



BUTTS COUNTY SCHOOL SYSTEM

Teacher/Professional Staff Annual Salary Schedule

| Years of Creditable Experience | Salary Step | LEVEL OF CERTIFICATION | | | | | | | | | |
|--------------------------------|-------------|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | 1 | 2 | PROV 4 | PROF 4 | PROV 5 | PROF 5 | PROV 6 | PROF 6 | PROV 7 | PROF 7 |
| 0, 1, 2 | 0 | 37,799 | 38,764 | 37,799 | 39,730 | 42,296 | 45,281 | 48,249 | 50,874 | 54,183 | 56,236 |
| 3 | 1 | 38,868 | 39,862 | 37,873 | 40,857 | 43,532 | 46,605 | 49,635 | 52,339 | 55,747 | 57,862 |
| 4 | 2 | 39,997 | 41,021 | 37,977 | 42,046 | 44,773 | 47,939 | 51,060 | 53,844 | 57,355 | 59,534 |
| 5 | 3 | 41,136 | 42,191 | 38,060 | 43,247 | 46,084 | 49,346 | 52,528 | 55,397 | 59,012 | 61,256 |
| 6 | 4 | 42,334 | 43,421 | 38,170 | 44,893 | 47,812 | 51,204 | 54,512 | 57,495 | 61,251 | 63,585 |
| 7 | 5 | 43,571 | 44,691 | 38,286 | 46,206 | 49,183 | 52,676 | 56,120 | 59,191 | 63,062 | 65,467 |
| 8 | 6 | 45,100 | 46,253 | 38,661 | 48,431 | 51,540 | 55,191 | 58,750 | 61,960 | 66,036 | 68,548 |
| 9, 10 | 7 | 46,392 | 47,580 | 38,765 | 49,824 | 53,026 | 56,787 | 60,471 | 63,779 | 67,980 | 70,567 |
| 11, 12 | 8 | 47,758 | 48,982 | 38,907 | 51,293 | 54,559 | 58,433 | 62,226 | 65,633 | 69,959 | 72,624 |
| 13, 14 | 9 | 49,368 | 50,628 | 39,256 | 53,008 | 56,376 | 60,364 | 64,233 | 67,743 | 72,199 | 74,944 |
| 15, 16 | 10 | 51,041 | 52,340 | 39,631 | 54,792 | 58,242 | 62,351 | 66,294 | 69,909 | 74,499 | 77,325 |
| 17, 18 | 11 | 52,603 | 53,939 | 39,854 | 56,465 | 59,983 | 64,216 | 68,256 | 71,980 | 76,662 | 79,573 |
| 19, 20 | 12 | 54,194 | 55,570 | 40,067 | 58,173 | 61,801 | 66,161 | 70,305 | 74,141 | 78,889 | 81,888 |
| 21+ | 13 | 55,748 | 57,164 | 40,201 | 59,846 | 63,584 | 68,074 | 72,343 | 76,293 | 81,185 | 84,273 |

FLSA Category: Exempt

Annual salary based on 190 days per year; 8 hours per day

Minimum of 120 days required to advance to next step

LBOE Approved: July 16, 2020



Administrative Annual Salary Schedule

School Level Positions

Elementary Principal--230 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 80,444 | 86,158 | 91,621 |
| 6 | 82,202 | 88,145 | 93,827 |
| 7 | 83,573 | 89,694 | 95,548 |
| 8 | 85,692 | 92,088 | 98,205 |
| 9,10 | 87,169 | 93,757 | 100,057 |
| 11,12 | 88,690 | 95,475 | 101,963 |
| 13,14 | 90,255 | 97,245 | 103,928 |
| 15,16 | 91,868 | 99,068 | 105,951 |
| 17,18 | 93,530 | 100,945 | 108,034 |
| 19,20 | 95,241 | 102,879 | 110,180 |
| 21+ | 97,001 | 104,870 | 112,392 |

Elementary Assistant Principal--200 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 55,328 | 61,041 | 66,505 |
| 6 | 57,085 | 63,028 | 68,710 |
| 7 | 58,457 | 64,578 | 70,431 |
| 8 | 60,576 | 66,972 | 73,089 |
| 9,10 | 62,053 | 68,641 | 74,940 |
| 11,12 | 63,573 | 70,359 | 76,847 |
| 13,14 | 65,139 | 72,129 | 78,812 |
| 15,16 | 66,752 | 73,952 | 80,834 |
| 17,18 | 68,414 | 75,829 | 82,918 |
| 19,20 | 70,125 | 77,763 | 85,064 |
| 21+ | 71,886 | 79,754 | 87,275 |

Elementary Assistant Principal--230 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 65,793 | 71,506 | 76,970 |
| 6 | 67,551 | 73,493 | 79,175 |
| 7 | 68,922 | 75,043 | 80,896 |
| 8 | 71,041 | 77,437 | 83,554 |
| 9,10 | 72,518 | 79,106 | 85,406 |
| 11,12 | 74,039 | 80,824 | 87,312 |
| 13,14 | 75,604 | 82,594 | 89,277 |
| 15,16 | 77,217 | 84,417 | 91,299 |
| 17,18 | 78,879 | 86,294 | 93,383 |
| 19,20 | 80,590 | 88,228 | 95,529 |
| 21+ | 82,352 | 90,219 | 97,741 |

Middle School Principal--230 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 83,801 | 89,459 | 94,870 |
| 6 | 85,542 | 91,426 | 97,053 |
| 7 | 86,899 | 92,960 | 98,756 |
| 8 | 88,997 | 95,332 | 101,390 |
| 9,10 | 90,460 | 96,983 | 103,223 |
| 11,12 | 91,966 | 98,685 | 105,111 |
| 13,14 | 93,516 | 100,438 | 107,056 |
| 15,16 | 95,114 | 102,243 | 109,059 |
| 17,18 | 96,759 | 104,102 | 111,122 |
| 19,20 | 98,453 | 106,017 | 113,248 |
| 21+ | 100,196 | 107,990 | 115,437 |

Middle School Assistant Principal--200 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 57,421 | 63,134 | 68,598 |
| 6 | 59,178 | 65,121 | 70,803 |
| 7 | 60,550 | 66,671 | 72,524 |
| 8 | 62,669 | 69,065 | 75,182 |
| 9,10 | 64,146 | 70,734 | 77,033 |
| 11,12 | 65,666 | 72,452 | 78,940 |
| 13,14 | 67,232 | 74,222 | 80,905 |
| 15,16 | 68,845 | 76,045 | 82,927 |
| 17,18 | 70,507 | 77,922 | 85,011 |
| 19,20 | 72,218 | 79,856 | 87,157 |
| 21+ | 73,979 | 81,847 | 89,368 |

Middle School Assistant Principal--230 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 71,060 | 76,775 | 82,238 |
| 6 | 72,819 | 78,761 | 84,443 |
| 7 | 74,190 | 80,311 | 86,164 |
| 8 | 76,308 | 82,704 | 88,822 |
| 9,10 | 77,784 | 84,372 | 90,674 |
| 11,12 | 79,306 | 86,091 | 92,580 |
| 13,14 | 82,929 | 87,860 | 94,545 |
| 15,16 | 83,532 | 89,684 | 96,567 |
| 17,18 | 84,147 | 91,561 | 98,650 |
| 19,20 | 85,857 | 93,495 | 100,796 |
| 21+ | 87,619 | 95,487 | 103,008 |

High School Principal--230 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 86,509 | 92,281 | 97,800 |
| 6 | 88,285 | 94,287 | 100,026 |
| 7 | 89,670 | 95,852 | 101,765 |
| 8 | 91,810 | 98,270 | 104,450 |
| 9,10 | 93,302 | 99,956 | 106,319 |
| 11,12 | 94,837 | 101,691 | 108,245 |
| 13,14 | 96,419 | 103,478 | 110,229 |
| 15,16 | 99,105 | 105,320 | 112,272 |
| 17,18 | 99,727 | 107,216 | 114,377 |
| 19,20 | 101,455 | 109,170 | 116,545 |
| 21+ | 103,233 | 111,181 | 118,779 |

High School Assistant Principal--200 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 59,514 | 65,227 | 70,691 |
| 6 | 61,272 | 67,214 | 72,896 |
| 7 | 62,643 | 68,764 | 74,617 |
| 8 | 64,762 | 71,158 | 77,275 |
| 9,10 | 66,239 | 72,827 | 79,126 |
| 11,12 | 67,759 | 74,545 | 81,033 |
| 13,14 | 69,325 | 76,315 | 82,998 |
| 15,16 | 71,984 | 78,138 | 85,020 |
| 17,18 | 72,600 | 80,015 | 87,104 |
| 19,20 | 74,311 | 81,949 | 89,250 |
| 21+ | 76,072 | 83,940 | 91,461 |

High School Assistant Principal--230 Days

| Years of Experience | Level 5 | Level 6 | Level 7 |
|---------------------|---------|---------|---------|
| 5 | 73,118 | 78,832 | 84,296 |
| 6 | 74,876 | 80,819 | 86,501 |
| 7 | 76,248 | 82,369 | 88,222 |
| 8 | 78,366 | 84,763 | 90,880 |
| 9,10 | 79,844 | 86,432 | 92,731 |
| 11,12 | 81,364 | 88,150 | 94,638 |
| 13,14 | 82,929 | 89,920 | 96,602 |
| 15,16 | 85,589 | 91,743 | 98,625 |
| 17,18 | 86,204 | 93,620 | 100,709 |
| 19,20 | 87,915 | 95,554 | 102,855 |
| 21+ | 89,677 | 97,545 | 105,066 |

Alternative School Principal

| Years of Experience | Level 5 | Level 6/7 |
|--------------------------------|--------------------|----------------------|
| 5 | 72,622 | 78,229 |
| 6 | 74,347 | 80,179 |
| 7 | 75,693 | 81,700 |
| 8 | 77,772 | 84,049 |
| 9,10 | 79,222 | 85,687 |
| 11,12 | 80,714 | 87,373 |
| 13,14 | 82,250 | 89,110 |
| 15,16 | 84,860 | 90,899 |
| 17,18 | 85,464 | 92,741 |
| 19,20 | 87,143 | 94,639 |
| 21+ | 88,872 | 96,593 |



Administrative Salary Schedule - Central Office

230 Day Positions

| Salary Step | ADM-1 | ADM-2 | ADM-3 | ADM-4 | ADM-5 | ADM-6 | ADM-7 | ADM-8 | ADM-9 | ADM-10 | ADM-11 | ADM-12 | ADM-13 |
|-------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|
| 0 | 54,814 | 61,584 | 68,011 | 76,775 | 78,832 | 86,158 | 91,621 | 89,459 | 94,870 | 92,281 | 97,800 | 99,612 | 100,906 |
| 1 | 56,417 | 63,358 | 69,679 | 76,775 | 78,832 | 86,158 | 91,621 | 89,459 | 94,870 | 92,281 | 97,800 | 99,612 | 100,906 |
| 2 | 58,031 | 65,180 | 71,391 | 76,775 | 78,832 | 86,158 | 91,621 | 89,459 | 94,870 | 92,281 | 97,800 | 99,612 | 100,906 |
| 3 | 59,735 | 67,060 | 73,150 | 78,761 | 80,819 | 88,145 | 93,827 | 91,426 | 97,053 | 94,287 | 100,026 | 101,796 | 103,089 |
| 4 | 61,984 | 69,599 | 74,954 | 80,311 | 82,369 | 89,694 | 95,548 | 92,960 | 98,756 | 95,852 | 101,165 | 103,500 | 104,793 |
| 5 | 63,766 | 71,652 | 76,807 | 82,704 | 84,763 | 92,088 | 98,205 | 95,332 | 101,390 | 98,270 | 104,450 | 106,132 | 107,425 |
| 6 | 66,810 | 75,004 | 78,708 | 84,372 | 86,432 | 93,757 | 100,057 | 96,983 | 103,223 | 99,956 | 106,319 | 107,965 | 109,258 |
| 7 | 68,742 | 77,206 | 80,660 | 86,091 | 88,150 | 95,475 | 101,963 | 98,685 | 105,111 | 101,691 | 108,245 | 109,853 | 111,146 |
| 8 | 70,735 | 79,450 | 82,172 | 87,860 | 89,920 | 97,245 | 103,928 | 100,438 | 107,056 | 103,478 | 110,229 | 111,799 | 113,092 |
| 9 | 73,072 | 82,005 | 83,713 | 89,684 | 91,743 | 99,068 | 105,951 | 102,243 | 109,059 | 105,320 | 112,272 | 113,802 | 115,095 |
| 10 | 75,478 | 84,627 | 85,287 | 91,561 | 93,620 | 100,945 | 108,034 | 104,102 | 111,122 | 107,216 | 114,377 | 115,865 | 117,159 |
| 11 | 77,735 | 87,134 | 86,892 | 93,495 | 95,554 | 102,879 | 110,180 | 106,017 | 113,248 | 109,170 | 116,545 | 117,991 | 119,283 |
| 12 | 80,090 | 89,750 | 88,529 | 95,487 | 97,545 | 104,870 | 112,392 | 107,990 | 115,437 | 111,181 | 118,779 | 120,181 | 121,473 |
| 13 | 82,405 | 92,355 | 90,198 | 95,487 | 97,545 | 104,870 | 112,392 | 107,990 | 115,437 | 111,181 | 118,779 | 120,181 | 121,473 |

Placement on salary schedule is at the discretion of the Superintendent based on credentials, certification, and years of experience.



BUTTS COUNTY SCHOOL SYSTEM

Bus Driver

Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 11,156 |
| 1 | 11,236 |
| 2 | 11,319 |
| 3 | 11,405 |
| 4 | 11,497 |
| 5 | 11,597 |
| 6 | 11,698 |
| 7 | 11,811 |
| 8 | 11,928 |
| 9 | 12,051 |
| 10 | 12,183 |
| 11 | 12,324 |
| 12 | 12,470 |
| 13 | 12,625 |
| 14 | 12,790 |
| 15 | 12,965 |
| 16 | 13,035 |
| 17 | 13,108 |
| 18 | 13,180 |

FLSA Category: Non-Exempt

Annual salary based on 180 days per year/approved
work schedule; 4 hours per day

Minimum of 113 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

Bus Monitor

Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 6,608 |
| 1 | 6,724 |
| 2 | 6,842 |
| 3 | 6,961 |
| 4 | 7,084 |
| 5 | 7,208 |
| 6 | 7,333 |
| 7 | 7,462 |
| 8 | 7,592 |
| 9 | 7,725 |
| 10 | 7,861 |
| 11 | 7,998 |
| 12 | 8,137 |
| 13 | 8,280 |
| 14 | 8,426 |
| 15 | 8,573 |
| 16 | 8,743 |
| 17 | 8,919 |
| 18 | 9,097 |

FLSA Category: Non-Exempt

Annual salary based on 180 days per year/approved work schedule

4 hours per day

Minimum of 113 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

Finance Specialist Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 29,197 |
| 1 | 30,028 |
| 2 | 30,885 |
| 3 | 31,765 |
| 4 | 32,665 |
| 5 | 34,464 |
| 6 | 35,437 |
| 7 | 36,435 |
| 8 | 37,462 |
| 9 | 38,515 |
| 10 | 39,594 |
| 11 | 41,961 |
| 12 | 43,132 |
| 13 | 44,334 |
| 14 | 45,247 |
| 15 | 46,300 |
| 16 | 47,386 |
| 17 | 48,505 |
| 18 | 49,272 |

FLSA Category: Non Exempt

Annual salary based on 230 days per year; 8 hours per day

Minimum of 145 days required to advance to next step

LBOE Approved:

July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

Human Resources Specialist

Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 41,818 |
| 1 | 43,029 |
| 2 | 44,274 |
| 3 | 45,558 |
| 4 | 46,880 |
| 5 | 48,241 |
| 6 | 49,643 |
| 7 | 51,088 |
| 8 | 52,575 |
| 9 | 52,576 |
| 10 | 54,108 |
| 11 | 55,686 |
| 12 | 57,311 |
| 13 | 58,429 |
| 14 | 59,567 |
| 15 | 60,728 |
| 16 | 61,912 |
| 17 | 63,121 |
| 18 | 64,352 |

**Awarded SY 2021-2022*

**Awarded SY 2022-2023*

FLSA Category: Non Exempt

Annual salary based on 230 days per year; 8 hours per day

Minimum of 145 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
Information Services Clerk-Diagnostics
Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 17,920 |
| 1 | 18,395 |
| 2 | 18,883 |
| 3 | 19,382 |
| 4 | 19,896 |
| 5 | 20,424 |
| 6 | 20,964 |
| 7 | 21,520 |
| 8 | 22,091 |
| 9 | 22,677 |
| 10 | 23,277 |
| 11 | 23,894 |
| 12 | 24,527 |
| 13 | 25,178 |
| 14 | 25,844 |
| 15 | 26,530 |
| 16 | 27,059 |
| 17 | 27,601 |
| 18 | 28,153 |

FLSA Category: Non-Exempt

Annual salary based on 190 days per year; 8 hours per day

Minimum of 120 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
Maintenance Technician
Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 9,957 |
| 1 | 10,264 |
| 2 | 10,582 |
| 3 | 10,909 |
| 4 | 11,246 |
| 5 | 11,595 |
| 6 | 11,954 |
| 7 | 12,323 |
| 8 | 12,704 |
| 9 | 13,096 |
| 10 | 13,502 |
| 11 | 13,920 |
| 12 | 14,350 |

FLSA Category: Non-Exempt

**Annual salary based on 230 days per year/approved
work schedule;**

8 hours per day

Minimum of 145 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

Maintenance

Annual Salary Schedule

| STEP | GRADE | | | |
|------|----------|-------------|-------------|--------------------|
| | I | II | III | IV |
| | SNP | Regular | Skilled | Director |
| | Utility | Maintenance | Maintenance | Includes \$2000 |
| | Worker | Worker | Worker | For On-Call Duties |
| | 184 Days | 230 days | 230 days | 230 days |
| 0 | 12,128 | 20,726 | 30,542 | 61,884 |
| 1 | 12,436 | 21,254 | 31,323 | 62,422 |
| 2 | 12,754 | 21,797 | 32,120 | 62,961 |
| 3 | 13,080 | 22,351 | 32,940 | 63,499 |
| 4 | 13,414 | 22,922 | 33,779 | 64,038 |
| 5 | 13,757 | 23,507 | 34,640 | 64,577 |
| 6 | 14,107 | 24,106 | 35,523 | 65,115 |
| 7 | 14,467 | 24,722 | 36,431 | 65,654 |
| 8 | 14,835 | 25,350 | 37,359 | 66,192 |
| 9 | 15,214 | 25,999 | 38,312 | 66,731 |
| 10 | 15,601 | 26,661 | 39,289 | 67,269 |
| 11 | 16,000 | 27,341 | 40,290 | 67,807 |
| 12 | 16,319 | 27,887 | 41,096 | 68,346 |
| 13 | 16,645 | 28,445 | 41,918 | 68,884 |
| 14 | 16,978 | 29,015 | 42,757 | 69,853 |
| 15 | 17,318 | 29,595 | 43,612 | 70,842 |
| 16 | 17,664 | 30,187 | 44,484 | 71,850 |
| 17 | 18,017 | 30,790 | 45,374 | 72,877 |
| 18 | 18,378 | 31,406 | 46,281 | 73,926 |

*Awarded SY 2021-2022

*Awarded SY 2022-2023

FLSA Category: Non Exempt (SNP Utility Worker, Reg Maint., and Skilled Maint.)

FLSA Category: Exempt (Director)

Annual salary based on 184 days per year; 4 hours per day

Minimum of 116 days required to advance to next step

OR

Annual salary based on 230 days per year; 8 hours per day

Minimum of 145 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

Mechanics

Annual Salary Schedule

| STEP | GRADE | |
|------|-------------------|-----------------------------------|
| | II | III |
| | Mechanic | Skilled Mechanic/ Supervisor |
| | Utility Worker | Plus \$2400 On-Call Supplement |
| 0 | 27,843 | 34,224 |
| 1 | 28,552 | 35,097 |
| 2 | 29,281 | 35,993 |
| 3 | 30,027 | 36,909 |
| 4 | 30,793 | 37,851 |
| 5 | 31,579 | 38,817 |
| 6 | 32,385 | 39,806 |
| 7 | 33,209 | 40,822 |
| 8 | 34,057 | 41,862 |
| 9 | 34,925 | 42,929 |
| 10 | 35,816 | 44,025 |
| 11 | 36,730 | 45,146 |
| 12 | 37,464 | 46,050 |
| 13 | 38,213 | 46,971 |
| 14 | 38,978 | 47,911 |
| 15 | 39,757 | 48,869 |
| 16 | 40,552 | 49,846 |
| 17 | 41,363 | 50,843 |
| 18 | 42,191 | 51,860 |

**Awarded SY 2021-2022*

**Awarded SY 2022-2023*

FLSA Category: Non Exempt

Annual salary based on 230 days per year; 8 hours per day

Minimum of 145 days required to advance to next step

LBOE Approved:

July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
Network and System Analyst
Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 56,834 |
| 1 | 57,372 |
| 2 | 57,911 |
| 3 | 58,450 |
| 4 | 58,988 |
| 5 | 59,527 |
| 6 | 60,065 |
| 7 | 60,603 |
| 8 | 61,142 |
| 9 | 61,680 |
| 10 | 62,219 |
| 11 | 62,757 |
| 12 | 63,296 |
| 13 | 63,834 |
| 14 | 64,804 |
| 15 | 65,316 |
| 16 | 65,829 |
| 17 | 66,341 |
| 18 | 66,854 |

FLSA Category: Non-Exempt

**Annual salary based on 230 days per year/approved
work schedule; 8 hours per day**

Minimum of 145 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
NJROTC-Navy Jr. ROTC Instructor
Annual Salary Schedule

| STEP | Non-Commissioned | Officer |
|------|------------------|---------|
| 0 | 2,222 | 2,389 |
| 1 | 2,355 | 2,531 |
| 2 | 2,497 | 2,683 |
| 3 | 2,646 | 2,845 |
| 4 | 2,805 | 3,015 |
| 5 | 2,973 | 3,195 |
| 6 | 3,152 | 3,387 |
| 7 | 3,342 | 3,591 |
| 8 | 3,542 | 3,807 |
| 9 | 3,755 | 4,035 |
| 10 | 3,980 | 4,277 |
| 11 | 4,219 | 4,534 |
| 12 | 4,472 | 4,806 |
| 13 | 4,741 | 5,093 |
| 14 | 5,025 | 5,400 |
| 15 | 5,326 | 5,724 |
| 16 | 5,433 | 5,838 |

FLSA Category: Exempt

Annual salary based on 230 days per year; 8 hours per day

Minimum of 145 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
Paraprofessional
Annual Salary Schedule

| STEP | RANK 4 | RANK 5 | RANK 6 | RANK 7 | RANK 8 |
|------|----------------|----------------|-----------------|-----------------|-----------------|
| | HS Diploma/GED | 1 Year College | 2 Years College | 3 Years College | 4 Years College |
| 0 | 12,727 | 13,048 | 13,438 | 13,909 | 14,466 |
| 1 | 12,951 | 13,276 | 13,675 | 14,153 | 14,719 |
| 2 | 13,178 | 13,508 | 13,912 | 14,400 | 14,975 |
| 3 | 13,408 | 13,744 | 14,156 | 14,652 | 15,238 |
| 4 | 13,644 | 13,985 | 14,404 | 14,909 | 15,505 |
| 5 | 13,882 | 14,231 | 14,656 | 15,169 | 15,776 |
| 6 | 14,126 | 14,479 | 14,914 | 15,434 | 16,053 |
| 7 | 14,372 | 14,732 | 15,173 | 15,705 | 16,332 |
| 8 | 14,625 | 14,991 | 15,440 | 15,980 | 16,618 |
| 9 | 14,880 | 15,253 | 15,710 | 16,259 | 16,910 |
| 10 | 15,140 | 15,520 | 15,985 | 16,544 | 17,205 |
| 11 | 15,406 | 15,791 | 16,264 | 16,834 | 17,506 |
| 12 | 15,674 | 16,068 | 16,550 | 17,129 | 17,812 |
| 13 | 15,949 | 16,349 | 16,838 | 17,427 | 18,125 |
| 14 | 16,229 | 16,636 | 17,134 | 17,733 | 18,442 |
| 15 | 16,513 | 16,925 | 17,433 | 18,042 | 18,765 |
| 16 | 16,801 | 17,222 | 17,740 | 18,359 | 19,093 |
| 17 | 17,095 | 17,523 | 18,048 | 18,680 | 19,427 |
| 18 | 17,437 | 17,875 | 18,409 | 19,054 | 19,815 |

FLSA Category: Non-Exempt

Annual salary based on 185 days per year; 7.50 hours per day

Minimum of 117 days required to advance to next step

* 45 Quarter Hours of College Credit = 1 Year of College

* 30 Semester Hours of College Credit = 1 Year of College

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
Paraprofessional-Pre K Assistant Teacher
Annual Salary Schedule

| STEP | RANK 4 | RANK 5 | RANK 6 | RANK 7 | RANK 8 |
|------|----------------|----------------|-----------------|-----------------|-----------------|
| | HS Diploma/GED | 1 Year College | 2 Years College | 3 Years College | 4 Years College |
| 0 | 16,190 | 16,190 | 16,190 | 16,190 | 16,190 |
| 1 | 16,190 | 16,190 | 16,190 | 16,190 | 16,190 |
| 2 | 16,190 | 16,190 | 16,190 | 16,190 | 16,190 |
| 3 | 16,190 | 16,190 | 16,190 | 16,190 | 16,190 |
| 4 | 16,190 | 16,190 | 16,190 | 16,190 | 16,190 |
| 5 | 16,190 | 16,190 | 16,190 | 16,190 | 16,190 |
| 6 | 16,190 | 16,190 | 16,190 | 16,190 | 16,190 |
| 7 | 16,190 | 16,190 | 16,190 | 16,190 | 16,333 |
| 8 | 16,190 | 16,190 | 16,190 | 16,190 | 16,618 |
| 9 | 16,190 | 16,190 | 16,190 | 16,259 | 16,910 |
| 10 | 16,190 | 16,190 | 16,190 | 16,544 | 17,205 |
| 11 | 16,190 | 16,190 | 16,264 | 16,834 | 17,506 |
| 12 | 16,190 | 16,190 | 16,549 | 17,129 | 17,812 |
| 13 | 16,190 | 16,349 | 16,838 | 17,427 | 18,125 |
| 14 | 16,229 | 16,635 | 17,134 | 17,733 | 18,441 |
| 15 | 16,513 | 16,925 | 17,433 | 18,042 | 18,764 |
| 16 | 16,801 | 17,222 | 17,739 | 18,358 | 19,093 |
| 17 | 17,095 | 17,524 | 18,048 | 18,679 | 19,427 |
| 18 | 17,438 | 17,875 | 18,409 | 19,054 | 19,815 |

FLSA Category: Non-Exempt

*Annual salary based on 190 days per year (or the equivalency of) and will follow the teacher work schedule; 7.50 hrs per day

*Minimum annual salary is determined by the Bright from the Start Grant Guidelines for each fiscal year and is contingent upon state funding
 Minimum of 120 days required to advance to next step

* 45 Quarter Hours of College Credit = 1 Year of College

* 30 Semester Hours of College Credit = 1 Year of College

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

Parents as Educators Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 28,517 |
| 1 | 29,272 |
| 2 | 30,047 |
| 3 | 30,845 |
| 4 | 31,662 |
| 5 | 32,501 |
| 6 | 33,362 |
| 7 | 34,247 |
| 8 | 34,247 |
| 9 | 35,153 |
| 10 | 35,153 |
| 11 | 36,085 |
| 12 | 36,085 |
| 13 | 37,041 |
| 14 | 37,041 |
| 15 | 38,023 |
| 16 | 38,023 |
| 17 | 39,031 |
| 18 | 39,031 |
| 19 | 39,810 |

FLSA Category: Non-Exempt

Annual salary based on 200 days per year; 8 hours per day

Minimum of 126 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

School Nurse

Annual Salary Schedule

| STEP | Health Care Worker I HS Diploma or GED | Health Care Worker II Some College (No Degree) | Health Care Worker III 2 yr Degree (Not LPN) | LPN | RN |
|------|---|---|---|--------|--------|
| 0 | 12,727 | 13,048 | 13,439 | 26,602 | 33,372 |
| 1 | 12,950 | 13,276 | 13,675 | 27,308 | 34,257 |
| 2 | 13,179 | 13,508 | 13,913 | 28,031 | 35,165 |
| 3 | 13,409 | 13,744 | 14,156 | 28,774 | 36,096 |
| 4 | 13,644 | 13,985 | 14,403 | 29,535 | 37,054 |
| 5 | 13,882 | 14,230 | 14,656 | 30,319 | 38,035 |
| 6 | 14,126 | 14,478 | 14,914 | 31,122 | 39,042 |
| 7 | 14,372 | 14,733 | 15,173 | 31,947 | 40,077 |
| 8 | 14,624 | 14,990 | 15,440 | 31,947 | 40,077 |
| 9 | 14,880 | 15,252 | 15,710 | 32,794 | 41,139 |
| 10 | 15,141 | 15,520 | 15,985 | 32,794 | 41,139 |
| 11 | 15,406 | 15,792 | 16,264 | 33,663 | 42,230 |
| 12 | 15,675 | 16,068 | 16,549 | 33,663 | 42,230 |
| 13 | 15,949 | 16,348 | 16,838 | 34,554 | 43,349 |
| 14 | 16,228 | 16,635 | 17,133 | 34,554 | 43,349 |
| 15 | 16,513 | 16,926 | 17,433 | 35,472 | 44,496 |
| 16 | 16,802 | 17,222 | 17,739 | 35,472 | 44,496 |
| 17 | 17,095 | 17,524 | 18,049 | 36,411 | 45,677 |
| 18 | 17,438 | 17,875 | 18,409 | 36,411 | 45,677 |
| 19 | 17,786 | 18,232 | 18,776 | 37,139 | 46,589 |

FLSA Category: Non Exempt

Annual salary based on 180 days per year; 7.50 hours per day

Minimum of 113 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
School Nutrition Program Managers
Annual Salary Schedule

| STEP | GRADE | |
|------|--------------|-------------|
| | I | II |
| | Elementary | High |
| | and Middle | School |
| | School | SNP Manager |
| | SNP Managers | |
| 0 | 21,601 | 24,589 |
| 1 | 22,065 | 25,118 |
| 2 | 22,540 | 25,657 |
| 3 | 23,024 | 26,209 |
| 4 | 23,520 | 26,772 |
| 5 | 24,026 | 27,348 |
| 6 | 24,543 | 27,936 |
| 7 | 25,070 | 28,537 |
| 8 | 25,610 | 29,151 |
| 9 | 26,160 | 29,777 |
| 10 | 26,722 | 30,418 |
| 11 | 27,297 | 31,072 |
| 12 | 27,884 | 31,740 |
| 13 | 28,484 | 32,422 |
| 14 | 29,097 | 33,119 |
| 15 | 29,723 | 33,831 |
| 16 | 30,361 | 34,558 |
| 17 | 31,014 | 35,301 |
| 18 | 31,680 | 36,060 |

FLSA Category: Non Exempt

**Annual salary based on 185 days per year/approved
work schedule; 8 hours per day**

Plus \$500 Supplement (Checking freezers)

Minimum of 117 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
School Nutrition Program Bookkeeper
Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 27,622 |
| 1 | 28,310 |
| 2 | 29,018 |
| 3 | 29,743 |
| 4 | 30,488 |
| 5 | 31,251 |
| 6 | 32,030 |
| 7 | 32,833 |
| 8 | 33,651 |
| 9 | 34,495 |
| 10 | 35,355 |
| 11 | 37,352 |
| 12 | 38,289 |
| 13 | 39,245 |
| 14 | 40,226 |
| 15 | 41,231 |
| 16 | 42,263 |
| 17 | 43,320 |
| 18 | 44,401 |

FLSA Category: Non Exempt

Annual salary based on 230 days per year

8 hours per day

Minimum of 145 days required to advance to next step

LBOE Approved:

July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
School Nutrition Program Personnel

| STEP | HOURS PER DAY | | | | | | | | | | |
|------|---------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 2 | 3 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 |
| 0 | 3,676 | 5,513 | 7,350 | 8,270 | 9,189 | 10,108 | 11,026 | 11,944 | 12,864 | 13,783 | 14,702 |
| 1 | 3,754 | 5,632 | 7,509 | 8,447 | 9,386 | 10,325 | 11,263 | 12,202 | 13,139 | 14,079 | 15,018 |
| 2 | 3,835 | 5,752 | 7,670 | 8,628 | 9,587 | 10,547 | 11,506 | 12,464 | 13,423 | 14,382 | 15,340 |
| 3 | 3,918 | 5,876 | 7,835 | 8,814 | 9,794 | 10,773 | 11,753 | 12,732 | 13,711 | 14,690 | 15,670 |
| 4 | 4,002 | 6,002 | 8,003 | 9,004 | 10,004 | 11,004 | 12,005 | 13,005 | 14,006 | 15,006 | 16,006 |
| 5 | 4,088 | 6,132 | 8,175 | 9,197 | 10,219 | 11,241 | 12,263 | 13,285 | 14,307 | 15,329 | 16,351 |
| 6 | 4,176 | 6,263 | 8,351 | 9,395 | 10,440 | 11,483 | 12,528 | 13,571 | 14,615 | 15,659 | 16,703 |
| 7 | 4,266 | 6,399 | 8,531 | 9,597 | 10,664 | 11,730 | 12,796 | 13,862 | 14,930 | 15,996 | 17,062 |
| 8 | 4,357 | 6,535 | 8,714 | 9,804 | 10,893 | 11,982 | 13,071 | 14,160 | 15,251 | 16,340 | 17,429 |
| 9 | 4,451 | 6,677 | 8,901 | 10,015 | 11,127 | 12,240 | 13,352 | 14,466 | 15,578 | 16,690 | 17,804 |
| 10 | 4,547 | 6,819 | 9,093 | 10,231 | 11,366 | 12,504 | 13,640 | 14,776 | 15,913 | 17,051 | 18,187 |
| 11 | 4,644 | 6,966 | 9,289 | 10,450 | 11,611 | 12,772 | 13,933 | 15,094 | 16,255 | 17,416 | 18,577 |
| 12 | 4,745 | 7,116 | 9,488 | 10,674 | 11,860 | 13,046 | 14,233 | 15,418 | 16,604 | 17,791 | 18,977 |
| 13 | 4,846 | 7,269 | 9,691 | 10,904 | 12,116 | 13,327 | 14,539 | 15,750 | 16,962 | 18,173 | 19,385 |
| 14 | 4,951 | 7,425 | 9,900 | 11,138 | 12,375 | 13,614 | 14,851 | 16,088 | 17,326 | 18,564 | 19,801 |
| 15 | 5,057 | 7,585 | 10,114 | 11,379 | 12,642 | 13,906 | 15,170 | 16,434 | 17,699 | 18,963 | 20,226 |
| 16 | 5,166 | 7,748 | 10,331 | 11,622 | 12,914 | 14,204 | 15,496 | 16,788 | 18,080 | 19,370 | 20,662 |
| 17 | 5,277 | 7,915 | 10,553 | 11,873 | 13,192 | 14,511 | 15,830 | 17,149 | 18,468 | 19,788 | 21,107 |
| 18 | 5,389 | 8,085 | 10,781 | 12,128 | 13,475 | 14,822 | 16,170 | 17,517 | 18,864 | 20,213 | 21,560 |

FLSA Category: Non-Exempt

Annual salary based on 184 days per year/approved work schedule;

Work day based on position and need (2 to 8 hours)

Minimum of 116 days required to advance to next step

Assistant Manager/Manager-in-Training position receives \$900 Supplement

Head Cashier/Lead Cook position receives \$569 Supplement

Cashier position receives \$481 Supplement

Back-up Cashiers = +\$0.10/hr

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

School Office Personnel Annual Salary Schedule 2019-2020

| STEP | CLASS | |
|------|----------|----------------------------|
| | I | II |
| | | Secretary (High School) |
| | 200 days | 230 days |
| 0 | 17,472 | 20,092 |
| 1 | 17,918 | 20,605 |
| 2 | 18,374 | 21,130 |
| 3 | 18,843 | 21,670 |
| 4 | 19,324 | 22,221 |
| 5 | 19,817 | 22,789 |
| 6 | 20,323 | 23,369 |
| 7 | 20,839 | 23,966 |
| 8 | 21,371 | 24,576 |
| 9 | 21,918 | 25,203 |
| 10 | 22,475 | 25,845 |
| 11 | 23,048 | 26,504 |
| 12 | 23,638 | 27,181 |
| 13 | 24,240 | 27,874 |
| 14 | 24,725 | 28,430 |
| 15 | 25,146 | 28,914 |
| 16 | 25,574 | 29,405 |
| 17 | 26,008 | 29,904 |
| 18 | 26,450 | 30,413 |

FLSA Category: Non Exempt

Annual salary based on 200 days per year; 7.5 hours per day

Minimum of 126 days required to advance to next step

OR

Annual salary based on 230 days per year; 7.50 hours per day

Minimum of 145 days required to advance to next step

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
System Office Personnel
Annual Salary Schedule

| STEP | GRADE | | | | | |
|------|---|----------------------|------------------------------------|------------------------------------|------------------------------------|---|
| | I | II | III | IV | V | VI |
| | Clerical/ Central Level Clerk 200 days | Clerical 200 days | Clerical/ Secretary 230 days | Clerical/ Financial 230 days | Executive Secretary 230 days | Secretary to Superintendent 230 days |
| 0 | 17,472 | 19,853 | 24,239 | 25,895 | 26,130 | 30,662 |
| 1 | 17,918 | 20,378 | 24,844 | 26,541 | 26,784 | 31,429 |
| 2 | 18,374 | 20,917 | 25,466 | 27,205 | 27,454 | 32,214 |
| 3 | 18,843 | 21,473 | 26,102 | 27,884 | 28,139 | 33,018 |
| 4 | 19,324 | 22,042 | 26,755 | 28,582 | 28,842 | 33,844 |
| 5 | 19,817 | 23,176 | 27,425 | 29,298 | 29,564 | 34,691 |
| 6 | 20,323 | 23,791 | 28,111 | 30,028 | 30,303 | 35,558 |
| 7 | 20,839 | 24,422 | 28,813 | 30,781 | 31,062 | 36,448 |
| 8 | 21,371 | 25,068 | 29,532 | 31,548 | 31,838 | 37,358 |
| 9 | 21,918 | 25,733 | 30,271 | 32,339 | 32,633 | 38,292 |
| 10 | 22,475 | 26,415 | 31,028 | 33,146 | 33,449 | 39,248 |
| 11 | 23,048 | 27,907 | 32,781 | 35,018 | 35,339 | 41,468 |
| 12 | 23,638 | 28,647 | 33,601 | 35,896 | 36,222 | 42,504 |
| 13 | 24,240 | 29,406 | 34,440 | 36,792 | 37,129 | 43,567 |
| 14 | 24,725 | 30,184 | 35,301 | 37,712 | 38,056 | 44,655 |
| 15 | 25,146 | 30,985 | 36,184 | 38,654 | 39,008 | 45,772 |
| 16 | 25,574 | 31,807 | 37,089 | 39,621 | 39,982 | 46,915 |
| 17 | 26,007 | 32,648 | 38,015 | 40,612 | 40,983 | 48,090 |
| 18 | 26,450 | 33,302 | 38,965 | 41,626 | 42,008 | 49,291 |

FLSA Category: Non Exempt

Annual salary based on 200 days per year; 7.50 hours per day

Minimum of 126 days required to advance to next step (Grade I, II)

OR

Annual salary based on 230 days per year; 7.50 hours per day

Minimum of 145 days required to advance to next step (Grade III, IV, V)

OR

Annual salary based on 230 days per year; 8 hours per day

Minimum of 145 days required to advance to next step (Grade VI)

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM

Substitute Salary Schedule

SUBSTITUTE TEACHER POSITIONS:

| | |
|--|--------------|
| Valid or expired <i>Professional</i> GA teaching certificate | \$100.00/Day |
| Bachelor's degree or higher | \$ 90.00/Day |
| Possession of High School Diploma/GED | \$ 75.00/Day |

**Official college transcripts must be provided from an accredited institution.*

Note: Substitute teachers who hold only a high school diploma or GED certificate are prohibited by State Board Policy from working in any one classroom more than ten consecutive days.

SUBSTITUTE CLASSIFIED POSITIONS:

| | |
|---------------------|-------------------------|
| Bus Driver | \$50.00/Day; \$12.50/Hr |
| Cafeteria Personnel | \$7.75/Hr |
| Bus Monitor | \$7.25/Hr |

HOURLY RATE FOR CURRENT EMPLOYEES:

| | |
|--|------------|
| Hospital Homebound Teacher: Direct Instruction | \$22.50/Hr |
| Planning (for every 3 hours of Direct Instruction) | \$14.00/Hr |

Effective Date: October 17, 2016

LBOE Approved: July 16, 2020



BUTTS COUNTY SCHOOL SYSTEM
Technology Specialist
Annual Salary Schedule

| STEP | SALARY |
|------|--------|
| 0 | 23,081 |
| 1 | 23,679 |
| 2 | 24,293 |
| 3 | 24,925 |
| 4 | 25,573 |
| 5 | 26,236 |
| 6 | 26,919 |
| 7 | 27,619 |
| 8 | 28,337 |
| 9 | 29,075 |
| 10 | 29,833 |
| 11 | 30,610 |
| 12 | 31,409 |
| 13 | 32,025 |
| 14 | 32,972 |
| 15 | 33,945 |
| 16 | 34,948 |
| 17 | 35,982 |
| 18 | 37,047 |

FLSA Category: Non-Exempt

Annual salary based on 230 days per year; 8 hrs per day

Minimum of 145 days required to advance to next step

LBOE Approved: July 16, 2020