



## ***Salary Schedules and Supplements 2019-2020 Fiscal Year***

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***Angela D. Pringle, Ed.D.  
Superintendent of Schools***

***Jimmy Atkins  
Board President***

***"Learning Today....Leading Tomorrow"***



2019 Richmond County School System – Internal Auditing Department

The following manual is published annually as a service to the employees of the Richmond County School System. The Richmond County School System does not discriminate in employment or services on the basis of age, race, color, national origin, gender, religion or disability.

Richmond County School System  
864 Broad Street  
Augusta, Georgia 30901  
(706) 826-1000

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# Certified Salary Supplements

## Position Supplement Principals & Assistant Principals

	Principal	Asst.	Asst.
		Principal (10 mo.)	Principal (11 mo.)
High	45.00%	18.50%	24.30%
Middle & K-8	35.00%	16.50%	N/A
Elementary	25.00%	14.00%	N/A
Alternative/Performance Learning	40.00%	17.50%	N/A

### Principal's Formula:

Certified Salary Schedule  
x Supplement percentage

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= Contract Salary

### Assistant Principal's Formula:

Certified Salary Schedule  
x Supplement percentage

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= Contract Salary

## Position Supplement Directors, Coordinators & Program Specialists

	10 month	11 month	12 month
Senior Director			45.00%
Director	17.60%	29.80%	42.00%
Assistant Director and Senior Coordinator			39.00%
Coordinator	13.00%	24.30%	36.00%
Program Administrator	10.00%	19.00%	28.00%
Program Specialist*	\$1,500	\$1,650	\$1,800
Program Facilitator*	\$1,500	\$1,650	\$1,800
Administrative Intern*	\$1,000		

\*Annual Dollar Amount

### Formula:

Certified Salary Schedule  
x Supplement Percentage or + Annual Dollar Amount (Program Specialist, Facilitator & Administrative Intern)

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= Salary

## Certified Salary Supplements (cont'd)

### Position Supplement

	Amount*
Lead Teachers for Music, Art & Band	300
School Social Worker	1,350
Speech and Language Pathologist	3,000
Literacy Coach	750
Instructional Coach	750
CTAE Supervisor (full-time)	1,500
CTAE Supervisor (part-time)	750
School Psychologist	1,320

\*Annual Dollar Amount

### Local Supplement - JROTC\*\* (12 month)

Steps	E6-E9
1	2580
2	2640
3	2700
4	2760
5	2820
6	2880
7	2940
8	3000
9	3060
10	3120
11	3180
12	3240
13	3300
14	3360
15	3420
16	3480
17	3540
18	3600
19	3660
20	3720
21	3780
22	3840
23	3900
24	3960
25	4020

\*\*Note: Supplements added to the minimum required JROTC pay. Annual supplement effective July 1, 2005.

**Richmond County School System  
Supplements**

## Extracurricular Salary Supplements

	High School	High School	Middle
Athletics	Varsity	Jr. Varsity	School
Head Football Coach	10,000	3,000	3,000
Football Coordinator	4,500		
Assistant Football 1	3,500		
Assistant Football 2	2,200	2,200	1,750
Head Cross Country	1,200		
Head Softball Coach	3,500	1,500	1,350
Head Volleyball Coach	2,000		
Head Varsity Cheerleading	1,800	1,250	1,250
Competition Cheerleading	825		
Head Boys Basketball Coach	6,000	2,750	2,000
Assistant Boys Basketball	2,250		
Head Girls Basketball Coach	6,000	2,750	2,000
Assistant Girls Basketball	2,250		
Head Wrestling Coach	2,000		
Head Swimming	1,000		
Head Rifle	1,000		
Head Varsity Boys Track	1,850		1,000
Assistant Varsity Boys Track	1,200		
Head Varsity Girls Track	1,850		1,000
Assistant Varsity Girls Track	1,200		
Head Boys Soccer	2,000		
Head Girls Soccer	2,000		
Head Varsity Tennis	1,200		
Head Varsity Golf	1,200		900
Head Varsity Baseball	3,500	1,500	1,350
Athletic Director	2,500		1,000
Business Manager	1,500		1,000
Adapted Sports Area Coordinator*	5,000		
Wheelchair Handball Coach*	1,100		
Wheelchair Basketball Coach*	1,100		

\*Supplement is subject to change based on the funding available.

Richmond County School System

Supplements

**Academic & Other Extracurricular Salary Supplements**

	High School	Middle School	Elementary School
Math Team Sponsor	600		
Band Director	5,600	2,500	
Assistant Band Director	3,000		
Student Council	600	400	
Department Chairperson	750		
Choral Director	2,500	1,300	
Band and Choral Director	6,000	3,000	
Drama	600		
Orchestra Teacher	2,000	2,000	2,000
Academic Decathlon	600		
Yearbook	600		
Special Education Liaison*	750		
Newspaper	600		
Flag Corps Band	600		

\*Supplement is subject to change based on the funding available.

Richmond County School System

Supplements

**Office Personnel Salary Supplements**

**Professional Standards Program (PSP) Certificates, Options I and II.\*\***

An annual supplement (prorated monthly) is provided for employees earning PSP certificates after completion of requirements established by the National Association of Educational Office Personnel.

<b>Basic Certificate</b>	<b>\$300</b>
<b>Associate Professional Certificate/Associate Degree</b>	<b>\$350</b>
<b>Advanced I</b>	<b>\$400</b>
<b>Advanced II</b>	<b>\$450</b>
<b>Advanced III</b>	<b>\$500</b>
<b>Bachelor's Degree</b>	<b>\$550</b>
<b>*CEOE</b>	<b>\$50</b>

*\*Added to the Advanced III and Bachelor's Degree supplements.*

*\*\*Employees receiving PSP supplements were grandfathered as of June 30, 2007. The supplements are no longer available.*



**Richmond County School System**

# Certified Personnel

<b>RCBE Salary Steps</b>	<b>T-1 Salary</b>	<b>T-2 Salary</b>	<b>PROV BT - 4 Salary</b>	<b>Prof-4, T-4 Salary</b>	<b>PROV BT - 5 Salary</b>	<b>Prof-5, T-5 Salary</b>	<b>PROV BT - 6 Salary</b>	<b>Prof-6, T-6 Salary</b>	<b>PROV BT - 7 Salary</b>	<b>Prof-7, T-7 Salary</b>
<b>0</b>	36,178	37,143	36,178	40,367	40,391	45,739	45,999	51,093	51,590	56,217
<b>1</b>	36,842	37,826	36,842	41,114	41,139	46,594	46,859	52,055	52,562	57,281
<b>2</b>	36,842	37,826	36,842	41,167	41,139	46,647	46,859	52,108	52,562	57,334
<b>3</b>	36,842	37,826	36,842	41,221	41,139	46,701	46,859	52,162	52,562	57,388
<b>4</b>	37,856	38,871	36,842	42,350	42,283	47,989	48,175	53,610	54,048	58,991
<b>5</b>	38,903	39,946	36,842	43,510	43,462	49,315	49,530	55,103	55,580	60,640
<b>6</b>	39,979	41,055	36,842	44,704	44,675	50,680	50,926	56,638	57,156	62,337
<b>7</b>	41,089	42,198	36,842	46,322	46,343	52,533	52,842	58,724	59,323	64,649
<b>8</b>	42,231	43,374	36,842	47,597	47,643	53,991	54,339	60,364	61,011	66,463
<b>9</b>	43,409	44,584	36,842	49,538	49,652	56,214	56,649	62,870	63,624	69,239
<b>10</b>	44,620	45,832	36,842	50,906	51,051	57,779	58,259	64,630	65,442	71,187
<b>11</b>	44,620	45,832	36,842	50,959	51,051	57,833	58,259	64,685	65,442	71,241
<b>12</b>	45,869	47,117	36,842	52,366	52,492	59,443	59,915	66,497	67,314	73,247
<b>13</b>	45,869	47,117	36,842	52,420	52,492	59,496	59,915	66,550	67,314	73,300
<b>14</b>	47,155	48,439	36,842	53,867	53,978	61,153	61,623	68,417	69,244	75,365
<b>15</b>	47,155	48,439	36,842	53,920	53,978	61,206	61,623	68,470	69,244	75,419
<b>16</b>	48,479	49,803	36,842	55,410	55,507	62,911	63,382	70,389	71,232	77,544
<b>17</b>	48,479	49,803	36,842	55,464	55,507	62,965	63,382	70,442	71,232	77,597
<b>18</b>	49,842	51,206	36,842	56,997	57,081	64,719	65,192	72,419	73,279	79,784
<b>19</b>	49,842	51,206	36,842	57,051	57,081	64,773	65,192	72,472	73,279	79,837
<b>20</b>	51,248	52,652	36,842	58,628	58,703	66,578	67,058	74,505	75,388	82,088
<b>21</b>	51,248	52,652	36,842	58,681	58,703	66,632	67,058	74,559	75,388	82,142
<b>22</b>	52,696	54,141	36,842	60,305	60,375	68,489	68,981	76,651	77,559	84,459
<b>23</b>	52,696	54,141	36,842	60,358	60,375	68,543	68,981	76,705	77,559	84,513
<b>24</b>	52,696	54,141	36,842	60,412	60,375	68,596	68,981	76,758	77,559	84,566
<b>25</b>	52,696	54,141	36,842	60,465	60,375	68,651	68,981	76,812	77,559	84,620

Salaries presented are based upon employees working 190 days for 8 hours per day. The preceding salary schedules do not apply to Pre-K teachers.

## Pre-K Teachers

Creditable Years of Experience		Bachelor's Degree	Certified (T4)	Certified (T5) or Higher
0-1	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	0.00	0.00	0.00
	<b>Total Salary</b>	<b>\$30,315.60</b>	<b>\$38,820.73</b>	<b>\$43,343.04</b>
2-3	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	819.47	1,074.62	1,210.29
	<b>Total Salary</b>	<b>\$31,135.07</b>	<b>\$39,895.35</b>	<b>\$44,553.33</b>
4-5	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	1,663.52	2,181.48	2,456.89
	<b>Total Salary</b>	<b>\$31,979.12</b>	<b>\$41,002.21</b>	<b>\$45,799.93</b>
6-7	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	2,532.89	3,321.55	3,740.89
	<b>Total Salary</b>	<b>\$32,848.49</b>	<b>\$42,142.28</b>	<b>\$47,083.93</b>
8-9	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	3,428.34	4,495.82	5,063.41
	<b>Total Salary</b>	<b>\$33,743.94</b>	<b>\$43,316.55</b>	<b>\$48,406.45</b>
10-11	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	4,350.66	5,705.32	6,425.60
	<b>Total Salary</b>	<b>\$34,666.26</b>	<b>\$44,526.05</b>	<b>\$49,768.64</b>
12-13	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	5,300.65	6,951.10	7,828.66
	<b>Total Salary</b>	<b>\$35,616.25</b>	<b>\$45,771.83</b>	<b>\$51,171.70</b>
14-15	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	6,279.14	8,234.25	9,273.81
	<b>Total Salary</b>	<b>\$36,594.74</b>	<b>\$47,054.98</b>	<b>\$52,616.85</b>
16-17	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	7,286.98	9,555.90	10,762.32
	<b>Total Salary</b>	<b>\$37,602.58</b>	<b>\$48,376.63</b>	<b>\$54,105.36</b>
18-19	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	8,325.06	10,917.20	12,295.48
	<b>Total Salary</b>	<b>\$38,640.66</b>	<b>\$49,737.93</b>	<b>\$55,638.52</b>
20+	Base Salary*	\$30,315.60	\$38,820.73	\$43,343.04
	Supplement	9,394.28	12,319.34	13,874.64
	<b>Total Salary</b>	<b>\$39,709.88</b>	<b>\$51,140.07</b>	<b>\$57,217.68</b>

Pre-K Paraprofessionals are paid \$16,190.35 annually.

**Richmond County School System**

**Administration\***

<b>Steps</b>	<b>Director I</b>	<b>Director II (With Bachelor's Degree or higher)</b>
1	63,738	67,374
2	65,757	69,393
3	67,837	71,472
4	69,982	73,619
5	72,191	75,826
6	74,466	78,102
7	76,808	80,443
8	79,220	82,858
9	81,708	85,342
10	84,267	87,905
11	88,034	91,670
12	89,620	93,258
13	92,422	96,057
14	95,302	98,938
15	98,272	101,908
16	101,326	104,963

**Directors**

- 
- Chief Public Relations Officer
  - Director of Athletics
  - Director of Budget and Finance
  - Director of Information Technology
  - Director of Internal Auditing
  - Director of Operations
  - Director of School Nutrition
  - Director of School Safety and Security
  - Director of Transportation

\*Annual salaries based on working 40 hours per week.

**Richmond County School System**

**Administration\***

<b>Steps</b>	<b>Chief Technology Officer</b>	<b>Coordinator of Human Resources/ Benefits and Workers Compensation/ School Nutrition/ Communications/ Community Engagement/ Spokesperson</b>		<b>Senior Director of Facilities Services/ Senior Director of Transportation</b>
		<b>12 Month</b>	<b>11 Month</b>	
<b>1</b>	100,541	71,035	60,151	82,526
<b>2</b>	102,049	72,316	61,236	84,643
<b>3</b>	103,577	73,622	62,341	86,812
<b>4</b>	105,129	74,949	63,464	89,040
<b>5</b>	106,705	76,301	64,610	91,322
<b>6</b>	108,305	77,678	65,776	93,664
<b>7</b>	109,927	79,079	66,962	96,065
<b>8</b>	111,576	80,506	68,171	98,528
<b>9</b>	113,249	81,958	69,400	101,055
<b>10</b>	114,945	83,436	70,651	103,645
<b>11</b>	116,668	84,942	71,926	106,303
<b>12</b>	118,416	86,474	73,224	109,030
<b>13</b>	120,190	88,034	74,546	111,825
<b>14</b>	121,991	89,622	75,890	114,692
<b>15</b>	123,820	91,240	77,260	117,633
<b>16</b>	125,676	92,891	78,657	120,649

\*Annual salaries based on working 40 hours per week.

**Richmond County School System**

**Administration\***

<b>Steps</b>	<b>Assistant Director I</b>	<b>Assistant Director II (With Bachelor's Degree or higher)</b>
1	54,175	57,811
2	55,911	59,548
3	57,697	61,333
4	59,536	63,173
5	61,431	65,066
6	63,385	67,020
7	65,391	69,029
8	67,465	71,101
9	69,598	73,234
10	71,794	75,432
11	74,058	77,694
12	76,392	80,026
13	78,789	82,426
14	81,262	84,899
15	83,808	87,445
16	86,432	90,067

**Assistant Directors**

- 
- Assistant Athletic Director
  - Assistant Director of Budget and Finance
  - Assistant Director of Certified Trades
  - Assistant Director for Energy Management
  - Assistant Director Environmental Health and Safety
  - Assistant Director of Information Technology
  - Assistant Director of Noncertified Trades
  - Assistant Director of School Safety and Security/ Major
  - Assistant Director of Training and Custodial
  - Assistant Director of Transportation
  - Professional Standards Investigator

\*Annual salaries based on working 40 hours per week,

**Richmond County School System**

**Other Central Office Personnel\***

	Communication Specialist/ Accountability Program/District Data and Accreditation Specialists/ Family and Parent Outreach Program Specialist/ Payroll Manager/ Procurement Manager/ Writer and Copy Editor/ Attendance and Student Registration Program Specialist	Staff Auditor/ Staff Accountant	Senior Accountant	Insurance/ Finance Specialists/ Personnel Records and Verifications Specialist/ Webmaster / Videographer
Steps				
1	43,713	37,156	39,466	32,540
2	44,912	38,271	40,650	33,516
3	46,142	39,417	41,870	34,522
4	47,407	40,599	43,128	35,557
5	48,706	41,819	44,420	36,624
6	50,040	43,074	45,752	37,723
7	51,411	44,366	47,125	38,854
8	52,820	45,697	48,538	40,021
9	54,266	47,067	49,994	41,220
10	55,754	48,480	51,495	42,458
11	57,282	49,934	53,040	43,730
12	58,851	51,435	54,631	45,043
13	60,464	52,977	56,269	46,395
14	62,120	54,562	57,958	47,786
15	63,821	56,202	59,696	49,220
16	65,570	57,886	61,488	50,697

\*Annual salaries based on working 40 hours per week.

**Finance Specialists**

- Accounts Payable Specialist
- Accounts Payable & Travel Specialist
- Payroll Specialist
- Procurement Specialist
- Energy Specialist

Richmond County School System

**Elementary and Middle School Clerical Personnel\***

Steps	205		
	10 mos.	11 mos.	12 mos.
1	1452	1597	1744
2	1491	1641	1792
3	1530	1683	1837
4	1573	1730	1886
5	1615	1777	1938
6	1656	1823	1987
7	1701	1872	2039
8	1746	1920	2096
9	1794	1973	2154
10	1839	2025	2207
11	1886	2078	2267
12	1939	2132	2327
13	1991	2190	2390
14	2047	2249	2457
15	2100	2310	2523
16	2160	2375	2593
17	2260	2485	2711

\*Salaries presented represent the actual amounts that will be paid for 12 months. Salaries are based on working 7.25 hours per day excluding lunch.

**Pay Grade 205**

- Data Entry Clerk
- Guidance Secretary
- School Bookkeeper
- School Secretary

## High School and Central Office Clerical Personnel\*

Steps	High School Discipline Clerk/Secretary	High School Bookkeeper/Registrar	Administrative Assistant I	Administrative Assistant II	Executive Administrative Assistant 1	Executive Administrative Assistant II	Senior Executive Administrative Assistant
1	14.75	15.01	15.54	16.37	17.86	18.49	20.16
2	15.01	15.27	15.81	16.66	18.17	18.81	20.51
3	15.27	15.54	16.09	16.95	18.49	19.14	20.87
4	15.54	15.81	16.37	17.25	18.81	19.47	21.24
5	15.81	16.09	16.66	17.55	19.14	19.81	21.61
6	16.09	16.37	16.95	17.86	19.47	20.16	21.99
7	16.37	16.66	17.25	18.17	19.81	20.51	22.37
8	16.66	16.95	17.55	18.49	20.16	20.87	22.76
9	16.95	17.25	17.86	18.81	20.51	21.24	23.16
10	17.25	17.55	18.17	19.14	20.87	21.61	23.57
11	17.55	17.86	18.49	19.47	21.24	21.99	23.98
12	17.86	18.17	18.81	19.81	21.61	22.37	24.40
13	18.17	18.49	19.14	20.16	21.99	22.76	24.83
14	18.49	18.81	19.47	20.51	22.37	23.16	25.26
15	18.81	19.14	19.81	20.87	22.76	23.57	25.70
16	19.14	19.47	20.16	21.24	23.16	23.98	26.15
17	19.47	19.81	20.51	21.61	23.57	24.40	26.61

\*Hourly rates that will be paid for 12 months. Salaries are based on working 8 hours per day excluding lunch.

### Administrative Assistant 1

Clerical Personnel - Central Office  
 Human Resources Associate  
 Maintenance Operations Clerk  
 Records Manager  
 Transportation Administrative Assistant  
 Transportation Business Office Clerk  
 Transportation Information Data Clerk  
 Transportation Special Education Data Clerk  
 Worker's Compensation Clerk

### Administrative Assistant 2

Director's Secretary  
 Grant Bookkeeper  
 Graphic Design

### Executive Administrative Assistant 1

Area Superintendent Secretary  
 Chief Financial Officer Secretary  
 Chief Human Resources Officer Secretary

### Executive Administrative Assistant 2

Deputy and Associate Superintendent Secretary

### Senior Executive Administrative Assistant

Superintendent and Board of Education Secretary



**Richmond County School System**

**Paraprofessional & Fine Arts Instructor**

Steps	Paraprofessional***		Fine Arts Instructor*
	202B**	203**	
1	1,129	1,227	21.92
2	1,164	1,262	22.58
3	1,197	1,295	23.24
4	1,229	1,328	23.93
5	1,261	1,362	24.66
6	1,295	1,394	25.40
7	1,328	1,426	26.16
8	1,360	1,461	26.93
9	1,394	1,491	27.75
10	1,426	1,524	28.59
11	1,461	1,558	29.47
12	1,491	1,593	30.32
13	1,524	1,625	31.23
14	1,557	1,656	32.17
15	1,594	1,688	33.14
16	1,669	1,767	34.14

**Pay Grade 202B**  
Paraprofessional I

**Pay Grade 203**  
Paraprofessional II  
 (Requires 60 semester or 90 quarter hours from an accredited college or Associate's Degree or higher)

\*Hourly rate

\*\*Paraprofessionals' salaries presented represent the actual amount that will be paid each month for 12 months based upon working 183 days. Salaries are based on working 7.25 hours per day including lunch.

\*\*\*Annual supplements of \$3,000 are provided to the ABA Therapists and the Signing Paraprofessionals for Deaf/Hard of Hearing. The preceding supplements are subject to change and based on the funding available.

Note: The preceding salary schedules do not apply to Pre-K Paraprofessionals.

**Richmond County School System**

**School Safety and Security\***

Steps	Captain	Pay Grade 111	Pay Grade 110 (12 months)		Pay Grade 105 (10 months)		Pay Grade 106 (10 months)		Dispatcher (12 months)	
	Annual	Annual	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	46,491	43,509	19.89	39,462	11.42	17,358	12.52	19,030	15.10	29,958
2	47,886	44,815	20.39	40,454	11.82	17,966	12.91	19,623	15.37	30,494
3	49,323	46,159	20.90	41,466	12.19	18,529	13.29	20,201	15.62	30,990
4	50,802	47,543	21.42	42,497	12.61	19,167	13.70	20,824	15.89	31,526
5	52,326	48,970	21.95	43,549	12.99	19,745	14.09	21,417	16.14	32,022
6	53,897	50,439	22.50	44,640	13.41	20,383	14.50	22,040	16.41	32,557
7	55,512	51,952	23.06	45,751	13.85	21,052	14.94	22,709	16.65	33,034
8	57,178	53,511	23.64	46,902	14.34	21,797	15.43	23,454	16.95	33,629
9	58,894	55,116	24.24	48,092	14.79	22,481	15.89	24,153	17.20	34,125
10	60,659	56,769	24.84	49,283	15.22	23,134	16.31	24,791	17.44	34,601
11	62,480	58,473	25.46	50,513	16.15	24,548	17.24	26,205	17.73	35,176
12	64,354	60,227	26.10	51,782						
13	66,286	62,033	26.75	53,072						
14	68,274	63,895	27.42	54,401						
15	70,322	65,811	28.10	55,750						
16	72,431	67,786	28.80	57,139						

**Pay Grade 111**  
 Lieutenant  
 Senior Investigator  
 Safety and Customer Service Coordinator

**Dispatcher**  
 Dispatcher

**Pay Grade 110**  
 Sergeant  
 Investigator

**Captain**  
 Captain Emergency Preparedness  
 and Training

**Pay Grades 105**  
 Campus Safety Officer

Captain Operations and Investigation

**Pay Grades 106**  
 Campus Safety Officer  
 (with Associate's Degree)

\*Annual salary based on working 40 hours per week.

Richmond County School System

**School Safety and Security\***

Steps	Pay Grade 107 (11 Months)		Pay Grade 107 (12 Months)		Pay Grade 108 (11 Months)		Pay Grade 108 (12 Months)	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	17.34	29,131	17.34	34,403	17.85	29,988	17.85	35,414
2	17.78	29,870	17.78	35,276	18.30	30,744	18.30	36,307
3	18.22	30,610	18.22	36,148	18.76	31,517	18.76	37,220
4	18.68	31,382	18.68	37,061	19.23	32,306	19.23	38,152
5	19.14	32,155	19.14	37,974	19.71	33,113	19.71	39,105
6	19.61	32,945	19.61	38,906	20.20	33,936	20.20	40,077
7	20.10	33,768	20.10	39,878	20.70	34,776	20.70	41,069
8	20.61	34,625	20.61	40,890	21.22	35,650	21.22	42,100
9	21.12	35,482	21.12	41,902	21.75	36,540	21.75	43,152
10	21.65	36,372	21.65	42,954	22.30	37,464	22.30	44,243
11	22.20	37,296	22.20	44,045	22.85	38,388	22.85	45,334
12	22.76	38,237	22.76	45,156	23.42	39,346	23.42	46,465
13	23.32	39,178	23.32	46,267	24.01	40,337	24.01	47,636
14	23.90	40,152	23.90	47,418	24.60	41,328	24.60	48,806
15	24.50	41,160	24.50	48,608	25.22	42,370	25.22	50,036
16	25.11	42,185	25.11	49,818	25.86	43,445	25.86	51,306

**Pay Grade 107**

School Resource Officer, Private

**Pay Grade 108**

School Resource Officer, Corporal

\*Annual salary based on working 40 hours per week.

## Richmond County School System

### Nurses\*

Steps	LPN	RN (2 YR.)	RN (3 YR.)	RN (4 YR.)
1	21,853	26,958	28,001	29,041
2	22,417	27,736	28,796	29,854
3	23,000	28,538	29,615	30,690
4	23,603	29,365	30,457	31,550
5	24,219	30,216	31,327	32,437
6	24,856	31,092	32,222	33,349
7	25,509	31,996	33,143	34,289
8	26,187	32,925	34,094	35,259
9	26,883	33,883	35,071	36,258
10	27,599	34,868	36,079	37,285
11	28,335	35,885	37,115	38,344
12	29,097	36,931	38,183	39,435
13	29,880	38,007	39,284	40,557
14	30,687	39,119	40,420	41,715
15	31,518	40,262	41,587	42,904
16	32,374	41,441	42,789	44,131
17	33,254	42,653	44,027	45,395

\*Annual salaries based on working 40 hours per week.

The Nurse Supervisor receives an annual supplement of \$2,000.

Richmond County School System

**Information Technology Personnel\***

	System Programmer/ Network Administrator	IT Specialists
<b>Steps</b>		
1	42,307	46,491
2	43,577	47,886
3	44,883	49,323
4	46,230	50,802
5	47,621	52,326
<b>6</b>		
6	49,047	53,897
7	50,518	55,512
8	52,030	57,178
9	53,590	58,894
10	55,200	60,659
<b>11</b>		
11	56,852	62,480
12	58,561	64,354
13	60,315	66,286
14	62,126	68,274
15	63,991	70,322
<b>16</b>		
16	65,911	72,431

**System Programmer/Network Administrator**

- Network Security Telecom
- Security System Administrator
- SIS System Analyst
- System Programmer

**IT Specialists**

- I.T. Procurement Specialist
- Lead Applications Support Specialist
- Lead Client Services Specialist
- Project Coordinator
- Network Services Operations Lead
- I.T. Foreman

\*Annual Salaries based on working 40 hours per week.

**Richmond County School System**

**Information Technology Personnel\***

<b>Steps</b>	<b>Computer Repair Technican</b>		
	<b>12 mos.</b>	<b>11mos.</b>	<b>12 mos.</b>
<b>1</b>	37,274	32,093	35,010
<b>2</b>	38,392	33,055	36,061
<b>3</b>	39,546	34,051	37,144
<b>4</b>	40,733	35,070	38,259
<b>5</b>	41,952	36,121	39,406
<b>6</b>	43,211	37,203	40,588
<b>7</b>	44,508	38,322	41,808
<b>8</b>	45,844	39,471	43,061
<b>9</b>	47,218	40,654	44,352
<b>10</b>	48,636	41,876	45,683
<b>11</b>	50,095	43,133	47,053
<b>12</b>	51,595	44,427	48,468
<b>13</b>	53,145	45,759	49,919
<b>14</b>	54,738	47,130	51,413
<b>15</b>	56,381	48,546	52,957
<b>16</b>	58,071	50,003	54,548

**Technology Specialist**

Client Services Specialist  
 SIS Support Specialist  
 Technology Support Specialist

**Computer Repair Technican**

Maintenance -HVAC-NATE Certified Only  
 SNP- Refrigerator Craftsman  
 Transportation - Technology Specialist  
 HVAC Foreman

\*Annual salaries based on working 40 hours per work.

**Richmond County School System**

**Maintenance and Facilities**

<b>Steps</b>	<b>Helper/Laborer</b>		<b>Foreman I</b>		<b>Foreman II</b>	
	<b>Hourly</b>	<b>Annual*</b>	<b>Hourly</b>	<b>Annual*</b>	<b>Hourly</b>	<b>Annual*</b>
<b>1</b>	10.52	20,872	18.34	36,387	18.60	36,902
<b>2</b>	10.73	21,288	18.64	36,982	18.97	37,636
<b>3</b>	10.91	21,645	18.96	37,617	19.40	38,490
<b>4</b>	11.10	22,022	19.28	38,252	19.81	39,303
<b>5</b>	11.30	22,419	19.60	38,886	20.28	40,236
<b>6</b>	11.51	22,836	19.97	39,620	20.67	41,009
<b>7</b>	11.68	23,173	20.25	40,176	21.07	41,803
<b>8</b>	11.89	23,590	20.57	40,811	21.49	42,636
<b>9</b>	12.05	23,907	20.85	41,366	21.90	43,450
<b>10</b>	12.25	24,304	21.17	42,001	22.33	44,303
<b>11</b>	12.48	24,760	21.68	43,013	22.97	45,572

**Foreman I**

Supervisor of non-craft areas

**Foreman II**

Supervisor of craft areas

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Maintenance and Facilities**

Steps	Area Foreman/Foreman IV	Craftsman IV	Foreman III	
	Annual Salary*	Annual Salary*	Hourly	Annual*
1	37,274	35,010	18.88	37,458
2	38,392	36,061	19.40	38,490
3	39,546	37,144	19.99	39,660
4	40,733	38,259	20.48	40,632
5	41,952	39,406	21.05	41,763
6	43,211	40,588	21.66	42,973
7	44,508	41,808	22.13	43,906
8	45,844	43,061	22.66	44,957
9	47,218	44,352	23.20	46,029
10	48,636	45,683	23.74	47,100
11	50,095	47,053	24.59	48,787
12	51,595	48,468		
13	53,145	49,919		
14	54,738	51,413		
15	56,381	52,957		
16	58,071	54,549		

**Area Foreman, Foreman IV, Craftsman IV, and Foreman III**

Requires diploma from an accredited two year technical school or license. (Foreman Only)

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.



**Richmond County School System**

**Maintenance and Facilities**

Steps	Skilled I-A		Skilled II-A		Skilled III-A		Craftsman I-A		Craftsman II-A		Craftsman III-A	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	14.46	28,689	14.92	29,601	15.38	30,514	15.83	31,407	16.27	32,280	16.72	33,172
2	14.71	29,185	15.17	30,097	15.64	31,030	16.13	32,002	16.56	32,855	17.16	34,045
3	14.97	29,700	15.43	30,613	15.93	31,605	16.42	32,577	16.86	33,450	17.31	34,343
4	15.24	30,236	15.68	31,109	16.20	32,141	16.71	33,153	17.15	34,026	17.61	34,938
5	15.50	30,752	15.95	31,645	16.49	32,716	17.01	33,748	17.43	34,581	17.88	35,474
6	15.76	31,268	16.20	32,141	16.76	33,252	17.32	34,363	17.74	35,196	18.18	36,069
7	16.04	31,823	16.49	32,716	17.02	33,768	17.61	34,938	18.03	35,772	18.46	36,625
8	16.29	32,319	16.73	33,192	17.31	34,343	17.89	35,494	18.30	36,307	18.76	37,220
9	16.56	32,855	16.99	33,708	17.59	34,899	18.22	36,148	18.61	36,922	19.06	37,815
10	16.82	33,371	17.28	34,284	17.85	35,414	18.50	36,704	18.88	37,458	19.35	38,390
11	17.07	33,867	17.51	34,740	18.15	36,010	18.81	37,319	19.19	38,073	19.62	38,926

**Skilled I-A, Skilled II-A, Skilled III-A, Craftsman I-A, Craftsman II-A, Craftsman III-A**

- Groundskeeper
- Truck Driver
- Tractor Driver
- General Maintenance Technician
- Courier

\*Annual salary based on 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Maintenance and Facilities**

Steps	Skilled I-B		Skilled II-B		Skilled III-B		Craftsman I-B		Craftsman II-B		Craftsman III-B	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	15.10	29,958	15.47	30,692	15.84	31,427	16.20	32,141	16.56	32,855	16.93	33,589
2	15.37	30,494	15.71	31,169	16.12	31,982	16.51	32,756	16.86	33,450	17.37	34,462
3	15.62	30,990	15.98	31,704	16.39	32,518	16.80	33,331	17.15	34,026	17.79	35,295
4	15.89	31,526	16.24	32,220	16.64	33,014	17.08	33,887	17.44	34,601	18.24	36,188
5	16.14	32,022	16.51	32,756	16.96	33,649	17.39	34,502	17.74	35,196	18.67	37,041
6	16.41	32,557	16.77	33,272	17.23	34,184	17.71	35,137	18.04	35,791	19.14	37,974
7	16.65	33,034	17.02	33,768	17.47	34,660	17.98	35,672	18.32	36,347	19.56	38,807
8	16.95	33,629	17.30	34,323	17.77	35,256	18.29	36,287	18.61	36,922	20.01	39,700
9	17.20	34,125	17.54	34,799	18.06	35,831	18.60	36,902	18.91	37,517	20.44	40,553
10	17.44	34,601	17.81	35,335	18.34	36,387	18.87	37,438	19.20	38,093	20.87	41,406
11	17.73	35,176	18.07	35,851	18.61	36,922	19.19	38,073	19.51	38,708	21.32	42,299

**Skilled I-B, Skilled II-B, Skilled III-B, Craftsman I-B, Craftsman II-B, Craftsman III-B**

- Boiler Technician
- Electrician
- Electronics Technician
- HVAC Technician
- Plumber
- Refrigeration
- Dispatcher
- Finished Carpenter
- Mechanic

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Maintenance and Facilities**

Steps	Skilled I-C		Skilled II-C		Skilled III-C		Craftsman I-C		Craftsman II-C		Craftsman III-C	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
<b>1</b>	14.46	28,689	14.59	28,947	14.70	29,165	14.81	29,383	14.95	29,661	15.10	29,958
<b>2</b>	14.71	29,185	14.84	29,443	14.97	29,700	15.12	29,998	15.23	30,216	15.38	30,514
<b>3</b>	14.97	29,700	15.10	29,958	15.25	30,256	15.42	30,593	15.52	30,792	15.64	31,030
<b>4</b>	15.24	30,236	15.38	30,514	15.54	30,831	15.71	31,169	15.84	31,427	15.94	31,625
<b>5</b>	15.50	30,752	15.63	31,010	15.81	31,367	16.02	31,784	16.13	32,002	16.20	32,141
<b>6</b>	15.76	31,268	15.90	31,546	16.07	31,883	16.32	32,379	16.42	32,577	16.49	32,716
<b>7</b>	16.04	31,823	16.14	32,022	16.38	32,498	16.60	32,934	16.69	33,113	16.76	33,252
<b>8</b>	16.29	32,319	16.41	32,557	16.62	32,974	16.92	33,569	16.99	33,708	17.02	33,768
<b>9</b>	16.56	32,855	16.64	33,014	16.95	33,629	17.23	34,184	17.30	34,323	17.32	34,363
<b>10</b>	16.82	33,371	16.95	33,629	17.22	34,164	17.49	34,700	17.57	34,859	17.59	34,899
<b>11</b>	17.07	33,867	17.20	34,125	17.47	34,660	17.81	35,335	17.85	35,414	17.85	35,414

**Skilled I-C, Skilled II-C, Skilled III-C, Craftsman I-C, Craftsman II-C, Craftsman III-C**

Pest Control  
Supply Clerk

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Maintenance and Facilities**

Steps	Skilled I-D		Skilled II-D		Skilled III-D		Craftsman I-D		Craftsman II-D		Craftsman III-D	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	14.73	29,224	15.14	30,038	15.54	30,831	15.94	31,625	16.34	32,419	16.73	33,192
2	15.03	29,820	15.42	30,593	15.83	31,407	16.24	32,220	16.62	32,974	17.01	33,748
3	15.25	30,256	15.66	31,069	16.07	31,883	16.53	32,796	16.93	33,589	17.31	34,343
4	15.53	30,812	15.93	31,605	16.39	32,518	16.85	33,430	17.24	34,204	17.61	34,938
5	15.77	31,288	16.18	32,101	16.65	33,034	17.13	33,986	17.49	34,700	17.88	35,474
6	16.05	31,843	16.45	32,637	16.94	33,609	17.43	34,581	17.79	35,295	18.18	36,069
7	16.33	32,399	16.71	33,153	17.23	34,184	17.74	35,196	18.08	35,871	18.47	36,644
8	16.57	32,875	16.97	33,668	17.47	34,660	18.04	35,791	18.37	36,446	18.76	37,220
9	16.86	33,450	17.25	34,224	17.77	35,256	18.34	36,387	18.67	37,041	19.08	37,855
10	17.08	33,887	17.48	34,680	18.05	35,811	18.62	36,942	18.96	37,617	19.35	38,390
11	17.37	34,462	17.76	35,236	18.32	36,347	18.92	37,537	19.25	38,192	19.65	38,986

**Skilled I-D, Skilled II-D, Skilled III-D, Craftsman I-D, Craftsman II-D, Craftsman III-D**

- Carpenter
- Glass Installer
- Locksmith
- Plaster/Painter
- Roofer
- Tiler
- Welder

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Maintenance and Facilities**

Steps	Skilled I-E		Skilled II-E		Skilled III-E		Craftsman I-E		Craftsman II-E		Craftsman III-E	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	14.46	28,689	14.73	29,224	15.10	29,958	16.44	32,617	16.73	33,192	16.93	33,589
2	14.71	29,185	15.02	29,800	15.38	30,514	16.74	33,212	17.01	33,748	17.35	34,422
3	14.98	29,720	15.25	30,256	15.64	31,030	17.02	33,768	17.31	34,343	17.79	35,295
4	15.24	30,236	15.53	30,812	15.93	31,605	17.33	34,383	17.61	34,938	18.23	36,168
5	15.50	30,752	15.77	31,288	16.20	32,141	17.64	34,998	17.88	35,474	18.67	37,041
6	15.76	31,268	16.05	31,843	16.48	32,696	17.93	35,573	18.18	36,069	19.13	37,954
7	16.04	31,823	16.31	32,359	16.76	33,252	18.22	36,148	18.47	36,644	19.56	38,807
8	16.30	32,339	16.56	32,855	17.02	33,768	18.52	36,744	18.76	37,220	20.00	39,680
9	16.56	32,855	16.85	33,430	17.32	34,363	18.83	37,359	19.08	37,855	20.44	40,553
10	16.82	33,371	17.08	33,887	17.59	34,899	19.13	37,954	19.35	38,390	20.87	41,406
11	17.07	33,867	17.36	34,442	17.85	35,414	19.40	38,490	19.64	38,966	21.32	42,299

**Skilled I-E, Skilled II-E, Skilled III-E, Craftsman I-E, Craftsman II-E, Craftsman III-E**

Budget Specialist  
Heavy Equipment Operator

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Maintenance and Facilities**

Steps	Skilled I-F		Skilled II-F		Skilled III-F		Craftsman I-F		Craftsman II-F		Craftsman III-F	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	14.46	28,689	14.85	29,462	15.24	30,236	15.65	31,050	16.05	31,843	16.44	32,617
2	14.71	29,185	15.11	29,978	15.53	30,812	15.95	31,645	16.34	32,419	16.73	33,192
3	14.97	29,700	15.39	30,534	15.82	31,387	16.24	32,220	16.60	32,934	17.02	33,768
4	15.24	30,236	15.64	31,030	16.07	31,883	16.54	32,815	16.95	33,629	17.34	34,403
5	15.50	30,752	15.92	31,585	16.38	32,498	16.86	33,450	17.23	34,184	17.64	34,998
6	15.76	31,268	16.16	32,061	16.62	32,974	17.15	34,026	17.49	34,700	17.93	35,573
7	16.04	31,823	16.42	32,577	16.93	33,589	17.43	34,581	17.79	35,295	18.23	36,168
8	16.29	32,319	16.68	33,093	17.20	34,125	17.74	35,196	18.08	35,871	18.52	36,744
9	16.56	32,855	16.96	33,649	17.47	34,660	18.05	35,811	18.39	36,486	18.83	37,359
10	16.82	33,371	17.22	34,164	17.76	35,236	18.34	36,387	18.67	37,041	19.14	37,974
11	17.07	33,867	17.45	34,621	18.04	35,791	18.63	36,962	18.95	37,597	19.40	38,490

**Skilled I-F, Skilled II-F, Skilled III-F, Craftsman I-F, Craftsman II-F, Craftsman III-F**

Filter Technician  
Inventory Specialist

\*Annual salary based on 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Maintenance and Facilities**

Steps	Skilled I-G		Skilled II-G		Skilled III-G		Craftsman I-G		Craftsman II-G		Craftsman III-G	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	14.73	29,224	15.17	30,097	15.62	30,990	16.05	31,843	16.51	32,756	16.93	33,589
2	15.03	29,820	15.46	30,673	15.92	31,585	16.39	32,518	16.80	33,331	17.37	34,462
3	15.25	30,256	15.69	31,129	16.17	32,081	16.63	32,994	17.07	33,867	17.79	35,295
4	15.53	30,812	15.96	31,665	16.47	32,676	16.96	33,649	17.39	34,502	18.24	36,188
5	15.77	31,288	16.22	32,180	16.73	33,192	17.28	34,284	17.68	35,077	18.67	37,041
6	16.05	31,843	16.50	32,736	17.01	33,748	17.55	34,819	17.96	35,633	19.14	37,974
7	16.32	32,379	16.76	33,252	17.30	34,323	17.84	35,395	18.25	36,208	19.56	38,807
8	16.57	32,875	17.01	33,748	17.55	34,819	18.16	36,029	18.54	36,783	20.01	39,700
9	16.86	33,450	17.28	34,284	17.84	35,395	18.44	36,585	18.84	37,379	20.44	40,553
10	17.08	33,887	17.53	34,780	18.13	35,970	18.75	37,200	19.15	37,994	20.87	41,406
11	17.38	34,482	17.79	35,295	18.39	36,486	19.02	37,736	19.40	38,490	21.32	42,299

**Skilled I-G, Skilled II-G, Skilled III-G, Craftsman I-G, Craftsman II-G, Craftsman III-G**

Brick Mason  
 Cabinet Maker  
 Property Manager

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

Richmond County School System

**Maintenance and Facilities\***

<b>Steps</b>	<b>Draftsman</b>
1	38,297
2	39,442
3	40,628
4	41,847
5	43,100
<b>6</b>	
6	44,394
7	45,728
8	47,097
9	48,513
10	49,968
<b>11</b>	
11	51,464
12	53,008
13	54,599
14	56,236
15	57,924
<b>16</b>	
16	59,661

\*Annual salaries based on working 40 hours per week.



**Richmond County School System**

**Maintenance and Facilities**

	<b>Custodian (10 mos.)*</b>	<b>Custodian (12 mos.)**</b>	<b>Assistant Head Custodian (12 mos.)**</b>	<b>Head Custodian (12 mos.)**</b>
<b>Steps</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>
<b>1</b>	10.06	10.06	10.82	11.59
<b>2</b>	10.29	10.29	11.10	11.90
<b>3</b>	10.56	10.56	11.41	12.21
<b>4</b>	10.80	10.80	11.68	12.52
<b>5</b>	11.10	11.10	11.94	12.84
<b>6</b>	11.41	11.41	12.28	13.16
<b>7</b>	11.68	11.68	12.59	13.47
<b>8</b>	11.94	11.94	12.92	13.82
<b>9</b>	12.28	12.28	13.25	14.21
<b>10</b>	12.86	12.86	13.82	14.80

\*10 month custodians work 200 days.

\*\*12 month custodians work 248 days.

**Substitute Custodians \$7.25/hr.\*\*\***

\*\*\*Hourly rate may change pending revisions in minimum wage rate.

**Richmond County School System**

**Transportation**

Steps	Foreman I		Foreman II		Dispatcher	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	18.34	36,387	18.60	36,902	15.47	30,692
2	18.64	36,982	18.97	37,636	15.71	31,169
3	18.96	37,617	19.40	38,490	15.98	31,704
4	19.28	38,252	19.81	39,303	16.24	32,220
5	19.60	38,886	20.28	40,236	16.51	32,756
6	19.97	39,620	20.67	41,009	16.77	33,272
7	20.25	40,176	21.07	41,803	17.02	33,768
8	20.57	40,811	21.49	42,636	17.30	34,323
9	20.85	41,366	21.90	43,450	17.54	34,799
10	21.17	42,001	22.33	44,303	17.81	35,335
11	21.68	43,013	22.97	45,572	18.07	35,851

\*Annual salary based on working 40 hours per week.

**Foreman I**  


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 Supervisor of non-craft areas

**Foreman II**  


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 Supervisor of craft areas  
 Driver Trainer II  
 Operations Manager I  
 Routing & Scheduling Data Manager

**Dispatcher**  


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 Dispatcher

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Transportation**

Steps	Foreman III		Fleet Maintenance Supervisor/Manager of Business Affairs/ Operations Manager for Student Services/ Operations Manager of Routing Efficiency
	Hourly	Annual*	Annual Salary*
1	18.88	37,458	46,101
2	19.40	38,490	47,024
3	19.99	39,660	47,945
4	20.48	40,632	48,868
5	21.05	41,763	49,791
6	21.66	42,973	50,711
7	22.13	43,906	51,634
8	22.66	44,957	52,556
9	23.20	46,029	53,478
10	23.74	47,100	54,401
11	24.59	48,787	55,323

**Foreman III**

Requires diploma from an accredited two-year technical school or license. (Foreman only)

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

**Richmond County School System**

**Transportation**

Steps	Skilled I-B		Skilled II-B		Skilled III-B		Craftsman I-B		Craftsman II-B		Craftsman III-B	
	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly	Annual*
1	15.10	29,958	15.47	30,692	15.84	31,427	16.20	32,141	16.56	32,855	16.93	33,589
2	15.37	30,494	15.71	31,169	16.12	31,982	16.51	32,756	16.86	33,450	17.37	34,462
3	15.62	30,990	15.98	31,704	16.39	32,518	16.80	33,331	17.15	34,026	17.79	35,295
4	15.88	31,506	16.24	32,220	16.64	33,014	17.08	33,887	17.44	34,601	18.24	36,188
5	16.13	32,002	16.51	32,756	16.96	33,649	17.39	34,502	17.74	35,196	18.67	37,041
6	16.41	32,557	16.77	33,272	17.23	34,184	17.71	35,137	18.04	35,791	19.14	37,974
7	16.64	33,014	17.02	33,768	17.48	34,680	17.98	35,672	18.32	36,347	19.56	38,807
8	16.95	33,629	17.30	34,323	17.77	35,256	18.29	36,287	18.61	36,922	20.01	39,700
9	17.20	34,125	17.54	34,799	18.06	35,831	18.60	36,902	18.91	37,517	20.44	40,553
10	17.44	34,601	17.81	35,335	18.34	36,387	18.87	37,438	19.20	38,093	20.87	41,406
11	17.73	35,176	18.07	35,851	18.61	36,922	19.19	38,073	19.51	38,708	21.32	42,299

**Skilled I-B, Skilled II-B, Skilled III-B, Craftsman I-B, Craftsman II-B, Craftsman III-B**

School Bus Technician  
 Repair and Resupply Technician  
 Mechanic  
 Transportation Parts Specialist  
 Lead Drivers

\*Annual salary based on working 40 hours per week.

**Supplements**

Annual Supplements of \$600 are provided for state licenses in field of work, except for those included in the base salary or paid for by the Richmond County School System.

Richmond County School System

# Transportation

	Bus Driver*	Attendant*	Bus Driver Trainer*
<b>Steps</b>			
<b>1</b>	13.39	10.02	13.39
<b>2</b>	13.70	10.25	13.70
<b>3</b>	14.01	10.44	14.01
<b>4</b>	14.35	10.73	14.35
<b>5</b>	14.69	10.99	14.69
<b>6</b>	15.05	11.26	15.05
<b>7</b>	15.41	11.48	15.41
<b>8</b>	15.77	11.77	15.77
<b>9</b>	16.15	12.04	16.15
<b>10</b>	16.83	12.52	16.83

\*Hourly rates

**Bus Driver** - Regular Full Time Drivers

Bus Drivers and Attendants work 180 days.

Bus Driver Trainer works 248 days.

Sub Bus Drivers - \$12.00 per hour
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Richmond County School System

**Curriculum & Instruction Personnel**

<b>Instructional Inventory Manager</b>		
<b>Steps</b>	<b>Hourly</b>	<b>Annual Salary*</b>
1	18.60	36,902
2	18.97	37,636
3	19.40	38,490
4	19.81	39,303
5	20.28	40,236
<b> </b>		
6	20.67	41,009
7	21.07	41,803
8	21.49	42,636
9	21.90	43,450
10	22.33	44,303
<b> </b>		
11	22.97	45,572

\*Annual salary based on working 40 hours per week.

Richmond County School System

School Nutrition Personnel\*

	Dietitian
Steps	
1	41,844
2	43,098
3	44,391
4	45,723
5	47,095
6	48,509
7	49,964
8	51,461
9	53,006
10	54,596
11	56,235
12	57,922
13	59,658
14	61,450
15	63,291
16	65,191
17	67,147

\*Annual salaries based on working 40 hours per week.

Richmond County School System

**School Nutrition Personnel**

	Resource	School	Assistant	School Nutrition Asst. I*	School Nutrition Asst. I*	School Nutrition
Steps	Manager	Nutrition Manager	School Nutrition Mgr.*	Hired Prior to 7/1/98	Hired After 7/1/98	Assistant II*
1	28,827	25,626	11.95	10.77	10.16	11.05
2	29,365	26,102	12.17	11.01	10.45	11.29
3	29,941	26,616	12.41	11.29	10.70	11.57
4	30,540	27,146	12.65	11.58	10.95	11.86
5	31,158	27,696	12.91	11.86	11.13	12.14
6	31,799	28,266	13.18	12.14	11.45	12.42
7	32,436	28,833	13.44	12.48	11.66	12.75
8	33,033	29,364	13.69	12.79	11.89	13.08
9	33,695	29,951	13.97	13.11	12.07	13.38
10	34,375	30,556	14.24	13.66	12.51	13.94
11	35,057	31,163	14.60	14.00	12.82	14.29
12	35,798	31,822				
13	36,520	32,463				
14	37,285	33,142				
15	38,046	33,819				
16	38,789	34,478				
17	40,418	35,927				

\* Hourly Rates

**School Nutrition Supplements**

*(These are annual supplements added to the Resource and School Nutrition Managers' annual salaries.)*

**1. Meal Equivalent Supplement**

0-700	\$0	1301 +	\$2,000
701-900	\$1,250		
901-1100	\$1,500		
1101-1300	\$1,750		

**2. Satellite Supplement**

Satelliting \$600

**3. High School and Resource Manager Supplement** \$1,500

**4. Degree Supplement**

Associate's Degree	\$600
Bachelor's Degree	\$1,000

**5. SNA Certification and Membership\*\*\***

Level 1 - \$50      Level 2 - \$100      Level 3 - \$200      Level 4 - \$300

\*\*\* This supplement may also be added to the Assistant School Nutrition Managers' annual salaries.

**6. Resource Manager SNA Certification Supplement**

Level 1 - \$2,000	Level 3 - \$3,000
Level 2 - \$2,500	Level 4 - \$3,500



**Richmond County School System**

**JROTC Personnel\***

<b>Steps</b>	<b>E-7</b>
1	48,442
2	48,588
3	49,772
4	50,960
5	52,145
<b> </b>	
6	53,330
7	54,514
8	55,697
9	56,884
10	58,069
<b> </b>	
11	59,255
12	64,812
13	61,624
14	62,809
15	63,994
<b> </b>	
16	65,180

\* Annual Salaries grandfathered as of July 1, 2005.

Note: JROTC salaries are now only paid by the MIP.

Richmond County School System

**Supervisor Student Records\***

<b>Steps</b>	<b>Supervisor Student Records</b>
1	28,520
2	29,375
3	30,255
4	31,160
5	32,097
6	33,059
7	34,050
8	35,074
9	36,121
10	37,203
11	38,323
12	39,472
13	40,657
14	41,877
15	43,134
16	44,424

\*Annual salaries based on working 40 hours per week.

Richmond County School System

**Family/Parent Facilitator \***

<b>Family/Parent Facilitator</b>	
<b>Steps</b>	
1	33,193
2	33,193
3	33,193
4	34,189
5	35,215
6	36,270
7	37,358
8	38,480
9	39,633
10	40,822
11	40,822
12	42,046
13	42,046
14	43,308
15	43,308
16	44,607
17	44,607
18	45,947
19	45,947
20	47,326
21	47,326
22	47,326
23	47,326
24	47,326
25	47,326

\* Annual salaries based on working 40 hours per week.

### Interpreter\*

Steps	Interpreter
1	33,193
2	33,193
3	33,193
4	34,189
5	35,215
6	36,270
7	37,358
8	38,480
9	39,633
10	40,822
11	40,822
12	42,046
13	42,046
14	43,308
15	43,308
16	44,607
17	44,607
18	45,947
19	45,947
20	47,326
21	47,326
22	47,326
23	47,326
24	47,326
25	47,326

\* Annual salaries based on working 40 hours per week.

**Richmond County School System**

**Occupational Therapist and Physical Therapist**

<b>Steps</b>	<b>Base Salary Plus Local Supplement</b>	<b>5% Position Supplement</b>	<b>Total* Salary</b>
0	45,739	2,287	48,026
1	46,594	2,330	48,924
2	46,647	2,332	48,979
3	46,701	2,335	49,036
4	47,989	2,399	50,388
5	49,315	2,466	51,781
6	50,680	2,534	53,214
7	52,533	2,627	55,160
8	53,991	2,700	56,691
9	56,214	2,811	59,025
10	57,779	2,889	60,668
11	57,833	2,892	60,725
12	59,443	2,972	62,415
13	59,496	2,975	62,471
14	61,153	3,058	64,211
15	61,206	3,060	64,266
16	62,911	3,146	66,057
17	62,965	3,148	66,113
18	64,719	3,236	67,955
19	64,773	3,239	68,012
20	66,578	3,329	69,907
21	66,632	3,332	69,964
22	68,489	3,424	71,913
23	68,543	3,427	71,970
24	68,596	3,430	72,026
25	68,651	3,433	72,084

\* Annual salaries based on working 40 hours per week.