			
Grade	PR2	\$100,570	\$116,139	\$131,708	30.96%	15.48%	13.41%
Principal, Alt. School	500400	\$100,570	\$116,139	\$131,708			
Principal, Middle School	400100	\$100,570	\$116,139	\$131,708			
Grade	PR3	\$104,293	\$120,570	\$136,848	31.21%	15.61%	13.50%
Administrator on Special Assn	700082	\$104,293	\$120,570	\$136,848			
Coordinator II, Career Tech/In	700819	\$104,293	\$120,570	\$136,848			
Interim, Principal, High Sch.	500101	\$104,293	\$120,570	\$136,848			
Principal, High School	500100	\$104,293	\$120,570	\$136,848			
Grade	DIRL	\$125,309	\$125,309	\$125,309	0.00%	0.00%	0.00%
		\$125,309	\$125,309	\$125,309			
Grade	RGS	\$133,582	\$133,582	\$133,582	0.00%	0.00%	0.00%
Interim, Regional Supt.	703511	\$133,582	\$133,582	\$133,582			
Regional Superintendent	703510	\$133,582	\$133,582	\$133,582			
Grade	W99	\$138,257	\$138,257	\$138,257	0.00%	0.00%	0.00%
Associate Supt. Accountability	703521	\$138,257	\$138,257	\$138,257			
Grade	DPC	\$178,115	\$178,115	\$178,115	0.00%	0.00%	0.00%
Chief Academic Officer	702824	\$178,115	\$178,115	\$178,115			
Chief Comm Relations Officer	701462	\$178,115	\$178,115	\$178,115			
Chief Financial Officer	700190	\$178,115	\$178,115	\$178,115			
Chief Information Officer	700193	\$178,115	\$178,115	\$178,115			
Chief Legal Officer	700196	\$178,115	\$178,115	\$178,115			
Chief of Staff, CSO	700192	\$178,115	\$178,115	\$178,115			
Chief Operations Officer	701623	\$178,115	\$178,115	\$178,115			
Deputy Supt. Stud Support/Inte	703803	\$178,115	\$178,115	\$178,115			
Interim Chief Human Capital Mg	700194	\$178,115	\$178,115	\$178,115			
Grade	SUP	\$303,000	\$303,000	\$303,000	0.00%	0.00%	0.00%
Superintendent of Schools	702770	\$303,000	\$303,000	\$303,000			

618 Unique Class Titles

Original Pay Plan - DeKalb County School District

Pay Plan

Annual Duty Days - 246 Annual Hours - 1968

Original Class

Min Mid Max %Range %Below %Above

618 Unique Class Titles in DeKalb County School District

SECTION 4.0
Salary Survey Summary and Detail



Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Job Class Title	Normalizing Annual Hours:	Averages For Each Job Class						DEKALB COUNTY SCHOOLS							
		1968 Min	Mid	Max	Range Width	Duty Days	Ann Hours	Actual Normal Hours	Min	Mid	Max	Range Width			
Bus Monitor		20,454	24,646	29,269	43.10%	189	943	1968	\$21,277	4%	\$25,277	2%	\$28,747	-2%	35.1%
Assistant I. Food Service		19,835	25,500	31,165	57.12%	188	1,379	1968	\$21,808	9%	\$25,277	-1%	\$28,747	-8%	31.8%
Custodian 12 Month (Elem)		21,853	29,339	36,826	68.52%	244	1,952	1968	\$26,839	19%	\$32,249	9%	\$37,660	2%	40.3%
Paraprofessional-Instructional		21,694	29,763	37,832	74.39%	191	1,526	1968	\$29,253	26%	\$36,282	18%	\$43,311	13%	48.1%
Bus Driver		24,169	31,154	38,178	57.96%	188	1,044	1968	\$33,461	28%	\$39,545	21%	\$45,628	16%	36.4%
Para. Special Ed		23,109	31,247	39,385	70.43%	191	1,526	1968	\$29,253	21%	\$36,282	14%	\$43,311	9%	48.1%
Laborer, Grounds		26,309	34,551	42,793	62.66%	242	1,933	1968	\$26,311	0%	\$31,615	-9%	\$36,919	-16%	40.3%
Landscaper		25,840	36,090	46,340	79.33%	246	1,968	1968	\$33,604	23%	\$40,426	11%	\$47,249	2%	40.6%
Attendant, Pest Control		25,840	36,090	46,340	79.33%	246	1,968	1968	\$33,604	23%	\$40,426	11%	\$47,249	2%	40.6%
Tech I, FSC Building Support		27,554	37,322	47,090	70.90%	245	1,960	1968	\$29,531	7%	\$35,245	-6%	\$40,960	-15%	38.7%
Call Center Agent		27,873	37,949	48,025	72.30%	245	1,960	1968	\$33,604	17%	\$40,426	6%	\$47,249	-2%	40.6%
Receptionist		28,626	38,888	49,150	71.70%	245	1,958	1968	\$29,531	3%	\$35,245	-10%	\$40,960	-20%	38.7%
Data Clerk Title I		30,177	40,442	50,707	68.03%	245	1,956	1968	\$34,278	12%	\$40,894	1%	\$47,511	-7%	38.6%
School Healthcare Worker		31,506	40,796	50,087	58.98%	223	1,786	1968	\$28,963	-9%	\$35,712	-14%	\$42,462	-18%	46.6%
Assistant, Library Media		30,180	41,392	52,603	74.30%	209	1,669	1968	\$34,278	12%	\$41,238	0%	\$48,198	-9%	40.6%
Bookkeeper (Elementary) 12 mo		31,005	42,308	53,610	72.91%	234	1,869	1968	\$34,278	10%	\$40,894	-3%	\$47,511	-13%	38.6%
Secretary, 12 Month		31,747	42,823	53,898	69.78%	241	1,926	1968	\$34,278	7%	\$40,894	-5%	\$47,511	-13%	38.6%
Administrative Assistant		34,395	45,356	56,317	63.74%	241	1,926	1968	\$38,900	12%	\$45,913	1%	\$52,926	-6%	36.1%
Engineer, Plant MS		34,224	45,463	56,702	65.68%	240	1,920	1968	\$42,524	20%	\$50,187	9%	\$57,850	2%	36.0%
Engineer, Plant (ES)		34,224	45,463	56,702	65.68%	240	1,920	1968	\$42,524	20%	\$50,187	9%	\$57,850	2%	36.0%
Roofer		36,270	46,614	56,959	57.04%	250	2,000	1968	\$41,687	13%	\$49,199	5%	\$56,712	0%	36.0%
Associate, Accounting I		36,049	47,562	59,076	63.88%	240	1,920	1968	\$42,672	16%	\$50,362	6%	\$58,051	-2%	36.0%
Mechanic, Auto		34,922	47,811	60,700	73.81%	241	1,926	1968	\$45,654	24%	\$53,890	11%	\$62,125	2%	36.1%
Mechanic, Bus		34,922	47,811	60,700	73.81%	241	1,926	1968	\$45,654	24%	\$53,890	11%	\$62,125	2%	36.1%
Carpenter		37,815	48,282	58,749	55.36%	250	2,024	1968	\$45,654	17%	\$53,890	10%	\$62,125	5%	36.1%
Plumber		38,248	48,822	59,397	55.30%	250	2,000	1968	\$45,654	16%	\$53,890	9%	\$62,125	4%	36.1%
Registrar 11 Month		38,358	49,558	60,757	58.40%	212	1,696	1968	\$34,278	-12%	\$40,894	-21%	\$47,511	-28%	38.6%
Locksmith		38,204	50,564	62,924	64.71%	245	1,960	1968	\$45,654	16%	\$53,890	6%	\$62,125	-1%	36.1%
Technician, Audio/Visual		36,859	51,170	65,481	77.66%	241	1,924	1968	\$45,654	19%	\$53,890	5%	\$62,125	-5%	36.1%
HVAC Mechanic/Technician		39,649	52,613	65,577	65.40%	245	1,960	1968	\$45,654	13%	\$53,890	2%	\$62,125	-6%	36.1%
Electrician		39,649	52,613	65,577	65.40%	245	1,960	1968	\$45,654	13%	\$53,890	2%	\$62,125	-6%	36.1%
Interpreter, ESOL		36,243	53,977	71,710	97.86%	187	1,492	1968	\$37,861	4%	\$44,689	-21%	\$51,517	-39%	36.1%
Graphic Designer		44,296	55,502	66,708	50.60%	250	2,000	1968	\$62,886	30%	\$74,139	25%	\$85,393	22%	35.8%
Officer, School Resource (HS)		42,781	56,275	69,768	63.08%	231	1,850	1968	\$45,290	6%	\$53,457	-5%	\$61,624	-13%	36.1%
Officer, School Resource SE		42,781	56,275	69,768	63.08%	231	1,850	1968	\$45,290	6%	\$53,457	-5%	\$61,624	-13%	36.1%
Mechanic, Lead Auto Buses		42,042	56,531	71,020	68.93%	241	1,926	1968	\$50,663	17%	\$58,529	3%	\$66,395	-7%	31.1%
Buyer		43,255	56,734	70,214	62.33%	244	1,948	1968	\$51,664	16%	\$60,977	7%	\$70,291	0%	36.1%
Technician II, Payroll		44,154	58,182	72,210	63.54%	245	1,960	1968	\$45,654	3%	\$53,890	-8%	\$62,125	-16%	36.1%
Manager, School Nutrition		45,442	58,586	71,731	57.85%	240	1,920	1968	\$51,680	12%	\$59,704	2%	\$67,728	-6%	31.1%
Manager II, School Nutrition		47,791	59,968	72,146	50.96%	246	1,970	1968	\$51,680	8%	\$59,704	0%	\$67,728	-7%	31.1%

Job Cl	Title	Normalizing Annual Hours:	1968 Averages For Each Job					DEKALB COUNTY SCHOOLS								
			Min	Mid	Max	Range Width	Duty Days	Ann Hours	Actual	Normal Hours	Min	Mid	Max	Range Width		
Manager, School Nutrition MS			47,791	59,968	72,146	50.96%	242	1,933	1968	\$51,680	8%	\$59,704	0%	\$67,728	-7%	31,1%
Adjuster, Workers' Comp Case			49,903	60,820	71,736	43.75%	254	2,032	1968	\$49,395	-1%	\$61,004	0%	\$72,612	1%	47.0%
Analyst, Compensation			48,984	61,570	74,155	51.38%	242	1,933	1968	\$48,075	-2%	\$56,740	-9%	\$65,405	-13%	36.0%
Supervisor, Coordinate Trans.			47,706	62,137	76,568	60.50%	240	1,920	1968	\$50,663	6%	\$58,529	-6%	\$66,395	-15%	31.1%
Supervisor, Trans District			47,706	62,137	76,568	60.50%	240	1,920	1968	\$50,663	6%	\$58,529	-6%	\$66,395	-15%	31.1%
Manager, Shop			49,135	63,628	78,121	58.99%	240	1,920	1968	\$55,812	12%	\$65,871	3%	\$75,930	-3%	36.0%
Liaison, Family Engagement			49,291	65,179	81,067	64.47%	233	1,864	1968	\$45,654	-8%	\$53,890	-21%	\$62,125	-30%	36.1%
Supervisor III, Skilled Trade			50,920	65,725	80,529	58.15%	240	1,920	1968	\$55,812	9%	\$65,871	0%	\$75,930	-6%	36.0%
Exec. Asst. to Superintendent			55,081	65,917	76,753	39.35%	229	1,830	1968	\$62,641	12%	\$62,641	-5%	\$62,641	-23%	0.0%
Supervisor, Warehousing Svcs			53,254	68,612	83,971	57.68%	235	1,883	1968	\$45,654	-17%	\$53,890	-27%	\$62,125	-35%	36.1%
Specialist II, Compliance			53,222	69,110	84,997	59.70%	238	1,904	1968	\$59,137	10%	\$69,760	1%	\$80,382	-6%	35.9%
Auditor, Internal			55,333	70,117	84,901	53.44%	240	1,920	1968	\$54,172	-2%	\$63,933	-10%	\$73,693	-15%	36.0%
Nurse, School (RN & LPN)			55,594	70,344	85,094	53.06%	192	1,659	1968	\$46,571	-19%	\$54,971	-28%	\$63,372	-34%	36.1%
Programmer			56,911	71,131	85,351	49.97%	242	1,933	1968	\$59,137	4%	\$69,760	-2%	\$80,382	-6%	35.9%
Analyst, Budget 622			58,055	73,348	88,641	52.68%	240	1,915	1968	\$66,760	13%	\$78,355	6%	\$89,951	1%	34.7%
Analyst, Grants			59,153	75,664	92,175	55.82%	225	1,800	1968	\$66,760	11%	\$78,355	3%	\$89,951	-2%	34.7%
Web Developer			60,553	76,408	92,262	52.36%	240	1,920	1968	\$66,760	9%	\$78,355	2%	\$89,951	-3%	34.7%
Analyst I, Systems			60,580	76,633	92,686	53.00%	240	1,920	1968	\$66,760	9%	\$78,355	2%	\$89,951	-3%	34.7%
Engineer, Systems Telecommun			63,642	79,739	95,836	50.59%	242	2,002	1968	\$74,604	15%	\$88,727	10%	\$102,851	7%	37.9%
Administrator, Database			66,965	84,440	101,915	52.19%	240	1,920	1968	\$74,604	10%	\$88,727	5%	\$102,851	1%	37.9%
Manager I, Transportation			67,693	85,973	104,253	54.01%	240	1,920	1968	\$74,604	9%	\$88,727	3%	\$102,851	-1%	37.9%
Coordinator, School Nutrition			70,369	87,824	105,278	49.61%	249	1,990	1968	\$59,973	-17%	\$83,659	-5%	\$107,346	2%	79.0%
Manager, IT Project			71,346	88,609	105,872	48.39%	240	1,920	1968	\$74,604	4%	\$88,727	0%	\$102,851	-3%	37.9%
Manager I, Procurement			70,658	89,087	107,515	52.16%	235	1,883	1968	\$74,604	5%	\$88,727	0%	\$102,851	-5%	37.9%
Manager I, Maint./Indoor Air			72,046	89,392	106,737	48.15%	240	1,920	1968	\$74,604	3%	\$88,727	-1%	\$102,851	-4%	37.9%
Engineer I, Systems			72,052	89,627	107,203	48.79%	240	1,920	1968	\$74,604	3%	\$88,727	-1%	\$102,851	-4%	37.9%
Manager III, Budget			74,027	91,818	109,610	48.07%	245	1,960	1968	\$89,834	18%	\$104,298	12%	\$118,762	8%	32.2%
Facilitator, Teacher Quality			75,579	92,848	110,117	45.70%	245	1,960	1968	\$54,737	-38%	\$81,041	-15%	\$107,346	-3%	96.1%
Officer, Information Security			74,692	92,953	111,214	48.90%	245	1,956	1968	\$84,048	11%	\$97,471	5%	\$110,894	0%	31.9%
Manager III, Accounting			75,474	93,047	110,621	46.57%	245	1,960	1968	\$89,834	16%	\$104,298	11%	\$118,762	7%	32.2%
Coordinator II, Federal Prgms.			75,230	93,931	112,631	49.72%	240	1,920	1968	\$65,687	-15%	\$90,900	-3%	\$116,113	3%	76.8%
Manager II, Architect			75,818	94,829	113,840	50.15%	238	1,920	1968	\$84,048	10%	\$97,471	3%	\$110,894	-3%	31.9%
Coordinator, Apprenticeship			77,146	95,381	113,616	47.27%	240	1,940	1968	\$65,687	-17%	\$90,900	-5%	\$116,113	2%	76.8%
Coordinator II, Research, Gran			76,563	95,418	114,274	49.26%	240	1,920	1968	\$65,687	-17%	\$90,900	-5%	\$116,113	2%	76.8%
Manager III, Special Projects			77,855	97,063	116,272	49.34%	245	1,956	1968	\$89,834	13%	\$104,298	7%	\$118,762	2%	32.2%
Coordinator II, Regional			77,320	97,168	117,016	51.34%	238	1,904	1968	\$65,687	-18%	\$90,900	-7%	\$116,113	-1%	76.8%
Coordinator II, Gifted & Talen			78,664	97,772	116,879	48.58%	240	1,920	1968	\$65,687	-20%	\$90,900	-8%	\$116,113	-1%	76.8%
Manager, Regional Project			78,613	98,385	118,156	50.30%	238	1,904	1968	\$84,048	6%	\$97,471	-1%	\$110,894	-7%	31.9%
Manager III, Application Dev			80,747	99,309	117,871	45.98%	245	1,960	1968	\$89,834	10%	\$104,298	5%	\$118,762	1%	32.2%
Coordinator II, STEM			79,429	99,908	120,388	51.57%	238	1,904	1968	\$65,687	-21%	\$90,900	-10%	\$116,113	-4%	76.8%
Coordinator III, Assessment			80,793	100,095	119,397	47.78%	240	1,970	1968	\$89,834	10%	\$104,298	4%	\$118,762	-1%	32.2%
Coordinator III, Research/Data			80,518	100,115	119,712	48.68%	240	1,920	1968	\$89,834	10%	\$104,298	4%	\$118,762	-1%	32.2%
Coordinator III, Social Work			80,125	100,300	120,475	50.36%	238	1,920	1968	\$89,834	11%	\$104,298	4%	\$118,762	-1%	32.2%

Job C	Title	Normalizing Annual Hours:	1968 Averages For Each Job					DEKALB COUNTY SCHOOLS								
			Min	Mid	Max	Range Width	Duty Days	Ann Hours	Actual	Normal Hours	Min	Mid	Max	Range Width		
Coordinator II, Math			82,535	100,841	119,146	44.36%	242	1,933	1968	\$65,687	-26%	\$90,900	-11%	\$116,113	-3%	76.8%
Coordinator III, Counseling			81,205	100,882	120,559	48.46%	240	1,920	1968	\$89,834	10%	\$104,298	3%	\$118,762	-2%	32.2%
Coordinator III, Charter Sch			82,593	103,430	124,267	50.46%	238	1,904	1968	\$89,834	8%	\$104,298	1%	\$118,762	-5%	32.2%
Coordinator III, Ex Ed			82,593	103,430	124,267	50.46%	238	1,904	1968	\$89,834	8%	\$104,298	1%	\$118,762	-5%	32.2%
Director, Risk Management			84,057	104,142	124,227	47.79%	240	1,970	1968	\$95,500	12%	\$110,404	6%	\$125,309	1%	31.2%
Coach, Lead Academic			85,596	104,800	124,003	44.87%	237	1,899	1968	\$89,834	5%	\$104,298	0%	\$118,762	-4%	32.2%
Manager III, Construction			83,989	105,417	126,844	51.02%	248	1,980	1968	\$89,834	7%	\$104,298	-1%	\$118,762	-7%	32.2%
Executive Legal Officer			82,576	105,598	128,620	55.76%	225	1,800	1968	\$125,309	34%	\$125,309	16%	\$125,309	-3%	0.0%
Director, Comm & Marketing			85,842	106,962	128,081	49.20%	240	1,920	1968	\$95,500	10%	\$110,404	3%	\$125,309	-2%	31.2%
Director, Virtual Learning			88,593	109,801	131,009	47.88%	240	1,920	1968	\$95,500	7%	\$110,404	1%	\$125,309	-5%	31.2%
Principal, Elem School			91,813	110,671	129,530	41.08%	240	1,920	1968	\$98,847	7%	\$114,273	3%	\$129,698	0%	31.2%
Director, Audits & Compliance			90,174	111,856	133,538	48.09%	240	1,920	1968	\$95,500	6%	\$110,404	-1%	\$125,309	-7%	31.2%
Principal, Special Ed, Center			93,822	113,196	132,569	41.30%	240	1,920	1968	\$98,847	5%	\$114,273	1%	\$129,698	-2%	31.2%
Director, Public Safety			91,321	113,582	135,842	48.75%	240	1,920	1968	\$95,500	4%	\$110,404	-3%	\$125,309	-8%	31.2%
Director, Bus & Transp Svcs			92,033	114,271	136,510	48.33%	240	1,920	1968	\$95,500	4%	\$110,404	-4%	\$125,309	-9%	31.2%
Director, Fleet & Spec Transpo			92,033	114,271	136,510	48.33%	240	1,920	1968	\$95,500	4%	\$110,404	-4%	\$125,309	-9%	31.2%
Director, Athletics Community			92,033	114,271	136,510	48.33%	240	1,920	1968	\$95,500	4%	\$110,404	-4%	\$125,309	-9%	31.2%
Director, Title I			92,171	115,779	139,387	51.23%	238	1,904	1968	\$95,500	3%	\$110,404	-5%	\$125,309	-11%	31.2%
Director, Special Projects			89,924	115,857	141,791	57.68%	230	1,840	1968	\$95,500	6%	\$110,404	-5%	\$125,309	-13%	31.2%
Exec. Director, Curr & Instruc			93,506	115,866	138,225	47.82%	240	1,920	1968	\$99,344	6%	\$114,839	-1%	\$130,333	-6%	31.2%
Principal, Alt. School			96,073	116,278	136,483	42.06%	240	1,920	1968	\$100,570	4%	\$116,139	0%	\$131,708	-4%	31.0%
Interim Exec Dir, Sch Nutrition			94,982	117,258	139,534	46.91%	250	2,002	1968	\$99,344	4%	\$114,839	-2%	\$130,333	-7%	31.2%
Principal, Middle School			97,280	117,789	138,298	42.16%	240	1,920	1968	\$100,570	3%	\$116,139	-1%	\$131,708	-5%	31.0%
Exec. Director, Operations			97,020	119,681	142,342	46.71%	240	1,970	1968	\$99,344	2%	\$114,839	-4%	\$130,333	-9%	31.2%
Executive Director, Athletics			99,253	122,583	145,913	47.01%	240	1,920	1968	\$99,344	0%	\$114,839	-7%	\$130,333	-12%	31.2%
Exec. Director, Federal Progra			99,253	122,583	145,913	47.01%	240	1,920	1968	\$99,344	0%	\$114,839	-7%	\$130,333	-12%	31.2%
Principal, High School			102,271	123,986	145,701	42.47%	240	1,920	1968	\$104,293	2%	\$120,570	-3%	\$136,848	-6%	31.2%
Regional Superintendent			116,490	141,654	166,818	43.20%	238	1,904	1968	\$133,582	13%	\$133,582	-6%	\$133,582	-25%	0.0%
Chief Comm Relations Officer			140,499	164,257	188,016	33.82%	238	1,904	1968	\$178,115	21%	\$178,115	8%	\$178,115	-6%	0.0%
Chief Academic Officer			142,429	167,025	191,622	34.54%	244	1,955	1968	\$178,115	20%	\$178,115	6%	\$178,115	-8%	0.0%
Chief Financial Officer			148,911	170,709	192,507	29.28%	240	1,916	1968	\$178,115	16%	\$178,115	4%	\$178,115	-8%	0.0%
Chief Operations Officer			143,881	178,004	212,126	47.43%	245	1,956	1968	\$178,115	19%	\$178,115	0%	\$178,115	-19%	0.0%
Chief of Staff, CSO			143,881	178,004	212,126	47.43%	245	1,956	1968	\$178,115	19%	\$178,115	0%	\$178,115	-19%	0.0%
Interim Chief Human Capital Mg			152,040	179,256	206,472	35.80%	238	1,904	1968	\$178,115	15%	\$178,115	-1%	\$178,115	-16%	0.0%
Chief Information Officer			152,040	179,256	206,472	35.80%	238	1,904	1968	\$178,115	15%	\$178,115	-1%	\$178,115	-16%	0.0%
Survey Averages			65,827	82,447	99,071	50.50%	237	1,890								
% Difference										54.56%		72,153		83,026		93,895
											8.77%			0.70%		-5.51%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Adjuster, Workers' Comp Case

Descrip Plans, recommends, sets reserves and executes the investigation, valuation, disposition and settlement of claims in compliance with all applicable state and federal laws in a manner consistent with quality standards and goals. Properly assesses the indemnity, medical and expense exposure of assigned claims; processes lost wage benefits, determines compensability issues, and approves payment of medical bills. Maintains electronic claim file and sets reserves accurately and in a timely manner. Professionally resolves legal, coverage and compensability issues in compliance with all legal requirements.

Quals Bachelor's Degree in Business Administration or closely related area is required. More than two (2) years handling/managing Workers Compensation claims or closely related experience is required. Certificates, Licenses, Permits: CWCP certification exams and adjusting licenses as required by Georgia state law.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
ATLANTA PUBLIC SCHOOLS	WORKERS COMPENSATION/UNEMPLOYM	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
Average			51,526	62,798	74,069	43.8%				49,903	60,820	71,736	
DEKALB COUNTY SCHOOLS	Adjuster, Workers' Comp Case		49,395	61,004	72,612	47.0%		246	1968	49,395	61,004	72,612	
										\$ Difference	-508	184	876
										% Difference	-1.0%	0.3%	1.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Administrative Assistant

Descrip Manage and audit schools confidential employee database, manipulate data to produce monthly employee report for department heads, process payroll, manage department budget, order supplies/materials, provide administrative and support to team members, manage team calendar and reserve meeting space, work with district admins to coordinate meetings/workshops and provide support for School Governance matters, process local and professional travel request, provide support to internal & external stakeholders, assist HCM and Federal Programs with verifying School data is accurate for CPI and CCRPI reporting, report system error, malfunction or broken items by submitting help desk tickets for team and manage progress, other duties deemed necessary by supervisor.

Quals High school diploma or GED equivalent required. Minimum of six (6) months experience in an administrative support position required. CERTIFICATES, LICENSES, PERMITS: None

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
HENRY COUNTY SCHOOLS	ADMINISTRATIVE ASSISTANT II	Good	24,010	35,007	46,005	91.6%		244	1952	24,206	35,294	46,382	
GWINNETT COUNTY SCHOOL	Administrative Assistant I	Good	29,424	40,090	50,755	72.5%		246	1968	29,424	40,090	50,755	
ATLANTA PUBLIC SCHOOLS	ADMINISTRATIVE ASSISTANT I	Good	33,422	41,778	50,133	50.0%		254	2032	32,369	40,462	48,554	
CLAYTON COUNTY SCHOOLS	ADMINISTRATIVE ASSISTANT III	Good	35,653	45,602	55,550	55.8%		225	1800	38,980	49,858	60,735	
FULTON COUNTY SCHOOLS	Administrative Assistant	Good	44,892	58,344	71,796	59.9%		235	1880	46,993	61,075	75,157	
Average			33,480	44,164	54,848	66.0%				34,395	45,356	56,317	
DEKALB COUNTY SCHOOLS	Administrative Assistant		38,900	45,913	52,926	36.1%		246	1968	38,900	45,913	52,926	
										\$ Difference	4,505	557	-3,391
										% Difference	11.6%	1.2%	-6.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Administrator, Database

Descrip Installs system software. Creates, assigns, and authorizes access to user. Communicates via phone, memos, and emails with programmers, users and vendors. Maintains data management system software. Applies fixes and corrects data management software problems. Monitors software performance and executes user loads.

Quals Bachelor's degree in related field required. Three (3) years of related experience.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Database Administrator	Good	61,350	75,723	90,095	46.9%		246	1968	61,350	75,723	90,095	
ATLANTA PUBLIC SCHOOLS	DATABASE ADMINISTRATOR	Good	62,630	76,331	90,031	43.8%		254	2032	60,657	73,926	87,195	
CLAYTON COUNTY SCHOOLS	DATABASE ADMINISTRATOR	Good	63,913	81,750	99,586	55.8%		225	1800	69,879	89,380	108,881	
FULTON COUNTY SCHOOLS	Database Administrator	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
Average			65,117	82,030	98,942	51.6%				66,965	84,440	101,915	
DEKALB COUNTY SCHOOLS	Administrator, Database		74,604	88,727	102,851	37.9%		246	1968	74,604	88,727	102,851	
										\$ Difference	7,639	4,288	936
										% Difference	10.2%	4.8%	0.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Analyst I, Systems

Descrip Maintains and enhances existing software systems and programs, system security and system integrity. Plans and manages software development projects; develops and implements computer software. Responds to emails and phone calls to support bookkeepers with accounting software issues; provides bookkeepers with IT support (obtaining network permissions, maintaining prior year data and resolving printer issues).

Quals Associate's Degree in Computer Science, Information Technology, Systems Analysis or closely related area is required. More than two (2) years systems analysis, computer programming, applications development or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Student Information Systems Application Analyst	Good	51,882	65,157	78,432	51.2%		246	1968	51,882	65,157	78,432	
CLAYTON COUNTY SCHOOLS	INFORMATION SYSTEM SPECIALIST	Good	54,104	69,205	84,306	55.8%		225	1800	59,153	75,664	92,175	
ATLANTA PUBLIC SCHOOLS	IT SYSTEMS SPECIALIST	Good	62,630	76,331	90,031	43.8%		254	2032	60,657	73,926	87,195	
FULTON COUNTY SCHOOLS	System Analyst	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
Average			59,021	74,593	90,165	52.7%				60,580	76,633	92,686	
DEKALB COUNTY SCHOOLS	Analyst I, Systems		66,760	78,355	89,951	34.7%		246	1968	66,760	78,355	89,951	
										\$ Difference	6,180	1,722	-2,735
										% Difference	9.3%	2.2%	-3.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Analyst, Budget 622

Descrip Prepares and monitors departmental budget and schools individual food and supply expenses for accountability. Prepares journal entries for School Nutrition Accounts; maintains and updates transactions.
Prepares prepaid lunch refunds, maintains records and initiates payment for storage company. Submits payroll reports for substitute employees and extra activity.

Quals Bachelor's Degree in Business Administration, Finance, Accounting or closely related area is required.
More than four (4) years account and financial analysis or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
ATLANTA PUBLIC SCHOOLS	BUDGET ANALYST	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
CLAYTON COUNTY SCHOOLS	GRANTS BUDGET ANALYST II	Good	54,104	69,205	84,306	55.8%		225	1800	59,153	75,664	92,175	
GWINNETT COUNTY SCHOOL	Budget Manager	Good	56,521	70,334	84,146	48.9%		246	1948	57,101	71,056	85,010	
FULTON COUNTY SCHOOLS	Budget Analyst 3	Good	63,108	82,013	100,918	59.9%		235	1880	66,062	85,852	105,642	
Average			56,315	71,087	85,860	52.1%				58,055	73,348	88,641	
DEKALB COUNTY SCHOOLS	Analyst, Budget 622		66,760	78,355	89,951	34.7%		246	1968	66,760	78,355	89,951	
										\$ Difference	8,705	5,008	1,310
										% Difference	13.0%	6.4%	1.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Analyst, Compensation

Descrip Calculates salaries, pay adjustments and retroactive payments for new hires, rehires, promotions, demotions, transfers, certification upgrades and return from leave. Uses the compensation module and various HR technology systems to process and/or approve pay change actions, salary recommendations, salary audits, and annual salary uploads/increases on a timeline.

Quals Bachelor's degree in Business Administration or Human Resources. Valid driver's license and availability of private transportation, or the availability to get to off-site meetings. Five (5) years of similar and equivalent work experience in compensation. Experience using various HR systems, interpreting compensation guidelines (State and District). Working in a fast-paced urban school district or comparable government/private sector work.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	HUMAN RESOURCES ANALYST I	Good	42,114	53,876	65,638	55.9%		225	1800	46,044	58,904	71,764	
GWINNETT COUNTY SCHOOL	Human Resources Division Specialist	Good	43,139	55,399	67,658	56.8%		246	1968	43,139	55,399	67,658	
ATLANTA PUBLIC SCHOOLS	COMPENSATION & CLASSIFICATION ANA	Good	59,649	72,697	85,744	43.7%		254	2032	57,770	70,407	83,043	
Average			48,301	60,657	73,013	52.1%				48,984	61,570	74,155	
DEKALB COUNTY SCHOOLS	Analyst, Compensation		48,075	56,740	65,405	36.0%		246	1968	48,075	56,740	65,405	
										\$ Difference	-910	-4,830	-8,750
										% Difference	-1.9%	-8.5%	-13.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Analyst, Grants

Descrip Manages, monitors, and retrieves statistical and financial data. Processes the data as they relate to legislation: such as Title I & (IDEA), or grant budgeting matters such as salary, benefits, and supplies. Acts as the liaison for the Directors, Finance Department, and federal/state/local agencies. Monitors and tracks expenditures for grant budgets in order to prepare timely monthly/quarterly financial and administrative reports. Ability to apply grant policies and procedures based on federal or state regulations.

Quals At least five (5) years of experience with grants management, budgeting, accounting, federal and state reporting requirements.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	GRANTS BUDGET ANALYST II	Good	54,104	69,205	84,306	55.8%		225	1800	59,153	75,664	92,175	
Average			54,104	69,205	84,306	55.8%				59,153	75,664	92,175	
DEKALB COUNTY SCHOOLS	Analyst, Grants		66,760	78,355	89,951	34.7%		246	1968	66,760	78,355	89,951	
										\$ Difference	7,607	2,691	-2,224
										% Difference	11.4%	3.4%	-2.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Assistant I, Food Service

Descrip Prepares and serves breakfast, lunch and after-school snacks for DCSS students and staff. Works with managers to ensure the meal management is accurate. Implements sanitation and safety procedures in receiving, preparing, storing and serving food. Cleans equipment; maintains cleanliness of work area.

Quals High school diploma, GED equivalent required. No previous experience is required. DeKalb County School System Nutrition Credential must be obtained within one (1) year of employment and must be valid throughout duration of employment with renewal every three (3) years. Orientation for Nutrition Employees training must be successfully completed in accordance with Georgia Department of Education requirements.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
HENRY COUNTY SCHOOLS	FOOD SERVICE ASSISTANTS	Good	8,971	11,072	13,174	46.9%		183	1464	12,059	14,884	17,709	
ATLANTA PUBLIC SCHOOLS	FOOD ASSISTANT (5.5 Hour)	Good	13,783	17,202	20,621	49.6%		201	1106	24,525	30,609	36,693	
CLAYTON COUNTY SCHOOLS	NUTRITION WORKER 7.5 HR	Good	14,997	18,192	21,388	42.6%		185	1480	19,942	24,191	28,440	
FULTON COUNTY SCHOOLS	Food Service Worker	Good	16,972	24,041	31,110	83.3%		183	1464	22,815	32,317	41,820	
Average			13,681	17,627	21,573	55.6%				19,835	25,500	31,165	
DEKALB COUNTY SCHOOLS	Assistant I, Food Service		21,808	25,277	28,747	31.8%		246	1968	21,808	25,277	28,747	
										\$ Difference	1,973	-223	-2,418
										% Difference	9.0%	-0.9%	-8.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Assistant, Library Media

Descrip Help patrons find and use library resources, such as reference materials, audio-visual equipment, computers, and other electronic resources and provide technical assistance when needed.

Quals High School Diploma or GED preferred but not required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Media Clerk	Good	12,858	21,599	30,340	136.0%		190	1520	16,648	27,965	39,282	
GWINNETT COUNTY SCHOOL	Media Technology Specialist	Good	27,614	38,071	48,528	75.7%		246	1968	27,614	38,071	48,528	
HENRY COUNTY SCHOOLS	Media Specialist	Good	35,744	44,905	54,065	51.3%		190	1520	46,279	58,140	70,000	
Average			25,405	34,858	44,311	87.7%				30,180	41,392	52,603	
DEKALB COUNTY SCHOOLS	Assistant, Library Media		34,278	41,238	48,198	40.6%		246	1968	34,278	41,238	48,198	
										\$ Difference	4,098	-154	-4,406
										% Difference	12.0%	-0.4%	-9.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Associate, Accounting I

Descrip Processes pay applications and invoices related to projects; pays in accordance to contract payment terms. Documents and records vendor invoices, purchase requisitions, and other transactions; verifies amounts due and pays in accordance to terms. Investigates and resolves problematic billing and contract issues.
Prepares and maintains accounting records that include general accounting costing or budget data.

Quals Associate's Degree in Accounting, Finance, Bookkeeping or closely related area is required. More than one (1) year clerical/technical level accounting, bookkeeping or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Accounting Specialist	Good	31,267	42,147	53,026	69.6%		246	1968	31,267	42,147	53,026	
FULTON COUNTY SCHOOLS	Accounting Assistant 3	Good	33,055	46,870	60,685	83.6%		235	1880	34,602	49,064	63,526	
CLAYTON COUNTY SCHOOLS	ACCOUNTING TECHNICIAN II	Good	35,653	45,602	55,550	55.8%		225	1800	38,980	49,858	60,735	
ATLANTA PUBLIC SCHOOLS	Accounts Payable Associate	Good	40,624	50,781	60,937	50.0%		254	2032	39,345	49,181	59,018	
Average			35,150	46,350	57,550	64.7%				36,049	47,562	59,076	
DEKALB COUNTY SCHOOLS	Associate, Accounting I		42,672	50,362	58,051	36.0%		246	1968	42,672	50,362	58,051	
										\$ Difference	6,624	2,799	-1,025
										% Difference	15.5%	5.6%	-1.8%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Attendant, Pest Control

Descrip Inspect premises to identify infestation source and extent of damage to property, wall, or roof porosity and access to infested locations. Recommend treatment and prevention methods for pest problems.
 Spray or dust chemical solutions, powders, or gases into rooms, onto clothing, furnishings, or wood. Cleans entire work site after completion of job.

Quals Graduation from high school or GED equivalent is required. More than one (1) year commercial pest control or closely related experience.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Pest Control Operator	Good	25,840	36,090	46,340	79.3%		246	1968	25,840	36,090	46,340	
Average			25,840	36,090	46,340	79.3%				25,840	36,090	46,340	
DEKALB COUNTY SCHOOLS	Attendant, Pest Control		33,604	40,426	47,249	40.6%		246	1968	33,604	40,426	47,249	
										\$ Difference	7,764	4,336	909
										% Difference	23.1%	10.7%	1.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Auditor, Internal

Descrip Organizes, plans and performs the internal audit function including preparation of the audit plan; initiates audits which may detect demonstrable and quantifiable fraud. Provides appropriate persons with independent, objective assurance as well as consulting activity designed to add value and improve the school system. Collects and analyzes data to detect deficient controls, duplicate effort, extravagance, fraud, or non-compliance with laws, regulations, or school system policies and procedures.

Quals Bachelor's Degree in Accounting, Business Administration, Finance or closely related area is required. More than three (3) years experience conducting performance, compliance, information systems, operations, financial/risk assessment or closely related audits in accordance with Generally Accepted Auditing Standards is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
CLAYTON COUNTY SCHOOLS	AUDITOR	Good	45,800	58,563	71,325	55.7%		225	1800		50,074	64,028	77,983
GWINNETT COUNTY SCHOOL	Internal Auditor	Good	47,426	60,182	72,937	53.8%		246	1968		47,426	60,182	72,937
ATLANTA PUBLIC SCHOOLS	INTERNAL AUDITOR	Good	59,649	72,697	85,744	43.7%		254	2032		57,770	70,407	83,043
FULTON COUNTY SCHOOLS	Internal Auditor	Good	63,108	82,013	100,918	59.9%		235	1880		66,062	85,852	105,642
Average			53,996	68,363	82,731	53.3%					55,333	70,117	84,901
DEKALB COUNTY SCHOOLS	Auditor, Internal		54,172	63,933	73,693	36.0%		246	1968		54,172	63,933	73,693
										\$ Difference	-1,161	-6,185	-11,208
										% Difference	-2.1%	-9.7%	-15.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Bookkeeper (Elementary) 12 mo

Descrip Verifies, allocates, and posts details of business transactions as well as maintains and monitors school and/or department budgets, payroll and purchases. Reconciles and balances all general fund accounts to ensure compliance; submits reports to Auditing for review. Receives money and makes deposits for various club and sponsor accounts; processes check requests for bill payments and orders for various accounts.

Quals Graduation from high school or GED equivalent required. More than three (3) months experience in accounting, bookkeeping or closely related field required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Bookkeeper (Elementary, Middle)	Good	19,093	28,556	38,019	99.1%		210	1680	22,366	33,451	44,537	
HENRY COUNTY SCHOOLS	SCHOOL BOOKKEEPER	Good	23,034	32,941	42,849	86.0%		244	1952	23,222	33,211	43,200	
CLAYTON COUNTY SCHOOLS	SCHOOL BOOKKEEPER SPECIALIST	Good	30,183	38,596	47,009	55.7%		225	1800	33,000	42,198	51,396	
ATLANTA PUBLIC SCHOOLS	School Bookkeeper	Good	35,093	43,866	52,639	50.0%		254	2032	33,988	42,484	50,981	
FULTON COUNTY SCHOOLS	Bookkeeper, High School	Good	40,552	57,502	74,452	83.6%		235	1880	42,450	60,194	77,937	
Average			29,591	40,292	50,994	74.9%				31,005	42,308	53,610	
DEKALB COUNTY SCHOOLS	Bookkeeper (Elementary) 12 mo		34,278	40,894	47,511	38.6%		246	1968	34,278	40,894	47,511	
										\$ Difference	3,273	-1,413	-6,100
										% Difference	9.5%	-3.5%	-12.8%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Bus Driver

Descrip Drives a bus to transport students in the DCSS. Follows a schedule for pick-up and delivery of students at assigned locations. Maintains, cleans, and fuels assigned bus. Conducts pre-trip and post-trip inspections of bus.

Quals Graduation from or GED equivalent required. More than three (3) months driving a bus or closely related commercial vehicle is required. Must have valid commercial driver's license (CDL) with Passenger & Safety (P&S) endorsements required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width				Pay	Days	Hours	Min
CLAYTON COUNTY SCHOOLS	BUS DRIVER 5.0 HRS	Good	9,254	11,420	13,587	46.8%		186	930	19,582	24,167	28,752	
FULTON COUNTY SCHOOLS	Bus Driver	Good	9,476	13,202	17,020	79.6%		184	920	20,270	28,241	36,408	
HENRY COUNTY SCHOOLS	BUS DRIVERS	Good	13,275	18,466	23,658	78.2%		177	1416	18,450	25,665	32,880	
GWINNETT COUNTY SCHOOL	BUS MANAGER	Good	14,326	17,670	21,014	46.7%		190	950	29,677	36,605	43,532	
ATLANTA PUBLIC SCHOOLS	SCHOOL BUS DRIVER (5HR)	Good	16,784	20,984	25,185	50.1%		201	1005	32,866	41,092	49,318	
Average			12,623	16,349	20,093	60.3%				24,169	31,154	38,178	
DEKALB COUNTY SCHOOLS	Bus Driver		33,461	39,545	45,628	36.4%		246	1968	33,461	39,545	45,628	
										\$ Difference	9,292	8,391	7,450
										% Difference	27.8%	21.2%	16.3%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Bus Monitor

Descrip Oversees students and/or special education students over scheduled routes to and from special excursions. Secures students in wheelchair on the bus; secure students with safety harness; operates lift on the bus. Enforces rules, regulations and laws to maintain safety during transport of students.

Quals Graduation from high school or GED equivalent required. More than one (1) month assisting individuals with special needs or closely related experience is required. Must have or be able to obtain CPR and First Aid Certification.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	BUS MONITOR	Good	9,253	11,391	13,528	46.2%		190	950	19,168	23,596	28,024	
HENRY COUNTY SCHOOLS			9,779					177	885	21,746			
ATLANTA PUBLIC SCHOOLS	School Bus Monitor	Good	10,024	12,531	15,037	50.0%		201	1005	19,629	24,537	29,446	
CLAYTON COUNTY SCHOOLS	BUS MONITOR I 5.0 HR	Good	10,052	12,194	14,336	42.6%		186	930	21,271	25,803	30,336	
Average			9,777	12,038	14,300	46.3%				20,454	24,646	29,269	
DEKALB COUNTY SCHOOLS	Bus Monitor		21,277	25,277	28,747	35.1%		246	1968	21,277	25,277	28,747	
										\$ Difference	823	631	-522
										% Difference	3.9%	2.5%	-1.8%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Buyer

Descrip Reviews DCSD requisitions for compliance with bid/contract specifications and Board Policy. Recommends and approves for processing of a Purchase Order. Interacts with internal clients to gather and compile specifications and purpose statement for solicitations. Manages and responds to vendor questions via e-mail and phone. Conducts pre-bid conferences to clarify specifications; coordinates question and answer, and posts the agenda to the DCSD website.

Quals Graduation from high school or GED or equivalent supplemented by education/training in purchasing, accounting, finance. One (1) year of college required. More than two (2) years purchasing or closely related experience required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Buyer	Good	31,267	42,147	53,026	69.6%		260	2080	29,583	39,877	50,171	
CLAYTON COUNTY SCHOOLS	BUYER	Good	42,114	53,876	65,638	55.9%		225	1800	46,044	58,904	71,764	
FULTON COUNTY SCHOOLS	Buyer	Good	45,365	64,325	83,285	83.6%		235	1880	47,488	67,336	87,183	
ATLANTA PUBLIC SCHOOLS	Senior Buyer	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
Average			42,568	55,786	69,004	63.2%				43,255	56,734	70,214	
DEKALB COUNTY SCHOOLS	Buyer		51,664	60,977	70,291	36.1%		246	1968	51,664	60,977	70,291	
										\$ Difference	8,409	4,243	77
										% Difference	16.3%	7.0%	0.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Call Center Agent

Descrip Answers telephone; transfers calls to appropriate person/department or voice mail system. Provides general responses to questions from the public about the school system, including but not limited to addresses, directions, and other information. Maintains and updates the directory for personnel.

Quals Graduation from high school or GED equivalent required. More than three (3) months experience as a receptionist or in a call center.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width				Pay	Days	Hours	Min
GWINNETT COUNTY SCHOOL	Dispatcher II	Good	24,103	34,151	44,198	83.4%		246	1968	24,103	34,151	44,198	
ATLANTA PUBLIC SCHOOLS	DISPATCHER	Good	28,871	36,089	43,307	50.0%		254	2032	27,962	34,952	41,943	
FULTON COUNTY SCHOOLS	Professional Assistant II, Switchboard Operator	Good	30,144	42,744	55,343	83.6%		235	1880	31,555	44,744	57,934	
Average			27,706	37,661	47,616	72.3%				27,873	37,949	48,025	
DEKALB COUNTY SCHOOLS	Call Center Agent		33,604	40,426	47,249	40.6%		246	1968	33,604	40,426	47,249	
										\$ Difference	5,731	2,477	-776
										% Difference	17.1%	6.1%	-1.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Carpenter

Descrip Completes assigned projects according to specifications and designs, including tile work, ceiling work, building and removing walls, hanging sheetrock and finishing. Assists with relocation of portable classrooms. Reviews plans and completes small renovation projects; constructs steps and landings.

Quals Graduation from high school or GED equivalent supplemented by education/training in carpentry or closely related area equivalent .One (1) year of college is required and more than four (4) years or carpentry.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
ATLANTA PUBLIC SCHOOLS	CARPENTER	Good	38,690	48,363	58,035	50.0%		254	2080	36,607	45,758	54,910	
GWINNETT COUNTY SCHOOL	Master Craftsman	Good	39,024	50,806	62,587	60.4%		246	1968	39,024	50,806	62,587	
Average			38,857	49,584	60,311	55.2%				37,815	48,282	58,749	
DEKALB COUNTY SCHOOLS	Carpenter		45,654	53,890	62,125	36.1%		246	1968	45,654	53,890	62,125	
										\$ Difference	7,839	5,608	3,376
										% Difference	17.2%	10.4%	5.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Chief Academic Officer

Descrip Under general direction, oversees the DeKalb County School system's (DCSS) instructional program Provides leadership, vision and strategic direction for the curriculum, instruction, assessment and school improvement initiatives and coordination of operations of all programs, services and matters related to the school system's Division of Teaching and Learning; supervises the offices of Elementary, Middle, and High School Teaching and Learning, Career Technology, Special Services, Office of School Improvement, Assessment & Accountability, Research & Evaluation, Professional Learning, Textbooks, Educational Media, Fernbank Science Center and Instructional Budget and Staffing; assists the Superintendent in ensuring compliance with established Board goals, the school system's strategic plan, and all legal and procedural requirements attendant to the effective operation of the school system.

Quals Education Specialist Degree in Education Leadership, Education Administration or closely related area is required. More than ten (10) years administrative level school/school district administration or closely related experience is required. Certificates, Licenses, Permits: Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-6, NL-6, PL-6 or above required. If a level L-6, NL-6, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Deputy Superintendent Academic	Good	121,813	158,304	194,794	59.9%		235	1880	127,515	165,713	203,912	
HENRY COUNTY SCHOOLS	Chief Learning and Performance Officer	Good	138,390	143,890	149,390	7.9%		244	1952	139,524	145,069	150,614	
ATLANTA PUBLIC SCHOOLS	CHIEF ENGAGEMENT OFFICER	Good	165,458	196,482	227,506	37.5%		254	2032	160,247	190,294	220,340	
Average			141,887	166,225	190,563	35.1%				142,429	167,025	191,622	
DEKALB COUNTY SCHOOLS	Chief Academic Officer		178,115	178,115	178,115	0.0%		246	1968	178,115	178,115	178,115	
										\$ Difference	35,686	11,090	-13,507
										% Difference	20.0%	6.2%	-7.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Chief Comm Relations Officer

Descrip Supervises, evaluates, and provides support to senior leadership for the Communications department. Promotes strong internal and external communication of important district information and key messages, well organized community engagement events and activities, responsive crisis communications and support for school campuses. Has an engaging process for strategic planning and review, and other essential communication functions required in a large urban district environment.

Quals Master's degree required. Must possess or be eligible to obtain Georgia Professional standards Commission Certification. Must have ten (10) years of educational experience and three (3) years of school-based leadership experience.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At			
			Min	Mid	Max					Width	Days	Hours	Min
FULTON COUNTY SCHOOLS	Chief Communications Officer	Good	88,737	115,320	141,903	59.9%		235	1880		92,891	120,718	148,545
CLAYTON COUNTY SCHOOLS	CHIEF- COMMUNICATIONS & PR	Good	153,987	166,244	178,502	15.9%		225	1800		168,359	181,761	195,162
ATLANTA PUBLIC SCHOOLS	CHIEF ENGAGEMENT OFFICER	Good	165,458	196,482	227,506	37.5%		254	2032		160,247	190,294	220,340
Average			136,061	159,349	182,637	37.8%					140,499	164,257	188,016
DEKALB COUNTY SCHOOLS	Chief Comm Relations Officer		178,115	178,115	178,115	0.0%		246	1968		178,115	178,115	178,115
										\$ Difference	37,616	13,858	-9,901
										% Difference	21.1%	7.8%	-5.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Chief Financial Officer

Descrip Under general direction, ensures the daily implementation of financial functions which are fundamental to the effective and efficient operation of a large, urban school system. Has oversight responsibility for the planning, organization, and coordination of operations of all programs, services and matters related to the school system's Division of Finance. Assists the Superintendent in ensuring compliance with established Board goals, the school system's strategic plan, and all legal and procedural requirements attendant to the effective operation of the school system.

Quals Master's Degree in Accounting, Finance, Business Administration or closely related area is required. More than ten (10) years administrative level experience in finance, accounting business management or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Chief Financial Office	Good	121,813	158,304	194,794	59.9%		235	1880		127,515	165,713	203,912
HENRY COUNTY SCHOOLS	Assistant Superintendent for Financial Services	Good	138,390	143,890	149,390	7.9%		244	1952		139,524	145,069	150,614
CLAYTON COUNTY SCHOOLS	CHIEF FINANCIAL OFFICER	Good	153,987	166,244	178,502	15.9%		225	1800		168,359	181,761	195,162
ATLANTA PUBLIC SCHOOLS	CHIEF FINANCIAL OFFICER	Good	165,458	196,482	227,506	37.5%		254	2032		160,247	190,294	220,340
Average			144,912	166,230	187,548	30.3%					148,911	170,709	192,507
DEKALB COUNTY SCHOOLS	Chief Financial Officer		178,115	178,115	178,115	0.0%		246	1968		178,115	178,115	178,115
										\$ Difference	29,204	7,406	-14,392
										% Difference	16.4%	4.2%	-8.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Chief Information Officer

Descrip Directs the preparation and installation of data processing procedures and systems, including the design of source documents, technical direction of data processing operations and assistance in the format of management reports. Directs the continuing review of present systems and methods and the formulation of new and revised systems. Examines techniques in use and determining appropriate changes to effect improvement, reduce costs and enhance efficiency on a DCSS-wide basis.

Quals Bachelor's Degree in Information Technology, Computer Science or closely related area is required. More than eight (8) years administrative/managerial level information system management or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Chief Information Officer	Good	121,813	158,304	194,794	59.9%		235	1880	127,515	165,713	203,912	
CLAYTON COUNTY SCHOOLS	CHIEF - TECHNOLOGY	Good	153,987	166,244	178,502	15.9%		225	1800	168,359	181,761	195,162	
ATLANTA PUBLIC SCHOOLS	CHIEF ACCOUNTABILITY AND INFORMAT	Good	165,458	196,482	227,506	37.5%		254	2032	160,247	190,294	220,340	
Average			147,086	173,677	200,267	37.8%				152,040	179,256	206,472	
DEKALB COUNTY SCHOOLS	Chief Information Officer		178,115	178,115	178,115	0.0%		246	1968	178,115	178,115	178,115	
										\$ Difference	26,075	-1,141	-28,356
										% Difference	14.6%	-0.6%	-15.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Chief of Staff, CSO

Descrip The Chief of Staff will be responsible for assisting the Superintendent in administration by exercising executive control over all areas including policy development and strategic planning. Audits the school district's functional areas to ensure compliance with performance standards. Develops, recommends and implements solutions to district-wide issues, both internal and external with the assistance of the Superintendent and Senior Staff.

Quals Requires Bachelor's degree or education and training equivalent to four (4) years of college education in business, liberal arts, or any field other than engineering or the hard sciences. Requires a minimum of five (5) years or an equivalent combination of experience and education.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width				Min	Mid	Max	
FULTON COUNTY SCHOOLS	Chief of Staff	Good	121,813	158,304	194,794	59.9%		235	1880	127,515	165,713	203,912	
ATLANTA PUBLIC SCHOOLS	CHIEF OPERATIONS OFFICER	Good	165,458	196,482	227,506	37.5%		254	2032	160,247	190,294	220,340	
Average			143,636	177,393	211,150	48.7%				143,881	178,004	212,126	
DEKALB COUNTY SCHOOLS	Chief of Staff, CSO		178,115	178,115	178,115	0.0%		246	1968	178,115	178,115	178,115	
										\$ Difference	34,234	112	-34,011
										% Difference	19.2%	0.1%	-19.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Chief Operations Officer

Descrip Under general direction, ensures the operational stability of the district. Has oversight responsibility for the planning, organization, and coordination of operations of student nutrition, transportation and fleet, plant services and capital improvements. Assists the Superintendent in ensuring compliance with established Board goals, the school system's strategic plan, and all legal and procedural requirements attendant to the effective operation of the school system.

Quals Master's Degree in Business Administration or closely related area is required. Doctorate Degree in the previous areas is preferred. More than ten (10) years administrative level experience in finance, accounting business management or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Deputy Superintendent Operations	Good	121,813	158,304	194,794	59.9%		235	1880	127,515	165,713	203,912	
ATLANTA PUBLIC SCHOOLS	CHIEF OPERATIONS OFFICER	Good	165,458	196,482	227,506	37.5%		254	2032	160,247	190,294	220,340	
Average			143,636	177,393	211,150	48.7%				143,881	178,004	212,126	
DEKALB COUNTY SCHOOLS	Chief Operations Officer		178,115	178,115	178,115	0.0%		246	1968	178,115	178,115	178,115	
										\$ Difference	34,234	112	-34,011
										% Difference	19.2%	0.1%	-19.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coach, Lead Academic

Descrip Works closely with the Chief Schools Officer and Associate Superintendents in evaluating data to ensure that practice resources are aligned with individual school needs. Conducts weekly on-site visits with principal leadership teams to provide support and monitor progress. Provides direct and meaningful coaching to promote capacity building for school leaders and school leadership team members.

Quals Master's degree in Education is required. Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, PL-6 or above is required. Three (3) years classroom teaching experience is required. Three (3) years managerial/administrative level school administration, including experience as a principal, is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Coord Academics	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
ATLANTA PUBLIC SCHOOLS	DEAN OF ACADEMICS	Good	83,757	99,462	115,166	37.5%		231	1848	89,196	105,920	122,644	
GWINNETT COUNTY SCHOOL	Director of Academic Support	Good	91,619	109,748	127,877	39.6%		246	1968	91,619	109,748	127,877	
Average			82,651	101,175	119,700	45.7%				85,596	104,800	124,003	
DEKALB COUNTY SCHOOLS	Coach, Lead Academic		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	4,238	-502	-5,241
										% Difference	4.7%	-0.5%	-4.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator II, Federal Prgms.

Descrip Provides ongoing guidance and support to Federal Programs schools to ensure timely submission of all required documents and forms. Provides technical support and visits to schools to promote parental involvement (plans activities, reviews program requirements, monitors program effectiveness and ensures program compliance). Facilitates and manages the development and operation of the Federal Programs Parent Advisory Committee. Oversees the development of the district-wide Federal Programs Parental Involvement Handbook; which includes timelines, checklist, sample letters, forms, processes, and procedures relative to the Federal Programs Part, A Parent Involvement program.

Quals Bachelor's degree required. Valid driver's license and availability of private transportation. Three (3) years of experience in school district administration.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Coordinator of Federal and Special Programs	Good	68,961	84,219	99,477	44.3%		246	1968	68,961	84,219	99,477	
FULTON COUNTY SCHOOLS	Coord Gov't Affairs Policy	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	Coordinator (Federal Programs Parental Involvem	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
Average			73,215	91,282	109,349	49.4%				75,230	93,931	112,631	
DEKALB COUNTY SCHOOLS	Coordinator II, Federal Prgms.		65,687	90,900	116,113	76.8%		246	1968	65,687	90,900	116,113	
										\$ Difference	-9,543	-3,031	3,481
										% Difference	-14.5%	-3.3%	3.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator II, Gifted & Talen

Descrip Coordinate curriculum development and implementation of instructional services for gifted students K-12. Plan and develop staff development activities for Gifted Program teachers and District staff. Assist in development and implementation of District-wide Master Plan for services for gifted students according to the District's goals and departmental priorities. Support the effective utilization of school-based personnel by working closely with Principals for scheduling, staffing patterns, facility utilizations, and staff responsibilities. Coordinate the development and use of procedures and guidelines for evaluation of students in the gifted program.

Quals Master's degree in Education, with Gifted endorsement required. Must Hold or be eligible for Georgia Teaching, Leadership, or Support Certification. Five (5) years of program development, administration, supervision and experience sufficient to successfully perform the essential duties of the job requirements. Experience in development of organizational change management methods, tools and frameworks.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Coord Advanced Studies	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	Coordinator (Gifted & Talented)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
GWINNETT COUNTY SCHOOL	Director of Accelerated Programs & Gifted Educa	Good	82,698	99,583	116,468	40.8%		246	1968	82,698	99,583	116,468	
Average			76,650	95,123	113,597	48.5%				78,664	97,772	116,879	
DEKALB COUNTY SCHOOLS	Coordinator II, Gifted & Talen		65,687	90,900	116,113	76.8%		246	1968	65,687	90,900	116,113	
										\$ Difference	-12,977	-6,872	-766
										% Difference	-19.8%	-7.6%	-0.7%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator II, Math

Descrip Provides direction and leadership in the development of a comprehensive mathematics curriculum for all 6 -12 schools including: scope and sequence documents, pacing guides, units of study, and balanced assessments. Ensures the 6-12 mathematics program is in alignment with the Georgia Standards of Excellence for 6-12 Mathematics. Provides leadership in the writing of minimum/essential objectives and implementation of effective instructional practices to support the 6-12 mathematics curriculum. Coordinates the selection of instructional materials, supplies, equipment, and textbooks to support the implementation of the mathematics standards.

Quals Master's degree or higher required. Must possess or be eligible to obtain Georgia Professional Standards Commission Certification at a level 5 or higher in Educational Leadership or Instructional/Curriculum Leadership. Three (3) years of classroom teaching experience required, preferably at the secondary level in the field of mathematics. Three (3) years of supervisory and/or administrative experience preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800		82,576	105,598	128,620
ATLANTA PUBLIC SCHOOLS	Coordinator (6-12 Mathematics)	Good	75,798	90,011	104,223	37.5%		254	2032		73,411	87,176	100,940
GWINNETT COUNTY SCHOOL	Director of Math	Good	91,619	109,748	127,877	39.6%		246	1968		91,619	109,748	127,877
Average			80,981	98,781	116,580	44.3%					82,535	100,841	119,146
DEKALB COUNTY SCHOOLS	Coordinator II, Math		65,687	90,900	116,113	76.8%		246	1968		65,687	90,900	116,113
										\$ Difference	-16,848	-9,941	-3,033
										% Difference	-25.6%	-10.9%	-2.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator II, Regional

Descrip Under general supervision, plans, schedules, supervises, and evaluates all maintenance repairs and/or replacements; recommends supplies, materials and equipment purchases for maintenance system-wide. Supervises the regional skilled trade supervisors and the performance of all activities with the maintenance department; plans, schedules, assigns and evaluates all maintenance work orders. Recommends supplies, materials and equipment purchases for maintenance department.

Quals Graduation from high school or GED equivalent supplemented by education/training in Construction Management, Building Maintenance, Building Trades or closely related area equivalent to one (1) year of college is required. More than eight (8) years journey level construction management, building trades or closely related experience is required. Driver's License required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Coord Operations Support	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	Coordinator (Development)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
Average			74,634	93,637	112,640	51.1%				77,320	97,168	117,016	
DEKALB COUNTY SCHOOLS	Coordinator II, Regional		65,687	90,900	116,113	76.8%		246	1968	65,687	90,900	116,113	
										\$ Difference	-11,633	-6,268	-904
										% Difference	-17.7%	-6.9%	-0.8%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator II, Research, Gran

Descrip Perform evaluations of key district initiatives and academic interventions. Lead district survey work, including the central office stakeholder satisfaction survey and serving as a survey design expert for other departments. Manage the district's Balanced Scorecard (KPI system); meet with stakeholders to select measurable and improvement-oriented metrics and goals, record and advise on strategies for achieving goals, and manage the tracking and reporting of indicators. Lead the research proposal process, including making and managing proposals, granting approvals, and servings the research liaison for district data. Collaborate with district research partners and provide data to other external partners.

Quals Bachelor's degree in specific discipline or related field. Three (3) years of successful experience in data analysis and production for use in a K-12 setting or similar environment.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Coord Grant Development	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
GWINNETT COUNTY SCHOOL	Director of Research	Good	74,291	90,170	106,048	42.7%		246	1968	74,291	90,170	106,048	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	SENIOR RESEARCH ASSOCIATE	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
Average			74,548	92,770	110,992	49.0%				76,563	95,418	114,274	
DEKALB COUNTY SCHOOLS	Coordinator II, Research, Gran		65,687	90,900	116,113	76.8%		246	1968	65,687	90,900	116,113	
										\$ Difference	-10,876	-4,519	1,839
										% Difference	-16.6%	-5.0%	1.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator II, STEM

Descrip Provides direction and leadership in the development of a comprehensive science curriculum for all -12 schools including: scope and sequence documents, pacing guides, units of study, and balanced assessments. Ensures the -12 science program is in alignment with the Georgia Standards of Excellence for 6-12 Science. Provides leadership in the writing of minimum essential objectives and implementation of effective instructional practices to support the 6-12 science curriculum. Coordinates the selection of instructional materials, supplies, equipment, and textbooks to support the implementation of the science standards. Supports, where applicable, the implementation of the signature programs (International Baccalaureate, STEM, and College & Career Readiness).

Quals Master's degree in Educational Leadership required. Must possess or be eligible to obtain Georgia Professional standards Commission Certification at a level 5 or higher in Educational Leadership or Instructional/Curriculum Leadership. Three (3) years of classroom teaching experience required, preferably at the secondary level in the field of science. Three (3) years of supervisory and/or administrative experience preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	Coordinator (6-12 Science)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
FULTON COUNTY SCHOOLS	Dir STEM	Good	78,619	102,169	125,719	59.9%		235	1880	82,299	106,951	131,604	
Average			76,648	96,254	115,861	51.1%				79,429	99,908	120,388	
DEKALB COUNTY SCHOOLS	Coordinator II, STEM		65,687	90,900	116,113	76.8%		246	1968	65,687	90,900	116,113	
										\$ Difference	-13,742	-9,008	-4,275
										% Difference	-20.9%	-9.9%	-3.7%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator III, Assessment

Descrip Under general supervision, assists in drafting and revising Board policies in accordance with federal and state laws relating to assessment and accountability; assists in administering all federal and state-mandated testing and accountability programs; advises and trains DeKalb County School System (DCSS) personnel on assessment and accountability procedures, rules, and applicable laws. Indirectly supervises classified personnel.

Quals Master's Degree in Education, Education Administration or closely related area is required.
 More than eight (8) years classroom teaching or closely related experience is required.
 Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above required. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Coord Assessment	Good	72,576	94,316	116,056	59.9%		235	2080	68,668	89,237	109,807	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
GWINNETT COUNTY SCHOOL	Director of Assessment	Good	82,698	99,583	116,468	40.8%		246	1968	82,698	99,583	116,468	
ATLANTA PUBLIC SCHOOLS	Director (Testing & Assessment)	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			80,733	99,973	119,212	48.5%				80,793	100,095	119,397	
DEKALB COUNTY SCHOOLS	Coordinator III, Assessment		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	9,040	4,203	-635
										% Difference	10.1%	4.0%	-0.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator III, Charter Sch

Descrip Works with all district charter and partner schools to ensure that they meet district and state compliance deadlines and reports all issues of noncompliance to the Executive Director. Manages the district's charter school data processes and acts as a liaison between the schools and the district for the purposes of state and federal reporting. Communicates with charter and partner school stakeholders (teachers, administrators, students, parents/families) receiving complaints, inquiries, and requests. Identifies matters requiring priority handling and brings them to the attention of the Executive Director. Responds to all queries and finds/creates solutions.

Quals Bachelor's degree in business, technology, a related discipline or equivalent field required. Five (5) years of project management/business analyst experience.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Coord Charter Schools	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	EXECUTIVE ADMINISTRATOR	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			80,079	100,103	120,126	51.1%				82,593	103,430	124,267	
DEKALB COUNTY SCHOOLS	Coordinator III, Charter Sch		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	7,240	867	-5,505
										% Difference	8.1%	0.8%	-4.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator III, Counseling

Descrip Analyzes a wide variety of information and data to evaluate the School Counseling Program across the district initially, formatively and summative each year to determine adult practices and impact on student growth, development and achievement. In collaboration with others, and in alignment with the overall mission and vision of the district, builds and implements a continuous improvement process for the district-wide School Counseling program. Builds partnerships, provides training, conducts analyses, and continues the continuous loop of improvement.

Quals Master's degree in School Counseling required. Three (3) years of experience as a School Counselor with base knowledge of social learning theories, theories of social interaction and methods of gathering data.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr				
			Min	Mid	Max					Width	Pay	Days	Hours	Min
FULTON COUNTY SCHOOLS	Coord Counseling & Graduation Support	Good	72,576	94,316	116,056	59.9%		235	1880		75,973	98,731	121,488	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800		82,576	105,598	128,620	
GWINNETT COUNTY SCHOOL	Director of Advisement and Counseling	Good	77,038	93,236	109,433	42.1%		246	1968		77,038	93,236	109,433	
ATLANTA PUBLIC SCHOOLS	EXECUTIVE ADMINISTRATOR	Good	92,133	109,408	126,683	37.5%		254	2032		89,231	105,962	122,693	
Average			79,318	98,386	117,453	48.8%					81,205	100,882	120,559	
DEKALB COUNTY SCHOOLS	Coordinator III, Counseling		89,834	104,298	118,762	32.2%		246	1968		89,834	104,298	118,762	
											\$ Difference	8,629	3,416	-1,797
											% Difference	9.6%	3.3%	-1.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator III, Ex Ed

Descrip Collaborates with school-based administrators through curriculum directors and area assistant superintendents in assessing priorities, developing, upgrading and implementing the K-12 curriculum to meet student needs. Plans/implements a process for the development, evaluation and implementation of coordinated/comprehensive K-12 curriculum

Quals Master's Degree in Education, Education Administration or closely related area is required. More than four (4) years classroom teaching or closely related experience is required. Certificates, Licenses, Permits: Requires a valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership. Requires a valid Georgia Professional Standards Commission approved certificate in content area at level T-5 or above.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Coord Services for Exceptional Children	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	EXECUTIVE ADMINISTRATOR	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			80,079	100,103	120,126	51.1%				82,593	103,430	124,267	
DEKALB COUNTY SCHOOLS	Coordinator III, Ex Ed		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	7,240	867	-5,505
										% Difference	8.1%	0.8%	-4.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator III, Research/Data

Descrip Perform evaluations of key district initiatives and academic interventions. Lead district survey work, including the central office stakeholder satisfaction survey and serving as a survey design expert for other departments. Manage the district's Balanced Scorecard (KPI system); meet with stakeholders to select measurable and improvement-oriented metrics and goals, record and advise on strategies for achieving goals, and manage the tracking and reporting of indicators. Lead the research proposal process, including making and managing proposals, granting approvals, and serving the research liaison for district data. Collaborate with district research partners and provide data to other external partners.

Quals Bachelor's degree in specific discipline or related field. Three (3) years of successful experience in data analysis and production for use in a K-12 setting or similar environment.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr		
			Min	Mid	Max					Min	Mid	Max
FULTON COUNTY SCHOOLS	Coord Data Utilization	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488
GWINNETT COUNTY SCHOOL	Director of Research	Good	74,291	90,170	106,048	42.7%		246	1968	74,291	90,170	106,048
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620
ATLANTA PUBLIC SCHOOLS	Director (Research & Evaluation)	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693
Average			78,632	97,619	116,607	49.0%				80,518	100,115	119,712
DEKALB COUNTY SCHOOLS	Coordinator III, Research/Data		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762
\$ Difference										9,316	4,183	-950
% Difference										10.4%	4.0%	-0.8%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator III, Social Work

Descrip Reviews, analyzes, and updates programs for delivery of school social work services and preparation of system level reports. Conducts observations and evaluations of certificated staff and clerical support staff. Conducts evaluation of the School Social Work Program in collaboration with Principals. Provides leadership to staff in the formulation and implementation of policies and the administrative regulations including attendance, suicidal ideation, and child abuse. Ensures data related to Social Work services is collected and maintained.

Quals Master's degree in social work from an accredited college or university is required. Must have or be eligible to obtain a APSC at Level 5 or higher in School Social Work. Leadership certification is required. Three (3) years of successful, verifiable experience as a school social worker. Experience which includes a base knowledge of social learning theories, knowledge of theories of social interaction, as well as knowledge of methods for collecting and disaggregation.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Coord Social Work Services	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	EXECUTIVE ADMINISTRATOR	Good	92,133	109,408	126,683	37.5%		254	2080	87,172	103,517	119,862	
Average			78,376	97,891	117,405	51.1%				80,125	100,300	120,475	
DEKALB COUNTY SCHOOLS	Coordinator III, Social Work		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	9,709	3,998	-1,713
										% Difference	10.8%	3.8%	-1.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator, Apprenticeship

Descrip Leads and directs District Career Technology and Youth Apprenticeship Programs and Advisory Council as required by law. Assesses, evaluates and documents work-based learning (WBL) programs for over 1000 students at 19 high schools and three learning centers. Develops and submits an annual state report on completers in Youth Apprenticeship Program in order to maintain the grant funds for the DeKalb County School System.

Quals Master's Degree in Education, Education Administration or closely related area is required. More than four (4) years classroom teaching or closely related experience is required. Certificates, Licenses, Permits: Valid Professional Standards Commission approved certificate at level T-4 or above required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	COORDINATOR- CLASSIFIED	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
ATLANTA PUBLIC SCHOOLS	Coordinator (Work-based Learning Youth Appren	Good	75,798	90,011	104,223	37.5%		254	2080	71,717	85,164	98,611	
Average			75,662	93,297	110,932	46.6%				77,146	95,381	113,616	
DEKALB COUNTY SCHOOLS	Coordinator, Apprenticeship		65,687	90,900	116,113	76.8%		246	1968	65,687	90,900	116,113	
										\$ Difference	-11,459	-4,481	2,497
										% Difference	-17.4%	-4.9%	2.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Coordinator, School Nutrition

Descrip Maintains the school nutrition website; Generates wellness communications for online and printed materials. Writes proposals for nutrition education grants. Develops and maintains up to date training manuals for all procedures. Identifies nutrition resources to enhance menu planning and nutrition education. Evaluates menus and non-reimbursable food items based on nutrient content. Monitors breakfast, lunch, snack and non-reimbursable menus based on APS Wellness standards. Reviews nutrition analysis of all menus to document compliance with USDA School Meals regulations. Assists in the development, testing and standardization of recipes to include recipe adjustments, commodity usage and recipe evaluations.

Quals Bachelor's degree in nutrition, Dietetics, Consumer Science or a related field required. Valid driver's license and availability of private transportation, or the availability to get to off-site meetings. Three (3) years supervisory experience in food service operations in a public school setting and school wellness programs.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Asst Director of School Nutrition Program	Good	66,371	81,329	96,286	45.1%		246	1968	66,371	81,329	96,286	
CLAYTON COUNTY SCHOOLS	COORDINATING SUPERVISOR	Good	69,463	88,845	108,227	55.8%		260	2080	65,722	84,061	102,399	
FULTON COUNTY SCHOOLS	Coord School Nutrition Program	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
ATLANTA PUBLIC SCHOOLS	Coordinator (District Wellness - School Nutrition)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
Average			71,052	88,625	106,198	49.6%				70,369	87,824	105,278	
DEKALB COUNTY SCHOOLS	Coordinator, School Nutrition		59,973	83,659	107,346	79.0%		246	1968	59,973	83,659	107,346	
										\$ Difference	-10,397	-4,164	2,068
										% Difference	-17.3%	-5.0%	1.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Custodian 12 Month (Elem)

Descrip Sweeps floors, cleans glass in doors, vacuums rooms, mops floors, empties trash, tidies up offices, cleans bathrooms, and dusts as needed. Moves furniture and equipment within the facility as required for various activities as directed. Erases graffiti and writing from walls. Trims assigned shrubs and disposes of debris; weed-eats and edges assigned outdoor areas.

Quals Graduation from high school or GED equivalent required. No previous experience is required. Certificates, Licenses, Permits: None.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr				
			Min	Mid	Max					Width	Pay	Days	Hours	Min
HENRY COUNTY SCHOOLS									260	2080				
GWINNETT COUNTY SCHOOL	Custodian (Salary prorated if less than 246 days)	Good	15,915	25,010	34,105	114.3%		246	1968		15,915	25,010	34,105	
FULTON COUNTY SCHOOLS	Building Custodian 1	Good	22,199	31,478	40,756	83.6%		235	1880		23,238	32,951	42,664	
CLAYTON COUNTY SCHOOLS	CUSTODIAN II	Good	23,099	28,026	32,952	42.7%		225	1800		25,255	30,642	36,028	
ATLANTA PUBLIC SCHOOLS	CUSTODIAN	Good	23,752	29,691	35,629	50.0%		254	2032		23,004	28,755	34,507	
Average			21,241	28,551	35,861	72.6%					21,853	29,339	36,826	
DEKALB COUNTY SCHOOLS	Custodian 12 Month (Elem)		26,839	32,249	37,660	40.3%		246	1968		26,839	32,249	37,660	
											\$ Difference	4,986	2,910	834
											% Difference	18.6%	9.0%	2.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Data Clerk Title I

Descrip Drafts document formats; types forms, letters, reports, memos, contracts and requisitions for Title I. Performs automated data entry assignments. Performs other duties as assigned by appropriate administrator.

Quals High School Diploma or GED required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
ATLANTA PUBLIC SCHOOLS	ADMINISTRATIVE CLERK	Good	28,871	36,089	43,307	50.0%		254	2032	27,962	34,952	41,943	
FULTON COUNTY SCHOOLS	Data Support Specialist (Title I)	Good	30,944	43,878	56,811	83.6%		235	1880	32,392	45,931	59,470	
Average			29,908	39,983	50,059	66.8%				30,177	40,442	50,707	
DEKALB COUNTY SCHOOLS	Data Clerk Title I		34,278	40,894	47,511	38.6%		246	1968	34,278	40,894	47,511	
										\$ Difference	4,101	453	-3,196
										% Difference	12.0%	1.1%	-6.7%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Athletics Community

Descrip Establishes and enforces administrative policies and procedures of Athletics department. Administers rules and regulations that govern athletics in DCSS. Communicates with parents, coaches, principal, vendors and all athletic stakeholders. Coordinates scheduling of all athletic teams at the middle and high school levels.

Quals Master's Degree in Education Administration, Athletic Administration, Coaching or closely related area is required. More than five (5) years supervisory level athletic administration, coaching or closely related experience. Certificates, Licenses, Permits: Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above required. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Dir Athletics	Good	85,721	111,398	137,075	59.9%		235	1880	89,733	116,612	143,491	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800	97,549	124,763	151,978	
GWINNETT COUNTY SCHOOL	Director of Athletics, Student Activities & Comm	Good	91,619	109,748	127,877	39.6%		246	1968	91,619	109,748	127,877	
ATLANTA PUBLIC SCHOOLS	Athletic Director	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			89,674	111,167	132,660	48.2%				92,033	114,271	136,510	
DEKALB COUNTY SCHOOLS	Director, Athletics Community		95,500	110,404	125,309	31.2%		246	1968	95,500	110,404	125,309	
										\$ Difference	3,466	-3,867	-11,201
										% Difference	3.6%	-3.5%	-8.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Audits & Compliance

Descrip Develops a flexible annual audit plan using an appropriate risk-based methodology, including any risks or control concerns identified by management, and submit that plan and periodic updates to the audit committee for review and approval. Implements the annual audit plan, as approved, including any special tasks or projects requested by management and the audit committee. Evaluates and assess significant merging/consolidating functions and new/changing services, processes, operations, and controls. Issues periodic reports to the audit committee and to the Superintendent summarizing results of audit activities. Keeps the audit committee informed of emerging trends and successful practices in internal auditing.

Quals Bachelor's degree in accounting, management, finance, or business is required. Certification as a Certified Public Accountant CPA or Certified Internal Auditor CA is required. years of experience planning and conducting financial and/or management audits, with a minimum of years in a supervisory capacity.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Dir Internal Audit	Good	78,619	102,169	125,719	59.9%		235	1880	82,299	106,951	131,604	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800	97,549	124,763	151,978	
GWINNETT COUNTY SCHOOL	Director of Equity and Compliance, Title IX Coord	Good	91,619	109,748	127,877	39.6%		246	1968	91,619	109,748	127,877	
ATLANTA PUBLIC SCHOOLS	DIRECTOR	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			87,898	108,859	129,821	48.2%				90,174	111,856	133,538	
DEKALB COUNTY SCHOOLS	Director, Audits & Compliance		95,500	110,404	125,309	31.2%		246	1968	95,500	110,404	125,309	
										\$ Difference	5,325	-1,452	-8,229
										% Difference	5.6%	-1.3%	-6.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Bus & Transp Svcs

Descrip Coordinates transportation of students from multiple high school clusters. Establishes and enforces administrative policies and procedures through supervision of bus aides and bus drivers, district managers and senior district managers. Responds to school officials, parents, citizens of DeKalb County and other constituents regarding all transportation issues.

Quals Bachelor's Degree in Business Administration, Public Administration or closely related area is required. More than two (2) years supervisory level route planning, logistics or closely related experience is required.
 Certificates, Licenses, Permits: None.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Dir Transportation	Good	85,721	111,398	137,075	59.9%		235	1880	89,733	116,612	143,491	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800	97,549	124,763	151,978	
GWINNETT COUNTY SCHOOL	Director of Transportation	Good	91,619	109,748	127,877	39.6%		246	1968	91,619	109,748	127,877	
ATLANTA PUBLIC SCHOOLS	DIRECTOR	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			89,674	111,167	132,660	48.2%				92,033	114,271	136,510	
DEKALB COUNTY SCHOOLS	Director, Bus & Transp Svcs		95,500	110,404	125,309	31.2%		246	1968	95,500	110,404	125,309	
										\$ Difference	3,466	-3,867	-11,201
										% Difference	3.6%	-3.5%	-8.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Comm & Marketing

Descrip Handles coordination of media, events, and collateral materials approves media releases, collateral material, and web content produced by staff. Responds and serves as the primary spokesperson for media inquiries. Works with media outlets to publish timely and accurate district and school-level information; manages media relationships. Leads crisis communications for district as needed. Drafts correspondence and media messages responds to correspondence regarding media and internal and external stakeholder requests; edits and revises content.

Quals Bachelor's degree in Communications, Public Relations, journalism, or related field required. Seven (7) years public relations experience with proven track record in a fast-paced environment. Experience in dealing with local and national programs and media outlets. Supervisory experience.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Director of Publications and Public Information	Good	74,291	90,170	106,048	42.7%		246	1968	74,291	90,170	106,048	
FULTON COUNTY SCHOOLS	Dir Community Relations	Good	78,619	102,169	125,719	59.9%		235	1880	82,299	106,951	131,604	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800	97,549	124,763	151,978	
ATLANTA PUBLIC SCHOOLS	Director (Communications)	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			83,566	103,965	124,364	49.0%				85,842	106,962	128,081	
DEKALB COUNTY SCHOOLS	Director, Comm & Marketing		95,500	110,404	125,309	31.2%		246	1968	95,500	110,404	125,309	
										\$ Difference	9,657	3,443	-2,772
										% Difference	10.1%	3.1%	-2.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Fleet & Spec Transpo

Descrip Forecasts facility, staffing, equipment, and fuel needs; recommends and monitors established departmental budget; approves purchase orders, payroll and vehicle specifications. Directs daily operations of the maintenance of vehicles and Fleet Services employees; oversees all aspects of employee selection and professional learning and work assigned to department; conducts employee evaluations; supervises, communicates and meets with assigned personnel and system administrators about vehicle needs.

Quals Bachelor's Degree in Business Administration, Public Administration, Finance or closely related area is required. More than five (5) years supervisory/managerial level fleet services or closely related experience is required. Certificates, Licenses, Permits: None.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr				
			Min	Mid	Max					Width	Pay	Days	Hours	Min
FULTON COUNTY SCHOOLS	Dir Transportation	Good	85,721	111,398	137,075	59.9%		235	1880		89,733	116,612	143,491	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800		97,549	124,763	151,978	
GWINNETT COUNTY SCHOOL	Director of Transportation	Good	91,619	109,748	127,877	39.6%		246	1968		91,619	109,748	127,877	
ATLANTA PUBLIC SCHOOLS	DIRECTOR	Good	92,133	109,408	126,683	37.5%		254	2032		89,231	105,962	122,693	
Average			89,674	111,167	132,660	48.2%					92,033	114,271	136,510	
DEKALB COUNTY SCHOOLS	Director, Fleet & Spec Transpo		95,500	110,404	125,309	31.2%		246	1968		95,500	110,404	125,309	
											\$ Difference	3,466	-3,867	-11,201
											% Difference	3.6%	-3.5%	-8.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Public Safety

Descrip Plans, develops, and administers school safety programs for the security of all students, staff and visitors; evaluates safety programs for efficacy on an ongoing basis; administers school safety programs for the safety and security of all students, staff and visitors; prepares and administers budget; authorizes payroll and departmental expenditures. Supervises all DCSS law enforcement staff in accordance with DCSS policies, Public Safety SOP's and applicable laws; assigns personnel based on analysis of annual arrest statistics, crime reports and data; ensures that the Officers serve as active law enforcement figures on all DCSS properties and take the necessary actions to effectively eradicate criminal acts; monitors training and evaluation for all School Resource Officers.

Quals Bachelor's Degree in Criminal Justice, Law Enforcement, Police Science or closely related area is required. More than ten (10) years supervisory/managerial level sworn law enforcement or closely related experience is required. Certificates, Licenses, Permits: Georgia Peace Officers Standards and Training PBLE # prior to employment required. Annual Firearms Qualification required. Georgia Chief's School certificate within one (1) year of employment required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Director of Safety and Security	Good	85,614	102,884	120,153	40.3%		246	1968	85,614	102,884	120,153	
FULTON COUNTY SCHOOLS	Exec Dir Safety & Security	Good	88,737	115,320	141,903	59.9%		235	1880	92,891	120,718	148,545	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800	97,549	124,763	151,978	
ATLANTA PUBLIC SCHOOLS	Director (Security Operations)	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			88,926	110,431	131,936	48.4%				91,321	113,582	135,842	
DEKALB COUNTY SCHOOLS	Director, Public Safety		95,500	110,404	125,309	31.2%		246	1968	95,500	110,404	125,309	
										\$ Difference	4,178	-3,177	-10,533
										% Difference	4.4%	-2.9%	-8.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Risk Management

Descrip Provides strategic expertise, coaching and advice on issues escalated from Risk Management staff. • Manages the Risk Management organizations, activities and staff, providing leadership in the attraction, coaching and development of organization staff. • Accountable for the development and execution of Risk strategies, policies and programs in accordance with HR and district-wide strategies • Provides health, welfare, safety and emergency program and process expertise to the HR organization and the district overall. • Leads the development and management of programs for leaves of absence and other medical programs, processes and policies.

Quals • Bachelor's degree required and master's degree preferred.
 CERTIFICATION/LICENSE: • PHR or SPHR preferred.
 WORK EXPERIENCE: 5 years of experience in Benefits and Risk Management. Deep knowledge of best practices in HR. Experience working in an urban school district or comparable governmental/public sector work preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Risk Manager	Good	67,469	87,681	107,892	59.9%		235	2080	63,836	82,959	102,082	
GWINNETT COUNTY SCHOOL	Director of Retirement & Risk Management	Good	85,614	102,884	120,153	40.3%		246	1968	85,614	102,884	120,153	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800	97,549	124,763	151,978	
ATLANTA PUBLIC SCHOOLS	Director (Benefits and Risk)	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			83,609	103,521	123,433	48.4%				84,057	104,142	124,227	
DEKALB COUNTY SCHOOLS	Director, Risk Management		95,500	110,404	125,309	31.2%		246	1968	95,500	110,404	125,309	
										\$ Difference	11,442	6,262	1,083
										% Difference	12.0%	5.7%	0.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Special Projects

Descrip The purpose of my job is to drive the development, implementation, and monitoring of the DeKalb County School District's Strategic Plan. In addition, the Director of Strategic Planning leads and provides training in the continuous school improvement planning process at all schools.

Quals This position requires a master's degree or higher from a Professional Standards commission approved accredited college or university.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width				Min	Mid	Max	
FULTON COUNTY SCHOOLS	Dir Project Management	Good	78,619	102,169	125,719	59.9%		235	1880	82,299	106,951	131,604	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800	97,549	124,763	151,978	
Average			83,920	108,141	132,362	57.9%				89,924	115,857	141,791	
DEKALB COUNTY SCHOOLS	Director, Special Projects		95,500	110,404	125,309	31.2%		246	1968	95,500	110,404	125,309	
										\$ Difference	-5,576	-5,453	-16,482
										% Difference	5.8%	-4.9%	-13.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Title I

Descrip Assist the Executive Director with emphasis on planning, develops, directs, implements and monitors Title I programs to ensure compliance and support of school district improvements efforts.

Quals Master's degree in Education, Business Administration, Finance, Accounting or closely related area from a Professional Standards Commission approved accredited college or university is required. Valid Georgia Professional Standards Commission approved certificate in educational leadership at level SRL-5, NL-5, PL-6 or above required. If a level SRL-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certification.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Dir Title I	Good	85,721	111,398	137,075	59.9%		235	1880	89,733	116,612	143,491	
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFED	Good	89,221	114,113	139,004	55.8%		225	1800	97,549	124,763	151,978	
ATLANTA PUBLIC SCHOOLS	DIRECTOR	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			89,025	111,640	134,254	51.1%				92,171	115,779	139,387	
DEKALB COUNTY SCHOOLS	Director, Title I		95,500	110,404	125,309	31.2%		246	1968	95,500	110,404	125,309	
										\$ Difference	3,328	-5,375	-14,078
										% Difference	3.5%	-4.9%	-11.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Director, Virtual Learning

Descrip Designs and implements a long range strategy for virtual learning programs, blended programs and online teaching and learning in the district. Develops programs, policies and procedures for virtual learning programs. Oversees operation of nline instruction throughout the district and provide ongoing leadership, and support. Manages all online programs at Virtual Academy High School and Middle School Academic programs/Credit Recovery/Blended learning and Professional Learning).

Quals Masters degree in education, instructional technology or related field. Valid Georgial Leadership Certification L5 level or higher.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Coord Virtual & Extended Learning	Good	72,576	94,316	116,056	59.9%		235	1880		75,973	98,731	121,488
CLAYTON COUNTY SCHOOLS	DIRECTOR-CLASSIFIED	Good	89,221	114,113	139,004	55.8%		225	1800		97,549	124,763	151,978
GWINNETT COUNTY SCHOOL	Director of Broadcast & Distance Learning	Good	91,619	109,748	127,877	39.6%		246	1968		91,619	109,748	127,877
ATLANTA PUBLIC SCHOOLS	Director (Virtual Programs)	Good	92,133	109,408	126,683	37.5%		254	2032		89,231	105,962	122,693
Average			86,387	106,896	127,405	48.2%					88,593	109,801	131,009
DEKALB COUNTY SCHOOLS	Director, Virtual Learning		95,500	110,404	125,309	31.2%		246	1968		95,500	110,404	125,309
										\$ Difference	6,907	603	-5,700
										% Difference	7.2%	0.5%	-4.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Electrician

Descrip Lays out, assembles, installs, tests, maintains, services and repairs such items as conduits, meters, panels, control boards, motors, lights, fans, heaters, fire alarms, bell and buzzer systems, field lighting systems, clock systems, telephone systems, switchboards and wall, floor, and ceiling receptacles. Installs/modifies interior and exterior wiring for equipment and appliances and channels concrete floors and walls for conduits and walls for conduits and related installation and repairs; bends and threads conduits and installs wires and cables.

Quals Graduation from high school or GED equivalent is required. More than three (3) years journey level electrical system installation, modification, maintenance or closely related experience is required. State of Georgia electrical license.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
ATLANTA PUBLIC SCHOOLS	ELECTRICIAN	Good	38,690	48,363	58,035	50.0%		254	2032		37,471	46,839	56,207
GWINNETT COUNTY SCHOOL	Master Craftsman	Good	39,024	50,806	62,587	60.4%		246	1968		39,024	50,806	62,587
FULTON COUNTY SCHOOLS	Maintenance Mechanic III, Electrician	Good	40,552	57,502	74,452	83.6%		235	1880		42,450	60,194	77,937
Average			39,422	52,223	65,025	64.7%					39,649	52,613	65,577
DEKALB COUNTY SCHOOLS	Electrician		45,654	53,890	62,125	36.1%		246	1968		45,654	53,890	62,125
										\$ Difference	6,006	1,277	-3,452
										% Difference	13.2%	2.4%	-5.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Engineer I, Systems

Descrip Design, build, and implement testing procedures for all hardware, software, applications, peripherals, and components used throughout the school district. Provide Infrastructure support for enterprise, business and instructional systems, including working with business and system owners, subject matter experts, and others to refine requirements prior to project execution and deployments.

Quals Bachelor's Degree in Computer Science, Information Technology, Communication Systems Engineering or closely related area is required. Two to four years of related experience.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	MIS SYSTEMS SUPPORT ADMIN	Good	63,913	81,750	99,586	55.8%		225	1800	69,879	89,380	108,881	
FULTON COUNTY SCHOOLS	Mgr Student Information Systems	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
GWINNETT COUNTY SCHOOL	Transportation Systems Engineer	Good	74,291	90,170	106,048	42.7%		246	1968	74,291	90,170	106,048	
ATLANTA PUBLIC SCHOOLS	IT SYSTEMS ASSISTANT DIRECTOR	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
Average			70,368	87,403	104,437	49.0%				72,052	89,627	107,203	
DEKALB COUNTY SCHOOLS	Engineer I, Systems		74,604	88,727	102,851	37.9%		246	1968	74,604	88,727	102,851	
										\$ Difference	2,552	-900	-4,352
										% Difference	3.4%	-1.0%	-4.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Engineer, Plant MS

Descrip Opens and closes building securely; unlocks building and disarms the alarm. Reviews mechanical systems and inspects fire extinguishers. Performs routine maintenance and makes minor repairs on all mechanical systems and custodial equipment such as changing ballasts and exit lights, cleaning heating and air vents, cleaning roof drains, making plumbing repairs, repairing minor electrical fixtures, small painting projects, carpentry, and changing filters. Supervises custodial staff; develops and prepares schedules, workloads and work assignments.

Quals Graduation from high school or GED equivalent is required. More than three (3) years lead custodian or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width	Pay	Days	Hours	Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Campus Maintenance Repairman	Good	25,840	36,090	46,340	79.3%		246	1968	25,840	36,090	46,340	
FULTON COUNTY SCHOOLS	Maintenance Mechanic I, General Maintenance	Good	33,055	46,870	60,685	83.6%		235	1880	34,602	49,064	63,526	
CLAYTON COUNTY SCHOOLS	MAINTENANCE TECH W PSER PXRS	Good	35,653	45,602	55,550	55.8%		225	1800	38,980	49,858	60,735	
ATLANTA PUBLIC SCHOOLS	FACILITIES MAINTENANCE GENERALIST	Good	38,690	48,363	58,035	50.0%		254	2032	37,471	46,839	56,207	
Average			33,309	44,231	55,153	67.2%				34,224	45,463	56,702	
DEKALB COUNTY SCHOOLS	Engineer, Plant MS		42,524	50,187	57,850	36.0%		246	1968	42,524	50,187	57,850	
										\$ Difference	8,301	4,724	1,148
										% Difference	19.5%	9.4%	2.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Engineer, Plant (ES)

Descrip Opens and closes building securely; unlocks building and disarms the alarm. Reviews mechanical systems and inspects fire extinguishers. Performs routine maintenance and makes minor repairs on all mechanical systems and custodial equipment such as changing ballasts and exit lights, cleaning heating and air vents, cleaning roof drains, making plumbing repairs, repairing minor electrical fixtures, small painting projects, carpentry, and changing filters. Supervises custodial staff; develops and prepares schedules, workloads and work assignments.

Quals Graduation from high school or GED equivalent is required. More than three (3) years lead custodian or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Campus Maintenance Repairman	Good	25,840	36,090	46,340	79.3%		246	1968	25,840	36,090	46,340	
FULTON COUNTY SCHOOLS	Maintenance Mechanic I, General Maintenance	Good	33,055	46,870	60,685	83.6%		235	1880	34,602	49,064	63,526	
CLAYTON COUNTY SCHOOLS	MAINTENANCE TECH W PSER PXRS	Good	35,653	45,602	55,550	55.8%		225	1800	38,980	49,858	60,735	
ATLANTA PUBLIC SCHOOLS	FACILITIES MAINTENANCE GENERALIST	Good	38,690	48,363	58,035	50.0%		254	2032	37,471	46,839	56,207	
Average			33,309	44,231	55,153	67.2%				34,224	45,463	56,702	
DEKALB COUNTY SCHOOLS	Engineer, Plant (ES)		42,524	50,187	57,850	36.0%		246	1968	42,524	50,187	57,850	
										\$ Difference	8,301	4,724	1,148
										% Difference	19.5%	9.4%	2.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Engineer, Systems Telecommun

Descrip Repairs and corrects all telecommunications issues received through work orders, including moves, adds and changes to service. Maintains the integrity of the school system's main telephone switchboard. Maintains various other telecommunications systems (e.g., voicemail, School Connects). Ensures all telecommunications systems are operating at peak performance.

Quals Bachelor's Degree in Computer Science, Information Technology, Communication Systems Engineering or closely related area is required. More than six (6) years telecommunications systems installation/maintenance or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
ATLANTA PUBLIC SCHOOLS	TELECOMMUNICATIONS ANALYST	Good	49,073	59,808	70,542	43.7%		260	2080	46,431	56,587	66,744	
CLAYTON COUNTY SCHOOLS	MIS SYSTEMS SUPPORT ADMIN	Good	63,913	81,750	99,586	55.8%		225	2080	60,472	77,348	94,224	
FULTON COUNTY SCHOOLS	Coord Technology Services Support	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
GWINNETT COUNTY SCHOOL	Director of Telecommunication & Network Servi	Good	77,038	93,236	109,433	42.1%		246	1968	77,038	93,236	109,433	
Average			64,373	80,618	96,863	50.4%				63,642	79,739	95,836	
DEKALB COUNTY SCHOOLS	Engineer, Systems Telecommun		74,604	88,727	102,851	37.9%		246	1968	74,604	88,727	102,851	
										\$ Difference	10,962	8,989	7,015
										% Difference	14.7%	10.1%	6.8%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Exec. Asst. to Superintendent

Descrip Provides support and assistance to the Associate Superintendent to facilitate the effective management of the Office of Student Assignment /Student Support Services according to Board of Education policies and Standard Operating Procedures developed by OSA. Prepares reports for the district (SACs/AdvancED, Consolidation and Redistricting, Transportation, and House Bill 251); develops and writes responses to requests from both internal and external stakeholders on a variety of Student Support Services topics.

Quals Master's Degree in Education, Education Administration or closely related area is required. More than five (5) years administrative/managerial level experience in an education oriented or closely related organization is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
ATLANTA PUBLIC SCHOOLS	Administrative Assistant II (Associate Superinten	Good	40,624	50,781	60,937	50.0%		254	2032	39,345	49,181	59,018	
FULTON COUNTY SCHOOLS	Administrative Assistant	Good	44,892	58,344	71,796	59.9%		190	1520	58,123	75,540	92,957	
GWINNETT COUNTY SCHOOL	Executive Administrative Assistant - Office Mana	Good	45,264	57,769	70,273	55.3%		246	1968	45,264	57,769	70,273	
CLAYTON COUNTY SCHOOLS	EXECUTIVE ASSISTANT/SUPT SEC	Good	70,969	74,249	77,529	9.2%		225	1800	77,592	81,179	84,765	
Average			50,437	60,285	70,134	43.6%				55,081	65,917	76,753	
DEKALB COUNTY SCHOOLS	Exec. Asst. to Superintendent		62,641	62,641	62,641	0.0%		246	1968	62,641	62,641	62,641	
										\$ Difference	7,560	-3,276	-14,112
										% Difference	12.1%	-5.2%	-22.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Exec. Director, Curr & Instruc

Descrip Provides direction and leadership on the development of a comprehensive curriculum for all K-12 schools including scope and sequence documents, pacing guides, and units of study with embedded assessments. Develops, in collaboration with the Coordinators, district and school professional learning programs for teachers, support staff, administrators, and parent volunteers to assist in raising the level of instructional performance and student achievement. Works collaboratively with other departments for the integration of district curriculum aligned with the district's strategic plan.

Quals Master's degree in education, education leadership, or a related field required. Must possess or be eligible to obtain Georgia Professional Standards Commission Certification at a level 5 or higher in Educational Leadership or Instructional/Curriculum Leadership. Seven years (7) of educational experience required. Five years (5) years of school-based leadership experience required. Experience in the area of professional coaching preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Director of Curriculum Development and Inst Sup	Good	82,698	99,583	116,468	40.8%		246	1968	82,698	99,583	116,468	
FULTON COUNTY SCHOOLS	Area Executive Director	Good	88,737	115,320	141,903	59.9%		235	1880	92,891	120,718	148,545	
ATLANTA PUBLIC SCHOOLS	Director (Curriculum & Instruction)	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
CLAYTON COUNTY SCHOOLS	EXECUTIVE DIRECTOR-CLASSIFIED	Good	99,883	125,488	151,093	51.3%		225	1800	109,206	137,201	165,195	
Average			90,863	112,450	134,037	47.4%				93,506	115,866	138,225	
DEKALB COUNTY SCHOOLS	Exec. Director, Curr & Instruc		99,344	114,839	130,333	31.2%		246	1968	99,344	114,839	130,333	
										\$ Difference	5,838	-1,027	-7,892
										% Difference	5.9%	-0.9%	-6.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Exec. Director, Federal Progra

Descrip Provides focus and direction for the District's Federal State Grants Programs. Informs, interprets, and recommends the effects of current and impending federal legislation. Plans with professional staff in the utilization of funds available to the schools through the various federal programs. Makes routine visits to schools to provide input and give feedback. Prepares an annual report for the Board summarizing the Federal and State Programs.

Quals Master's degree required. Five (5) years of supervisory and/or administrative experience with federal funds with a focus on Federal Programs required. Experience in program development, assessing effectiveness of acceleration programs and services required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Area Executive Director	Good	88,737	115,320	141,903	59.9%		235	1880	92,891	120,718	148,545	
GWINNETT COUNTY SCHOOL	Director of Federal and Special Programs	Good	91,619	109,748	127,877	39.6%		246	1968	91,619	109,748	127,877	
CLAYTON COUNTY SCHOOLS	EXECUTIVE DIRECTOR-CLASSIFIED	Good	99,883	125,488	151,093	51.3%		225	1800	109,206	137,201	165,195	
ATLANTA PUBLIC SCHOOLS	Executive Director (Federal Programs)	Good	106,656	126,654	146,652	37.5%		254	2032	103,297	122,665	142,033	
Average			96,724	119,303	141,881	47.1%				99,253	122,583	145,913	
DEKALB COUNTY SCHOOLS	Exec. Director, Federal Progra		99,344	114,839	130,333	31.2%		246	1968	99,344	114,839	130,333	
										\$ Difference	91	-7,744	-15,579
										% Difference	0.1%	-6.7%	-12.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Exec. Director, Operations

Descrip Assists the Chief Operations Officer by ensuring proper coordination of activities and priorities within the school district's major functional areas and the Board of Education. Audits the district's functional areas to ensure that each support its mission and responsibilities to the public with the highest possible quality. Develops, recommends and implements solutions to district-wide issues, both internal and external with the assistance of the Superintendent and Senior Staff. Ensures senior staff comply with policies, regulations, laws and programs affecting school district operations.

Quals Master's degree required. Five (5) years of supervisory and/or administrative experience in program development, assessing effectiveness of acceleration programs and services required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Exec Dir Operational Plannin	Good	88,737	115,320	141,903	59.9%		235	2080	83,959	109,110	134,262	
GWINNETT COUNTY SCHOOL	Director of Facilities & Operations Program Mana	Good	91,619	109,748	127,877	39.6%		246	1968	91,619	109,748	127,877	
CLAYTON COUNTY SCHOOLS	EXECUTIVE DIRECTOR-CLASSIFIED	Good	99,883	125,488	151,093	51.3%		225	1800	109,206	137,201	165,195	
ATLANTA PUBLIC SCHOOLS	EXECUTIVE DIRECTOR	Good	106,656	126,654	146,652	37.5%		254	2032	103,297	122,665	142,033	
Average			96,724	119,303	141,881	47.1%				97,020	119,681	142,342	
DEKALB COUNTY SCHOOLS	Exec. Director, Operations		99,344	114,839	130,333	31.2%		246	1968	99,344	114,839	130,333	
										\$ Difference	2,324	-4,842	-12,009
										% Difference	2.3%	-4.2%	-9.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Executive Director, Athletics

Descrip Provides direction and leadership on the development of athletics for all K-12 schools. Facilitates the implementation of Physical Education Program. Directs health and physical education teacher trainings and in-service. Implements, plans, administers, evaluates, and manages the budget for the drug Free program and other anti-drug use programs. Adopts new textbooks. Prepares annual state and local reports and student surveys.

Quals Master's Degree in Education Administration, Athletic Administration, Coaching or closely related area is required. More than five (5) years supervisory level athletic administration, coaching or closely related experience. Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above required. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Area Executive Director	Good	88,737	115,320	141,903	59.9%		235	1880	92,891	120,718	148,545	
GWINNETT COUNTY SCHOOL	Director of Athletics, Student Activities & Comm	Good	91,619	109,748	127,877	39.6%		246	1968	91,619	109,748	127,877	
CLAYTON COUNTY SCHOOLS	EXECUTIVE DIRECTOR-CLASSIFIED	Good	99,883	125,488	151,093	51.3%		225	1800	109,206	137,201	165,195	
ATLANTA PUBLIC SCHOOLS	EXECUTIVE DIRECTOR	Good	106,656	126,654	146,652	37.5%		254	2032	103,297	122,665	142,033	
Average			96,724	119,303	141,881	47.1%				99,253	122,583	145,913	
DEKALB COUNTY SCHOOLS	Executive Director, Athletics		99,344	114,839	130,333	31.2%		246	1968	99,344	114,839	130,333	
										\$ Difference	91	-7,744	-15,579
										% Difference	0.1%	-6.7%	-12.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Executive Legal Officer

Descrip Analyze the probable outcomes of cases, using knowledge of legal precedents. Advise District concerning business transactions, claim liability, advisability of prosecuting or defending lawsuits, or legal rights and obligations. Interpret laws, rulings and regulations for individuals and businesses.

Quals Juris Doctorate and seven (7) years of experience as an attorney; or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above.
Member in good standing with the Georgia Bar and admitted to practice in the Superior Courts of Georgia, The Court of Appeals for the State of Georgia and the Georgia Supreme Court and other courts as necessary.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
CLAYTON COUNTY SCHOOLS	LEGAL COMPLIANCE OFFICER-COOR.	Good	75,527	96,584	117,640	55.8%		225	1800	82,576	105,598	128,620	
Average			75,527	96,584	117,640	55.8%				82,576	105,598	128,620	
DEKALB COUNTY SCHOOLS	Executive Legal Officer		125,309	125,309	125,309	0.0%		246	1968	125,309	125,309	125,309	
										\$ Difference	42,733	19,711	-3,311
										% Difference	34.1%	15.7%	-2.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Facilitator, Teacher Quality

Descrip Provides educational leadership for the school and community; supervises staff and instructional programs. Utilizes the resources of the central staff, community and local staff to provide the best instructional program possible in the school and utilizes sound management principals in the expenditure of school funds. Organizes effectively the curriculum and facilitates appropriate staff and student assignments for maximum growth and efficiency. Coordinates and/or supervises support services (maintenance, security, food service, recreation, finance and accounting services and media services, counseling).

Quals Master's degree is required. Must hold a valid Georgia Professional Certification at a Level 5 or higher. Three (3) years of successful experience working with instructional programs at a leadership level in an elementary, middle or high school. Experience working in an urban school system providing guidance and support to urban systems from postsecondary level

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
FULTON COUNTY SCHOOLS	Coord Teacher/Staff Quality	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
ATLANTA PUBLIC SCHOOLS	Coordinator (Turnaround Teacher Support)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
GWINNETT COUNTY SCHOOL	Director of Instructional Resources & Support	Good	82,698	99,583	116,468	40.8%		246	1968	82,698	99,583	116,468	
Average			75,322	92,425	109,528	46.1%				75,579	92,848	110,117	
DEKALB COUNTY SCHOOLS	Facilitator, Teacher Quality		54,737	81,041	107,346	96.1%		246	1968	54,737	81,041	107,346	
										\$ Difference	-20,842	-11,806	-2,771
										% Difference	-38.1%	-14.6%	-2.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Graphic Designer

Descrip Develop conceptual and visual look and feel of corporate image in graphics and web design. Establish and maintain branding standards and implement corporate identity systems from the creation of prototypes to the troubleshooting of production issues. Maintain relationship with other departments to plan, develop, and assist with design projects. Support the development of multimedia projects, presentations and videos.

Quals Bachelors degree in computer science, management information systems, graphic design/art or related field. Three (3) years experience as a graphic designer.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Graphics Design and Production Specialist	Good	41,064	53,080	65,096	58.5%		246	1968	41,064	53,080	65,096	
ATLANTA PUBLIC SCHOOLS	GRAPHIC DESIGNER	Good	49,073	59,808	70,542	43.7%		254	2032	47,527	57,924	68,320	
Average			45,069	56,444	67,819	51.1%				44,296	55,502	66,708	
DEKALB COUNTY SCHOOLS	Graphic Designer		62,886	74,139	85,393	35.8%		246	1968	62,886	74,139	85,393	
										\$ Difference	18,591	18,637	18,684
										% Difference	29.6%	25.1%	21.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

HVAC Mechanic/Technician

Descrip Performs troubleshooting and repair of building distribution systems including low pressure steam distribution, heat exchangers, hot and cold deck systems, air handlers, and pneumatic and digital controls. Installs and repairs HAC equipment and related systems including insulation, pulling pumps, motor compressors, chillers and air-handler, troubleshooting pneumatic system, troubleshooting problems with boilers and furnace, and repairing and replacing piping and fittings. Performs HAC system inspection and manufacturer recommended preventive maintenance; major component replacement work in conjunction with central energy management and control system operators.

Quals High School Diploma or GED. Associates degree in a related field preferred. Valid Georgia Driver's icense. Must comply with Transportation Regulation DC-R. Two (2) years experience with commercial equipment, chiller, air handler, hot water heater. Possess a State of Georgia HVAC license.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr					
			Min	Mid	Max					Width	Pay	Days	Hours	Min	Mid
ATLANTA PUBLIC SCHOOLS	TECHNICIAN - HVAC	Good	38,690	48,363	58,035	50.0%		254	2032				37,471	46,839	56,207
GWINNETT COUNTY SCHOOL	Master Craftsman	Good	39,024	50,806	62,587	60.4%		246	1968				39,024	50,806	62,587
FULTON COUNTY SCHOOLS	Maintenance Mechanic III, HVAC	Good	40,552	57,502	74,452	83.6%		235	1880				42,450	60,194	77,937
Average			39,422	52,223	65,025	64.7%							39,649	52,613	65,577
DEKALB COUNTY SCHOOLS	HVAC Mechanic Technician		45,654	53,890	62,125	36.1%		246	1968				45,654	53,890	62,125
										\$ Difference		6,006	1,277	-3,452	
										% Difference		13.2%	2.4%	-5.6%	

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Interim Chief Human Capital Mg

Descrip Under general direction, ensures the daily implementation of human resources functions which are fundamental to the effective and efficient operation of a large, urban school system; has oversight responsibility for the planning, organization, and coordination of operations of all programs, services and matters related to the school system's Division of Human Resources; assists the Superintendent in ensuring compliance with established Board goals, the school system's strategic plan, and all legal and procedural requirements attendant to the effective operation of the school system.

Quals Master's Degree in Human Resources, Public Administration, Education Administration or closely related area is required. Doctorate Degree in the previous areas id preferred. More than ten (10) years administrative level human resources or closely related area is required. Experience in the previous area in an education oriented organization is preferred. Certification as a human resource professional (HRP, SHRP, IPMA-CP, or IPMA-CS) by the Society of Human Resource Management or the International Public Management Association for Human Resources is preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Chief Talent Officer	Good	121,813	158,304	194,794	59.9%		235	1880	127,515	165,713	203,912	
CLAYTON COUNTY SCHOOLS	CHIEF HUMAN RESOURCES OFFICER	Good	153,987	166,244	178,502	15.9%		225	1800	168,359	181,761	195,162	
ATLANTA PUBLIC SCHOOLS	CHIEF HUMAN RESOURCES OFFICER	Good	165,458	196,482	227,506	37.5%		254	2032	160,247	190,294	220,340	
Average			147,086	173,677	200,267	37.8%				152,040	179,256	206,472	
DEKALB COUNTY SCHOOLS	Interim Chief Human Capital Mg		178,115	178,115	178,115	0.0%		246	1968	178,115	178,115	178,115	
										\$ Difference	26,075	-1,141	-28,356
										% Difference	14.6%	-0.6%	-15.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Interim Exec Dir,Sch Nutrition

Descrip Administers and directs the implementation of the School Nutrition Program within the District in compliance with federal, state and local regulations, laws and policies. Manages and directs the development of standards to ensure the operation of a financially and nutritionally sound School Nutrition program; utilizing multiple vendor contacts. Establishes the organizational framework for developing and achieving the department strategic plan to support the district.

Quals Master's degree required. PhD preferred. Must have or be able to obtain a Georgia Certification in the area of School Nutrition. Registered Licensed Dietitian preferred. Ten (10) years of experience in the food service industry, experience in a school food service operation for a school district or organization.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Area Executive Director	Good	88,737	115,320	141,903	59.9%		235	1880	92,891	120,718	148,545	
GWINNETT COUNTY SCHOOL	Director of School Nutrition Program	Good	91,619	109,748	127,877	39.6%		246	1968	91,619	109,748	127,877	
CLAYTON COUNTY SCHOOLS	EXECUTIVE DIRECTOR-CLASSIFIED	Good	99,883	125,488	151,093	51.3%		260	2080	94,505	118,731	142,958	
ATLANTA PUBLIC SCHOOLS	Executive Director (School Nutrition)	Good	106,656	126,654	146,652	37.5%		260	2080	100,913	119,834	138,755	
Average			96,724	119,303	141,881	47.1%				94,982	117,258	139,534	
DEKALB COUNTY SCHOOLS	Interim Exec Dir,Sch Nutrition		99,344	114,839	130,333	31.2%		246	1968	99,344	114,839	130,333	
										S Difference	4,362	-2,419	-9,200
										% Difference	4.4%	-2.1%	-7.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Interpreter, ESOL

Descrip Provides interpretation services for international families and students. Performs clerical tasks attendant to assigned projects; enters data into the student information systems (-eSIS and Tienet). Collects and keeps records of system-wide interpretation and translation requests; provides interpretation, translation and registration data for Federal, State and local compliance.

Quals Associate's Degree in Linguistics, applicable foreign language or closely related area is required. More than two (2) years foreign language translation or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
HENRY COUNTY SCHOOLS	INTERPRETER	Good	21,995	37,691	53,387	142.7%		183	1464	29,566	50,666	71,765	
GWINNETT COUNTY SCHOOL	Translator/Interpreter	Good	33,150	44,247	55,343	66.9%		190	1520	42,921	57,288	71,655	
Average			27,572	40,969	54,365	104.8%				36,243	53,977	71,710	
DEKALB COUNTY SCHOOLS	Interpreter, ESOL		37,861	44,689	51,517	36.1%		246	1968	37,861	44,689	51,517	
										\$ Difference	1,618	-9,288	-20,193
										% Difference	4.3%	-20.8%	-39.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Laborer, Grounds

Descrip Assembles and maintains tools needed for work. Reads work orders. Performs mowing, edging and weed-eating for school grounds. Gathers and transports trash. Blows leaves from school grounds. Performs grounds maintenance for football fields.

Quals Graduation from high school or GED equivalent is preferred. More than three (3) months general maintenance, landscape maintenance or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Groundskeeper	Good	22,400	32,247	42,094	87.9%		246	1968	22,400	32,247	42,094	
CLAYTON COUNTY SCHOOLS	MAINT WORKER BUILDING & GROUND	Good	23,504	30,064	36,624	55.8%		225	1800	25,698	32,870	40,042	
ATLANTA PUBLIC SCHOOLS	LABORER	Good	31,830	39,788	47,746	50.0%		254	2032	30,827	38,535	46,242	
Average			25,911	34,033	42,155	64.6%				26,309	34,551	42,793	
DEKALB COUNTY SCHOOLS	Laborer, Grounds		26,311	31,615	36,919	40.3%		246	1968	26,311	31,615	36,919	
										\$ Difference	3	-2,936	-5,874
										% Difference	0.0%	-9.3%	-15.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Landscaper

Descrip Sprays trees and shrubs, and applies supplemental liquid and dry nutrients to lawn and trees; applies herbicides, fungicides, insecticides and other chemicals. Locates and plants shrubs, trees, and flowers selected or those recommended for particular landscape effect; prepares and grades terrain, applies fertilizers, seeds/sods lawns and transplants shrubs and plants. Mows and trims lawns; plants new lawns and repairs established lawns, using seed mixtures and fertilizers recommended for particular soil type and lawn location.

Quals Associate's Degree in Landscape Design, Horticulture or closely related area is required. More than two (2) years landscape design, installation, maintenance or closely related experience is required. Pesticide Applicators license preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width				Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Head Groundskeeper	Good	25,840	36,090	46,340	79.3%		246	1968	25,840	36,090	46,340	
Average			25,840	36,090	46,340	79.3%				25,840	36,090	46,340	
DEKALB COUNTY SCHOOLS	Landscaper		33,604	40,426	47,249	40.6%		246	1968	33,604	40,426	47,249	
										\$ Difference	7,764	4,336	909
										% Difference	23.1%	10.7%	1.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Liaison, Family Engagement

Descrip Collaborates with the student, his/her parents and other school personnel to build and implement a strong support mechanism for the student. Collects documents and analyzes data on each of the targeted students to determine if the applied interventions are impacting student performance. Provides intervention support to a predefined set of targeted students. The Interventions are implemented to promote responsible, appropriate behavior and to reduce inappropriate behavior in select students. Implements research and/or evidenced based interventions including those that are provided from approved menus.

Quals Bachelor's degree required in Special Education, Psychology, Counseling, Social Work, or related field is required. Master's degree in one of these areas is preferred. Must hold or be eligible for certification by the GAPSC in teaching, service, (school counseling, school psychology, or social work) or Educational Leadership . Three (3) years of teaching experience or related educational experience providing services in a related field required.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
FULTON COUNTY SCHOOLS	Specialist I, Family Engagement	Good	40,552	57,502	74,452	83.6%		235	1880	42,450	60,194	77,937	
ATLANTA PUBLIC SCHOOLS	FAMILY INVOLVEMENT (CMCD) LIAISON	Good	52,709	65,886	79,063	50.0%		231	1848	56,132	70,164	84,197	
Average			46,631	61,694	76,758	66.8%				49,291	65,179	81,067	
DEKALB COUNTY SCHOOLS	Liaison, Family Engagement		45,654	53,890	62,125	36.1%		246	1968	45,654	53,890	62,125	
										\$ Difference	-3,637	-11,289	-18,942
										% Difference	-8.0%	-20.9%	-30.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Locksmith

Descrip Maintains, installs and repairs all electric and magnetic locks, panic hardware and safes. Maintains all tools and equipment and obtains parts from suppliers. Originates codes and cuts keys to accommodate specific locations. Maintains accurate and complete records on all jobs and work orders.

Quals Graduation from high school or GED equivalent is required. More than one (1) year of commercial lock installation, maintenance or closely related experience.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Maintenance Mechanic II, Locksmith	Good	36,412	51,631	66,849	83.6%		235	1880	38,116	54,047	69,978	
ATLANTA PUBLIC SCHOOLS	LOCKSMITH	Good	38,690	48,363	58,035	50.0%		254	2032	37,471	46,839	56,207	
GWINNETT COUNTY SCHOOL	Master Craftsman	Good	39,024	50,806	62,587	60.4%		246	1968	39,024	50,806	62,587	
Average			38,042	50,266	62,490	64.7%				38,204	50,564	62,924	
DEKALB COUNTY SCHOOLS	Locksmith		45,654	53,890	62,125	36.1%		246	1968	45,654	53,890	62,125	
										\$ Difference	7,450	3,326	-799
										% Difference	16.3%	6.2%	-1.3%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager I, Maint./Indoor Air

Descrip Supervises skilled HVAC trades and contracted HVAC / Control vendors in the performance of their duties. Reviews and assigns work orders for various work requests. Inspects work to ensure completion to safety codes and other standards. Assists with the procurement of parts and supplies. Schedules and ensures the completions of corrective and preventive maintenance work are within compliance.

Quals High School Diploma or GED and extensive experience in Commercial HVAC contracting or engineering industry. Associates degree from an accredited technical school in related field required. Bachelor of Science in Mechanical Engineering preferred. Valid driver's license and availability of private transportation, Universal CFC Certification, DDC (Digital Demand Control) OEM instructed Technical Credentials. Two (2) years of verifiable work experience in a facilities managerial or supervisory position, in addition to the education requirements.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	MAINTENANCE SUPERVISOR	Good	58,820	75,220	91,619	55.8%		225	1800	64,310	82,240	100,170	
FULTON COUNTY SCHOOLS	Supv Maintenance	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
ATLANTA PUBLIC SCHOOLS	MANAGER - MAINTENANCE & OPERATIO	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
GWINNETT COUNTY SCHOOL	Systemwide Maintenance Engineer	Good	79,838	96,366	112,894	41.4%		246	1968	79,838	96,366	112,894	
Average			70,481	87,319	104,157	48.6%				72,046	89,392	106,737	
DEKALB COUNTY SCHOOLS	Manager I, Maint./Indoor Air		74,604	88,727	102,851	37.9%		246	1968	74,604	88,727	102,851	
										\$ Difference	2,558	-664	-3,886
										% Difference	3.4%	-0.7%	-3.8%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager I, Procurement

Descrip Represents the Procurement Services Department at meetings with other APS departments, suppliers and other public agencies. Performs functions for complex and/or sensitive purchasing actions including conducting market research, researching past expenditures, guiding overall solicitation process including specification development, issuance, evaluation methodology, award recommendation and contract execution. Serves as liaison between customers (schools and departments) and suppliers to ensure receipt of goods and services according to the terms and conditions and quality standards of the awarded contract; takes aggressive action to protect the customer's interest if the terms, conditions, or quality standards of the contract are not followed by the successful supplier.

Quals Bachelor's degree in Business or Public Administration, Business Law, Finance, Purchasing, or closely related field. Certified Public Purchasing Buyer (CPPB) or equivalent required. Must obtain Certified Public Procurement Officer (CPPO) certification within 5 years after being placed in this position. Four (4) years progressively responsible experience in a public procurement department. One (1) year supervisory experience preferred. Prior Lawson or other ERP systems experience desired.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	PROCUREMENT SPECIALIST	Good	58,820	75,220	91,619	55.8%		225	1800	64,310	82,240	100,170	
FULTON COUNTY SCHOOLS	Purchasing Agent	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
GWINNETT COUNTY SCHOOL	Director of Purchasing and Property Management	Good	77,038	93,236	109,433	42.1%		246	1968	77,038	93,236	109,433	
Average			67,776	85,379	102,981	52.6%				70,658	89,087	107,515	
DEKALB COUNTY SCHOOLS	Manager I, Procurement		74,604	88,727	102,851	37.9%		246	1968	74,604	88,727	102,851	
										\$ Difference	3,946	-359	-4,664
										% Difference	5.3%	-0.4%	-4.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager I, Transportation

Descrip Assists in the supervision of bus drivers engaged in the transportation of students to and from school and school-related activities; retrieves data from computer to accurately assign drivers, students and resources within the school system; conducts staff meetings for the enhancement of job duties. Develops, implements, monitors, maintains and updates data used in the DCSS Transportation department scheduling system.

Quals Associate's Degree in Planning, Logistics, Business or closely related area is required. More than one (1) year of transportation management or closely related area, including scheduling and route development is required. Commercial driver's license (CDL) with Passenger & Safety (P&S) endorsements required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	TRANSPORTATION MANAGER	Good	58,820	75,220	91,619	55.8%		225	1800	64,310	82,240	100,170	
GWINNETT COUNTY SCHOOL	Asst Director of Transportation	Good	66,371	81,329	96,286	45.1%		260	2080	62,797	76,949	91,101	
FULTON COUNTY SCHOOLS	Coord Transportation	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
Average			65,922	83,621	101,320	53.6%				67,693	85,973	104,253	
DEKALB COUNTY SCHOOLS	Manager I, Transportation		74,604	88,727	102,851	37.9%		246	1968	74,604	88,727	102,851	
										\$ Difference	6,911	2,754	-1,403
										% Difference	9.3%	3.1%	-1.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager II, Architect

Descrip Serves as an Infrastructure Engineer, providing the highest level of technical support, coordination and integration for all Infrastructure systems, including networking, core systems and data center. Assesses organizational needs, evaluates hardware, systems, and processes, and makes recommendations.

Quals Bachelor's degree in Architecture, or related field equired. Microsoft, IBM, Cisco and related technical certificates preferred. Five (5) years in Information Technology. Experience with a broad range of technologies including network security, next generation firewalls, SIEM, system event logging, email, Windows and VMware preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr							
			Min	Mid	Max					Width	Pay	Days	Hours	Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	MANAGER	Good	58,820	75,220	91,619	55.8%											
FULTON COUNTY SCHOOLS	Coord Architecture & Engineering	Good	72,576	94,316	116,056	59.9%			225	1800		64,310	82,240	100,170			
ATLANTA PUBLIC SCHOOLS	IT INFRASTRUCTURE ARCHITECT	Good	92,133	109,408	126,683	37.5%			235	1880		75,973	98,731	121,488			
									254	2080		87,172	103,517	119,862			
Average			74,510	92,981	111,453	51.1%						75,818	94,829	113,840			
DEKALB COUNTY SCHOOLS	Manager II, Architect		84,048	97,471	110,894	31.9%			246	1968		84,048	97,471	110,894			
												\$ Difference	8,230	2,642	-2,946		
												% Difference	9.8%	2.7%	-2.7%		

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager II, School Nutrition

Descrip Assists with the management of the operation for the purpose of ensuring the program is administered in accordance with federal laws, USDA regulations, state guidelines and the Board of Education policies to ensure federal and state program funding. Oversees menu process, sanitation inspections, summer feeding, satellite meals, afterschool snack program, training, free and reduce program and technology to ensure federal and state program compliance.

Quals Bachelor's Degree in Home Economics, Dietetics, Food and Nutrition or closely related area is required. More than three (3) years food service management or closely related experience is required. DeKalb County School System Nutrition Credential must be obtained within one year of employment and must be valid throughout duration of employment [Renewal every three (3) years]. ServeSafe Certification must be obtained within 90 days of employment and valid throughout duration of employment [Renewal every five (5) years].

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr				
			Min	Mid	Max					Width	Pay	Days	Hours	Min
FULTON COUNTY SCHOOLS									260	2080				
CLAYTON COUNTY SCHOOLS	NUTRITION PROGRAM SPECIALIST	Good	42,114	53,876	65,638	55.9%			225	1800	46,044	58,904	71,764	
GWINNETT COUNTY SCHOOL	Coordinator of School Nutrition Program	Good	47,426	60,182	72,937	53.8%			246	1968	47,426	60,182	72,937	
ATLANTA PUBLIC SCHOOLS	NUTRITION PROGRAM SPECIALIST	Good	51,526	62,798	74,069	43.8%			254	2032	49,903	60,820	71,736	
Average			47,022	58,952	70,881	51.1%					47,791	59,968	72,146	
DEKALB COUNTY SCHOOLS	Manager II, School Nutrition		51,680	59,704	67,728	31.1%			246	1968	51,680	59,704	67,728	
											\$ Difference	3,889	-264	-4,417
											% Difference	7.5%	-0.4%	-6.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager III, Accounting

Descrip Monitor and evaluate multiple contract vendors' fiscal compliance with contract terms, federal, state, and local regulations. Ability to apply new and revised governmental accounting standards to the District's accounting processes and procedures. Oversee the preparation of all mandatory financial statements and management reports required for proper and timely governmental reporting.

Quals Bachelor's degree in Accounting, Public Administration, or Business Administration required. Master's degree preferred. Four (4) years of program development, administration, supervision, and experience sufficient to successfully perform the essential duties of the job requirements. Extensive knowledge of federal regulations and fiduciary responsibilities.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Coord Accounting Services	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
ATLANTA PUBLIC SCHOOLS	Assistant Director (Accounting)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
GWINNETT COUNTY SCHOOL	Director of Financial Reporting & Accounting	Good	77,038	93,236	109,433	42.1%		246	1968	77,038	93,236	109,433	
Average			75,137	92,521	109,904	46.5%				75,474	93,047	110,621	
DEKALB COUNTY SCHOOLS	Manager III, Accounting		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	14,360	11,251	8,141
										% Difference	16.0%	10.8%	6.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager III, Application Dev

Descrip Works with technical vendor resources to create a technical strategy that meets APS needs. Conducts technical solution brainstorming sessions with the Enterprise Application team and develop technical design solutions complex application systems to include integrations, Develops technical standards for the Enterprise Applications department and drive implementation of technical solutions as the technical subject matter expert (SME). Conducts code reviews and solution reviews with APS team and vendors as needed to ensure solutions are documented and knowledge transfer plan is executed.

Quals Bachelor's degree in Information Technology, Computer Science, Engineering, or related discipline required. Five (5) years' experience in IT with at least Two (2) years managing technical resources required. Demonstrated experience leading or driving Enterprise Resource Planning (ERP) system implementations required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Coord School Technology Support	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
GWINNETT COUNTY SCHOOL	Director of Administration Support & Developme	Good	77,038	93,236	109,433	42.1%		246	1968	77,038	93,236	109,433	
ATLANTA PUBLIC SCHOOLS	Director (IT Enterprise Application)	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			80,582	98,987	117,391	46.5%				80,747	99,309	117,871	
DEKALB COUNTY SCHOOLS	Manager III, Application Dev		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	9,086	4,988	891
										% Difference	10.1%	4.8%	0.7%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager III, Budget

Descrip Assists in the preparation and implementation of the District's Annual Consolidated Budgets including consolidation of district requests, budget estimates, justifications, and developing written departmental procedures as necessary. Reviews budget adjustments and/or other financial/budget transactions and associated documentation to ensure compliance with Board policy and departmental procedures. Evaluates and creates financial and budget procedures and regulations for review by the Executive Director. Performs and reviews monthly account reconciliations, ensuring budget is balanced and is within current appropriation, including preparing and reviewing monthly budget to actual variance report.

Quals Bachelor's degree in Finance, Public Administration, Accounting, or related field is required. • Master's degree in Finance, Public Administration, Accounting, or related field is preferred. Five (5) years experience in governmental accounting, finance, or budgeting. Experience in school district finance or budget preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Asst Director of Budgets	Good	66,371	81,329	96,286	45.1%		246	1968	66,371	81,329	96,286	
ATLANTA PUBLIC SCHOOLS	Assistant Director (Budget Services)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
FULTON COUNTY SCHOOLS	Dir Budget Services	Good	78,619	102,169	125,719	59.9%		235	1880	82,299	106,951	131,604	
Average			73,596	91,169	108,743	47.5%				74,027	91,818	109,610	
DEKALB COUNTY SCHOOLS	Manager III, Budget		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	15,807	12,479	9,152
										% Difference	17.6%	12.0%	7.7%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager III, Construction

Descrip Oversees multiple Capital Improvement Projects; ensures that established procedures are in place and are being followed; reviews and processes pay applications, COR's and CO's; provides status reports and project updates. Resolves daily and foreseeable issues that occur on projects; identifies risks in the conceptual phase of a project; confirms risks are dealt with during design and construction phase.

Quals Bachelor's Degree in Civil Engineering, Architecture or closely related area is required. More than ten (10) years professional level civil engineering, architectural design, construction management or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Director of Construction	Good	82,698	99,583	116,468	40.8%		260	2080	78,245	94,221	110,197	
FULTON COUNTY SCHOOLS	Dir Capital Improvements	Good	85,721	111,398	137,075	59.9%		235	1880	89,733	116,612	143,491	
Average			84,210	105,491	126,772	50.4%				83,989	105,417	126,844	
DEKALB COUNTY SCHOOLS	Manager III, Construction		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	5,844	-1,119	-8,082
										% Difference	6.5%	-1.1%	-6.8%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager III, Special Projects

Descrip Performs research and advises managers in units of best practices in school support operations. Provides project and change management oversight and guidance. Maintains a high degree of confidentiality and discretion in regards to all matters and documents. Oversees a variety of activities, including district-wide initiatives, periodic or annual projects, ad-hoc reporting, and provides a layer of assurance for timeliness and quality on all special projects.

Quals Bachelor's Degree in Civil Engineering, Architecture or closely related area is required. More than eight (8) years professional level architect, civil engineering, construction management or closely related experience is required. Certificates, Licenses, Permits: LEED certification preferred.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
ATLANTA PUBLIC SCHOOLS	Coordinator (Special Projects)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
FULTON COUNTY SCHOOLS	Dir Project Management	Good	78,619	102,169	125,719	59.9%		235	1880	82,299	106,951	131,604	
Average			77,209	96,090	114,971	48.7%				77,855	97,063	116,272	
DEKALB COUNTY SCHOOLS	Manager III, Special Projects		89,834	104,298	118,762	32.2%		246	1968	89,834	104,298	118,762	
										\$ Difference	11,979	7,234	2,490
										% Difference	13.3%	6.9%	2.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager, IT Project

Descrip Directs strategic planning and project management activities for technology implementation, including preparing reports, supporting data and forecast planning information. Manages vendor relationships and works to get the lowest prices available on technical product; develops Requests For Information (RFIs), Requests For Proposals (RFPs) and bids for the department.

Quals Bachelor's Degree in Computer Science, Information Technology or closely related area is required.
More than eight (8) years supervisory/managerial level information technology, systems administration or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	MANAGER	Good	58,820	75,220	91,619	55.8%		225	1800	64,310	82,240	100,170	
FULTON COUNTY SCHOOLS	Project Manager Information Technology	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
ATLANTA PUBLIC SCHOOLS	Assistant Director (IT Project Management Office)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
GWINNETT COUNTY SCHOOL	Director of Project Management Office	Good	77,038	93,236	109,433	42.1%		246	1968	77,038	93,236	109,433	
Average			69,781	86,537	103,292	48.8%				71,346	88,609	105,872	
DEKALB COUNTY SCHOOLS	Manager, IT Project		74,604	88,727	102,851	37.9%		246	1968	74,604	88,727	102,851	
										\$ Difference	3,258	118	-3,021
										% Difference	4.4%	0.1%	-2.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager, Regional Project

Descrip Meets with staff at each site to determine scope of project; prepares documents (written and drawn) to define scope of project for the purposes of bid solicitation; prepares other documents related to bid process.
Establishes project coordination and project controls. Oversees project schedule adherence and punch-list management. Makes architectural sketches for design development; drafts construction documents for small projects.

Quals Bachelor's Degree in Civil Engineering, Architecture or closely related area is required.
More than eight (8) years professional level architect, civil engineering, construction management or closely related experience is required. Certificates, Licenses, Permits: LEED certification preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
CLAYTON COUNTY SCHOOLS	MANAGER	Good	58,820	75,220	91,619	55.8%		225	1800	64,310	82,240	100,170	
FULTON COUNTY SCHOOLS	Dir Project Management	Good	78,619	102,169	125,719	59.9%		235	1880	82,299	106,951	131,604	
ATLANTA PUBLIC SCHOOLS	Director (Capital Improvement)	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
Average			76,524	95,599	114,674	51.1%				78,613	98,385	118,156	
DEKALB COUNTY SCHOOLS	Manager, Regional Project		84,048	97,471	110,894	31.9%		246	1968	84,048	97,471	110,894	
										\$ Difference	5,435	-913	-7,261
										% Difference	6.5%	-0.9%	-6.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager, School Nutrition

Descrip Assists with the management of the operation for the purpose of ensuring the program is administered in accordance with federal laws, USDA regulations, state guidelines and the Board of Education policies to ensure federal and state program funding. Oversees menu process, sanitation inspections, summer feeding, satellite meals, afterschool snack program, training, free and reduce program and technology to ensure federal and state program compliance.

Quals Bachelor's Degree in Home Economics, Dietetics, Food and Nutrition or closely related area is required. More than three (3) years food service management or closely related experience is required. DeKalb County School System Nutrition Credential must be obtained within one year of employment and must be valid throughout duration of employment [Renewal every three (3) years]. ServeSafe Certification must be obtained within 90 days of employment and valid throughout duration of employment [Renewal every five (5) years].

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS		Good	36,676	52,007	67,337	83.6%		235	1880	38,393	54,441	70,489	
CLAYTON COUNTY SCHOOLS	NUTRITION PROGRAM SPECIALIST	Good	42,114	53,876	65,638	55.9%		225	1800	46,044	58,904	71,764	
GWINNETT COUNTY SCHOOL	Coordinator of School Nutrition Program	Good	47,426	60,182	72,937	53.8%		246	1968	47,426	60,182	72,937	
ATLANTA PUBLIC SCHOOLS	Program Specialist (School Nutrition)	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
Average			44,435	57,215	69,995	59.3%				45,442	58,586	71,731	
DEKALB COUNTY SCHOOLS	Manager, School Nutrition		51,680	59,704	67,728	31.1%		246	1968	51,680	59,704	67,728	
										\$ Difference	6,238	1,117	-4,003
										% Difference	12.1%	1.9%	-5.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager, School Nutrition MS

Descrip Assists with the management of the operation for the purpose of ensuring the program is administered in accordance with federal laws, USDA regulations, state guidelines and the Board of Education policies to ensure federal and state program funding. Oversees menu process, sanitation inspections, summer feeding, satellite meals, afterschool snack program, training, free and reduce program and technology to ensure federal and state program compliance.

Quals Bachelor's Degree in Home Economics, Dietetics, Food and Nutrition or closely related area is required. More than three (3) years food service management or closely related experience is required. DeKalb County School System Nutrition Credential must be obtained within one year of employment and must be valid throughout duration of employment [Renewal every three (3) years]. ServeSafe Certification must be obtained within 90 days of employment and valid throughout duration of employment [Renewal every five (5) years].

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
CLAYTON COUNTY SCHOOLS	NUTRITION PROGRAM SPECIALIST	Good	42,114	53,876	65,638	55.9%		225	1800	46,044	58,904	71,764	
GWINNETT COUNTY SCHOOL	Coordinator of School Nutrition Program	Good	47,426	60,182	72,937	53.8%		246	1968	47,426	60,182	72,937	
ATLANTA PUBLIC SCHOOLS	Program Specialist (School Nutrition)	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
Average			47,022	58,952	70,881	51.1%				47,791	59,968	72,146	
DEKALB COUNTY SCHOOLS	Manager, School Nutrition MS		51,680	59,704	67,728	31.1%		246	1968	51,680	59,704	67,728	
										\$ Difference	3,889	-264	-4,417
										% Difference	7.5%	-0.4%	-6.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Manager, Shop

Descrip Supervises and instructs technicians in the repair and reconditioning of vehicles, other standard, and specialized machinery/equipment. Observes performance of subordinates in inspection, diagnoses, service, overhaul, repair and modification of vehicles and equipment in the fleet. Conducts annual appraisal for assigned personnel according to established procedures. Supervise preparation and maintenance of records and reports incidents to equipment repair and maintenance.

Quals High School Diploma or GED required. Must be able to possess the following 4 Automotive Service Excellence (ASE) certifications within 6 months of hire date: 1- S3 Drive Train;. 2- S4 Brakes;. 3- S6 Electrical/Electronic; and. 4- S2 Diesel Engines. Must be able to possess four (4)years of experience with heavy diesel, trucking, school bus or motorcoach, automotive and light trucks required. Prior technician experience. Experience supervising technicians, shops and warehouse applications required.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Grounds Shop Manager	Good	39,024	50,806	62,587	60.4%		246	1968	39,024	50,806	62,587	
FULTON COUNTY SCHOOLS	Fleet Mechamc 3	Good	40,552	57,502	74,452	83.6%		235	1880	42,450	60,194	77,937	
CLAYTON COUNTY SCHOOLS	FLEET MAINTENANCE SUPERVISOR	Good	49,763	63,646	77,529	55.8%		225	1800	54,408	69,586	84,765	
ATLANTA PUBLIC SCHOOLS	Fleet Foreman	Good	62,630	76,331	90,031	43.8%		254	2032	60,657	73,926	87,195	
Average			47,992	62,071	76,150	60.9%				49,135	63,628	78,121	
DEKALB COUNTY SCHOOLS	Manager, Shop		55,812	65,871	75,930	36.0%		246	1968	55,812	65,871	75,930	
										S Difference	6,677	2,243	-2,191
										% Difference	12.0%	3.4%	-2.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Mechanic, Auto

Descrip Repairs, maintains and modifies gas and diesel powered vehicles. Examines vehicles and assesses the nature and extent of damage or malfunction; plans work and repair procedures. Performs computer diagnostics on electronically controlled vehicles; maintains responsibility for making the correct diagnostic on vehicle.

Quals Graduation from high school or GED equivalent supplemented by education/training in Automotive Repair or closely related area equivalent to one (1) year of college is required. More than three (3) years of journey level automotive maintenance/repair is required.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
HENRY COUNTY SCHOOLS	MECHANICS AND MAINTENANCE M-3	Good	23,153	39,676	56,199	142.7%		244	1952	23,343	40,001	56,659	
FULTON COUNTY SCHOOLS	Fleet Mechanic I	Identical	33,055	46,870	60,685	83.6%		235	1880	34,602	49,064	63,526	
GWINNETT COUNTY SCHOOL	Auto/Diesel Technician	Good	33,150	44,247	55,343	66.9%		246	1968	33,150	44,247	55,343	
ATLANTA PUBLIC SCHOOLS	FLEET MECHANIC I	Good	38,690	48,363	58,035	50.0%		254	2032	37,471	46,839	56,207	
CLAYTON COUNTY SCHOOLS	FLEET MAINTENANCE MECHANIC II	Good	42,114	53,876	65,638	55.9%		225	1800	46,044	58,904	71,764	
Average			34,032	46,606	59,180	79.8%				34,922	47,811	60,700	
DEKALB COUNTY SCHOOLS	Mechanic, Auto		45,654	53,890	62,125	36.1%		246	1968	45,654	53,890	62,125	
										\$ Difference	10,732	6,079	1,425
										% Difference	23.5%	11.3%	2.3%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Mechanic, Bus

Descrip Performs various repairs, maintenance and modifications to school busses to insure safety and reliability. Examines vehicles and assesses the nature and extent of damage or malfunction; plans work and repairs procedures. Assists bus drivers in morning route start-up by providing needed repairs for bus operations including inspection of safety sensitive issues.

Quals Graduation from high school or GED equivalent supplemented by education/training in Automotive Repair or closely related area equivalent to one (1) year of college is required. More than three (3) years of journey level automotive maintenance/repair is required. Valid commercial drivers license (CDL) required. Automotive Service Excellence (ASE) certification in school bus maintenance preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
HENRY COUNTY SCHOOLS	MECHANICS AND MAINTENANCE M-3	Good	23,153	39,676	56,199	142.7%		244	1952	23,343	40,001	56,659	
FULTON COUNTY SCHOOLS	Fleet Mechanic I	Good	33,055	46,870	60,685	83.6%		235	1880	34,602	49,064	63,526	
GWINNETT COUNTY SCHOOL	Auto/Diesel Technician	Good	33,150	44,247	55,343	66.9%		246	1968	33,150	44,247	55,343	
ATLANTA PUBLIC SCHOOLS	FLEET MECHANIC I	Good	38,690	48,363	58,035	50.0%		254	2032	37,471	46,839	56,207	
CLAYTON COUNTY SCHOOLS	FLEET MAINTENANCE MECHANIC II	Good	42,114	53,876	65,638	55.9%		225	1800	46,044	58,904	71,764	
Average			34,032	46,606	59,180	79.8%				34,922	47,811	60,700	
DEKALB COUNTY SCHOOLS	Mechanic, Bus		45,654	53,890	62,125	36.1%		246	1968	45,654	53,890	62,125	
										\$ Difference	10,732	6,079	1,425
										% Difference	23.5%	11.3%	2.3%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Mechanic, Lead Auto/Buses

Descrip Assigns mechanics to repair and/or service automotive vehicles. Monitors repairs and assists mechanics in performance of job duties. Inspects completed work to ensure compliance with safety laws and regulations and conformance to standards. Conducts initial inspection of buses to determine repairs needed, work schedules, and parts required.

Quals Graduation from high school or GED equivalent supplemented by education/training in automotive/diesel engine repair or closely related area equivalent to one (1) year of college required. Associate's degree in automotive technology from an approved accredited college or university preferred. More than two (2) years experience in automotive/bus repair or closely related area is required. Valid commercial driver's license (CDL) required. Valid certificate(s) in Automotive Service Excellence (ASE) Master Medium/Heavy Truck Technician or ASE Master School Bus Technician preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At			
			Min	Mid	Max					Width	Pay	Days	Hours
HENRY COUNTY SCHOOLS	MECHANICS AND MAINTENANCE M-4	Good	25,726	44,084	62,443	142.7%		244	1952	25,936	44,446	62,955	
FULTON COUNTY SCHOOLS	Mechanic 2	Good	36,412	51,631	66,849	83.6%		235	1880	38,116	54,047	69,978	
GWINNETT COUNTY SCHOOL	Lead Automotive Diesel Technician	Good	41,064	53,080	65,096	58.5%		246	1968	41,064	53,080	65,096	
CLAYTON COUNTY SCHOOLS	FLEET MAINTENANCE MECHANIC III	Good	45,800	58,563	71,325	55.7%		225	1800	50,074	64,028	77,983	
ATLANTA PUBLIC SCHOOLS	MASTER FLEET TECHNICIAN	Good	56,807	69,235	81,662	43.8%		254	2032	55,018	67,054	79,090	
Average			41,162	55,318	69,475	76.9%				42,042	56,531	71,020	
DEKALB COUNTY SCHOOLS	Mechanic, Lead Auto/Buses		50,663	58,529	66,395	31.1%		246	1968	50,663	58,529	66,395	
										\$ Difference	8,621	1,998	-4,625
										% Difference	17.0%	3.4%	-7.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Nurse, School (RN & LPN)

Descrip Performs student health procedures and assists students with administration of medication as necessary. Performs visits to schools for special needs student consultations. Performs general medication administration. Works one on one with assigned students. Reports to parents, school personnel, physicians, clinics, and other agencies on school health matters. Maintains up-to-date health records on students; charts various findings of daily student progress.

Quals Bachelor's Degree or equivalent education/training in Nursing is required. More than four (4) years Registered Nursing or closely related experience is required. Experience in pediatric nursing is preferred.
 Certificates, Licenses, Permits: Valid State of Georgia registered nurse license required. Valid certificates in cardio pulmonary resuscitation (CPR) and first aid required.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
GWINNETT COUNTY SCHOOL	School Nurse I (Bachelor's Degree)	Good	39,024	50,806	62,587	60.4%		190	1520	50,526	65,780	81,034	
HENRY COUNTY SCHOOLS	RN Registered Nurses	Good	41,682	53,766	65,849	58.0%		185	2080	39,438	50,871	62,304	
CLAYTON COUNTY SCHOOLS	SUPERVISING HEALTH CARE PROF.	Good	41,961	53,666	65,372	55.8%		195	1560	52,935	67,702	82,470	
FULTON COUNTY SCHOOLS	School Nurse (Special Education Nurse)	Good	48,052	62,447	76,841	59.9%		190	1520	62,215	80,852	99,489	
ATLANTA PUBLIC SCHOOLS	SCHOOL NURSE (RN)	Good	59,824	71,041	82,258	37.5%		202	1616	72,855	86,515	100,176	
Average			46,109	58,345	70,582	54.3%				55,594	70,344	85,094	
DEKALB COUNTY SCHOOLS	Nurse, School (RN & LPN)		46,571	54,971	63,372	36.1%		246	1968	46,571	54,971	63,372	
										\$ Difference	-9,023	-15,373	-21,722
										% Difference	-19.4%	-28.0%	-34.3%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Officer, Information Security

Descrip Ensures continuous availability of network resources; and troubleshoots and identifies any network issues. Monitors BGP routing between ISPs (Internet Service Provider) and the management of SSL certificates of vital servers. Maintains and manages major systems such as AS400 (Payroll, general Accounting), eSIS, TERMS, and PATS. Monitors, maintains, installs, and configures WAN/LAN devices and HA firewalls.

Quals Associate's Degree in Information Technology, Computer Science or closely related area is required. More than four (4) years data security or closely related experience is required.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
FULTON COUNTY SCHOOLS	SAP Basis/Security Administrator	Good	72,576	94,316	116,056	59.9%		235	1880	75,973	98,731	121,488	
ATLANTA PUBLIC SCHOOLS	Assistant Director (IT Security & Network Service)	Good	75,798	90,011	104,223	37.5%		254	2032	73,411	87,176	100,940	
Average			74,187	92,163	110,140	48.7%				74,692	92,953	111,214	
DEKALB COUNTY SCHOOLS	Officer, Information Security		84,048	97,471	110,894	31.9%		246	1968	84,048	97,471	110,894	
										\$ Difference	9,356	4,518	-320
										% Difference	11.1%	4.6%	-0.3%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Officer, School Resource SE

Descrip Patrols roads and streets near school sites in a school security vehicle and on foot to protect against crimes such as vandalism, burglary, trespass and theft; detains suspects and calls for assistance of local law enforcement agencies when arrest is required; prepares written incident reports. Enforces traffic laws on and around campus public streets; writes traffic citations and make criminal arrests when needed.

Quals Graduation from high school or GED equivalent supplemented by education/training in Criminal Justice, Law Enforcement, Police Science, Criminology or closely related area equivalent to one (1) year of college is required. More than four (4) years sworn law enforcement experience is required. Certificates, Licenses, Permits: Georgia Peace Officers Standard and Training PBLE Certification # prior to employment required. Annual Firearms Qualification required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	SCHOOL RESOURCE OFFICER	Good	31,848	40,730	49,612	55.8%		190	1520	41,235	52,735	64,234	
GWINNETT COUNTY SCHOOL	School Resource Officer I	Good	39,024	50,806	62,587	60.4%		246	1968	39,024	50,806	62,587	
ATLANTA PUBLIC SCHOOLS	SCHOOL RESOURCE OFFICER	Good	44,788	55,986	67,183	50.0%		254	2032	43,377	54,222	65,067	
FULTON COUNTY SCHOOLS	School Resource Office	Good	45,365	64,325	83,285	83.6%		235	1880	47,488	67,336	87,183	
Average			40,256	52,962	65,667	62.4%				42,781	56,275	69,768	
DEKALB COUNTY SCHOOLS	Officer, School Resource SE		45,290	53,457	61,624	36.1%		246	1968	45,290	53,457	61,624	
										\$ Difference	2,508	-2,818	-8,144
										% Difference	5.5%	-5.3%	-13.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Officer, School Resource (HS)

Descrip Patrols roads and streets near school sites in a school security vehicle and on foot to protect against crimes such as vandalism, burglary, trespass and theft; detains suspects and calls for assistance of local law enforcement agencies when arrest is required; prepares written incident reports. Enforces traffic laws on and around campus public streets; writes traffic citations and make criminal arrests when needed.

Quals Graduation from high school or GED equivalent supplemented by education/training in Criminal Justice, Law Enforcement, Police Science, Criminology or closely related area equivalent to one (1) year of college is required. More than four (4) years sworn law enforcement experience is required. Certificates, Licenses, Permits: Georgia Peace Officers Standard and Training PBLE Certification # prior to employment required. Annual Firearms Qualification required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
CLAYTON COUNTY SCHOOLS	SCHOOL RESOURCE OFFICER	Good	31,848	40,730	49,612	55.8%		190	1520	41,235	52,735	64,234	
GWINNETT COUNTY SCHOOL	School Resource Officer I	Good	39,024	50,806	62,587	60.4%		246	1968	39,024	50,806	62,587	
ATLANTA PUBLIC SCHOOLS	SCHOOL RESOURCE OFFICER	Good	44,788	55,986	67,183	50.0%		254	2032	43,377	54,222	65,067	
FULTON COUNTY SCHOOLS	School Resource Office	Good	45,365	64,325	83,285	83.6%		235	1880	47,488	67,336	87,183	
Average			40,256	52,962	65,667	62.4%					42,781	56,275	69,768
DEKALB COUNTY SCHOOLS	Officer, School Resource (HS)		45,290	53,457	61,624	36.1%		246	1968	45,290	53,457	61,624	
										\$ Difference	2,508	-2,818	-8,144
										% Difference	5.5%	-5.3%	-13.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Para, Special Ed

Descrip Provides small group and/or individualized instruction to students with disabilities in accordance with the supervising teacher's lesson plans. Collects instructional and behavioral data for all objectives being taught for each student. Implements Behavior Intervention Plans for students with disabilities. Monitors students before and after school and during non-instructional transition periods.

Quals Graduation from high school supplemented by education/training in Education or closely related area equivalent to one (1) year of college is required. More than six (6) months experience working with children in an educational or closely related environment is required. Must obtain valid Professional Standards Commission approved paraprofessional certificate.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr				
			Min	Mid	Max					Width	Pay	Days	Hours	Min
FULTON COUNTY SCHOOLS	Instructional Paraprofessional	Good	15,165	21,125	27,084	78.6%		184	1472		20,275	28,243	36,210	
HENRY COUNTY SCHOOLS	Paraprofessional Clerk	Good	16,151	22,175	28,199	74.6%		190	1520		20,911	28,711	36,510	
CLAYTON COUNTY SCHOOLS	PARAPRO-SPECIAL ED	Good	17,913	22,913	27,912	55.8%		188	1504		23,440	29,981	36,523	
GWINNETT COUNTY SCHOOL	Paraprofessional Level V (180 Qtr Hrs 120 Sem	Good	18,915	28,010	37,105	96.2%		190	1520		24,490	36,266	48,041	
ATLANTA PUBLIC SCHOOLS	PARAPROFESSIONAL	Good	21,702	27,127	32,552	50.0%		202	1616		26,429	33,036	39,643	
Average			17,969	24,270	30,570	71.0%					23,109	31,247	39,385	
DEKALB COUNTY SCHOOLS	Para. Special Ed		29,253	36,282	43,311	48.1%		246	1968		29,253	36,282	43,311	
											\$ Difference	6,144	5,035	3,925
											% Difference	21.0%	13.9%	9.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Paraprofessional-Instructional

Descrip Provides small group and/or individualized instruction to students in accordance with lesson plans developed by the teacher. Assists teachers with daily classroom management activities designed to ensure that students demonstrate behavior that is conducive to an effective learning environment. Assists teachers with assessment of student performance (standardized and non-standardized testing) and related recordkeeping tasks.

Quals Graduation from high school supplemented by education/training in Education or closely related area equivalent to one (1) year of college is required. More than six (6) months experience working with children in an educational or closely related environment is required. Must obtain valid Professional Standards Commission approved paraprofessional certificate.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
HENRY COUNTY SCHOOLS	Paraprofessional Clerk	Good	13,151	19,175	25,199	91.6%		190	1520	17,027	24,826	32,626	
FULTON COUNTY SCHOOLS	Instructional Paraprofessional	Good	15,165	21,125	27,084	78.6%		184	1472	20,275	28,243	36,210	
GWINNETT COUNTY SCHOOL	Paraprofessional Level V (180 Qtr Hrs / 120 Sem)	Good	15,915	25,010	34,105	114.3%		190	1520	20,606	32,381	44,157	
CLAYTON COUNTY SCHOOLS	PARAPRO-MEDIA	Good	18,442	23,177	27,912	51.4%		188	1504	24,131	30,327	36,523	
ATLANTA PUBLIC SCHOOLS	PARAPROFESSIONAL	Good	21,702	27,127	32,552	50.0%		202	1616	26,429	33,036	39,643	
Average			16,875	23,123	29,370	77.2%				21,694	29,763	37,832	
DEKALB COUNTY SCHOOLS	Paraprofessional-Instructional		29,253	36,282	43,311	48.1%		246	1968	29,253	36,282	43,311	
										\$ Difference	7,559	6,519	5,479
										% Difference	25.8%	18.0%	12.7%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Plumber

Descrip Assembles and installs valves, pipe fittings, and pipes composed of metals, such as iron, steel, brass, and lead, and nonmetals, such as glass, vitrified clay, and plastic. Installs and repairs plumbing fixtures such as sinks, commodes, bathtubs, water heaters, hot water tanks, garbage disposal units, dishwashers, and water softeners.

Quals Associate's Degree in Plumbing, HVAC or closely related area is required. More than four (4) years journey level plumbing or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr							
			Min	Mid	Max					Width	Pay	Days	Hours	Min	Mid	Max	
ATLANTA PUBLIC SCHOOLS	PLUMBER	Good	38,690	48,363	58,035	50.0%											
GWINNETT COUNTY SCHOOL	Master Craftsman	Good	39,024	50,806	62,587	60.4%			254	2032		37,471	46,839	56,207			
Average			38,857	49,584	60,311	55.2%						38,248	48,822	59,397			
DEKALB COUNTY SCHOOLS	Plumber		45,654	53,890	62,125	36.1%			246	1968		45,654	53,890	62,125			
											\$ Difference		7,407	5,067	2,728		
											% Difference		16.2%	9.4%	4.4%		

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Principal, Alt. School

Descrip Under general direction, serves as the instructional and strategic leader for the school; provides instructional and professional leadership to faculty and staff members; administers all components of an Alternative School, including instructional leadership, curriculum implementation, monitoring of instruction, maintenance of physical plant, and budget management; ensures compliance with state and federal laws.

Quals Master's Degree in Education, Education Administration or closely related area is required. More than seven (7) years classroom teaching, supervisory level education administration or closely related experience is required. Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above required. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
CLAYTON COUNTY SCHOOLS	ALT SCHOOL ADMINISTRATOR	Good	84,544	106,215	127,886	51.3%		225	1800	92,435	116,129	139,822	
FULTON COUNTY SCHOOLS	Principal MS	Good	90,588	113,832	137,075	51.3%		235	1880	94,828	119,160	143,491	
ATLANTA PUBLIC SCHOOLS	PRINCIPALS - MIDDLE	Good	96,740	114,879	133,017	37.5%		254	2032	93,693	111,260	128,827	
GWINNETT COUNTY SCHOOL	Principal - GIVE Center	Good	103,335	118,564	133,792	29.5%		246	1968	103,335	118,564	133,792	
Average			93,802	113,372	132,943	42.4%				96,073	116,278	136,483	
DEKALB COUNTY SCHOOLS	Principal, Alt. School		100,570	116,139	131,708	31.0%		246	1968	100,570	116,139	131,708	
										\$ Difference	4,497	-139	-4,775
										% Difference	4.5%	-0.1%	-3.6%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Principal, Elem School

Descrip Under general direction, serves as the instructional and strategic leader for the school; provides instructional and professional leadership to faculty and staff members; administers all components of an Elementary school including instructional leadership, curriculum implementation, monitoring of instruction, maintenance of physical plant, and budget management; ensures compliance with state and federal laws.

Quals Master's Degree in Education, Education Administration or closely related area is required. More than seven (7) years classroom teaching, supervisory level education administration or closely related experience is required. Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above required. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
FULTON COUNTY SCHOOLS	Principal ES	Good	83,083	104,401	125,719	51.3%		235	1880	86,972	109,288	131,604	
CLAYTON COUNTY SCHOOLS	PRINCIPAL-ELEMENTARY	Good	84,544	106,215	127,886	51.3%		225	1800	92,435	116,129	139,822	
ATLANTA PUBLIC SCHOOLS	PRINCIPALS - ELEMENTARY	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
GWINNETT COUNTY SCHOOL	Principal (Elementary)	Good	98,612	111,307	124,002	25.7%		246	1968	98,612	111,307	124,002	
Average			89,593	107,833	126,073	41.5%				91,813	110,671	129,530	
DEKALB COUNTY SCHOOLS	Principal, Elem School		98,847	114,273	129,698	31.2%		246	1968	98,847	114,273	129,698	
										\$ Difference	7,035	3,601	168
										% Difference	7.1%	3.2%	0.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Principal, High School

Descrip Under general direction, serves as the instructional and strategic leader for the school; provides instructional and professional leadership to faculty and staff members; administers all components of a High School, including instructional leadership, curriculum implementation, monitoring of instruction, maintenance of physical plant, and budget management; ensures compliance with state and federal laws.

Quals Master's Degree in Education, Education Administration or closely related area is required. More than seven (7) years classroom teaching, supervisory level education administration or closely related experience is required. Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above required. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Principal HS	Good	93,776	117,840	141,903	51.3%		235	1880	98,166	123,355	148,545	
CLAYTON COUNTY SCHOOLS	PRINCIPAL-HIGH SCHOOL	Good	99,883	125,488	151,093	51.3%		225	1800	109,206	137,201	165,195	
ATLANTA PUBLIC SCHOOLS	PRINCIPALS - HIGH	Good	101,577	120,623	139,669	37.5%		254	2032	98,378	116,824	135,270	
GWINNETT COUNTY SCHOOL	Principal (High)	Good	103,335	118,564	133,792	29.5%		246	1968	103,335	118,564	133,792	
Average			99,643	120,629	141,614	42.4%				102,271	123,986	145,701	
DEKALB COUNTY SCHOOLS	Principal, High School		104,293	120,570	136,848	31.2%		246	1968	104,293	120,570	136,848	
										\$ Difference	2,022	-3,415	-8,853
										% Difference	1.9%	-2.8%	-6.5%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Principal, Middle School

Descrip Under general direction, serves as the instructional and strategic leader for the school; provides instructional and professional leadership to faculty and staff members; administers all components of a Middle School, including instructional leadership, curriculum implementation, monitoring of instruction, maintenance of physical plant, and budget management; ensures compliance with state and federal laws.

Quals Master's Degree in Education, Education Administration or closely related area is required. More than seven (7) years classroom teaching, supervisory level education administration or closely related experience is required. Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above required. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Principal MS	Good	90,588	113,832	137,075	51.3%		235	1880	94,828	119,160	143,491	
CLAYTON COUNTY SCHOOLS	PRINCIPAL-MIDDLE SCHOOL	Good	91,897	115,451	139,004	51.3%		225	1800	100,474	126,226	151,978	
ATLANTA PUBLIC SCHOOLS	PRINCIPALS - MIDDLE	Good	96,740	114,879	133,017	37.5%		254	2032	93,693	111,260	128,827	
GWINNETT COUNTY SCHOOL	Principal (Middle)	Good	100,126	114,512	128,897	28.7%		246	1968	100,126	114,512	128,897	
Average			94,838	114,668	134,498	42.2%				97,280	117,789	138,298	
DEKALB COUNTY SCHOOLS	Principal, Middle School		100,570	116,139	131,708	31.0%		246	1968	100,570	116,139	131,708	
										\$ Difference	3,289	-1,651	-6,590
										% Difference	3.3%	-1.4%	-5.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Principal, Special Ed. Center

Descrip Under general direction, serves as the instructional and strategic leader for the school; provides instructional and professional leadership to faculty and staff members; administers all components of an Special Ed Center, including instructional leadership, curriculum implementation, monitoring of instruction, maintenance of physical plant, and budget management; ensures compliance with state and federal laws.

Quals Master's Degree in Education, Education Administration or closely related area is required. More than seven (7) years classroom teaching, supervisory level education administration or closely related experience is required. Valid Georgia Professional Standards Commission approved certificate in educational leadership at level L-5, NL-5, PL-6 or above required. If a level L-5, NL-5, PL-6 or above certificate is not held, the individual must be eligible for the NPL certificate in educational leadership.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Principal ES	Good	83,083	104,401	125,719	51.3%		235	1880	86,972	109,288	131,604	
CLAYTON COUNTY SCHOOLS	PRINCIPAL - ELITE SCHOLARS MS	Good	91,897	115,451	139,004	51.3%		225	1800	100,474	126,226	151,978	
ATLANTA PUBLIC SCHOOLS	PRINCIPALS - ELEMENTARY	Good	92,133	109,408	126,683	37.5%		254	2032	89,231	105,962	122,693	
GWINNETT COUNTY SCHOOL	Principal - ADAPT/STRIVE	Good	98,612	111,307	124,002	25.7%		246	1968	98,612	111,307	124,002	
Average			91,431	110,142	128,852	41.5%				93,822	113,196	132,569	
DEKALB COUNTY SCHOOLS	Principal, Special Ed. Center		98,847	114,273	129,698	31.2%		246	1968	98,847	114,273	129,698	
										\$ Difference	5,025	1,077	-2,871
										% Difference	5.1%	0.9%	-2.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Programmer

Descrip Maintains and creates student accounting software user profiles (eSIS), central office accounting software user profiles (Terms/CP), and Schoolnet (IDMS) software user profiles. Assists with Help Center calls and provides technical assistance to users regarding applications. Maintains and creates DOE user profiles; serves as a DeKalb county security officer for the state portal site.

Quals Bachelor's Degree in Information Technology, Computer Science, Computer Programming or closely related area is required. More than four (4) years computer programming or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
ATLANTA PUBLIC SCHOOLS	SYSTEMS PROGRAMMER	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
GWINNETT COUNTY SCHOOL	Programmer Analyst	Good	56,521	70,334	84,146	48.9%		246	1968	56,521	70,334	84,146	
CLAYTON COUNTY SCHOOLS	MIS PROGRAMMER/ANALYST	Good	58,820	75,220	91,619	55.8%		225	1800	64,310	82,240	100,170	
Average			55,622	69,450	83,278	49.5%				56,911	71,131	85,351	
DEKALB COUNTY SCHOOLS	Programmer		59,137	69,760	80,382	35.9%		246	1968	59,137	69,760	80,382	
										\$ Difference	2,226	-1,372	-4,969
										% Difference	3.8%	-2.0%	-6.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Receptionist

Descrip Answers incoming telephone calls; transfers calls to appropriate person/departments and directs callers to the voice mail system when intended person/departments are unavailable. Greets on-site visitors; responds to their questions and concerns; issues visitors' passes and guides visitors to appropriate personnel.
Prepares and handles mailings; manages upcoming events on a calendar and tracks arriving classes on printed schedule.

Quals Graduation from high school or GED equivalent required. More than six (6) months receptionist or closely related customer service experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
HENRY COUNTY SCHOOLS	SCHOOL OFFICE ASSISTANT	Good	20,984	30,010	39,036	86.0%		244	1952	21,156	30,256	39,356	
GWINNETT COUNTY SCHOOL	Instructional Support Center Receptionist	Good	29,424	40,090	50,755	72.5%		246	1968	29,424	40,090	50,755	
FULTON COUNTY SCHOOLS	Professional Assistant II	Good	30,144	42,744	55,343	83.6%		235	1880	31,555	44,744	57,934	
ATLANTA PUBLIC SCHOOLS	Front Desk Receptionist	Good	33,422	41,778	50,133	50.0%		254	2032	32,369	40,462	48,554	
Average			28,494	38,655	48,817	73.0%				28,626	38,888	49,150	
DEKALB COUNTY SCHOOLS	Receptionist		29,531	35,245	40,960	38.7%		246	1968	29,531	35,245	40,960	
										\$ Difference	905	-3,643	-8,190
										% Difference	3.1%	-10.3%	-20.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Regional Superintendent

Descrip Guide and support the implementation of continuous improvement planning to develop and facilitate the execution of coherent strategic plans that are in alignment with cluster priorities and the districts vision, initiatives and policies. Communicate with central office leadership to inform the refinement and development of the districts strategies and policies to better support schools, student learning and continuous improvement. Collaborate with central office departments to improve services that support principals focus on student learning and limit distractions. Work with principals to be culturally/socially responsive, establish affirming and inclusive environments for students, parents and staff and effectively address stakeholder concerns.

Quals Masters degree with an emphasis in curriculum, instruction, and school leadership is required. • A doctorate degree is preferred. Certification as a school administrator is required. Five (5) years of progressively responsible experience at campus level and central administration required, preferably with experience at all three levels – elementary school, middle school, and high school.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width				Pay	Days	Hours	Min
FULTON COUNTY SCHOOLS	Area Superintendent	Good	102,603	133,340	164,076	59.9%		235	1880	107,406	139,581	171,756	
ATLANTA PUBLIC SCHOOLS	ASSISTANT SUPERINTENDENT	Good	111,989	132,987	153,985	37.5%		254	2032	108,462	128,798	149,135	
CLAYTON COUNTY SCHOOLS	ASSISTANT SUPERINTENDENT	Good	122,199	143,216	164,233	34.4%		225	1800	133,604	156,583	179,561	
Average			112,264	136,514	160,765	43.9%				116,490	141,654	166,818	
DEKALB COUNTY SCHOOLS	Regional Superintendent		133,582	133,582	133,582	0.0%		246	1968	133,582	133,582	133,582	
										\$ Difference	17,091	-8,072	-33,236
										% Difference	12.8%	-6.0%	-24.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Registrar 11 Month

Descrip Enters/updates enrollment data for new and incoming students; prepares and enters schedules for new and incoming students; codes students accurately on admission status. Enters/updates withdrawal data for exiting students; updates student's admission status. Prints and facilitates distribution of grade reports, including progress reports and report cards; communicates with teachers to assure accurate grade reporting and to maintain grade reporting records.

Quals Graduation from high school or GED equivalent supplemented by education/training in Office Support, Bookkeeping, Accounting or closely related area equivalent to one (1) year of college is required. More than six (6) months office support or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width				Pay	Days	Hours	Min
CLAYTON COUNTY SCHOOLS	SECRETARY-REGISTRAR	Good	20,194	25,826	31,458	55.8%		195	1560	25,475	32,580	39,685	
FULTON COUNTY SCHOOLS	Registrar	Good	29,538	41,885	54,231	83.6%		210	1680	34,602	49,065	63,528	
ATLANTA PUBLIC SCHOOLS	REGISTRAR	Good	51,643	62,941	74,238	43.8%		231	1848	54,996	67,028	79,059	
Average			33,792	43,550	53,309	61.0%				38,358	49,558	60,757	
DEKALB COUNTY SCHOOLS	Registrar 11 Month		34,278	40,894	47,511	38.6%		246	1968	34,278	40,894	47,511	
										\$ Difference	-4,079	-8,663	-13,247
										% Difference	-11.9%	-21.2%	-27.9%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Roofer

Descrip Repairs roof leaks in all school buildings in DCSS and prevents water damage to school property through new roof installations and minor repairs. Communicates with plant engineers and head custodians to collect information to assist in resolving roof leaks. Cleans roofs of trash, leaves, and debris.

Quals Graduation from high school or GED equivalent is required. More than three (3) years roofing maintenance, repair, installation or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Craftsman	Good	35,069	46,390	57,710	64.6%		246	1968	35,069	46,390	57,710	
ATLANTA PUBLIC SCHOOLS	ROOFER	Good	38,690	48,363	58,035	50.0%		254	2032	37,471	46,839	56,207	
Average			36,880	47,376	57,873	57.3%				36,270	46,614	56,959	
DEKALB COUNTY SCHOOLS	Roofer		41,687	49,199	56,712	36.0%		246	1968	41,687	49,199	56,712	
										\$ Difference	5,417	2,585	-247
										% Difference	13.0%	5.3%	-0.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

School Healthcare Worker

Descrip Provides appropriate level of care for sick and injured students. Contacts parents regarding student health issues. Stores and distributes student medication. Performs vision and hearing screenings. Collaborates with principal and coordinating or lead nurses on matters pertaining to health concerns in the school.

Quals Graduation from high school or GED equivalent supplemented by education/training in Nursing, Nurse Assistant, or closely related area equivalent to one (1) year of college is required. More than one (1) year nurse assistant or closely related healthcare service experience is required. Verification of passing score in First Aid, First Responder and CPR training required. Valid State of Georgia Nurse Assistant certificate is preferred.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
CLAYTON COUNTY SCHOOLS								260	2080				
HENRY COUNTY SCHOOLS	LPN	Good	22,200	28,638	35,075	58.0%		185	1480	29,520	38,080	46,640	
ATLANTA PUBLIC SCHOOLS	SCHOOL NURSE (LPN)	Good	27,697	34,621	41,545	50.0%		202	1616	33,730	42,162	50,594	
GWINNETT COUNTY SCHOOL	Direct Care Nurse I	Good	31,267	42,147	53,026	69.6%		246	1968	31,267	42,147	53,026	
Average			27,055	35,135	43,215	59.2%				31,506	40,796	50,087	
DEKALB COUNTY SCHOOLS	School Healthcare Worker		28,963	35,712	42,462	46.6%		246	1968	28,963	35,712	42,462	
										\$ Difference	-2,543	-5,084	-7,625
										% Difference	-8.8%	-14.2%	-18.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Secretary, 12 Month

Descrip Communicates with parents, students and staff through office visits, telephone calls, two-way radio transceivers, and the parent portal; assists secretary with registration, withdrawals and other concerns; greets visitors, answers, assists and/or redirects phones calls and handles service calls. Opens, date stamps and sorts mail; maintains office files; processes work orders; schedules appointments and maintains supervisor's calendar; monitors and orders office supplies.

Quals Graduation from high school or GED equivalent is required. More than six (6) months office/administrative support or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At			
			Min	Mid	Max	Width	Pay	Days	Hours	Min	Mid	Max	
HENRY COUNTY SCHOOLS	ADMINISTRATIVE ASSISTANT II	Good	24,010	35,007	46,005	91.6%		244	1952	24,206	35,294	46,382	
GWINNETT COUNTY SCHOOL	Administrative Assistant I	Good	29,424	40,090	50,755	72.5%		246	1968	29,424	40,090	50,755	
CLAYTON COUNTY SCHOOLS	ADMINISTRATIVE ASSISTANT II -8 HR	Good	30,183	38,596	47,009	55.7%		225	1800	33,000	42,198	51,396	
ATLANTA PUBLIC SCHOOLS	School Secretary	Good	35,093	43,866	52,639	50.0%		254	2032	33,988	42,484	50,981	
FULTON COUNTY SCHOOLS	Professional Assistant III	Good	36,412	51,631	66,849	83.6%		235	1880	38,116	54,047	69,978	
Average			31,024	41,838	52,651	70.7%				31,747	42,823	53,898	
DEKALB COUNTY SCHOOLS	Secretary, 12 Month		34,278	40,894	47,511	38.6%		246	1968	34,278	40,894	47,511	
										\$ Difference	2,531	-1,928	-6,388
										% Difference	7.4%	-4.7%	-13.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Specialist II, Compliance

Descrip Reviews, evaluates, and interprets internal audit work papers and investigation documentation to ensure internal control weaknesses are properly documented. Assists supervisor with the internal audit function, including risk assessments, scheduling and planning the execution of the annual audit plan for the DCSS.
Reviews monthly financial reports for schools and centers; identifies mistakes, issues and/or concerns.

Quals Graduation from high school or GED equivalent supplemented by education/training in Accounting, Bookkeeping, Finance or closely related area is required. More than four (4) years technical level purchasing, accounting, bookkeeping or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Specialist II	Good	45,365	64,325	83,285	83.6%		235	1880	47,488	67,336	87,183	
CLAYTON COUNTY SCHOOLS	SPECIALIST	Good	49,763	63,646	77,529	55.8%		225	1800	54,408	69,586	84,765	
ATLANTA PUBLIC SCHOOLS	Compliance Analyst (Federal Programs)	Good	59,649	72,697	85,744	43.7%		254	2032	57,770	70,407	83,043	
Average			51,592	66,889	82,186	61.0%				53,222	69,110	84,997	
DEKALB COUNTY SCHOOLS	Specialist II, Compliance		59,137	69,760	80,382	35.9%		246	1968	59,137	69,760	80,382	
										\$ Difference	5,915	650	-4,615
										% Difference	10.0%	0.9%	-5.7%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Supervisor III, Skilled Trade

Descrip Prioritizes and assigns maintenance and repair work; maintains full operational status of systems. Communicates with schools on status of repairs to equipment. Assists technicians with problem resolution and making repairs to equipment. Orders and maintains a sufficient inventory of parts to repair equipment.

Quals Graduation from high school or GED equivalent supplemented by education/training in Building Maintenance, Building Trades or closely related area equivalent to one (1) year of college is required. More than eight (8) years journey level building maintenance/repair or closely related experience is required. Valid Georgia Driver's License required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
FULTON COUNTY SCHOOLS	Assistant Foreman, Maintenance	Good	45,365	64,325	83,285	83.6%		235	1880	47,488	67,336	87,183	
CLAYTON COUNTY SCHOOLS	SUPERVISOR	Good	49,763	63,646	77,529	55.8%		225	1800	54,408	69,586	84,765	
ATLANTA PUBLIC SCHOOLS	HVAC Maintenance Supervisor	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
GWINNETT COUNTY SCHOOL	Maintenance Engineering Supervisor	Good	51,882	65,157	78,432	51.2%		246	1968	51,882	65,157	78,432	
Average			49,634	63,981	78,329	58.6%				50,920	65,725	80,529	
DEKALB COUNTY SCHOOLS	Supervisor III, Skilled Trade		55,812	65,871	75,930	36.0%		246	1968	55,812	65,871	75,930	
										\$ Difference	4,892	146	-4,599
										% Difference	8.8%	0.2%	-6.1%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Supervisor, Coordinate Trans.

Descrip Supervises and inspects work of bus drivers. Assigns drivers and busses for extracurricular activities. Processes weekly time sheets. Interacts with school staff, students and other interested parties regarding school bus related issues. Maintains and updates school system bus routes and routing information; updates DeKalb County School System's (DCSS) website with routing changes.

Quals Graduation from high school or GED equivalent supplemented by education/training in Planning, Logistics, Business or closely related area equivalent to one (1) year of college is required. More than one (1) year professional level experience in school system or urban transportation management or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Transportation Manager	Good	39,024	50,806	62,587	60.4%		246	1968	39,024	50,806	62,587	
FULTON COUNTY SCHOOLS	Assistant Supervisor, Transportation	Good	45,365	64,325	83,285	83.6%		235	1880	47,488	67,336	87,183	
CLAYTON COUNTY SCHOOLS	SUPERVISOR	Good	49,763	63,646	77,529	55.8%		225	1800	54,408	69,586	84,765	
ATLANTA PUBLIC SCHOOLS	TRANSPORTATION SUPERVISOR	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
Average			46,420	60,393	74,367	60.9%				47,706	62,137	76,568	
DEKALB COUNTY SCHOOLS	Supervisor, Coordinate Trans.		50,663	58,529	66,395	31.1%		246	1968	50,663	58,529	66,395	
										\$ Difference	2,957	-3,608	-10,172
										% Difference	5.8%	-6.2%	-15.3%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Supervisor, Trans District

Descrip Supervises bus operators and bus monitors and evaluates their performance. Monitors and evaluates bus routes via performance dashboards and makes appropriate changes. Investigates accidents and reviews parents' concerns. Provides direct correspondence to parents and schools. Provides training and ensures staff follows proper safety policies and procedures established by the district, and the State Highway Patrol. Reviews onboard surveillance data for buses to ensure safety as the top priority for the district; coordinates student bus-related discipline issues with the driver and respective school administrator.

Quals High School Diploma or D preferred. Class B CD and Passenger endorsement. Georgia Commercial Driver's license. Two (2) years of work experience. preferred in K-12 Transportation, military, transit or another form of Transportation.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Transportation Manager	Good	39,024	50,806	62,587	60.4%		246	1968	39,024	50,806	62,587	
FULTON COUNTY SCHOOLS	Assistant Supervisor, Transportation	Good	45,365	64,325	83,285	83.6%		235	1880	47,488	67,336	87,183	
CLAYTON COUNTY SCHOOLS	SUPERVISOR	Good	49,763	63,646	77,529	55.8%		225	1800	54,408	69,586	84,765	
ATLANTA PUBLIC SCHOOLS	TRANSPORTATION SUPERVISOR	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
Average			46,420	60,393	74,367	60.9%				47,706	62,137	76,568	
DEKALB COUNTY SCHOOLS	Supervisor, Trans District		50,663	58,529	66,395	31.1%		246	1968	50,663	58,529	66,395	
										\$ Difference	2,957	-3,608	-10,172
										% Difference	5.8%	-6.2%	-15.3%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Supervisor, Warehousing Svcs

Descrip Oversees and maintains files and records for the district, including student records and financial documents; pulls and re-files any needed records; schedules delivery as needed; checks and maintains delivery records.
 Oversees inventory in the warehouse including custodial, plumbing and electrical supplies; conducts inventory of custodial items; assists the custodial department daily; generates purchase orders for materials; lends personnel as needed. Supervises assigned subordinate staff members; instructs, assigns and reviews work; maintains standards through the effective coordination of activities; provides guidance and assistance in completing daily tasks.

Quals Graduation from high school or GED equivalent is required. More than two (2) years warehouse, records management or closely related experience is required. Valid forklift certificate required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Supply Inventory Manager	Good	43,139	55,399	67,658	56.8%		246	1968	43,139	55,399	67,658	
CLAYTON COUNTY SCHOOLS	SUPERVISOR	Good	49,763	63,646	77,529	55.8%		225	1800	54,408	69,586	84,765	
FULTON COUNTY SCHOOLS	Warehouse Manager	Good	59,432	77,237	95,042	59.9%		235	1880	62,214	80,852	99,491	
Average			50,778	65,427	80,076	57.5%				53,254	68,612	83,971	
DEKALB COUNTY SCHOOLS	Supervisor, Warehousing Svcs		45,654	53,890	62,125	36.1%		246	1968	45,654	53,890	62,125	
										\$ Difference	-7,599	-14,723	-21,846
										% Difference	-16.6%	-27.3%	-35.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Tech I, FSC Building Support

Descrip Performs a wide variety of general and preventative maintenance and repair work that may range from relatively unskilled tasks to highly skilled trade-related projects requiring the operation of numerous hand and power tools and other equipment. Performs routine repairs to heating, cooling and other equipment. Performs routine plumbing repairs as unstopping toilets, sinks, or urinals, fixing water leaks, leaking faucets and water fountains; replaces water heaters and fixtures; troubleshoots and repairs problems with electrical wiring, circuit breakers, light fixtures, and auto time clocks. Repairs and replaces doors demised hardware, door knobs, or locks; repairs door closures; patches holes in walls; lays carpet and linoleum , etc.

Quals High school diploma or ED required. Valid Georgia driver's license. Must comply with Transportation Regulation EDC-R. Three (3) years experience in all maintenance areas, such as: electrical, HVAC, and plumbing, carpentry, grounds or equivalent combination of training. Security System Software experience a plus.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
GWINNETT COUNTY SCHOOL	Campus Maintenance Repairman	Good	25,840	36,090	46,340	79.3%		246	1968	25,840	36,090	46,340	
FULTON COUNTY SCHOOLS	Building Custodian 2	Good	27,570	39,094	50,617	83.6%		235	1880	28,861	40,923	52,986	
ATLANTA PUBLIC SCHOOLS	GENERAL MAINTENANCE WORKER	Good	28,871	36,089	43,307	50.0%		254	2032	27,962	34,952	41,943	
Average			27,427	37,091	46,755	71.0%				27,554	37,322	47,090	
DEKALB COUNTY SCHOOLS	Tech I, FSC Building Support		29,531	35,245	40,960	38.7%		246	1968	29,531	35,245	40,960	
										\$ Difference	1,977	-2,077	-6,130
										% Difference	6.7%	-5.9%	-15.0%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Technician II, Payroll

Descrip Handles complex activities such as reconciliations, journal entries/accruals, wire liability transmittals, manual checks, voiding checks, direct deposit reversals and benefit changes. Utilizes a considerable knowledge of payroll policies and practices to perform complex payroll activities in support of accurate and timely payroll preparation, processing and distribution. Monitors and processes additions and modifications and ensures accurate accounting distribution and preparation of deductions. Analyzes and processes changes on internal reports and make corrections to internal applications. Compiles data and prepares complex, statistical payroll reports including government (payroll tax returns) and compliance reporting.

Quals High School Diploma or GED required. Associate's degree preferred with major coursework in accounting or business administration. Experience in a high-volume electronic payroll processing environment is preferred. Kronos and Lawson Payroll experience preferred.

Respondent	Matching Title	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
										Min	Mid	Max	
GWINNETT COUNTY SCHOOL	Payroll Specialist	Good	35,069	46,390	57,710	64.6%		246	1968	35,069	46,390	57,710	
FULTON COUNTY SCHOOLS	Specialist II, Payroll	Good	45,365	64,325	83,285	83.6%		235	1880	47,488	67,336	87,183	
ATLANTA PUBLIC SCHOOLS	PAYROLL SPECIALIST	Good	51,526	62,798	74,069	43.8%		254	2032	49,903	60,820	71,736	
Average			43,987	57,837	71,688	64.0%				44,154	58,182	72,210	
DEKALB COUNTY SCHOOLS	Technician II, Payroll		45,654	53,890	62,125	36.1%		246	1968	45,654	53,890	62,125	
										\$ Difference	1,501	-4,292	-10,085
										% Difference	3.3%	-8.0%	-16.2%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Technician, Audio/Visual

Descrip Repairs electronics, circuit boards at component level for intercom systems, CCTV, cameras, monitors, LCD projectors, audiometers, televisions and various office equipment. Maintains and performs basic repair on the planetarium projector and peripheral equipment; keeps equipment functioning and in good working order. Sets up, repairs and installs sound systems, laminators, metal detectors, 2- way radios, digital recorders, cabling, computers, printers, copiers, and networks.

Quals Associate's Degree in Electronics, Electronic System Maintenance, A/V Equipment Repair or closely related area is required. More than three (3) years journey level audio/visual repair/installation, electronic equipment maintenance/repair or closely related experience is required.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual Pay	Duty Days	Ann Hours	Compared At 1968 Hours/Yr			
			Min	Mid	Max	Width				Min	Mid	Max	
GWINNETT COUNTY SCHOOL	A/V Technician	Good	31,267	42,147	53,026	69.6%		246	1968	31,267	42,147	53,026	
FULTON COUNTY SCHOOLS	Videographer	Good	40,552	57,502	74,452	83.6%		235	1880	42,450	60,194	77,937	
Average			35,910	49,824	63,739	76.6%				36,859	51,170	65,481	
DEKALB COUNTY SCHOOLS	Technician, Audio Visual		45,654	53,890	62,125	36.1%		246	1968	45,654	53,890	62,125	
										\$ Difference	8,796	2,720	-3,357
										% Difference	19.3%	5.0%	-5.4%

Salary Survey Results for DEKALB COUNTY SCHOOLS, GA

Web Developer

Descrip Create designs prototypes, including graphic design, site navigation, and layout of content for Atlanta Public Schools internal and external public facing web application. Implements approved concepts. Ensure that the layout of content is accessible in a logical manner; improve usability and recommend improvements of current systems. Create visual concepts that match the content and image requested by business stakeholders. Ability to design and code SharePoint master pages, page layouts, and themes.

Quals Bachelor's degree required. Possess advanced knowledge of user interface and web design principles. Two (2) years of web design experience for high traffic or complex interaction websites.

Respondent	Matching Title	Match	Reported	Reported	Reported	Range	Actual	Duty	Ann	Compared At 1968 Hours/Yr			
			Min	Mid	Max					Width	Pay	Days	Hours
CLAYTON COUNTY SCHOOLS	WEBMASTER	Good	49,763	63,646	77,529	55.8%		225	1800	54,408	69,586	84,765	
GWINNETT COUNTY SCHOOL	Technology Training Designer Developer	Good	56,521	70,334	84,146	48.9%		246	1968	56,521	70,334	84,146	
ATLANTA PUBLIC SCHOOLS	SENIOR WEB DESIGNER	Good	62,630	76,331	90,031	43.8%		254	2032	60,657	73,926	87,195	
FULTON COUNTY SCHOOLS	Web Content Manager	Good	67,469	87,681	107,892	59.9%		235	1880	70,627	91,785	112,942	
Average			59,096	74,498	89,899	52.1%				60,553	76,408	92,262	
DEKALB COUNTY SCHOOLS	Web Developer		66,760	78,355	89,951	34.7%		246	1968	66,760	78,355	89,951	
										\$ Difference	6,207	1,948	-2,311
										% Difference	9.3%	2.5%	-2.6%

SECTION 5.0
Classification Comparison List

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
101	Unified						\$20,242	\$24,088	\$30,350
		Bus Monitor	Bus Monitor		790334	CLM	\$21,807	\$25,277	\$28,746
		Bus Monitor, Special Ed	Bus Monitor, Special Ed		790335	CLM	\$21,807	\$25,277	\$28,746
102	Unified						\$21,254	\$25,292	\$31,868
		Teacher, Pre-K Non-Cert							
103	Unified						\$22,316	\$26,556	\$33,461
		Assistant I, Food Service	Assistant I, F/S - MS 7 Hour		450101	CLA	\$27,143	\$31,667	\$36,191
		Assistant I, Food Service	Assistant I, Food Service		350100	CLA	\$27,143	\$31,667	\$36,191
		Assistant I, Food Service	Assistant I, Food Service		550100	CLA	\$27,143	\$31,667	\$36,191
		Assistant I, Food Service	Assistant I, Food Service PT		350001	CLA	\$27,143	\$31,667	\$36,191
		Assistant I, Food Service	Assistant I, Food Service PT		450155	CLA	\$27,143	\$31,667	\$36,191
		Assistant I, Food Service	Assistant I, Food Service PT		550001	CLA	\$27,143	\$31,667	\$36,191
		Assistant I, Food Service	Assistant I, Food Service(716)		750100	CLA	\$27,143	\$31,667	\$36,191
		Assistant I, Food Service	Assistant I, Food Service-MS		450100	CLA	\$27,143	\$31,667	\$36,191
		Assistant I, Food Service	Assistant, Library Media		470101	CL3	\$34,278	\$41,238	\$48,197
104	Unified						\$23,432	\$27,884	\$35,134
105	Unified						\$24,604	\$29,279	\$36,891
106	Unified						\$25,834	\$30,742	\$38,735
		Assistant, Project	Assistant, Project		790100	SS1	\$26,311	\$31,614	\$36,918
		Clerk I, School Nutrition	Clerk, School Nutrition		775500	SNC	\$26,311	\$31,614	\$36,918
		Clerk I, Transportation	Clerk, Transportation PT		771146	SS1	\$26,311	\$31,614	\$36,918
		Clerk I, Typist	Clerk, Typist		370400	CL1	\$26,839	\$32,249	\$37,659
		Custodian	Admin. Asst., Communications		770867	ADM	\$38,899	\$45,912	\$52,925
		Custodian	Custodian		660300	CL1	\$26,839	\$32,249	\$37,659
		Custodian	Custodian 12 Month (Elem)		360200	CL1	\$26,839	\$32,249	\$37,659
		Custodian	Custodian 12 Month (High)		560400	CL1	\$26,839	\$32,249	\$37,659
		Custodian	Custodian 12 Month (Middle)		460400	CL1	\$26,839	\$32,249	\$37,659
		Custodian	Custodian II Part-Time (ES)		360210	CL1	\$26,839	\$32,249	\$37,659
		Custodian	Custodian II Part-Time (HS)		560210	CL1	\$26,839	\$32,249	\$37,659
		Custodian	Custodian II Part-Time (MS)		460210	CL1	\$26,839	\$32,249	\$37,659
		Custodian	Custodian, 12 month		760050	SS1	\$26,311	\$31,614	\$36,918
		Custodian	Custodian, Part Time		766666	SS1	\$26,311	\$31,614	\$36,918

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
106	Unified						\$25,834	\$30,742	\$38,735
		Custodian	Custodian, PT (525201)		360211	CL1	\$26,839	\$32,249	\$37,659
		Food Service Asst Mgr.	Food Service Asst Mgr.		LTD500	CL1	\$26,839	\$32,249	\$37,659
		Laborer, Grounds	Laborer, Grounds		760270	SS1	\$26,311	\$31,614	\$36,918
		Manager, Assistant School Nutr	Manager, Assistant School Nutr		350200	CL1	\$26,839	\$32,249	\$37,659
		Paraprofessional - PreK	Paraprofessional-PreK		381100	PRK	\$26,088	\$26,088	\$26,088
		Receptionist, ASEDP funded							
107	Unified						\$27,126	\$32,280	\$40,672
		Paraprofessional	Liaison, Bilingual Instruction		790502	PSL	\$28,963	\$35,712	\$42,461
		Paraprofessional	Para Phy Disab 1-1		680901	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Assisive Technology		680043	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Deaf/Blind Intervener		682301	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, GNETS		681055	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, GNETS (054)		681202	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, GNETS PJ 048201		681248	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, GNETS 734 / 050		681056	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, GNETS locally funded		681203	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Montessori		383750	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Phy Disab 1-1 (local)		580902	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, PreK Montessori		381200	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, PT Instructional		380875	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, PT Instructional		580855	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Sp Ed Kindergarten		682113	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Sp Ed Voc PJ 050201		680850	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Spec Ed		680058	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Spec Ed PJ 050201		680950	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Spec Ed local NP		680059	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Spec Ed. PJ 050201		681550	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Spec. Ed, CBVT no pts		680947	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Special Ed		680900	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Special Ed PJ 000101		680905	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Special Ed (CBVT)		680948	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Special Ed 1:1 (local)		680899	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Special Ed 1:1 federal		680898	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Special Ed No Point 734		680904	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Special Ed, 1:1 (local)		380903	PA2	\$29,252	\$36,281	\$43,310

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
107	Unified						\$27,126	\$32,280	\$40,672
		Paraprofessional	Para, Special Ed. 1:1 (local)		480903	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Speech/Language 734		681250	IP2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Title I		380001	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Title I Elem		380200	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Title I HS		580100	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Title I MS		480300	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Para, Title I PT		380255	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional EBD GNETS		680201	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional, ADA support		780001	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-ESOL Elem Sch		380350	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-ESOL High Sch		580500	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-ESOL MS		480500	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-Instructional		380100	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-Instructional		480100	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-Instructional		580800	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-Inter (3-4yr)		682490	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-Interr (050)		680150	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-Interrelated		680100	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-HSS (ES)		380700	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-HSS (High)		580700	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-HSS (Middle)		480700	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-Kindergarten		380800	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-MID/ MOID		680600	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-MID/MOID 050		680650	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-PKSE (058)		681910	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-PRE-K Sp Ed		681900	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-PSE		681800	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-PSE (126)		681126	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-S/PID		680400	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-S/PID (050)		680450	PA2	\$29,252	\$36,281	\$43,310
		Paraprofessional	Paraprofessional-Security		581600	PA2	\$29,252	\$36,281	\$43,310
108	Unified						\$28,482	\$33,894	\$42,706
		Assistant, School Office	Assistant, School Office		570800	CL2	\$29,530	\$35,245	\$40,959
		Attendant II, Buses	Attendant II, Buses		790110	SS2	\$28,949	\$34,551	\$40,153
		Clerk II, Mail	Clerk, Mail		770230	SS2	\$28,949	\$34,551	\$40,153

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**Class Mapping List by Proposed Pay Grade
DeKalb County School District**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
108	Unified						\$28,482	\$33,894	\$42,706
		Clerk II, Psych Services	Clerk II, Psych Services		770155	SS2	\$28,949	\$34,551	\$40,153
		Clerk II, Records	Clerk II, Records		770457	SS2	\$28,949	\$34,551	\$40,153
		Clerk II, School Options	Clerk II, School Options		770151	SS2	\$28,949	\$34,551	\$40,153
		Custodian, Head	Custodian, Head		560500	CL2	\$29,530	\$35,245	\$40,959
		Custodian, Head	Custodian, Head		760140	CL2	\$29,530	\$35,245	\$40,959
		Custodian, Head	Custodian, Head		460500	CL2	\$29,530	\$35,245	\$40,959
		Custodian, Head	Custodian, Head PSERS Elem		366661	CL2	\$29,530	\$35,245	\$40,959
		Helper, Delivery/Warehousing	Helper, Delivery/Warehousing		790490	SS2	\$28,949	\$34,551	\$40,153
		Helper, Maintenance	Helper, Maintenance		760260	SS2	\$28,949	\$34,551	\$40,153
		Helper, Maintenance	Helper, Maintenance/Kitchen		760261	SS2	\$28,949	\$34,551	\$40,153
		Operator, Light Equipment	Operator, Light Equipment		760440	SS2	\$28,949	\$34,551	\$40,153
		Preventive Maint - HVAC	Preventive Maint - HVAC		760381	SS2	\$28,949	\$34,551	\$40,153
109	Unified						\$29,906	\$35,588	\$44,841
		Liaison, Parent TI-Part A	Liaison, Parent (PT)		380758	PSL	\$28,963	\$35,712	\$42,461
		Liaison, Parent TI-Part A	Liaison, Parent Support		596114	SP2	\$60,324	\$70,956	\$81,587
		Liaison, Parent TI-Part A	Liaison, Parent TI-Part A		480759	PSL	\$28,963	\$35,712	\$42,461
		Liaison, Parent TI-Part A	Liaison, Parent TI-Part A		580759	PSL	\$28,963	\$35,712	\$42,461
		Liaison, Parent TI-Part A	Liaison, Parent TI-Part A		380759	PSL	\$28,963	\$35,712	\$42,461
		Liaison, Parent TI-Part A	Liaison, Parent Title I PT		480755	PSL	\$28,963	\$35,712	\$42,461
		Liaison, Parent TI-Part A	Liaison, Parent Title I P.A PT		380755	PSL	\$28,963	\$35,712	\$42,461
		Liaison, Parent TI-Part A	Liaison, Parent Title I P.A PT		580755	PSL	\$28,963	\$35,712	\$42,461
		Receptionist	Receptionist		770380	SS2	\$28,949	\$34,551	\$40,153
		Receptionist	Receptionist (FSC) PT		170355	CL2	\$29,530	\$35,245	\$40,959
		Receptionist	Receptionist, ASED P funded		370380	CL1	\$26,839	\$32,249	\$37,659
		Receptionist	Receptionist, Human Capital Mg		770449	SS2	\$28,949	\$34,551	\$40,153
		Teacher, Interrelated							
110	Unified						\$31,401	\$37,368	\$47,083
		Building Maintenance Worker	Tech I, FSC Building Support		160602	CL2	\$29,530	\$35,245	\$40,959
		Building Maintenance Worker	Tech II, Planetarium Support		160802	PST	\$49,530	\$58,457	\$67,383
		Building Maintenance Worker	Tech II, FSC Building Support		160603	MT1	\$42,524	\$50,187	\$57,850
		Bus Driver	Bus Driver		LTD950	CLB	\$33,460	\$39,544	\$45,628
		Bus Driver	Bus Driver		790330	CLB	\$33,460	\$39,544	\$45,628
111	Unified						\$32,971	\$39,236	\$49,437
		Assistant, Prof. Learning	Assistant, Prof. Learning		771330	SS3	\$33,603	\$40,426	\$47,249

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
111	Unified						\$32,971	\$39,236	\$49,437
		Attendant, Pest Control	Attendant, Pest Control		760770	SS3	\$33,603	\$40,426	\$47,249
		Call Center Agent	Call Center Agent		770530	SS3	\$33,603	\$40,426	\$47,249
		Data Clerk Title I	Data Clerk PT T1		370461	SEC	\$34,278	\$40,894	\$47,510
		Data Clerk Title I	Data Clerk Title I		570460	SEC	\$34,278	\$40,894	\$47,510
		Data Clerk Title I	Data, Clerk Counseling HS		570400	SEC	\$34,278	\$40,894	\$47,510
		Data Clerk Title I	Data, P/T Clerk Counseling HS		570455	SEC	\$34,278	\$40,894	\$47,510
		Driver/Operator Delivery Truck	Driver/Operator Delivery Truck		790360	SS3	\$33,603	\$40,426	\$47,249
		Landscaper	Landscaper		760290	SS3	\$33,603	\$40,426	\$47,249
		Printer/Binder	Printer/Binder		790710	SS3	\$33,603	\$40,426	\$47,249
		School Healthcare Worker	School Healthcare Worker		391200	PSL	\$28,963	\$35,712	\$42,461
		Trainer, Field	Trainer, Field		793150	SS3	\$33,603	\$40,426	\$47,249
112	Unified						\$34,620	\$41,198	\$51,909
		Assistant, Library Media	Assistant, Library Media		470106	CL8	\$27,143	\$31,667	\$36,191
		Assistant, Library Media	Assistant, Library Media		470101	CL3	\$34,278	\$41,238	\$48,197
		Assistant, Library Media	Assistant, Library Media		470108	CL10	\$34,278	\$41,238	\$48,197
		Assistant, Library Media	Assistant, Library Media		470119	CL21	\$34,278	\$41,238	\$48,197
		Assistant, Library Media	Assistant, Library Media		470107	CL9	\$34,278	\$41,238	\$48,197
		Assistant, Library Media	Assistant, Library Media		470105	CL7	\$34,278	\$41,238	\$48,197
		Assistant, Library Media	Assistant, Library Media		470104	CL6	\$34,278	\$41,238	\$48,197
		Assistant, Library Media	Assistant, Library Media		470103	CL5	\$34,278	\$41,238	\$48,197
		Assistant, Library Media	Assistant, Library/Media		370101	CL3	\$34,278	\$41,238	\$48,197
		Bookkeeper	Bookkeeper (Elementary) 12 mo		370500	SEC	\$34,278	\$40,894	\$47,510
		Bookkeeper	Bookkeeper Spec Ed GNETS		670100	SEC	\$34,278	\$40,894	\$47,510
		Bookkeeper	Bookkeeper (Middle School) 12M		470200	SEC	\$34,278	\$40,894	\$47,510
		Bookkeeper	Bookkeeper, 12 Month		570200	SEC	\$34,278	\$40,894	\$47,510
		Clerk III, Accounts Payable	Clerk, Accounts Payable		770150	SS3	\$33,603	\$40,426	\$47,249
		Clerk III, Data Entry	Clerk III, Data Entry		771290	SS3	\$33,603	\$40,426	\$47,249
		Clerk III, Data Entry	Clerk III, Data Entry S/N		771260	SS3	\$33,603	\$40,426	\$47,249
		Clerk III, Dispatch	Clerk, Dispatch		770180	SS3	\$33,603	\$40,426	\$47,249
		Clerk III, Insurance	Technician, Insurance		790780	TS1	\$41,687	\$49,199	\$56,711
		Clerk III, Payroll	Clerk, Payroll		770149	SS3	\$33,603	\$40,426	\$47,249
		Clerk III, Purchasing	Assistant, Purchasing		771361	SS3	\$33,603	\$40,426	\$47,249
		Clerk III, Routing	Clerk, Routing		790910	SS3	\$33,603	\$40,426	\$47,249

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
112	Unified						\$34,620	\$41,198	\$51,909
		Clerk III, Safety and Training	Clerk III, Safety and Training		770526	SS3	\$33,603	\$40,426	\$47,249
		Clerk III, Shipping	Clerk, Shipping		770270	SS3	\$33,603	\$40,426	\$47,249
		Registrar	Registrar 11 Month		570700	SEC	\$34,278	\$40,894	\$47,510
		Registrar	Registrar 11 Month (MS)		470700	SEC	\$34,278	\$40,894	\$47,510
		Registrar	Registrar, GNET - 054201		670900	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Assistant, Library Media		470112	CL14	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470101	CL3	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470120	CL22	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470118	CL20	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470117	CL19	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470116	CL18	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470115	CL17	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470114	CL16	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470113	CL15	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470110	CL12	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470109	CL11	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library Media		470111	CL13	\$34,278	\$41,238	\$48,197
		Secretary	Assistant, Library/Media		370101	CL3	\$34,278	\$41,238	\$48,197
		Secretary	Secretary		770520	SCC	\$33,603	\$40,089	\$46,575
		Secretary	Secretary MS 10 Month		470600	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary SPEC ED		671100	SCC	\$33,603	\$40,089	\$46,575
		Secretary	Secretary (Sped Ed 050201)		671250	SCC	\$33,603	\$40,089	\$46,575
		Secretary	Secretary 10-Month HS		571300	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary 12 Month (MS)		470900	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary 12-Month HS		571200	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary II (FSC)		170600	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary II 12-Month		770400	SCC	\$33,603	\$40,089	\$46,575
		Secretary	Secretary Part-Time ES		370650	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary PT (alternate funds)		370652	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary, 10 mo GNETS		670024	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary, 10 Month ES		370600	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary, 10-Month MS		470500	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary, 11 month		470202	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary, 11 month - HS		570202	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary, 12 month		378601	SEC	\$34,278	\$40,894	\$47,510
		Secretary	Secretary, Certification		770458	SCC	\$33,603	\$40,089	\$46,575

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Annual Range

<i>Grade</i>	<i>Pay Plan</i>					<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Class Title</i>	<i>Working Class Title</i>	<i>Code</i>	<i>Grade</i>				
112	Unified					\$34,620	\$41,198	\$51,909
Secretary	Secretary, Compensation		770064	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, Ed Media		770740	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, Federal Programs		770461	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, GNETS		671102	SEC		\$34,278	\$40,894	\$47,510
Secretary	Secretary, Homebound		770154	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, Human Capital Payro		770456	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, Leaves Administrati		770453	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, Onboarding		770454	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, Professional Learni		770519	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, PT Homeless Educati		770525	SEC		\$34,278	\$40,894	\$47,510
Secretary	Secretary, Safe Schools		770889	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, School Choice		770886	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, School Nutrition		770523	SCC		\$33,603	\$40,089	\$46,575
Secretary	Secretary, Warehouse Staff		770762	SCC		\$33,603	\$40,089	\$46,575
Teacher Aide	Teacher Aide, GNETS 054201		681503	PA1		\$34,520	\$40,739	\$46,959
Teacher Aide	Teacher Aide, Special Ed		681500	PA1		\$34,520	\$40,739	\$46,959
113	Unified					\$36,351	\$43,258	\$54,505
Admin. Asst., Career Tech.	Admin. Asst., Career Tech.		770950	ADM		\$38,899	\$45,912	\$52,925
Admin. Asst., Ed. Media	Admin. Asst., Ed. Media		770961	ADM		\$38,899	\$45,912	\$52,925
Admin. Asst., ELL	Admin. Asst., ELL		770966	ADM		\$38,899	\$45,912	\$52,925
Admin. Asst., Exeptional Ed.	Admin. Asst., Exeptional Ed.		770914	ADM		\$38,899	\$45,912	\$52,925
Admin. Asst., Fernbank Sci Ctr	Admin. Asst., Fernbank Sci Ctr		170601	ADM		\$38,899	\$45,912	\$52,925
Admin. Asst., Legal Affairs	Admin. Asst., Legal Affairs		770462	ADM		\$38,899	\$45,912	\$52,925
Admin. Asst., Public Safety	Admin. Asst., Public Safety		770913	ADM		\$38,899	\$45,912	\$52,925
Admin. Asst., School Options	Admin. Asst., School Options		770911	ADM		\$38,899	\$45,912	\$52,925
Admin. Asst., Superintendent	Admin. Asst., Superintendent		770917	ADM		\$38,899	\$45,912	\$52,925
Administrative Assistant	Administrative Assistant		770918	ADM		\$38,899	\$45,912	\$52,925
Administrative Assistant	Administrative Assistant		770916	ADM		\$38,899	\$45,912	\$52,925
Administrative Asst., GLRS	Administrative Asst., GLRS		770919	ADM		\$38,899	\$45,912	\$52,925
Administrative, Asst. Virtual	Administrative, Asst. Virtual		570597	ADM		\$38,899	\$45,912	\$52,925
Campus Supervisor	Campus Supervisor		390700	SE1		\$36,383	\$44,125	\$51,866
Campus Supervisor	Campus Supervisor		791060	SC1		\$35,667	\$43,256	\$50,846
Campus Supervisor	Campus Supervisor 12 mo Centra		791061	SC1		\$35,667	\$43,256	\$50,846
Campus Supervisor	Campus Supervisor Fernbank		190200	SE1		\$36,383	\$44,125	\$51,866

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
113	Unified						\$36,351	\$43,258	\$54,505
		Campus Supervisor	Campus Supervisor HS 10 Mo		590800	SE1	\$36,383	\$44,125	\$51,866
		Campus Supervisor	Campus Supervisor HS 12 month		590801	SE2	\$46,198	\$54,530	\$62,861
		Campus Supervisor	Campus Supervisor, Middle Schl		490800	SE1	\$36,383	\$44,125	\$51,866
		Campus Supervisor	Campus Supervisor, MS 12 month		490802	SE1	\$36,383	\$44,125	\$51,866
114	Unified						\$38,169	\$45,421	\$57,230
		Admin Assistant, Risk Mgmt	Admin Assistant, Risk Mgmt		770920	ADM	\$38,899	\$45,912	\$52,925
		Admin Asst. Design & Construct	Admin Asst. Design & Construct		770763	ADM	\$38,899	\$45,912	\$52,925
		Admin Asst. Supp Svc	Admin Asst. Supp Svc		770908	ADM	\$38,899	\$45,912	\$52,925
		Admin, Asst. Leadership	Admin, Asst. Leadership		770970	ADM	\$38,899	\$45,912	\$52,925
		Admin, Asst. Strategic/Managmt	Admin, Asst. Strategic/Managmt		770964	ADM	\$38,899	\$45,912	\$52,925
		Admin. Assistant. Audit/Compli	Admin. Assistant. Audit/Compli		770472	ADM	\$38,899	\$45,912	\$52,925
		Admin. Assistant. BOE	Admin. Assistant. BOE		770858	ADM	\$38,899	\$45,912	\$52,925
		Admin. Asst. Employment Svcs.	Admin. Asst. Employment Svcs.		770464	ADM	\$38,899	\$45,912	\$52,925
		Admin. Asst. Federal Programs	Admin. Asst. Federal Programs		770459	ADM	\$38,899	\$45,912	\$52,925
		Admin. Asst., Business Service	Admin. Asst., Business Service		770471	ADM	\$38,899	\$45,912	\$52,925
115	Unified						\$40,077	\$47,692	\$60,091
		Accounting Associate	Assoc. Accounting I- Title II		770759	AA1	\$42,672	\$50,361	\$58,051
		Accounting Associate	Associate, Accounting I		795002	AA1	\$42,672	\$50,361	\$58,051
		Accounting Associate	Associate, Accounting I ASED P		775003	AA1	\$42,672	\$50,361	\$58,051
		Accounting Associate	Associate, Accounting I Fed Pr		795005	AA1	\$42,672	\$50,361	\$58,051
		Accounting Associate	Auditor, Purchasing Support		771360	AA1	\$42,672	\$50,361	\$58,051
		Associate, Accounting I							
		Associate, Accounting I ASED P							
		Associate, Accounting I Fed Pr							
		Associate, Member Support	Associate, Member Support		795009	TS1	\$41,687	\$49,199	\$56,711
		Building Plant Mechanic	Admin. Asst., Planning		770470	ADM	\$38,899	\$45,912	\$52,925
		Building Plant Mechanic	Engineer, Plant HS		560600	MT1	\$42,524	\$50,187	\$57,850
		Building Plant Mechanic	Engineer, Plant MS		460600	MT1	\$42,524	\$50,187	\$57,850
		Building Plant Mechanic	Engineer, Plant (ES)		360600	MT1	\$42,524	\$50,187	\$57,850
		Custodial Staff Coordinator	Engineer, Plant		760220	TS1	\$41,687	\$49,199	\$56,711
		Glazier	Glazier		760230	TS1	\$41,687	\$49,199	\$56,711
		Mason, Brick	Mason, Brick		760370	TS1	\$41,687	\$49,199	\$56,711
		Mechanic, Athletic Fields	Mechanic, Athletic Fields		760390	TS1	\$41,687	\$49,199	\$56,711

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
115	Unified						\$40,077	\$47,692	\$60,091
		Operator, Heavy Equipment	Operator, Heavy Equipment		760430	TS1	\$41,687	\$49,199	\$56,711
		Roofer	Roofer		760490	TS1	\$41,687	\$49,199	\$56,711
		School Nutrition Support Technician	SN Mng Support Technician		750400	TS1	\$41,687	\$49,199	\$56,711
		Security, Rapid Response	Security, Rapid Response		792754	SC2	\$45,289	\$53,456	\$61,624
		Specialist I, Purchase Card Review	Specialist, Audit		770600	AA1	\$42,672	\$50,361	\$58,051
		Student Transportation Coordinator	Supervisor, Field Support		790912	MT1	\$42,524	\$50,187	\$57,850
		Technician I, Inst. Materials	Technician I, Inst. Materials		790751	TS1	\$41,687	\$49,199	\$56,711
		Technician I, Staffing							
		Technician I, Student Information Services	Technician, Computer Services		790530	TS1	\$41,687	\$49,199	\$56,711
		Technician, Records	Technician, Records		790531	TS1	\$41,687	\$49,199	\$56,711
		Travel Coordinator	Auditor, Purchasing Support		771360	AA1	\$42,672	\$50,361	\$58,051
116	Unified						\$42,081	\$50,076	\$63,096
		Executive Assistant	Executive Assistant		770960	EXA	\$41,410	\$50,264	\$59,118
		Executive Assistant, Operation	Executive Assistant, Operation		770764	EXA	\$41,410	\$50,264	\$59,118
		Executive Assistant, Regional	Executive Assistant, Regional		770852	EXA	\$41,410	\$50,264	\$59,118
		Executive Assistant, S/N	Executive Assistant, S/N		770910	EXA	\$41,410	\$50,264	\$59,118
		Executive Assistant, Student Advancement	Exec Asst, Student Advancem		770963	EXA	\$41,410	\$50,264	\$59,118
		Executive Asst Accountability	Executive Asst Accountability		703960	EXA	\$41,410	\$50,264	\$59,118
		Executive Asst, Curriculum & I	Executive Asst, Curriculum & I		770962	EXA	\$41,410	\$50,264	\$59,118
		Office Specialist to Deputy/Ch	Office Specialist to Deputy/Ch		771100	OFS	\$59,475	\$59,475	\$59,475
117	Unified						\$44,185	\$52,580	\$66,251
		Accountant	Accountant I		770111	AA1	\$42,672	\$50,361	\$58,051
		Carpenter	Carpenter		760030	TS2	\$45,654	\$53,889	\$62,124
		Detective	Detective		790765	SC2	\$45,289	\$53,456	\$61,624
		Electrician	Electrician		760180	TS2	\$45,654	\$53,889	\$62,124
		HVAC Mechanic/Technician	HVAC Mechanic/Technician		760380	TS2	\$45,654	\$53,889	\$62,124
		HVAC Mechanic/Technician	HVAC Mechanic/Technician 50-50		760775	TS2	\$45,654	\$53,889	\$62,124
		HVAC Mechanic/Technician	Technician, Mechanical Control		760730	TS3	\$49,530	\$58,457	\$67,383
		Locksmith	Locksmith		760310	TS2	\$45,654	\$53,889	\$62,124
		Mechanic, Auto	Mechanic, Auto		790581	TS2	\$45,654	\$53,889	\$62,124
		Mechanic, Bus	Mechanic, Bus		790596	TS2	\$45,654	\$53,889	\$62,124

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
117	Unified						\$44,185	\$52,580	\$66,251
		Mechanic, Kitchen Equipment	Mechanic, Kitchen Equipment		760410	TS2	\$45,654	\$53,889	\$62,124
		Nurse, School (RN & LPN) PT	Nurse, School (RN & LPN) PT		720552	MT2	\$46,570	\$54,971	\$63,371
		Nurse, School (S/E local)	Nurse, School (S/E local)		620901	MT2	\$46,570	\$54,971	\$63,371
		Painter	Operations,SPLOST		790806	DS1	\$51,663	\$60,977	\$70,290
		Plumber	Plumber		760480	TS2	\$45,654	\$53,889	\$62,124
		Service Writer	Service Advisor		790470	TS2	\$45,654	\$53,889	\$62,124
		Special Field Assistant to Sup	Special Field Assistant to Sup		790326	SC2	\$45,289	\$53,456	\$61,624
		Technician I, Planet Support	Tech I, Planetarium Support		160801	MT2	\$46,570	\$54,971	\$63,371
		Technician II, Fire Alarm Systems	Technician, Fire Alarm		760184	TS2	\$45,654	\$53,889	\$62,124
		Technician II, Fire Alarm Systems	Technician, Fire Suppression		760183	TS2	\$45,654	\$53,889	\$62,124
		Technician II, Abatement	Technician II, Abatement		790781	TS2	\$45,654	\$53,889	\$62,124
		Technician II, Audio/Visual	Technician, Audio/Visual		760690	TS2	\$45,654	\$53,889	\$62,124
		Technician II, Budget							
		Technician II, Custodial Equipment	Technician, Mechanical Shop		760740	TS2	\$45,654	\$53,889	\$62,124
		Technician II, District IT Support	Technician I, Information Tech		790778	TS2	\$45,654	\$53,889	\$62,124
		Technician II, Routing	Technician II, Routing		791368	TS2	\$45,654	\$53,889	\$62,124
		Technician II, School Choice	Technician II, School Choice		792175	TS2	\$45,654	\$53,889	\$62,124
		Technician, PreK	Technician, PreK		770312	TS2	\$45,654	\$53,889	\$62,124
118	Unified						\$46,394	\$55,209	\$69,563
		Analyst I, Payroll (legals)	Analyst I, Payroll (legals)		790091	AN1	\$48,074	\$56,739	\$65,404
		Analyst, Data Integrity	Analyst, Data Integrity		790052	AN1	\$48,074	\$56,739	\$65,404
		Analyst, Data Title IV	Analyst, Data Title IV		770401	AN1	\$48,074	\$56,739	\$65,404
		Analyst, ELL Data (077101)	Analyst, ELL Data (077101)		770310	AN1	\$48,074	\$56,739	\$65,404
		Analyst, Teacher Quality	Analyst, Teacher Quality		770071	AN1	\$48,074	\$56,739	\$65,404
		Interpreter, ESOL	Interpreter, ESOL		790500	IP3	\$37,861	\$44,689	\$51,517
		Mechanic, Bus (certified)	Mechanic, Bus (certified)		790595	TS2	\$45,654	\$53,889	\$62,124
		Mechanic, Lead Auto/Buses	Mechanic, Lead Auto/Buses		790610	SV1	\$50,662	\$58,528	\$66,395
		Technician, Security Systems	Technician, Radio Comm/Compute		791140	MT3	\$49,530	\$58,457	\$67,383
119	Unified						\$48,714	\$57,969	\$73,041
		Buyer	Buyer		770125	DS1	\$51,663	\$60,977	\$70,290
		Buyer	Buyer, Furniture/Fixture/Equip		795052	DS2	\$59,137	\$69,759	\$80,381
		Buyer	Buyer, Product		770120	DS1	\$51,663	\$60,977	\$70,290
		Claims Adjust, All Lines	Claims Adjust, All Lines		707001	AA2	\$51,032	\$60,234	\$69,436
		Investigator, Internal	Investigator, Internal		790804	DS1	\$51,663	\$60,977	\$70,290

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**Class Mapping List by Proposed Pay Grade
DeKalb County School District**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
119	Unified						\$48,714	\$57,969	\$73,041
		Manager, School Nutrition	Manager I, School Nutrition		790564	SV1	\$50,662	\$58,528	\$66,395
		Manager, School Nutrition	Manager I, School Nutrition HS		550300	SU1	\$51,679	\$59,703	\$67,728
		Manager, School Nutrition	Manager II, School Nutrition		350400	SU2	\$51,679	\$59,703	\$67,728
		Manager, School Nutrition	Manager II, School Nutrition H		550400	SU2	\$51,679	\$59,703	\$67,728
		Manager, School Nutrition	Manager, School Nutrition		350500	SU1	\$51,679	\$59,703	\$67,728
		Manager, School Nutrition	Manager, School Nutrition MS		450300	SU1	\$51,679	\$59,703	\$67,728
		Operator, Computer	Operator, Computer		790650	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Accounting	Specialist I, Accounting		770041	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Accounts Payable	Specialist I, Accounts Payable		770601	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Admin. To BOE	Specialist, Admin. to BOE		770856	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Budget	Specialist, Budget		771390	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Budget	Specialist, Budget (IT)		790200	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Budget	Technician II, Budget		770011	TS2	\$45,654	\$53,889	\$62,124
		Specialist I, Leaves Administrat	Specialist, Leaves Administrat		702073	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Network Liaison	Specialist I, Network Liaison		790770	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Nutr. Claims/Rev	Specialist, Nutr. Claims/Rev		791555	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Payroll	Technician II, Payroll		770112	TS2	\$45,654	\$53,889	\$62,124
		Specialist I, Payroll Processing	Specialist, Payroll Processing		771380	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Position Control	Specialist, Position Control		770005	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Project SPL0ST	Specialist I, Project SPL0ST		791373	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Regional Transpo	Specialist I, Regional Transpo		790556	DS1	\$51,663	\$60,977	\$70,290
		Specialist I, Vendor Registrat	Specialist I, Vendor Registrat		770602	DS1	\$51,663	\$60,977	\$70,290
		Specialist O, Payroll	Specialist, Payroll		771391	DS1	\$51,663	\$60,977	\$70,290
120	Unified						\$51,150	\$60,868	\$76,694
		Accountant, Senior	Accountant III		770050	AA3	\$54,171	\$63,932	\$73,693
		Accountant, Senior	Accountant III, Capital Outlay		770049	AA3	\$54,171	\$63,932	\$73,693
		Adjuster, Workers' Comp Case	Adjuster, Workers' Comp Case		790005	AN2	\$49,395	\$61,003	\$72,612
		Analyst II, Data Human Capital	Analyst II, Data Human Capital		770171	AN2	\$49,395	\$61,003	\$72,612
		Analyst, Compensation	Analyst, Compensation		770170	AN1	\$48,074	\$56,739	\$65,404
		Auditor, Business Operations	Auditor, Business Operations		770093	AA3	\$54,171	\$63,932	\$73,693
		Auditor, Capital Inventory	Auditor, Capital Inventory		770101	AA3	\$54,171	\$63,932	\$73,693
		Auditor, Internal	Auditor, Internal		770090	AA3	\$54,171	\$63,932	\$73,693
		Campus Security Manager	Security, Lead Campus		792755	SC2	\$45,289	\$53,456	\$61,624
		Exec. Asst. to Superintendent	Exec. Asst. to Superintendent		770854	OFS	\$59,475	\$59,475	\$59,475
		Operator, Lead Computer	Operator, Lead Computer		790660	SV2	\$53,106	\$62,678	\$72,250

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
120	Unified						\$51,150	\$60,868	\$76,694
		Sergeant, School Resource	Sergeant, School Res Truancy		790763	SE3	\$51,032	\$61,150	\$71,267
		Sergeant, School Resource	Sergeant, School Resource		790764	SE3	\$51,032	\$61,150	\$71,267
		Supervisor, Coordinate Trans.	Supervisor, Coordinate Trans.		701290	SV1	\$50,662	\$58,528	\$66,395
		Supervisor, Copy Center	Supervisor, Copier		790701	SV2	\$53,106	\$62,678	\$72,250
		Supervisor, Free/Reduced SN	Supervisor II, Free/Reduced SN		791375	SV2	\$53,106	\$62,678	\$72,250
		Supervisor, Manager/Trainer	Supervisor I, Manager/Trainer		760671	SV1	\$50,662	\$58,528	\$66,395
		Supervisor, Routing	Supervisor, Routing		703310	SV1	\$50,662	\$58,528	\$66,395
		Supervisor, Safety & Training	Supervisor, Safety & Training		791116	AN2	\$49,395	\$61,003	\$72,612
		Supervisor, Skill Trade S/N	Supervisor II, Skill Trade S/N		760619	SV2	\$53,106	\$62,678	\$72,250
		Supervisor, Trans Districts	Supervisor, Trans District		790555	SV1	\$50,662	\$58,528	\$66,395
		Testing Inventory Control Specialist	Supervisor I, Warehouse/Test		760670	SV1	\$50,662	\$58,528	\$66,395
		Testing Inventory Control Specialist	Supervisor II, Warehouse/Test		760680	SV2	\$53,106	\$62,678	\$72,250
121	Unified						\$53,707	\$63,911	\$80,528
		Liaison, Family Engagement	Liaison, Family Engagement		791758	TS2	\$45,654	\$53,889	\$62,124
		Manager, Assistant Project	Manager, Assistant Project		790621	SV3	\$55,811	\$65,870	\$75,929
		Manager, Shop	Manager, Shop		760350	SV3	\$55,811	\$65,870	\$75,929
		Supervisor, Field Trip	Supervisor, Field Trip		791094	SV3	\$55,811	\$65,870	\$75,929
		Supervisor, Skilled Trade	Supervisor III, Skilled Trade		760641	SV3	\$55,811	\$65,870	\$75,929
122	Unified						\$56,392	\$67,107	\$84,555
		Facilitator, Parent Center	Facilitator, Parent Center		793200	DS2	\$59,137	\$69,759	\$80,381
		Hearing Officer, Student Relat	Hearing Officer, Student Relat		700912	DS2	\$59,137	\$69,759	\$80,381
		Liaison II, Instructional Tech	Liaison II, Instructional Tech		791372	DS2	\$59,137	\$69,759	\$80,381
		Nurse, School (RN)	Nurse, School (RN & LPN)		720551	MT2	\$46,570	\$54,971	\$63,371
		Online Content Coordinator	Online Content Coordinator		792177	DS2	\$59,137	\$69,759	\$80,381
		Programmer	Programmer		790045	DS2	\$59,137	\$69,759	\$80,381
		Secretary, Administrative	Secretary, ADM, P/T, Supt APPR		770871	SP2	\$60,324	\$70,956	\$81,587
		Specialist II Special Ed Budge	Specialist II Special Ed Budge		602301	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, ACA	Specialist II, ACA		791750	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Accounting	Specialist II, Accounting		792176	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Athletics	Specialist II, Athletics		792171	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, C&I Budget	Specialist II, C&I Budget		792172	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Certification	Specialist, Certification		702070	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Communications	Specialist II, Communications		792174	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Comp & Class	Specialist, Comp & Class		702072	DS2	\$59,137	\$69,759	\$80,381

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**Class Mapping List by Proposed Pay Grade
DeKalb County School District**

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
122	Unified						\$56,392	\$67,107	\$84,555
		Specialist II, Compliance	Specialist II, Compliance		795050	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Data Control Audit	Specialist, Data Control Audit		702071	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Exhibit Support FSC	Spec II, Exhibit Support FSC		130501	SP2	\$60,324	\$70,956	\$81,587
		Specialist II, Family Engage	Spec. II, Family Engagement		792178	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Finance Title I	Specialist II, Finance Title I		799212	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Fire/Equipment	Specialist II, Fire/Equipment		791369	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Fiscal Complian	Specialist II, Fiscal Complian		799215	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, HCM Business	Specialist II, HCM Business		799209	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, HCM Title I	Specialist II, HCM Title I		799211	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Hearing	Specialist II, Hearing		791364	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Insurance	Specialist, Insurance		792150	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Legal	Specialist II, Legal		790851	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Legal Records	Specialist II, Legal Records		790852	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Network Liaison							
		Specialist II, Network Liaison	Specialist II, Network Liaison		790790	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, PBIS	Specialist II, PBIS		791376	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Procurement							
		Specialist II, Procurement	Specialist II, Procurement		770127	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Project	Specialist, Project		701370	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Records Retention							
		Specialist II, Recruitment	Specialist II, Recruitment		792179	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Retirement Service	Specialist, Retirement Service		770690	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Talent Management	Specialist, Talent Management		702074	DS2	\$59,137	\$69,759	\$80,381
		Specialist II, Title II-A Prog	Specialist II, Title II-A Prog		799213	DS2	\$59,137	\$69,759	\$80,381
		Supervisor, Warehousing Svcs	Supervisor, Warehousing Svcs		791100	TS2	\$45,654	\$53,889	\$62,124
123	Unified						\$59,212	\$70,462	\$88,782
		Graphic Designer	Graphic Designer		790777	DS3	\$62,886	\$74,139	\$85,392
		Specialist III, Communications							
		Specialist III, Design Assuran							
		Specialist III, Post Second Trans	Spec, Post Secondary Trans		792170	DS3	\$62,886	\$74,139	\$85,392
		Specialist III, Safe Schools	Specialist III, Safe Schools		791366	DS3	\$62,886	\$74,139	\$85,392
		Specialist III, Student Info	Specialist, Student Informatio		730861	DS3	\$62,886	\$74,139	\$85,392
		Supervisor, Technology Integration	Supv, Technology Integration		791002	DS3	\$62,886	\$74,139	\$85,392
		Transcript Evaluator	Counselor II, Transcript Evalu		720400	CC5	\$73,843	\$107,690	\$141,538

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
124	Unified						\$62,173	\$73,985	\$93,222
		Analyst I, Systems	Analyst I, Systems		790040	AN3	\$66,760	\$78,355	\$89,950
		Analyst, Budget 622	Analyst, Budget 622		790151	AN3	\$66,760	\$78,355	\$89,950
		Analyst, Grants	Analyst, Grants		770051	AN3	\$66,760	\$78,355	\$89,950
		Analyst, Planning/GIS	Analyst III, Planning/GIS		790060	AN3	\$66,760	\$78,355	\$89,950
		Coach, Student Engagement	Coach, Student Engagement		681004	SP3	\$64,143	\$75,622	\$87,100
		Web Developer	Web Developer		701762	AN3	\$66,760	\$78,355	\$89,950
125	Unified						\$65,281	\$77,685	\$97,883
		Teacher, Speech Lang Path NP							
126	Unified						\$68,545	\$81,569	\$102,777
127	Unified						\$71,972	\$85,647	\$107,916
		Administrator, Database	Administrator, Database		790281	MA1	\$74,603	\$88,727	\$102,850
		Analyst II, Systems	Analyst II, Systems		790050	MA1	\$74,603	\$88,727	\$102,850
		Auditor, Senior School	Auditor, Senior School		770094	MA1	\$74,603	\$88,727	\$102,850
		Engineer, Financial Systems	Engineer, Systems (Finance)		790300	MA1	\$74,603	\$88,727	\$102,850
		Engineer, Systems	Engineer I, Systems		790390	MA1	\$74,603	\$88,727	\$102,850
		Engineer, Systems Telecommun	Engineer, Systems Telecommun		790425	MA1	\$74,603	\$88,727	\$102,850
		Facilitator, Instructional Tech	Specialist, Instructional Tech		730860	L05	\$56,452	\$79,276	\$102,099
		Web Developer, Senior	Sr. Web Developer		701763	MA1	\$74,603	\$88,727	\$102,850
128	Unified						\$75,571	\$89,930	\$113,311
		Coordinator I, School Nutrition	Coordinator, School Nutrition		700430	N05	\$59,972	\$83,659	\$107,346
		Facilitator, Teacher Quality	Facilitator Teacher Quality T2		730441	N04	\$54,736	\$81,041	\$107,346
		Facilitator, Teacher Quality	Facilitator, Teacher Quality		730440	N04	\$54,736	\$81,041	\$107,346
129	Unified						\$79,350	\$94,426	\$118,977
		Coordinator II - GNETS	Coordinator II - GNETS		700822	GNT	\$65,687	\$90,899	\$116,112
		Coordinator II, 504/HHB	Coordinator II, 504/HHB		600101	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, AESP	Coordinator II, AESP		700360	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Apprenticeship	Coordinator, Apprenticeship		700390	R05	\$65,687	\$90,899	\$116,112
		Coordinator II, Career Tech/In	Coordinator II, Career Tech/In		700819	PR3	\$104,293	\$120,570	\$136,847
		Coordinator II, Early Childhoo	Coordinator II, Early Childhoo		701002	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Ed Media/Instruction	Coord II, Ed Media/Instruction		700818	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Elem. S/E	Coordinator II, Elem. S/E		709779	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Eng. Learners	Coordinator II, Eng. Learners		700751	R06	\$65,687	\$90,899	\$116,112

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
129	Unified						\$79,350	\$94,426	\$118,977
		Coordinator II, English Language							
		Coordinator II, English/LA	Coordinator II, English/LA		700222	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Federal Prgms.	Coordinator II, Federal Prgms.		702580	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, FSC	Coordinator II, FSC		100201	FSC	\$65,687	\$90,899	\$116,112
		Coordinator II, Gifted & Talen	Coordinator II, Gifted & Talen		702773	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, IEP Compliance	Coordinator II, IEP Compliance		702778	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Inst. Material	Coordinator II, Inst. Material		700821	R07	\$65,687	\$90,899	\$116,112
		Coordinator II, K12 Health/PE	Coordinator II, K12 Health/PE		701808	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, K-12 Music	Coordinator II, K-12 Music		700746	R05	\$65,687	\$90,899	\$116,112
		Coordinator II, Math	Coordinator II, Math		700540	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Prof Development	Coordinator, Professional Devl		701390	R07	\$65,687	\$90,899	\$116,112
		Coordinator II, Regional	Coordinator II, Regional		700707	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Research Grant	Coordinator II, Research. Gran		700750	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, S/E Compliance	Coord III, S/E Compliance		700517	CO3	\$89,833	\$104,297	\$118,762
		Coordinator II, School Choice	Coordinator II, School Choice		700700	R07	\$65,687	\$90,899	\$116,112
		Coordinator II, School Media	Coordinator II, School Media		700817	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Science	Coordinator II, Science		700570	R07	\$65,687	\$90,899	\$116,112
		Coordinator II, Social Studies	Coordinator II, Social Studies		730310	R05	\$65,687	\$90,899	\$116,112
		Coordinator II, Special/Exception	Coord II, Special/Exception		601720	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, STEM	Coordinator II, STEM		700824	R06	\$65,687	\$90,899	\$116,112
		Coordinator II, Student Assig	Coordinator II, Student Assig		700720	R99	\$65,687	\$90,899	\$116,112
		Coordinator II, Transition	Coordinator II, Transition		709780	R07	\$65,687	\$90,899	\$116,112
		Coordinator II, Vis Arts, Thtr, Dram	Coord II, Vis Arts, Thtr, Dram		702789	R05	\$65,687	\$90,899	\$116,112
		Coordinator II, World Language	Coordinator, World Language		700745	R06	\$65,687	\$90,899	\$116,112
		Lead Nurse	Lead Nurse		720550	LDN	\$84,047	\$97,471	\$110,894
		Officer, Information Security	Officer, Information Security		793753	MA2	\$84,047	\$97,471	\$110,894
130	Unified						\$83,317	\$99,147	\$124,926
		Coach, Lead Academic	Coach, Lead Academic		700002	CO3	\$89,833	\$104,297	\$118,762
		Coordinator III - GNETS	Coordinator III - GNETS		700823	EXE	\$89,833	\$104,297	\$118,762
		Coordinator III, Assessment	Coordinator III, Assessment		700754	CO3	\$89,833	\$104,297	\$118,762
		Coordinator III, Athletics	Coordinator III, Athletics		700910	CO3	\$89,833	\$104,297	\$118,762
		Coordinator III, Charter Sch	Coordinator III, Charter Sch		700705	CO3	\$89,833	\$104,297	\$118,762
		Coordinator III, Counseling	Coordinator III, Counseling		600102	CO3	\$89,833	\$104,297	\$118,762
		Coordinator III, Ex Ed	Coordinator III, Ex Ed		600100	CO3	\$89,833	\$104,297	\$118,762
		Coordinator III, Federal Prgms	Coordinator III, Federal Prgms		702581	CO3	\$89,833	\$104,297	\$118,762

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
130	Unified						\$83,317	\$99,147	\$124,926
		Coordinator III, Federal Prgms	Coordinator III, Federal Prgms	703112	CO3		\$89,833	\$104,297	\$118,762
		Coordinator III, Research/Data	Coordinator III, Research/Data	700752	CO3		\$89,833	\$104,297	\$118,762
		Coordinator III, RTI	Coordinator III, RTI	600299	CO3		\$89,833	\$104,297	\$118,762
		Coordinator III, Sch Leadershi	Coordinator III, Sch Leadershi	700201	CO3		\$89,833	\$104,297	\$118,762
		Coordinator III, School Psych	Coordinator III, School Psych	702777	CO3		\$89,833	\$104,297	\$118,762
		Coordinator III, Social Work	Coordinator III, Social Work	700514	MA3		\$89,833	\$104,297	\$118,762
		Coordinator III, Spec Ed-CEIS	Coordinator III, Spec Ed-CEIS	700516	CO3		\$89,833	\$104,297	\$118,762
		Coordinator III, Special Ed	Coordinator III, Special Ed	700512	CO3		\$89,833	\$104,297	\$118,762
		Liaison, School Governance	Liaison, School Governance	700709	MA3		\$89,833	\$104,297	\$118,762
		Social Worker, TI Homeless Ed	Social Worker, TI Homeless Ed	321101	SW5		\$62,740	\$91,660	\$120,581
		Special Assistant to the Superintendent	Technical/Other	LTD900	MA3		\$89,833	\$104,297	\$118,762
131	Unified						\$87,483	\$104,105	\$131,172
		Manager I, Accounting	Manager I, Accounting	791890	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Assistant Legal	Manager I, Assistant Legal	790102	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Asst. Legal Contrac	Manager I, Asst. Legal Contrac	790103	MA1		\$74,603	\$88,727	\$102,850
		Manager I, IT Project	Manager, IT Project	700558	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Maint./Indoor Air	Manager I, Maint./Indoor Air	701451	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Procurement	Manager I, Procurement	700620	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Reg Facilities	Manager I, Reg Facilities	760662	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Regional Transporta	Manager I, Regional Transporta	703096	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Scheduling	Manager I, Scheduling	700442	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Special Projects	Manager I, Special Projects	790623	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Tech/Policy/Spec Pr	Manager I, Tech/Policy/Spec Pr	790557	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Transportation	Manager I, Transportation	703095	MA1		\$74,603	\$88,727	\$102,850
		Manager I, Virtual Learning	Program Manager, Virtual Learn	501700	PMG		\$74,603	\$88,727	\$102,850
		Manager, Regional Project	Manager, Regional Project	790560	MA2		\$84,047	\$97,471	\$110,894
		Manager, Senior Project	Manager, Senior Project	700621	MA3		\$89,833	\$104,297	\$118,762
		Manager, Unit Enterprise Svcs	Manager, Unit Enterprise Svcs	701755	MA2		\$84,047	\$97,471	\$110,894
		Manager, Unit Support Services	Manager, Unit Support Services	700556	MA2		\$84,047	\$97,471	\$110,894
		Manager, Unit-State Reporting	Manager, Unit-State Reporting	790280	MA2		\$84,047	\$97,471	\$110,894
132	Unified						\$91,857	\$109,310	\$137,731
		Manager II, Architect	Manager II, Architect	700081	MA2		\$84,047	\$97,471	\$110,894
		Manager II, Unit-Student Info Sys	Manager, Unit-Student Info Sys	701777	MA2		\$84,047	\$97,471	\$110,894
		Manager II, Unit-Tech & Support	Manager, Unit-Tech & Support	700550	MA2		\$84,047	\$97,471	\$110,894

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
133	Unified						\$96,450	\$114,776	\$144,617
		Administrator on Special Assig	Administrator on Special Assn	700082	PR3		\$104,293	\$120,570	\$136,847
		Manager III, Accounting	Manager III, Accounting	702603	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Accts Payable	Manager III, Accts Payable	702871	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Application Dev	Manager III, Application Dev	700290	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Budget	Manager III, Budget	702601	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Comm & Production	Manager III, Comm & Production	790311	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Comp & Insurance	Manager III, Comp & Insurance	700079	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Construction	Manager III, Construction	791891	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Enterprise System	Manager III, Enterprise System	700753	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Facilities Mainte	Manager III, Facilities Mainte	790567	MA3		\$89,833	\$104,297	\$118,762
		Manager III, HCM Staffing	Manager III, HCM Staffing	700171	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Human Capital	Manager III, Human Capital	703031	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Instructional Tec	Manager III, Instructional Tec	700077	MA3		\$89,833	\$104,297	\$118,762
		Manager III, IT PMO	Manager III, IT PMO	701930	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Payroll	Manager III, Payroll	702602	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Purchasing	Manager III, Purchasing	703014	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Special Projects	Manager III, Special Projects	700084	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Student Info Sys	Manager III, Student Info Sys	700260	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Supply Chain	Manager III, Supply Chain	700622	MA3		\$89,833	\$104,297	\$118,762
		Manager III, Total Rewards	Manager III, Total Rewards	700086	MA3		\$89,833	\$104,297	\$118,762
		Manager, Info System HCM	Manager, Info System HCM	703030	MA3		\$89,833	\$104,297	\$118,762
134	Unified						\$101,273	\$120,514	\$151,848
		Director, Athletics Community	Director, Athletics Community	700729	DIR		\$95,499	\$110,404	\$125,309
		Director, Audits & Compliance	Director, Audits & Compliance	700089	DIR		\$95,499	\$110,404	\$125,309
		Director, Budget/Staff/Sched	Director, Budget/Staff/Sched	702760	DIR		\$95,499	\$110,404	\$125,309
		Director, Bus & Transp Svcs	Director, Bus & Transp Svcs	702877	DIR		\$95,499	\$110,404	\$125,309
		Director, Charters, School Gov	Director, Charters, School Gov	700704	DIR		\$95,499	\$110,404	\$125,309
		Director, Comm & Marketing	Director, Comm & Marketing	701463	DIR		\$95,499	\$110,404	\$125,309
		Director, CTAE	Director, CTAE	703270	DIR		\$95,499	\$110,404	\$125,309
		Director, Design & Constructio	Director, Design & Constructio	700761	DIR		\$95,499	\$110,404	\$125,309
		Director, Ed. Media/Inst.	Director, Ed. Media/Inst.	702933	DIR		\$95,499	\$110,404	\$125,309
		Director, ELL Studies Program	Director, ELL Studies Program	400200	DIR		\$95,499	\$110,404	\$125,309
		Director, Fernbank	Director, Fernbank	100300	DIR		\$95,499	\$110,404	\$125,309
		Director, Fleet & Spec Transpo	Director, Fleet & Spec Transpo	703172	DIR		\$95,499	\$110,404	\$125,309
		Director, GLRS	Director, GLRS	600701	DIR		\$95,499	\$110,404	\$125,309

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
134	Unified						\$101,273	\$120,514	\$151,848
		Director, GNETS Program	Director, GNETS Program		602191	DIR	\$95,499	\$110,404	\$125,309
		Director, Leadership Developme	Director, Leadership Developme		701110	DIR	\$95,499	\$110,404	\$125,309
		Director, Planning/SPL0ST Prog	Director, Planning/SPL0ST Prog		700764	DIR	\$95,499	\$110,404	\$125,309
		Director, Public Safety	Director, Public Safety		703330	DIR	\$95,499	\$110,404	\$125,309
		Director, Risk Management	Director, Risk Management		701621	DIR	\$95,499	\$110,404	\$125,309
		Director, Safe Schools	Director, Safe Schools		703360	DIR	\$95,499	\$110,404	\$125,309
		Director, School Options	Director, School Options		701460	DIR	\$95,499	\$110,404	\$125,309
		Director, Special Projects	Director, Special Projects		700103	DIR	\$95,499	\$110,404	\$125,309
		Director, Support Services	Director, Support Services		701815	DIR	\$95,499	\$110,404	\$125,309
		Director, Title I	Director, Title I		701114	DIR	\$95,499	\$110,404	\$125,309
		Director, Title II A	Director, Title II A		701111	DIR	\$95,499	\$110,404	\$125,309
		Director, Total Rewards	Director, Total Rewards		701741	DIR	\$95,499	\$110,404	\$125,309
		Director, Virtual Learning	Director, Virtual Learning		500562	DIR	\$95,499	\$110,404	\$125,309
		Exec. Legal Officer	Executive Legal Officer		700102	DIR	\$95,499	\$110,404	\$125,309
		Principal, Alt. School	Principal, Alt. School		500400	PR2	\$100,569	\$116,138	\$131,708
		Principal, Elem School	Principal, Elem School		300100	PR1	\$98,847	\$114,272	\$129,697
		Principal, Special Ed. Center	Principal, Special Ed. Center		601900	PR1	\$98,847	\$114,272	\$129,697
135	Unified						\$106,336	\$126,540	\$159,440
		Exec. Dir - Spec Projects	Executive Dir - Spec Projects		703103	EXD	\$99,344	\$114,838	\$130,333
		Exec. Director PL & LD	Exec. Dir., PL & LD		703301	EXD	\$99,344	\$114,838	\$130,333
		Exec. Director, Athletics	Executive Director, Athletics		700730	EXD	\$99,344	\$114,838	\$130,333
		Exec. Director, Curr & Instruc							
		Exec. Director, Federal Progra							
		Exec. Director, Federal Progra	Exec. Director, Federal Progra		701107	EXD	\$99,344	\$114,838	\$130,333
		Exec. Director, Leadership							
		Exec. Director, Operations	Exec. Director, Operations		701101	EXD	\$99,344	\$114,838	\$130,333
		Exec. Director, RAG							
		Exec. Director, School Nutrition - Interim	Interim Exec Dir,Sch Nutrition		701103	EXD	\$99,344	\$114,838	\$130,333
		Exec. Director, Special Ed	Executive Director, Special Ed		700734	EXD	\$99,344	\$114,838	\$130,333
		Exec. Director, Student Advanc	Exec. Director, Student Advanc		703269	EXD	\$99,344	\$114,838	\$130,333
		Principal, Middle School	Principal, Middle School		400100	PR2	\$100,569	\$116,138	\$131,708
136	Unified						\$111,653	\$132,867	\$167,412
		Principal, High School	Principal, High School		500100	PR3	\$104,293	\$120,570	\$136,847
		Principal, High School - Interim	Interim, Principal, High Sch.		500101	PR3	\$104,293	\$120,570	\$136,847

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Class Mapping List by Proposed Pay Grade DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range			
							Min	Mkt	Max	
137	Unified						\$117,236	\$139,510	\$175,783	--
		Associate Supt. Accountability	Associate Supt. Accountability		703521	W99	\$138,256	\$138,256	\$138,256	
138	Unified						\$123,097	\$146,486	\$184,572	--
		Regional Superintendent	Regional Superintendent		703510	RGS	\$133,581	\$133,581	\$133,581	
		Regional Supt. - Interim								
139	Unified						\$129,252	\$153,810	\$193,801	--
140	Unified						\$135,715	\$161,501	\$203,491	--
		Chief Comm Relations Officer	Chief Comm Relations Officer		701462	DPC	\$178,115	\$178,115	\$178,115	
141	Unified						\$142,501	\$169,576	\$213,665	--
142	Unified						\$149,626	\$178,055	\$224,349	--
		Chief Academic Officer	Chief Academic Officer		702824	DPC	\$178,115	\$178,115	\$178,115	
		Chief Financial Officer	Chief Financial Officer		700190	DPC	\$178,115	\$178,115	\$178,115	
		Chief Human Capital Mg - Interim	Interim Chief Human Capital Mg		700194	DPC	\$178,115	\$178,115	\$178,115	
		Chief Information Officer	Chief Information Officer		700193	DPC	\$178,115	\$178,115	\$178,115	
		Chief Legal Officer	Chief Legal Officer		700196	DPC	\$178,115	\$178,115	\$178,115	
		Chief of Staff, CSO	Chief of Staff, CSO		700192	DPC	\$178,115	\$178,115	\$178,115	
		Chief Operations Officer	Chief Operations Officer		701623	DPC	\$178,115	\$178,115	\$178,115	
143	Unified						\$157,107	\$186,957	\$235,566	--
		Deputy Supt, Stud Support/Inte	Deputy Supt, Stud Support/Inte		703803	DPC	\$178,115	\$178,115	\$178,115	
144	Unified						\$164,962	\$196,305	\$247,344	--
145	Unified						\$173,210	\$206,120	\$259,712	--
146	Unified						\$181,871	\$216,426	\$272,697	--
147	Unified						\$190,964	\$227,248	\$286,332	--
148	Unified						\$200,513	\$238,610	\$300,649	--

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Class Mapping List by Proposed Pay Grade
DeKalb County School District

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range			
							Min	Mkt	Max	
148	Unified						\$200,513	\$238,610	\$300,649	--
149	Unified						\$210,538	\$250,541	\$315,681	--
150	Unified						\$221,065	\$263,068	\$331,465	--
151	Unified						\$232,118	\$276,221	\$348,038	--
152	Unified						\$243,724	\$290,032	\$365,440	--
153	Unified						\$255,911	\$304,534	\$383,712	--
154	Unified						\$268,706	\$319,760	\$402,898	--
155	Unified						\$282,141	\$335,748	\$423,043	--
156	Unified						\$296,249	\$352,536	\$444,195	--
157	Unified						\$311,061	\$370,163	\$466,405	--
158	Unified						\$326,614	\$388,671	\$489,725	--
159	Unified						\$342,945	\$408,104	\$514,211	--

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SECTION 6.0
Proposed Pay Structure and Plan

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Proposed Pay Plans
DeKalb County School District

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
101		\$20,242	\$24,088	\$30,350
790334	Bus Monitor			
790335	Bus Monitor, Special Ed			
102		\$21,254	\$25,292	\$31,868
334503	Teacher, Pre-K Non-Cert			
103		\$22,316	\$26,556	\$33,461
350100	Assistant I, Food Service			
106		\$25,834	\$30,742	\$38,735
790100	Assistant, Project			
775500	Clerk I, School Nutrition			
771146	Clerk I, Transportation			
370400	Clerk I, Typist			
560400	Custodian			
LTD500	Food Service Asst Mgr.			
760270	Laborer, Grounds			
350200	Manager, Assistant School Nutr			
381100	Paraprofessional - PreK			
370380	Receptionist, ASEDP funded			
107		\$27,126	\$32,280	\$40,672
681055	Paraprofessional			
108		\$28,482	\$33,894	\$42,706
470800	Assistant, School Office			
790110	Attendant II, Buses			
770230	Clerk II, Mail			
770155	Clerk II, Psych Services			
770457	Clerk II, Records			
770151	Clerk II, School Options			
560500	Custodian, Head			
790490	Helper, Delivery/Warehousing			
760260	Helper, Maintenance			
760440	Operator, Light Equipment			
760381	Preventive Maint - HVAC			
109		\$29,906	\$35,588	\$44,841
380759	Liaison, Parent TI-Part A			
770380	Receptionist			
632500	Teacher, Interrelated			
110		\$31,401	\$37,368	\$47,083
160602	Building Maintenance Worker			
790330	Bus Driver			
111		\$32,971	\$39,236	\$49,437
771330	Assistant, Prof. Learning			
760770	Attendant, Pest Control			
770530	Call Center Agent			
370460	Data Clerk Title I			

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Proposed Pay Plans
DeKalb County School District

Code	Proposed Class Title	Ann Min	Mkt	Ann Max
Unified				
111		\$32,971	\$39,236	\$49,437
790360	Driver/Operator Delivery Truck			
760290	Landscaper			
790710	Printer/Binder			
391200	School Healthcare Worker			
793150	Trainer, Field			
112		\$34,620	\$41,198	\$51,909
470101	Assistant, Library Media			
370500	Bookkeeper			
770150	Clerk III, Accounts Payable			
771310	Clerk III, Data Entry			
770180	Clerk III, Dispatch			
790780	Clerk III, Insurance			
770149	Clerk III, Payroll			
771361	Clerk III, Purchasing			
790910	Clerk III, Routing			
770526	Clerk III, Safety and Training			
770270	Clerk III, Shipping			
670900	Registrar			
770520	Secretary			
681503	Teacher Aide			
113		\$36,351	\$43,258	\$54,505
770950	Admin. Asst., Career Tech.			
770961	Admin. Asst., Ed. Media			
770966	Admin. Asst., ELL			
770914	Admin. Asst., Exeptional Ed.			
170601	Admin. Asst., Fernbank Sci Ctr			
770462	Admin. Asst., Legal Affairs			
770913	Admin. Asst., Public Safety			
770911	Admin. Asst., School Options			
770917	Admin. Asst., Superintendent			
770916	Administrative Assistant			
770919	Administrative Asst., GLRS			
570597	Administrative, Asst. Virtual			
390700	Campus Supervisor			
114		\$38,169	\$45,421	\$57,230
770920	Admin Assistant, Risk Mgmt			
770763	Admin Asst, Design & Construct			
770908	Admin Asst, Supp Svc			
770970	Admin, Asst, Leadership			
770964	Admin, Asst, Strategic/Managmt			
770472	Admin. Assistant, Audit/Compli			
770858	Admin. Assistant, BOE			
770464	Admin. Asst. Employment Svcs.			
770459	Admin. Asst. Federal Programs			
770471	Admin. Asst., Business Service			
115		\$40,077	\$47,692	\$60,091

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Proposed Pay Plans
DeKalb County School District

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
115		\$40,077	\$47,692	\$60,091
770759	Accounting Associate			
795002	Associate, Accounting I			
775003	Associate, Accounting I ASEDP			
795005	Associate, Accounting I Fed Pr			
795009	Associate, Member Support			
560600	Building Plant Mechanic			
760220	Custodial Staff Coordinator			
760230	Glazier			
760370	Mason, Brick			
760390	Mechanic, Athletic Fields			
760430	Operator, Heavy Equipment			
760490	Roofer			
750400	School Nutrition Support Technician			
792754	Security, Rapid Response			
770600	Specialist I, Purchase Card Review			
790912	Student Transportation Coordinator			
790751	Technician I, Inst. Materials			
790779	Technician I, Staffing			
790530	Technician I, Student Information Services			
790531	Technician, Records			
771360	Travel Coordinator			
116		\$42,081	\$50,076	\$63,096
770960	Executive Assistant			
770764	Executive Assistant, Operation			
770852	Executive Assistant, Regional			
770910	Executive Assistant, S/N			
770963	Executive Assistant, Student Advancement			
703960	Executive Asst Accountability			
770962	Executive Asst. Curriculum & I			
771100	Office Specialist to Deputy/Ch			
117		\$44,185	\$52,580	\$66,251
770111	Accountant			
760030	Carpenter			
790765	Detective			
760180	Electrician			
760380	HVAC Mechanic/Technician			
760310	Locksmith			
790581	Mechanic, Auto			
790596	Mechanic, Bus			
760410	Mechanic, Kitchen Equipment			
720552	Nurse, School (RN & LPN) PT			
620901	Nurse, School (S/E local)			
790806	Painter			
760480	Plumber			
790470	Service Writer			
790326	Special Field Assistant to Sup			
160801	Technician I, Planet Support			

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Proposed Pay Plans
DeKalb County School District

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
117		\$44,185	\$52,580	\$66,251
760184	Technician II, Fire Alarm Systems			
790781	Technician II, Abatement			
790603	Technician II, Audio/Visual			
770011	Technician II, Budget			
760740	Technician II, Custodial Equipment			
790778	Technician II, District IT Support			
791368	Technician II, Routing			
792175	Technician II, School Choice			
770312	Technician, PreK			
118		\$46,394	\$55,209	\$69,563
790091	Analyst I, Payroll (legals)			
790052	Analyst, Data Integrity			
770401	Analyst, Data Title IV			
770310	Analyst, ELL Data (077101)			
770071	Analyst, Teacher Quality			
790500	Interpreter, ESOL			
790595	Mechanic, Bus (certified)			
790610	Mechanic, Lead Auto/Buses			
791140	Technician, Security Systems			
119		\$48,714	\$57,969	\$73,041
770125	Buyer			
707001	Claims Adjust. All Lines			
790804	Investigator, Internal			
550350	Manager, School Nutrition			
790650	Operator, Computer			
770041	Specialist I, Accounting			
770601	Specialist I, Accounts Payable			
770856	Specialist I, Admin. To BOE			
771390	Specialist I, Budget			
702073	Specialist I, Leaves Administrat			
790770	Specialist I, Network Liaison			
791555	Specialist I, Nutr. Claims/Rev			
770112	Specialist I, Payroll			
771380	Specialist I, Payroll Processing			
770005	Specialist I, Position Control			
791373	Specialist I, Project SPLOST			
790556	Specialist I, Regional Transpo			
770602	Specialist I, Vendor Registrat			
771391	Specialist O, Payroll			
120		\$51,150	\$60,868	\$76,694
770050	Accountant, Senior			
790005	Adjuster, Workers' Comp Case			
770171	Analyst II, Data Human Capital			
770170	Analyst, Compensation			
770093	Auditor, Business Operations			
770101	Auditor, Capital Inventory			

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Proposed Pay Plans
DeKalb County School District

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
120		\$51,150	\$60,868	\$76,694
770090	Auditor, Internal			
792755	Campus Security Manager			
770854	Exec. Asst. to Superintendent			
790660	Operator, Lead Computer			
790764	Sergeant, School Resource			
701290	Supervisor, Coordinate Trans.			
790701	Supervisor, Copy Center			
791375	Supervisor, Free/Reduced SN			
760671	Supervisor, Manager/Trainer			
703310	Supervisor, Routing			
791116	Supervisor, Safety & Training			
760619	Supervisor, Skill Trade S/N			
790555	Supervisor, Trans Districts			
760680	Testing Inventory Control Specialist			
121		\$53,707	\$63,911	\$80,528
791758	Liaison, Family Engagement			
790621	Manager, Assistant Project			
760350	Manager, Shop			
791094	Supervisor, Field Trip			
760641	Supervisor, Skilled Trade			
122		\$56,392	\$67,107	\$84,555
793200	Facilitator, Parent Center			
700912	Hearing Officer, Student Relat			
791372	Liaison II, Instructional Tech			
720551	Nurse, School (RN)			
792177	Online Content Coordinator			
790045	Programmer			
770871	Secretary, Administrative			
602301	Specialist II Special Ed Budge			
791750	Specialist II, ACA			
792176	Specialist II, Accounting			
792171	Specialist II, Athletics			
792172	Specialist II, C&I Budget			
702070	Specialist II, Certification			
792174	Specialist II, Communications			
702072	Specialist II, Comp & Class			
795050	Specialist II, Compliance			
702071	Specialist II, Data Control Audit			
130501	Specialist II, Exhibit Support FSC			
792178	Specialist II, Family Engage			
799212	Specialist II, Finance Title I			
791369	Specialist II, Fire/Equipment			
799215	Specialist II, Fiscal Complian			
799209	Specialist II, HCM Business			
799211	Specialist II, HCM Title I			
791364	Specialist II, Hearing			
792150	Specialist II, Insurance			

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Proposed Pay Plans
DeKalb County School District

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
122		\$56,392	\$67,107	\$84,555
790851	Specialist II, Legal			
790852	Specialist II, Legal Records			
790790	Specialist II, Network Liaison			
790791	Specialist II, Network Liaison			
791376	Specialist II, PBIS			
770127	Specialist II, Procurement			
790223	Specialist II, Procurement			
701370	Specialist II, Project			
791001	Specialist II, Records Retention			
792179	Specialist II, Recruitment			
770690	Specialist II, Retirement Service			
702074	Specialist II, Talent Management			
799213	Specialist II, Title II-A Prog			
791100	Supervisor, Warehousing Svcs			
123		\$59,212	\$70,462	\$88,782
790777	Graphic Designer			
792173	Specialist III, Communications			
791363	Specialist III, Design Assuran			
792170	Specialist III, Post Second Trans			
791366	Specialist III, Safe Schools			
730861	Specialist III, Student Info			
791002	Supervisor, Technology Integration			
720400	Transcript Evaluator			
124		\$62,173	\$73,985	\$93,222
790040	Analyst I, Systems			
790151	Analyst, Budget 622			
770051	Analyst, Grants			
790060	Analyst, Planning/GIS			
681004	Coach, Student Engagement			
701762	Web Developer			
125		\$65,281	\$77,685	\$97,883
635601	Teacher, Speech Lang Path NP			
127		\$71,972	\$85,647	\$107,916
790281	Administrator, Database			
790050	Analyst II, Systems			
770094	Auditor, Senior School			
790300	Engineer, Financial Systems			
790390	Engineer, Systems			
790425	Engineer, Systems Telecommun			
730860	Facilitator, Instructional Tech			
701763	Web Developer, Senior			
128		\$75,571	\$89,930	\$113,311
700430	Coordinator I, School Nutrition			
730441	Facilitator, Teacher Quality			

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Proposed Pay Plans
DeKalb County School District

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
129		\$79,350	\$94,426	\$118,977
700822	Coordinator II - GNETS			
600101	Coordinator II, 504/HHB			
700360	Coordinator II, AESP			
700390	Coordinator II, Apprenticeship			
700819	Coordinator II, Career Tech/In			
701002	Coordinator II, Early Childhoo			
700818	Coordinator II, Ed Media/Instruction			
709779	Coordinator II, Elem, S/E			
700751	Coordinator II, Eng. Learners			
700716	Coordinator II, English Language			
700222	Coordinator II, English/LA			
702580	Coordinator II, Federal Prgms.			
100201	Coordinator II, FSC			
702773	Coordinator II, Gifted & Talen			
702778	Coordinator II, IEP Compliance			
700821	Coordinator II, Inst. Material			
701808	Coordinator II, K12 Health/PE			
700746	Coordinator II, K-12 Music			
700540	Coordinator II, Math			
701390	Coordinator II, Prof Development			
700707	Coordinator II, Regional			
700750	Coordinator II, Research Grant			
700517	Coordinator II, S/E Compliance			
700700	Coordinator II, School Choice			
700817	Coordinator II, School Media			
700570	Coordinator II, Science			
730310	Coordinator II, Social Studies			
601720	Coordinator II, Special/Exception			
700824	Coordinator II, STEM			
700720	Coordinator II, Student Assig			
709780	Coordinator II, Transition			
702789	Coordinator II, Vis Arts, Thtr, Dram			
700745	Coordinator II, World Language			
720550	Lead Nurse			
793753	Officer, Information Security			
130		\$83,317	\$99,147	\$124,926
700002	Coach, Lead Academic			
700823	Coordinator III - GNETS			
700754	Coordinator III, Assessment			
700910	Coordinator III, Athletics			
700705	Coordinator III, Charter Sch			
600102	Coordinator III, Counseling			
600100	Coordinator III, Ex Ed			
702581	Coordinator III, Federal Prgms			
700752	Coordinator III, Research/Data			
600299	Coordinator III, RTI			
700201	Coordinator III, Sch Leadershi			
702777	Coordinator III, School Psych			

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**Proposed Pay Plans
DeKalb County School District**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
130		\$83,317	\$99,147	\$124,926
700514	Coordinator III, Social Work			
700516	Coordinator III, Spec Ed-CEIS			
700512	Coordinator III, Special Ed			
700709	Liaison, School Governance			
321101	Social Worker, TI Homeless Ed			
LTD900	Special Assistant to the Superintendent			
131		\$87,483	\$104,105	\$131,172
791890	Manager I, Accounting			
790102	Manager I, Assistant Legal			
790103	Manager I, Asst. Legal Contrac			
700558	Manager I, IT Project			
701451	Manager I, Maint./Indoor Air			
700620	Manager I, Procurement			
760662	Manager I, Reg Facilities			
703096	Manager I, Regional Transporta			
700442	Manager I, Scheduling			
790623	Manager I, Special Projects			
790557	Manager I, Tech/Policy/Spec Pr			
703095	Manager I, Transportation			
501700	Manager I, Virtual Learning			
790560	Manager, Regional Project			
700621	Manager, Senior Project			
701755	Manager, Unit Enterprise Svcs			
700556	Manager, Unit Support Services			
790280	Manager, Unit-State Reporting			
132		\$91,857	\$109,310	\$137,731
700081	Manager II, Architect			
701777	Manager II, Unit-Student Info Sys			
700550	Manager II, Unit-Tech & Support			
133		\$96,450	\$114,776	\$144,617
700082	Administrator on Special Assig			
702603	Manager III, Accounting			
702871	Manager III, Accts Payable			
700290	Manager III, Application Dev			
702601	Manager III, Budget			
790311	Manager III, Comm & Production			
700079	Manager III, Comp & Insurance			
791891	Manager III, Construction			
700753	Manager III, Enterprise System			
790567	Manager III, Facilities Mainte			
700171	Manager III, HCM Staffing			
703031	Manager III, Human Capital			
700077	Manager III, Instructional Tec			
701930	Manager III, IT PMO			
702602	Manager III, Payroll			
703014	Manager III, Purchasing			

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**Proposed Pay Plans
DeKalb County School District**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
133		\$96,450	\$114,776	\$144,617
700084	Manager III. Special Projects			
700260	Manager III. Student Info Sys			
700622	Manager III. Supply Chain			
700086	Manager III. Total Rewards			
703030	Manager, Info System HCM			
134		\$101,273	\$120,514	\$151,848
700729	Director, Athletics Community			
700089	Director, Audits & Compliance			
702760	Director, Budget/Staff/Sched			
702877	Director, Bus & Transp Svcs			
700704	Director, Charters, School Gov			
701463	Director, Comm & Marketing			
703270	Director, CTAE			
700761	Director, Design & Constructio			
702933	Director, Ed. Media/Inst.			
400200	Director, ELL Studies Program			
100300	Director, Fernbank			
703172	Director, Fleet & Spec Transpo			
600701	Director, GLRS			
602191	Director, GNETS Program			
701110	Director, Leadership Developme			
700764	Director, Planning/SPLOST Prog			
703330	Director, Public Safety			
701621	Director, Risk Management			
703360	Director, Safe Schools			
701460	Director, School Options			
700103	Director, Special Projects			
701815	Director, Support Services			
701114	Director, Title I			
701111	Director, Title II A			
701741	Director, Total Rewards			
500562	Director, Virtual Learning			
700102	Exec. Legal Officer			
500400	Principal, Alt. School			
300100	Principal, Elem School			
601900	Principal, Special Ed. Center			
135		\$106,336	\$126,540	\$159,440
703103	Exec. Dir - Spec Projects			
703301	Exec. Director PL & LD			
700730	Exec. Director, Athletics			
700109	Exec. Director, Curr & Instruc			
701107	Exec. Director, Federal Progra			
700107	Exec. Director, Federal Progra			
701400	Exec. Director, Leadership			
701101	Exec. Director, Operations			
701106	Exec. Director, RAG			
701103	Exec. Director, School Nutrition - Interim			

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Proposed Pay Plans
DeKalb County School District

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
135		\$106,336	\$126,540	\$159,440
700734	Exec. Director, Special Ed			
703269	Exec. Director, Student Advanc			
400100	Principal, Middle School			
136		\$111,653	\$132,867	\$167,412
500100	Principal, High School			
500101	Principal, High School - Interim			
137		\$117,236	\$139,510	\$175,783
703521	Associate Supt. Accountability			
138		\$123,097	\$146,486	\$184,572
703510	Regional Superintendent			
703511	Regional Supt. - Interim			
140		\$135,715	\$161,501	\$203,491
701462	Chief Comm Relations Officer			
142		\$149,626	\$178,055	\$224,349
702824	Chief Academic Officer			
700190	Chief Financial Officer			
700194	Chief Human Capital Mg - Interim			
700193	Chief Information Officer			
700196	Chief Legal Officer			
700192	Chief of Staff, CSO			
701623	Chief Operations Officer			
143		\$157,107	\$186,957	\$235,566
703803	Deputy Supt. Stud Support/Inte			

401 Active Proposed Classes in the Unified Pay Plan

401 Active Proposed Classes in DeKalb County School District

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SECTION 7.0
Alphabetical Class Listing

DeKalb County School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
A							
Accountant	770111	Unified	117	\$44,185	\$52,580	\$66,251	2
Accountant, Senior	770050	Unified	120	\$51,150	\$60,868	\$76,694	2
Accounting Associate	770759	Unified	115	\$40,077	\$47,692	\$60,091	9
Adjuster, Workers' Comp Case	790005	Unified	120	\$51,150	\$60,868	\$76,694	2
Admin Assistant, Risk Mgmt	770920	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin Asst, Design & Construct	770763	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin Asst, Supp Svc	770908	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin, Asst. Leadership	770970	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin, Asst. Strategic/Managmt	770964	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin. Assistant, Audit/Compli	770472	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin. Assistant, BOE	770858	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin. Asst. Employment Svcs.	770464	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin. Asst. Federal Programs	770459	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin. Asst., Business Service	770471	Unified	114	\$38,169	\$45,421	\$57,230	1
Admin. Asst., Career Tech.	770950	Unified	113	\$36,351	\$43,258	\$54,505	1
Admin. Asst., Ed. Media	770961	Unified	113	\$36,351	\$43,258	\$54,505	1
Admin. Asst., ELL	770966	Unified	113	\$36,351	\$43,258	\$54,505	1
Admin. Asst., Exeptional Ed.	770914	Unified	113	\$36,351	\$43,258	\$54,505	2
Admin. Asst., Fernbank Sci Ctr	170601	Unified	113	\$36,351	\$43,258	\$54,505	1
Admin. Asst., Legal Affairs	770462	Unified	113	\$36,351	\$43,258	\$54,505	1
Admin. Asst., Public Safety	770913	Unified	113	\$36,351	\$43,258	\$54,505	1
Admin. Asst., School Options	770911	Unified	113	\$36,351	\$43,258	\$54,505	1
Admin. Asst., Superintendent	770917	Unified	113	\$36,351	\$43,258	\$54,505	1
Administrative Assistant	770916	Unified	113	\$36,351	\$43,258	\$54,505	3
Administrative Asst., GLRS	770919	Unified	113	\$36,351	\$43,258	\$54,505	1
Administrative, Asst. Virtual	570597	Unified	113	\$36,351	\$43,258	\$54,505	1
Administrator on Special Assig	700082	Unified	133	\$96,450	\$114,776	\$144,617	2
Administrator, Database	790281	Unified	127	\$71,972	\$85,647	\$107,916	1
Analyst I, Payroll (legals)	790091	Unified	118	\$46,394	\$55,209	\$69,563	1
Analyst I, Systems	790040	Unified	124	\$62,173	\$73,985	\$93,222	3
Analyst II, Data Human Capital	770171	Unified	120	\$51,150	\$60,868	\$76,694	1
Analyst II, Systems	790050	Unified	127	\$71,972	\$85,647	\$107,916	4
Analyst, Budget 622	790151	Unified	124	\$62,173	\$73,985	\$93,222	1

DeKalb County School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Analyst, Compensation	770170	Unified	120	\$51,150	\$60,868	\$76,694	<u>2</u>
Analyst, Data Integrity	790052	Unified	118	\$46,394	\$55,209	\$69,563	<u>1</u>
Analyst, Data Title IV	770401	Unified	118	\$46,394	\$55,209	\$69,563	<u>1</u>
Analyst, ELL Data (077101)	770310	Unified	118	\$46,394	\$55,209	\$69,563	<u>1</u>
Analyst, Grants	770051	Unified	124	\$62,173	\$73,985	\$93,222	<u>1</u>
Analyst, Planning/GIS	790060	Unified	124	\$62,173	\$73,985	\$93,222	<u>3</u>
Analyst, Teacher Quality	770071	Unified	118	\$46,394	\$55,209	\$69,563	<u>1</u>
Assistant I, Food Service	350100	Unified	103	\$22,316	\$26,556	\$33,461	<u>680</u>
Assistant, Library Media	470101	Unified	112	\$34,620	\$41,198	\$51,909	<u>9</u>
Assistant, Prof. Learning	771330	Unified	111	\$32,971	\$39,236	\$49,437	<u>1</u>
Assistant, Project	790100	Unified	106	\$25,834	\$30,742	\$38,735	<u>1</u>
Assistant, School Office	470800	Unified	108	\$28,482	\$33,894	\$42,706	<u>52</u>
Associate Supt. Accountability	703521	Unified	139	\$129,252	\$153,810	\$193,801	<u>1</u>
Associate, Accounting I	795002	Unified	115	\$40,077	\$47,692	\$60,091	<u>0</u>
Associate, Accounting I ASEDP	775003	Unified	115	\$40,077	\$47,692	\$60,091	<u>0</u>
Associate, Accounting I Fed Pr	795005	Unified	115	\$40,077	\$47,692	\$60,091	<u>0</u>
Associate, Member Support	795009	Unified	115	\$40,077	\$47,692	\$60,091	<u>1</u>
Attendant II, Buses	790110	Unified	108	\$28,482	\$33,894	\$42,706	<u>1</u>
Attendant, Pest Control	760770	Unified	111	\$32,971	\$39,236	\$49,437	<u>1</u>
Auditor, Business Operations	770093	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Auditor, Capital Inventory	770101	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Auditor, Internal	770090	Unified	120	\$51,150	\$60,868	\$76,694	<u>6</u>
Auditor, Senior School	770094	Unified	127	\$71,972	\$85,647	\$107,916	<u>1</u>

B

Bookkeeper	370500	Unified	112	\$34,620	\$41,198	\$51,909	<u>121</u>
Building Maintenance Worker	160602	Unified	110	\$31,401	\$37,368	\$47,083	<u>4</u>
Building Plant Mechanic	560600	Unified	115	\$40,077	\$47,692	\$60,091	<u>43</u>
Bus Driver	790330	Unified	110	\$31,401	\$37,368	\$47,083	<u>812</u>
Bus Monitor	790334	Unified	101	\$20,242	\$24,088	\$30,350	<u>39</u>
Bus Monitor, Special Ed	790335	Unified	101	\$20,242	\$24,088	\$30,350	<u>108</u>
Buyer	770125	Unified	119	\$48,714	\$57,969	\$73,041	<u>3</u>

C

Call Center Agent	770530	Unified	111	\$32,971	\$39,236	\$49,437	<u>3</u>
Campus Security Manager	792755	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>

Proposed Class List By Title**DeKalb County School District**

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Campus Supervisor	390700	Unified	113	\$36,351	\$43,258	\$54,505	<u>111</u>
Carpenter	760030	Unified	117	\$44,185	\$52,580	\$66,251	<u>8</u>
Chief Academic Officer	702824	Unified	147	\$190,964	\$227,248	\$286,332	<u>1</u>
Chief Accountability Officer	700911	Unified	147	\$190,964	\$227,248	\$286,332	<u>1</u>
Chief Comm Relations Officer	701462	Unified	145	\$173,210	\$206,120	\$259,712	<u>1</u>
Chief Financial Officer	700190	Unified	147	\$190,964	\$227,248	\$286,332	<u>1</u>
Chief Human Capital Mg - Interim	700194	Unified	147	\$190,964	\$227,248	\$286,332	<u>1</u>
Chief Information Officer	700193	Unified	147	\$190,964	\$227,248	\$286,332	<u>1</u>
Chief Legal Officer	700196	Unified	147	\$190,964	\$227,248	\$286,332	<u>1</u>
Chief of Staff, CSO	700192	Unified	147	\$190,964	\$227,248	\$286,332	<u>1</u>
Chief Operations Officer	701623	Unified	147	\$190,964	\$227,248	\$286,332	<u>1</u>
Claims Adjust, All Lines	707001	Unified	119	\$48,714	\$57,969	\$73,041	<u>2</u>
Clerk I, School Nutrition	775500	Unified	106	\$25,834	\$30,742	\$38,735	<u>1</u>
Clerk I, Transportation	771146	Unified	106	\$25,834	\$30,742	\$38,735	<u>1</u>
Clerk I, Typist	370400	Unified	106	\$25,834	\$30,742	\$38,735	<u>8</u>
Clerk II, Mail	770230	Unified	108	\$28,482	\$33,894	\$42,706	<u>1</u>
Clerk II, Psych Services	770155	Unified	108	\$28,482	\$33,894	\$42,706	<u>1</u>
Clerk II, Records	770457	Unified	108	\$28,482	\$33,894	\$42,706	<u>2</u>
Clerk II, School Options	770151	Unified	108	\$28,482	\$33,894	\$42,706	<u>1</u>
Clerk III, Accounts Payable	770150	Unified	112	\$34,620	\$41,198	\$51,909	<u>5</u>
Clerk III, Data Entry	771310	Unified	112	\$34,620	\$41,198	\$51,909	<u>4</u>
Clerk III, Dispatch	770180	Unified	112	\$34,620	\$41,198	\$51,909	<u>4</u>
Clerk III, Insurance	790780	Unified	112	\$34,620	\$41,198	\$51,909	<u>2</u>
Clerk III, Payroll	770149	Unified	112	\$34,620	\$41,198	\$51,909	<u>1</u>
Clerk III, Purchasing	771361	Unified	112	\$34,620	\$41,198	\$51,909	<u>1</u>
Clerk III, Routing	790910	Unified	112	\$34,620	\$41,198	\$51,909	<u>2</u>
Clerk III, Safety and Training	770526	Unified	112	\$34,620	\$41,198	\$51,909	<u>1</u>
Clerk III, Shipping	770270	Unified	112	\$34,620	\$41,198	\$51,909	<u>5</u>
Coach, Lead Academic	700002	Unified	130	\$83,317	\$99,147	\$124,926	<u>4</u>
Coach, Student Engagement	681004	Unified	124	\$62,173	\$73,985	\$93,222	<u>35</u>
Coordinator I, School Nutrition	700430	Unified	128	\$75,571	\$89,930	\$113,311	<u>5</u>
Coordinator II - GNETS	700822	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, 504/HHB	600101	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, AESP	700360	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Apprenticeship	700390	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>

DeKalb County School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Coordinator II, Career Tech/In	700819	Unified	129	\$79,350	\$94,426	\$118,977	<u>3</u>
Coordinator II, Early Childhoo	701002	Unified	129	\$79,350	\$94,426	\$118,977	<u>2</u>
Coordinator II, Ed Media/Instruction	700818	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Elem. S/E	709779	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Eng. Learners	700751	Unified	129	\$79,350	\$94,426	\$118,977	<u>3</u>
Coordinator II, English Language	700716	Unified	129	\$79,350	\$94,426	\$118,977	<u>0</u>
Coordinator II, English/LA	700222	Unified	129	\$79,350	\$94,426	\$118,977	<u>2</u>
Coordinator II, Federal Prgms.	702580	Unified	129	\$79,350	\$94,426	\$118,977	<u>9</u>
Coordinator II, FSC	100201	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Gifted & Talen	702773	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, IEP Compliance	702778	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Inst. Material	700821	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, K12 Health/PE	701808	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, K-12 Music	700746	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Math	700540	Unified	129	\$79,350	\$94,426	\$118,977	<u>2</u>
Coordinator II, Prof Development	701390	Unified	129	\$79,350	\$94,426	\$118,977	<u>2</u>
Coordinator II, Regional	700707	Unified	129	\$79,350	\$94,426	\$118,977	<u>6</u>
Coordinator II, Research Grant	700750	Unified	129	\$79,350	\$94,426	\$118,977	<u>5</u>
Coordinator II, S/E Compliance	700517	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, School Choice	700700	Unified	129	\$79,350	\$94,426	\$118,977	<u>2</u>
Coordinator II, School Media	700817	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Science	700570	Unified	129	\$79,350	\$94,426	\$118,977	<u>2</u>
Coordinator II, Social Studies	730310	Unified	129	\$79,350	\$94,426	\$118,977	<u>2</u>
Coordinator II, Special/Exception	601720	Unified	129	\$79,350	\$94,426	\$118,977	<u>7</u>
Coordinator II, STEM	700824	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Student Assig	700720	Unified	129	\$79,350	\$94,426	\$118,977	<u>2</u>
Coordinator II, Transition	709780	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, Vis Arts, Thtr, Dram	702789	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator II, World Language	700745	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Coordinator III - GNETS	700823	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, Assessment	700754	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, Athletics	700910	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, Charter Sch	700705	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, Counseling	600102	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, Ex Ed	600100	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>

DeKalb County School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Coordinator III, Federal Prgms	702581	Unified	130	\$83,317	\$99,147	\$124,926	<u>2</u>
Coordinator III, Research/Data	700752	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, RTI	600299	Unified	130	\$83,317	\$99,147	\$124,926	<u>2</u>
Coordinator III, Sch Leadershi	700201	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, School Psych	702777	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, Social Work	700514	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Coordinator III, Spec Ed-CEIS	700516	Unified	130	\$83,317	\$99,147	\$124,926	<u>2</u>
Coordinator III, Special Ed	700512	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Custodial Staff Coordinator	760220	Unified	115	\$40,077	\$47,692	\$60,091	<u>2</u>
Custodian	560400	Unified	106	\$25,834	\$30,742	\$38,735	<u>571</u>
Custodian, Head	560500	Unified	108	\$28,482	\$33,894	\$42,706	<u>123</u>

D

Data Clerk Title I	370460	Unified	111	\$32,971	\$39,236	\$49,437	<u>31</u>
Deputy Supt, Stud Support/Inte	703803	Unified	149	\$210,538	\$250,541	\$315,681	<u>1</u>
Detective	790765	Unified	117	\$44,185	\$52,580	\$66,251	<u>2</u>
Director, Athletics Community	700729	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Audits & Compliance	700089	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Budget/Staff/Sched	702760	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Bus & Transp Svcs	702877	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Charters, School Gov	700704	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Comm & Marketing	701463	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, CTAE	703270	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Design & Constructio	700761	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Ed. Media/Inst.	702933	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, ELL Studies Program	400200	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Fernbank	100300	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Fleet & Spec Transpo	703172	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, GLRS	600701	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, GNETS Program	602191	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Leadership Developme	701110	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Planning/SPLOST Prog	700764	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Public Safety	703330	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Risk Management	701621	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Safe Schools	703360	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>

DeKalb County School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Director, School Options	701460	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Special Projects	700103	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Support Services	701815	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Title I	701114	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Title II A	701111	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Total Rewards	701741	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Director, Virtual Learning	500562	Unified	134	\$101,273	\$120,514	\$151,848	<u>1</u>
Driver/Operator Delivery Truck	790360	Unified	111	\$32,971	\$39,236	\$49,437	<u>11</u>

E

Electrician	760180	Unified	117	\$44,185	\$52,580	\$66,251	<u>11</u>
Engineer, Financial Systems	790300	Unified	127	\$71,972	\$85,647	\$107,916	<u>1</u>
Engineer, Systems	790390	Unified	127	\$71,972	\$85,647	\$107,916	<u>9</u>
Engineer, Systems Telecommun	790425	Unified	127	\$71,972	\$85,647	\$107,916	<u>1</u>
Exec. Asst. to Superintendent	770854	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Exec. Dir - Spec Projects	703103	Unified	135	\$106,336	\$126,540	\$159,440	<u>0</u>
Exec. Director PL & LD	703301	Unified	135	\$106,336	\$126,540	\$159,440	<u>1</u>
Exec. Director, Athletics	700730	Unified	135	\$106,336	\$126,540	\$159,440	<u>1</u>
Exec. Director, Curr & Instruc	700109	Unified	135	\$106,336	\$126,540	\$159,440	<u>0</u>
Exec. Director, Federal Progra	701107	Unified	135	\$106,336	\$126,540	\$159,440	<u>1</u>
Exec. Director, Federal Progra	700107	Unified	135	\$106,336	\$126,540	\$159,440	<u>0</u>
Exec. Director, Leadership	701400	Unified	135	\$106,336	\$126,540	\$159,440	<u>0</u>
Exec. Director, Operations	701101	Unified	135	\$106,336	\$126,540	\$159,440	<u>1</u>
Exec. Director, RAG	701106	Unified	135	\$106,336	\$126,540	\$159,440	<u>0</u>
Exec. Director, School Nutrition - Interim	701103	Unified	135	\$106,336	\$126,540	\$159,440	<u>1</u>
Exec. Director, Special Ed	700734	Unified	135	\$106,336	\$126,540	\$159,440	<u>1</u>
Exec. Director, Student Advanc	703269	Unified	135	\$106,336	\$126,540	\$159,440	<u>1</u>
Exec. Legal Officer	700102	Unified	135	\$106,336	\$126,540	\$159,440	<u>1</u>
Executive Assistant	770960	Unified	116	\$42,081	\$50,076	\$63,096	<u>2</u>
Executive Assistant, Operation	770764	Unified	116	\$42,081	\$50,076	\$63,096	<u>1</u>
Executive Assistant, Regional	770852	Unified	116	\$42,081	\$50,076	\$63,096	<u>5</u>
Executive Assistant, S/N	770910	Unified	116	\$42,081	\$50,076	\$63,096	<u>1</u>
Executive Assistant, Student Advancement	770963	Unified	116	\$42,081	\$50,076	\$63,096	<u>1</u>
Executive Asst Accountability	703960	Unified	116	\$42,081	\$50,076	\$63,096	<u>1</u>
Executive Asst. Curriculum & I	770962	Unified	116	\$42,081	\$50,076	\$63,096	<u>1</u>

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
F							
Facilitator, Instructional Tech	730860	Unified	127	\$71,972	\$85,647	\$107,916	<u>5</u>
Facilitator, Parent Center	793200	Unified	122	\$56,392	\$67,107	\$84,555	<u>6</u>
Facilitator, Teacher Quality	730441	Unified	128	\$75,571	\$89,930	\$113,311	<u>19</u>
Food Service Asst Mgr.	LTD500	Unified	106	\$25,834	\$30,742	\$38,735	<u>1</u>
G							
Glazier	760230	Unified	115	\$40,077	\$47,692	\$60,091	<u>2</u>
Graphic Designer	790777	Unified	123	\$59,212	\$70,462	\$88,782	<u>1</u>
H							
Hearing Officer, Student Relat	700912	Unified	122	\$56,392	\$67,107	\$84,555	<u>4</u>
Helper, Delivery/Warehousing	790490	Unified	108	\$28,482	\$33,894	\$42,706	<u>2</u>
Helper, Maintenance	760260	Unified	108	\$28,482	\$33,894	\$42,706	<u>7</u>
HVAC Mechanic/Technician	760380	Unified	117	\$44,185	\$52,580	\$66,251	<u>19</u>
I							
Interpreter, ESOL	790500	Unified	118	\$46,394	\$55,209	\$69,563	<u>12</u>
Investigator, Internal	790804	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
L							
Laborer, Grounds	760270	Unified	106	\$25,834	\$30,742	\$38,735	<u>2</u>
Landscaper	760290	Unified	111	\$32,971	\$39,236	\$49,437	<u>1</u>
Lead Nurse	720550	Unified	129	\$79,350	\$94,426	\$118,977	<u>1</u>
Liaison II, Instructional Tech	791372	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Liaison, Family Engagement	791758	Unified	121	\$53,707	\$63,911	\$80,528	<u>4</u>
Liaison, Parent TI-Part A	380759	Unified	109	\$29,906	\$35,588	\$44,841	<u>40</u>
Liaison, School Governance	700709	Unified	130	\$83,317	\$99,147	\$124,926	<u>1</u>
Locksmith	760310	Unified	117	\$44,185	\$52,580	\$66,251	<u>2</u>
M							
Manager I, Accounting	791890	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager I, Assistant Legal	790102	Unified	131	\$87,483	\$104,105	\$131,172	<u>2</u>
Manager I, Asst. Legal Contrac	790103	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager I, IT Project	700558	Unified	131	\$87,483	\$104,105	\$131,172	<u>4</u>
Manager I, Maint./Indoor Air	701451	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager I, Procurement	700620	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager I, Reg Facilities	760662	Unified	131	\$87,483	\$104,105	\$131,172	<u>5</u>
Manager I, Regional Transporta	703096	Unified	131	\$87,483	\$104,105	\$131,172	<u>5</u>

DeKalb County School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Manager I, Scheduling	700442	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager I, Special Projects	790623	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager I, Tech/Policy/Spec Pr	790557	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager I, Transportation	703095	Unified	131	\$87,483	\$104,105	\$131,172	<u>2</u>
Manager I, Virtual Learning	501700	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager II, Architect	700081	Unified	132	\$91,857	\$109,310	\$137,731	<u>1</u>
Manager II, Unit-Student Info Sys	701777	Unified	132	\$91,857	\$109,310	\$137,731	<u>1</u>
Manager II, Unit-Tech & Support	700550	Unified	132	\$91,857	\$109,310	\$137,731	<u>1</u>
Manager III, Accounting	702603	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Accts Payable	702871	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Application Dev	700290	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Budget	702601	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Comm & Production	790311	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Comp & Insurance	700079	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Construction	791891	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Enterprise System	700753	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Facilities Mainte	790567	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, HCM Staffing	700171	Unified	133	\$96,450	\$114,776	\$144,617	<u>5</u>
Manager III, Human Capital	703031	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Instructional Tec	700077	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, IT PMO	701930	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Payroll	702602	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Purchasing	703014	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Special Projects	700084	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Student Info Sys	700260	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Supply Chain	700622	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager III, Total Rewards	700086	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager, Assistant Project	790621	Unified	121	\$53,707	\$63,911	\$80,528	<u>1</u>
Manager, Assistant School Nutr	350200	Unified	106	\$25,834	\$30,742	\$38,735	<u>41</u>
Manager, Info System HCM	703030	Unified	133	\$96,450	\$114,776	\$144,617	<u>1</u>
Manager, Regional Project	790560	Unified	131	\$87,483	\$104,105	\$131,172	<u>5</u>
Manager, School Nutrition	550350	Unified	119	\$48,714	\$57,969	\$73,041	<u>90</u>
Manager, Senior Project	700621	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager, Shop	760350	Unified	121	\$53,707	\$63,911	\$80,528	<u>2</u>
Manager, Unit Enterprise Svcs	701755	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Manager, Unit Support Services	700556	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Manager, Unit-State Reporting	790280	Unified	131	\$87,483	\$104,105	\$131,172	<u>1</u>
Mason, Brick	760370	Unified	115	\$40,077	\$47,692	\$60,091	<u>2</u>
Mechanic, Athletic Fields	760390	Unified	115	\$40,077	\$47,692	\$60,091	<u>1</u>
Mechanic, Auto	790581	Unified	117	\$44,185	\$52,580	\$66,251	<u>2</u>
Mechanic, Bus	790596	Unified	117	\$44,185	\$52,580	\$66,251	<u>31</u>
Mechanic, Bus (certified)	790595	Unified	118	\$46,394	\$55,209	\$69,563	<u>1</u>
Mechanic, Kitchen Equipment	760410	Unified	117	\$44,185	\$52,580	\$66,251	<u>3</u>
Mechanic, Lead Auto/Buses	790610	Unified	118	\$46,394	\$55,209	\$69,563	<u>4</u>
N							
Nurse, School (RN & LPN) PT	720552	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>
Nurse, School (RN)	720551	Unified	122	\$56,392	\$67,107	\$84,555	<u>91</u>
Nurse, School (S/E local)	620901	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>
O							
Office Specialist to Deputy/Ch	771100	Unified	116	\$42,081	\$50,076	\$63,096	<u>9</u>
Officer, Information Security	793753	Unified	129	\$79,350	\$94,426	\$118,977	<u>4</u>
Online Content Coordinator	792177	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Operator, Computer	790650	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Operator, Heavy Equipment	760430	Unified	115	\$40,077	\$47,692	\$60,091	<u>2</u>
Operator, Lead Computer	790660	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Operator, Light Equipment	760440	Unified	108	\$28,482	\$33,894	\$42,706	<u>11</u>
P							
Painter	790806	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>
Paraprofessional	681055	Unified	107	\$27,126	\$32,280	\$40,672	###
Paraprofessional - PreK	381100	Unified	106	\$25,834	\$30,742	\$38,735	<u>102</u>
Plumber	760480	Unified	117	\$44,185	\$52,580	\$66,251	<u>6</u>
Preventive Maint - HVAC	760381	Unified	108	\$28,482	\$33,894	\$42,706	<u>2</u>
Principal, Alt. School	500400	Unified	136	\$111,653	\$132,867	\$167,412	<u>1</u>
Principal, Elem School	300100	Unified	134	\$101,273	\$120,514	\$151,848	<u>75</u>
Principal, High School	500100	Unified	137	\$117,236	\$139,510	\$175,783	<u>23</u>
Principal, High School - Interim	500101	Unified	137	\$117,236	\$139,510	\$175,783	<u>1</u>
Principal, Middle School	400100	Unified	135	\$106,336	\$126,540	\$159,440	<u>18</u>
Principal, Special Ed. Center	601900	Unified	134	\$101,273	\$120,514	\$151,848	<u>3</u>
Printer/Binder	790710	Unified	111	\$32,971	\$39,236	\$49,437	<u>1</u>

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Programmer	790045	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
R							
Receptionist	770380	Unified	109	\$29,906	\$35,588	\$44,841	<u>6</u>
Receptionist, ASED P funded	370380	Unified	106	\$25,834	\$30,742	\$38,735	<u>0</u>
Regional Superintendent	703510	Unified	141	\$142,501	\$169,576	\$213,665	<u>5</u>
Regional Supt. - Interim	703511	Unified	141	\$142,501	\$169,576	\$213,665	<u>0</u>
Registrar	670900	Unified	112	\$34,620	\$41,198	\$51,909	<u>47</u>
Roofer	760490	Unified	115	\$40,077	\$47,692	\$60,091	<u>3</u>
S							
School Healthcare Worker	391200	Unified	111	\$32,971	\$39,236	\$49,437	<u>12</u>
School Nutrition Support Technician	750400	Unified	115	\$40,077	\$47,692	\$60,091	<u>2</u>
Secretary	770520	Unified	112	\$34,620	\$41,198	\$51,909	<u>280</u>
Secretary, Administrative	770871	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Security, Rapid Response	792754	Unified	115	\$40,077	\$47,692	\$60,091	<u>3</u>
Sergeant, School Resource	790764	Unified	120	\$51,150	\$60,868	\$76,694	<u>4</u>
Service Writer	790470	Unified	117	\$44,185	\$52,580	\$66,251	<u>4</u>
Social Worker, TI Homeless Ed	321101	Unified	130	\$83,317	\$99,147	\$124,926	<u>2</u>
Special Assistant to the Superintendent	LTD900	Unified	130	\$83,317	\$99,147	\$124,926	<u>2</u>
Special Field Assistant to Sup	790326	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>
Specialist I, Accounting	770041	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Specialist I, Accounts Payable	770601	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Specialist I, Admin. To BOE	770856	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Specialist I, Budget	771390	Unified	119	\$48,714	\$57,969	\$73,041	<u>3</u>
Specialist I, Leaves Administrat	702073	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Specialist I, Network Liaison	790770	Unified	119	\$48,714	\$57,969	\$73,041	<u>4</u>
Specialist I, Nutr. Claims/Rev	791555	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Specialist I, Payroll	770112	Unified	119	\$48,714	\$57,969	\$73,041	<u>3</u>
Specialist I, Payroll Processing	771380	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Specialist I, Position Control	770005	Unified	119	\$48,714	\$57,969	\$73,041	<u>2</u>
Specialist I, Project SPLOST	791373	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Specialist I, Purchase Card Review	770600	Unified	115	\$40,077	\$47,692	\$60,091	<u>1</u>
Specialist I, Regional Transpo	790556	Unified	119	\$48,714	\$57,969	\$73,041	<u>5</u>
Specialist I, Vendor Registrat	770602	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Specialist II Special Ed Budge	602301	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>

DeKalb County School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Specialist II, ACA	791750	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Accounting	792176	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Athletics	792171	Unified	122	\$56,392	\$67,107	\$84,555	<u>3</u>
Specialist II, C&I Budget	792172	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Certification	702070	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Communications	792174	Unified	122	\$56,392	\$67,107	\$84,555	<u>2</u>
Specialist II, Comp & Class	702072	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Compliance	795050	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Data Control Audit	702071	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Exhibit Support FSC	130501	Unified	122	\$56,392	\$67,107	\$84,555	<u>4</u>
Specialist II, Family Engage	792178	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Finance Title I	799212	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Fire/Equipment	791369	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Fiscal Complian	799215	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, HCM Business	799209	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, HCM Title I	799211	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Hearing	791364	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Insurance	792150	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Legal	790851	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Legal Records	790852	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Network Liaison	790790	Unified	122	\$56,392	\$67,107	\$84,555	<u>6</u>
Specialist II, Network Liaison	790791	Unified	122	\$56,392	\$67,107	\$84,555	<u>0</u>
Specialist II, PBIS	791376	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Procurement	770127	Unified	122	\$56,392	\$67,107	\$84,555	<u>3</u>
Specialist II, Procurement	790223	Unified	122	\$56,392	\$67,107	\$84,555	<u>0</u>
Specialist II, Project	701370	Unified	122	\$56,392	\$67,107	\$84,555	<u>2</u>
Specialist II, Records Retention	791001	Unified	122	\$56,392	\$67,107	\$84,555	<u>0</u>
Specialist II, Recruitment	792179	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Retirement Service	770690	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Talent Management	702074	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist II, Title II-A Prog	799213	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>
Specialist III, Communications	792173	Unified	123	\$59,212	\$70,462	\$88,782	<u>0</u>
Specialist III, Design Assuran	791363	Unified	123	\$59,212	\$70,462	\$88,782	<u>0</u>
Specialist III, Post Second Trans	792170	Unified	123	\$59,212	\$70,462	\$88,782	<u>6</u>
Specialist III, Safe Schools	791366	Unified	123	\$59,212	\$70,462	\$88,782	<u>1</u>

DeKalb County School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Specialist III, Student Info	730861	Unified	123	\$59,212	\$70,462	\$88,782	<u>1</u>
Specialist O, Payroll	771391	Unified	119	\$48,714	\$57,969	\$73,041	<u>1</u>
Student Transportation Coordinator	790912	Unified	115	\$40,077	\$47,692	\$60,091	<u>13</u>
Superintendent of Schools	702770	Unified	155	\$282,141	\$335,748	\$423,043	<u>1</u>
Supervisor, Coordinate Trans.	701290	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Supervisor, Copy Center	790701	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Supervisor, Field Trip	791094	Unified	121	\$53,707	\$63,911	\$80,528	<u>1</u>
Supervisor, Free/Reduced SN	791375	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Supervisor, Manager/Trainer	760671	Unified	120	\$51,150	\$60,868	\$76,694	<u>2</u>
Supervisor, Routing	703310	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Supervisor, Safety & Training	791116	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Supervisor, Skill Trade S/N	760619	Unified	120	\$51,150	\$60,868	\$76,694	<u>1</u>
Supervisor, Skilled Trade	760641	Unified	121	\$53,707	\$63,911	\$80,528	<u>3</u>
Supervisor, Technology Integration	791002	Unified	123	\$59,212	\$70,462	\$88,782	<u>2</u>
Supervisor, Trans Districts	790555	Unified	120	\$51,150	\$60,868	\$76,694	<u>19</u>
Supervisor, Warehousing Svcs	791100	Unified	122	\$56,392	\$67,107	\$84,555	<u>1</u>

T

Teacher Aide	681503	Unified	112	\$34,620	\$41,198	\$51,909	<u>10</u>
Teacher, Pre-K Non-Cert	334503	Unified	102	\$21,254	\$25,292	\$31,868	<u>0</u>
Teacher, Interrelated	632500	Unified	109	\$29,906	\$35,588	\$44,841	<u>0</u>
Teacher, Speech Lang Path NP	635601	Unified	125	\$65,281	\$77,685	\$97,883	<u>0</u>
Technician I, Inst. Materials	790751	Unified	115	\$40,077	\$47,692	\$60,091	<u>3</u>
Technician I, Planet Support	160801	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>
Technician I, Staffing	790779	Unified	115	\$40,077	\$47,692	\$60,091	<u>0</u>
Technician I, Student Information Services	790530	Unified	115	\$40,077	\$47,692	\$60,091	<u>7</u>
Technician II, Fire Alarm Systems	760184	Unified	117	\$44,185	\$52,580	\$66,251	<u>2</u>
Technician II, Abatement	790781	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>
Technician II, Audio/Visual	790603	Unified	117	\$44,185	\$52,580	\$66,251	<u>6</u>
Technician II, Budget	770011	Unified	117	\$44,185	\$52,580	\$66,251	<u>0</u>
Technician II, Custodial Equipment	760740	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>
Technician II, District IT Support	790778	Unified	117	\$44,185	\$52,580	\$66,251	<u>64</u>
Technician II, Routing	791368	Unified	117	\$44,185	\$52,580	\$66,251	<u>6</u>
Technician II, School Choice	792175	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>
Technician, PreK	770312	Unified	117	\$44,185	\$52,580	\$66,251	<u>1</u>

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Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Technician, Records	790531	Unified	115	\$40,077	\$47,692	\$60,091	<u>1</u>
Technician, Security Systems	791140	Unified	118	\$46,394	\$55,209	\$69,563	<u>1</u>
Testing Inventory Control Specialist	760680	Unified	120	\$51,150	\$60,868	\$76,694	<u>2</u>
Trainer, Field	793150	Unified	111	\$32,971	\$39,236	\$49,437	<u>3</u>
Transcript Evaluator	720400	Unified	123	\$59,212	\$70,462	\$88,782	<u>1</u>
Travel Coordinator	771360	Unified	115	\$40,077	\$47,692	\$60,091	<u>1</u>

W

Web Developer	701762	Unified	124	\$62,173	\$73,985	\$93,222	<u>1</u>
Web Developer, Senior	701763	Unified	127	\$71,972	\$85,647	\$107,916	<u>1</u>

403 Job Classes