

**PUTNAM COUNTY BOARD OF EDUCATION**  
**2022-2023 CLASSIFICATION CHART—HOURLY / NON-EXEMPT EMPLOYEES**

| <b>Grade</b> | <b>Example(s)</b>   | <b>Pay Range</b>  |
|--------------|---|-------------------|
| 1            | Substitute Custodian  | \$11.21 - \$20.30 |
| 2            | Daycare Worker, SAC Activity Instructor   | \$12.36 - \$21.54 |
| 3            | Cafeteria Monitor, Custodians, Food Service Worker / Cashier, Inventory Technician—seasonal   | \$13.55 - \$23.29 |
| 4            | Lead Teacher—Daycare Program, Teacher Assistant, Library Assistant—Full Time, ECE Teacher Assistant—no CDA, Sped Resource Assistant   | \$13.93 - \$23.69 |
| 5            | Bus Attendant**, SPED Related Services Assistant, Job Coach, ECE Teacher Assistant w/CDA, Sped TRACS Assistant, Sped Preschool Assistant, Sped 1x1 Assistant/Extended Resource, Maintenance—Entry Level, CDC / Behavior Teacher Assistant, Bilingual Teacher Assistant, Assistant Cafeteria Manager | \$14.75 - \$24.50 |
| 6            | Maintenance Worker—Level I, Licensed Practical Nurse, Mechanic—Level I  | \$16.04 - \$25.78 |
| 7            | Bus Driver**, Deaf Interpreter—A, ESL Interpreter—A, Central Office Typist / File Clerk, Cafeteria Manager—Level I  | \$16.39 - \$26.14 |
| 8            | SAC Site Director, Daycare Site Director, Maintenance—Level II, Cafeteria Manager—Level II, Mechanic—Level II   | \$16.74 - \$26.48 |
| 9            | ABE Recruiter/ Counselor  | \$17.10 - \$26.85 |
| 10           | School Secretary, Maintenance—Level III, Cafeteria Manager—Level III, Inventory Control Clerk, Mechanic—Level III   | \$17.43 - \$27.20 |
| 11           | Central Office Clerical Support, Technical Assistant, Technology Procurement Assistant  | \$17.81 - \$27.55 |
| 12           | Maintenance—Level IV, Mechanic—Level IV   | \$18.52 - \$28.26 |
| 13           | Bookkeeper I, Deaf Interpreter—1, ESL Interpreter—1, ECE Bookkeeper, Food Service Manager, School Nutrition Purchasing & Clerical Support   | \$18.86 - \$28.62 |
| 14           | Accounts Payable Clerk, Crisis Management Assistant, H.R. Generalist, Maintenance—Level V, Mechanic—Level V   | \$19.24 - \$28.98 |
| 15           | Inventory Coordinator, Purchasing Clerk, Fund Accountant, Bookkeeper II   | \$19.57 - \$29.33 |
| 16           | ESL Interpreter—II, Deaf Interpreter—II, Technology Support Technician  | \$21.36 - \$31.11 |
| 17           | Registered Nurse, Payroll Accountant  | \$22.08 - \$31.83 |
| 18           | Executive Assistant, Lead Computer Technician   | \$22.79 - \$32.54 |
| 19           | Deaf Interpreter - III  | \$24.20 - \$33.93 |
| 20           | Deaf Interpreter – IV, Internal Auditor   | \$25.99 - \$35.73 |

**Year**                      **Increase**  
22-23                         \$3/Per Hour

**PUTNAM COUNTY BOARD OF EDUCATION**  
**2022-2023 CLASSIFICATION CHART—PROFESSIONAL / EXEMPT EMPLOYEES**

| <b>Grade</b> | <b>Example(s)</b>  | <b>Pay Range</b>           |
|--------------|--|----------------------------|
| 1            | Parent Involvement Coordinator, Asst. Supervisor (non-certified), Nurse Coordinator, Program Coordinators, Interim Supervisor (non-certified), Social Worker | \$50,492.00 - \$70,241.00  |
| 2            | Accounting Dept Supervisor, Supervisors (non certified), Clinical Social Worker, Network Services Specialist   | \$60,859.00 - \$81,334.00  |
| 3            | Physical Therapy Assistant, Physical Therapist, Occupational Therapist, Certified Occupational Therapy, Assistant (COTA), Mental Health Coordinator          | \$65,961.00 - \$86,793.00  |
| 4            | Construction Manager, Food Services Supervisor, Transportation Supervisor  | \$71,063.00 - \$92,252.00  |
| 5            | Special Project Coordinator  | \$80,479.00 - \$103,983.00 |
| 6            | Director of Finance, Director of Human Resources   | \$81,267.00 - \$107,320.00 |

| <b>Year</b> | <b>Increase</b> |
|-------------|-----------------|
| 22-23       | \$3/Per Hour    |

KEY: Grade  
 Annual Salary based on 12 months

\*\* Positions less than 12 months will be prorated as applicable

**PUTNAM COUNTY BOARD OF EDUCATION  
2022-2023 CLASSIFICATION CHART—HOURLY – NON-EXEMPT EMPLOYEES**

**2022-2023 Annual Rates for Steps – Hourly Wage**

| <b>GRADE</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1            | \$11.21       | \$11.32       | \$11.68       | \$12.06       | \$12.42       | \$12.79       | \$13.15       | \$13.53       | \$13.89       |
| 2            | \$12.36       | \$12.71       | \$13.08       | \$13.43       | \$13.79       | \$14.15       | \$14.49       | \$14.86       | \$15.22       |
| 3            | \$13.55       | \$13.92       | \$14.32       | \$14.71       | \$15.09       | \$15.48       | \$15.87       | \$16.26       | \$16.65       |
| 4            | \$13.93       | \$14.33       | \$14.72       | \$15.11       | \$15.49       | \$15.88       | \$16.27       | \$16.66       | \$17.06       |
| 5            | \$14.75       | \$15.13       | \$15.53       | \$15.90       | \$16.29       | \$16.68       | \$17.08       | \$17.47       | \$17.84       |
| 6            | \$16.04       | \$16.42       | \$16.80       | \$17.20       | \$17.59       | \$17.98       | \$18.37       | \$18.75       | \$19.15       |
| 7            | \$16.39       | \$16.77       | \$17.17       | \$17.55       | \$17.93       | \$18.33       | \$18.72       | \$19.10       | \$19.49       |
| 8            | \$16.74       | \$17.12       | \$17.51       | \$17.90       | \$18.29       | \$18.68       | \$19.06       | \$19.45       | \$19.85       |
| 9            | \$17.10       | \$17.49       | \$17.88       | \$18.25       | \$18.65       | \$19.04       | \$19.43       | \$19.82       | \$20.20       |
| 10           | \$17.43       | \$17.83       | \$18.22       | \$18.62       | \$18.99       | \$19.39       | \$19.79       | \$20.16       | \$20.56       |
| 11           | \$17.81       | \$18.20       | \$18.59       | \$18.96       | \$19.36       | \$19.75       | \$20.14       | \$20.53       | \$20.92       |
| 12           | \$18.52       | \$18.91       | \$19.30       | \$19.67       | \$20.07       | \$20.46       | \$20.85       | \$21.24       | \$21.63       |
| 13           | \$18.86       | \$19.26       | \$19.64       | \$20.04       | \$20.42       | \$20.81       | \$21.21       | \$21.59       | \$21.98       |
| 14           | \$19.24       | \$19.61       | \$20.01       | \$20.40       | \$20.78       | \$21.17       | \$21.56       | \$21.95       | \$22.34       |
| 15           | \$19.57       | \$19.97       | \$20.36       | \$20.74       | \$21.13       | \$21.53       | \$21.91       | \$22.29       | \$22.69       |
| 16           | \$21.36       | \$21.75       | \$22.15       | \$22.52       | \$22.91       | \$23.30       | \$23.70       | \$24.09       | \$24.48       |
| 17           | \$22.08       | \$22.46       | \$22.86       | \$23.25       | \$23.62       | \$24.01       | \$24.41       | \$24.81       | \$25.18       |
| 18           | \$22.79       | \$23.18       | \$23.57       | \$23.96       | \$24.34       | \$24.72       | \$25.12       | \$25.52       | \$25.89       |
| 19           | \$24.20       | \$24.59       | \$24.98       | \$25.35       | \$25.75       | \$26.14       | \$26.54       | \$26.91       | \$27.30       |
| 20           | \$25.99       | \$26.37       | \$26.76       | \$27.16       | \$27.53       | \$27.93       | \$28.31       | \$28.70       | \$29.08       |

**2022-2023 Annual Rates for Steps – Hourly Wage (Continued)**

| <b>GRADE</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> | <b>Step 16</b> | <b>Step 17</b> | <b>Step 18</b> |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1            | \$14.26        | \$14.63        | \$14.99        | \$15.36        | \$15.73        | \$16.09        | \$16.47        | \$16.82        | \$17.20        |
| 2            | \$15.58        | \$15.94        | \$16.29        | \$16.65        | \$17.02        | \$17.37        | \$17.73        | \$18.08        | \$18.45        |
| 3            | \$17.03        | \$17.41        | \$17.81        | \$18.20        | \$18.59        | \$18.96        | \$19.36        | \$19.75        | \$20.14        |
| 4            | \$17.42        | \$17.82        | \$18.21        | \$18.61        | \$18.98        | \$19.38        | \$19.77        | \$20.15        | \$20.54        |
| 5            | \$18.23        | \$18.63        | \$19.01        | \$19.40        | \$19.80        | \$20.17        | \$20.57        | \$20.95        | \$21.34        |
| 6            | \$19.53        | \$19.92        | \$20.31        | \$20.69        | \$21.08        | \$21.47        | \$21.85        | \$22.25        | \$22.65        |
| 7            | \$19.89        | \$20.26        | \$20.66        | \$21.04        | \$21.44        | \$21.82        | \$22.21        | \$22.59        | \$22.98        |
| 8            | \$20.22        | \$20.62        | \$21.01        | \$21.39        | \$21.77        | \$22.17        | \$22.56        | \$22.95        | \$23.33        |
| 9            | \$20.60        | \$20.98        | \$21.36        | \$21.75        | \$22.15        | \$22.52        | \$22.91        | \$23.30        | \$23.70        |
| 10           | \$20.94        | \$21.33        | \$21.72        | \$22.11        | \$22.48        | \$22.88        | \$23.27        | \$23.66        | \$24.03        |
| 11           | \$21.30        | \$21.69        | \$22.08        | \$22.46        | \$22.86        | \$23.25        | \$23.62        | \$24.01        | \$24.41        |
| 12           | \$22.03        | \$22.39        | \$22.79        | \$23.18        | \$23.57        | \$23.96        | \$24.34        | \$24.72        | \$25.12        |
| 13           | \$22.36        | \$22.76        | \$23.15        | \$23.52        | \$23.91        | \$24.31        | \$24.69        | \$25.08        | \$25.46        |
| 14           | \$22.74        | \$23.11        | \$23.50        | \$23.89        | \$24.29        | \$24.65        | \$25.05        | \$25.44        | \$25.83        |
| 15           | \$23.07        | \$23.47        | \$23.86        | \$24.24        | \$24.62        | \$25.02        | \$25.41        | \$25.79        | \$26.17        |
| 16           | \$24.86        | \$25.24        | \$25.64        | \$26.03        | \$26.41        | \$26.79        | \$27.19        | \$27.57        | \$27.96        |
| 17           | \$25.57        | \$25.96        | \$26.35        | \$26.74        | \$27.13        | \$27.50        | \$27.90        | \$28.29        | \$28.67        |
| 18           | \$26.28        | \$26.67        | \$27.07        | \$27.44        | \$27.84        | \$28.23        | \$28.61        | \$28.99        | \$29.39        |
| 19           | \$27.70        | \$28.08        | \$28.47        | \$28.86        | \$29.25        | \$29.63        | \$30.02        | \$30.40        | \$30.80        |
| 20           | \$29.48        | \$29.87        | \$30.26        | \$30.64        | \$31.03        | \$31.42        | \$31.81        | \$32.20        | \$32.57        |

**PUTNAM COUNTY BOARD OF EDUCATION  
2022-2023 CLASSIFICATION CHART—HOURLY – NON-EXEMPT EMPLOYEES**

**2022-2023 Annual Rates for Steps – Hourly Wage (Continued)**

| <b>GRADE</b> | <b>Step 19</b> | <b>Step 20</b> | <b>Step 21</b> | <b>Step 22</b> | <b>Step 23</b> | <b>Step 24</b> | <b>Step 25</b> | <b>Step 26</b> |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1            | \$17.57        | \$17.93        | \$18.33        | \$18.72        | \$19.12        | \$19.51        | \$19.91        | \$20.30        |
| 2            | \$18.81        | \$19.17        | \$19.56        | \$19.96        | \$20.35        | \$20.75        | \$21.14        | \$21.54        |
| 3            | \$20.53        | \$20.92        | \$21.31        | \$21.71        | \$22.10        | \$22.50        | \$22.89        | \$23.29        |
| 4            | \$20.93        | \$21.32        | \$21.71        | \$22.11        | \$22.50        | \$22.90        | \$23.29        | \$23.69        |
| 5            | \$21.73        | \$22.13        | \$22.52        | \$22.92        | \$23.31        | \$23.71        | \$24.10        | \$24.50        |
| 6            | \$23.01        | \$23.41        | \$23.81        | \$24.20        | \$24.60        | \$24.99        | \$25.39        | \$25.78        |
| 7            | \$23.38        | \$23.77        | \$24.16        | \$24.56        | \$24.95        | \$25.35        | \$25.74        | \$26.14        |
| 8            | \$23.72        | \$24.11        | \$24.51        | \$24.90        | \$25.30        | \$25.69        | \$26.09        | \$26.48        |
| 9            | \$24.09        | \$24.48        | \$24.87        | \$25.27        | \$25.66        | \$26.06        | \$26.45        | \$26.85        |
| 10           | \$24.43        | \$24.83        | \$25.23        | \$25.62        | \$26.02        | \$26.41        | \$26.81        | \$27.20        |
| 11           | \$24.81        | \$25.18        | \$25.57        | \$25.97        | \$26.36        | \$26.76        | \$27.15        | \$27.55        |
| 12           | \$25.52        | \$25.89        | \$26.28        | \$26.68        | \$27.07        | \$27.47        | \$27.86        | \$28.26        |
| 13           | \$25.85        | \$26.25        | \$26.65        | \$27.04        | \$27.44        | \$27.83        | \$28.23        | \$28.62        |
| 14           | \$26.21        | \$26.61        | \$27.00        | \$27.40        | \$27.79        | \$28.19        | \$28.58        | \$28.98        |
| 15           | \$26.57        | \$26.96        | \$27.36        | \$27.75        | \$28.15        | \$28.54        | \$28.94        | \$29.33        |
| 16           | \$28.35        | \$28.74        | \$29.13        | \$29.53        | \$29.92        | \$30.32        | \$30.71        | \$31.11        |
| 17           | \$29.06        | \$29.46        | \$29.85        | \$30.25        | \$30.64        | \$31.04        | \$31.43        | \$31.83        |
| 18           | \$29.77        | \$30.17        | \$30.56        | \$30.96        | \$31.35        | \$31.75        | \$32.14        | \$32.54        |
| 19           | \$31.19        | \$31.56        | \$31.96        | \$32.35        | \$32.75        | \$33.14        | \$33.54        | \$33.93        |
| 20           | \$32.97        | \$33.36        | \$33.76        | \$34.15        | \$34.55        | \$34.94        | \$35.34        | \$35.73        |

**Year**                      **Increase**  
22-23                      \$3/Per Hour

**PUTNAM COUNTY BOARD OF EDUCATION**  
**2022-2023 CLASSIFICATION CHART—PROFESSIONAL / EXEMPT EMPLOYEES**

**2022-2023 Annual Rates for Steps – Salary**

| <b>Step</b> | <b>Grade 1</b> | <b>Grade 2</b> | <b>Grade 3</b> | <b>Grade 4</b> | <b>Grade 5</b> | <b>Grade 6</b> |
|-------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1           | \$50,492.34    | \$60,859.24    | \$65,961.06    | \$71,062.87    | \$80,479.13    | \$81,266.53    |
| 2           | \$51,540.14    | \$61,959.39    | \$67,086.97    | \$72,214.54    | \$81,760.15    | \$82,674.83    |
| 3           | \$52,590.02    | \$63,060.24    | \$68,212.90    | \$73,365.58    | \$83,040.07    | \$84,083.13    |
| 4           | \$54,066.10    | \$64,678.62    | \$69,901.32    | \$75,124.00    | \$85,013.28    | \$86,196.12    |
| 5           | \$55,121.66    | \$65,781.38    | \$71,027.31    | \$76,273.23    | \$86,290.18    | \$87,604.42    |
| 6           | \$55,751.24    | \$66,366.68    | \$71,590.81    | \$76,814.93    | \$86,873.63    | \$88,308.04    |
| 7           | \$56,808.61    | \$67,470.05    | \$72,716.81    | \$77,963.57    | \$88,149.53    | \$89,716.34    |
| 8           | \$57,867.68    | \$68,573.98    | \$73,842.82    | \$79,111.67    | \$89,424.54    | \$91,124.64    |
| 9           | \$58,495.69    | \$69,158.75    | \$74,406.33    | \$79,653.89    | \$90,008.83    | \$91,828.25    |
| 10          | \$59,122.78    | \$69,743.78    | \$74,970.66    | \$80,197.52    | \$90,595.02    | \$92,532.94    |
| 11          | \$59,747.72    | \$70,327.54    | \$75,534.13    | \$80,740.72    | \$91,180.94    | \$93,236.55    |
| 12          | \$60,808.51    | \$71,432.03    | \$76,660.14    | \$81,888.24    | \$92,455.00    | \$94,644.85    |
| 13          | \$61,432.73    | \$72,016.11    | \$77,224.46    | \$82,432.83    | \$93,042.73    | \$95,349.54    |
| 14          | \$62,495.09    | \$73,121.14    | \$78,350.51    | \$83,579.86    | \$94,315.97    | \$96,757.84    |
| 15          | \$63,117.31    | \$73,703.98    | \$78,913.96    | \$84,123.93    | \$94,903.38    | \$97,461.45    |
| 16          | \$64,181.17    | \$74,809.51    | \$80,040.00    | \$85,270.48    | \$96,175.81    | \$98,869.75    |
| 17          | \$64,802.10    | \$75,391.91    | \$80,603.43    | \$85,814.96    | \$96,763.87    | \$99,573.37    |
| 18          | \$65,867.40    | \$76,497.94    | \$81,729.51    | \$86,961.08    | \$98,035.57    | \$100,981.67   |
| 19          | \$66,934.01    | \$77,604.40    | \$82,855.59    | \$88,106.77    | \$99,306.53    | \$102,389.97   |
| 20          | \$67,554.46    | \$78,187.22    | \$83,419.87    | \$88,652.53    | \$99,896.29    | \$103,094.66   |
| 21          | \$68,001.95    | \$78,711.33    | \$83,981.69    | \$89,252.06    | \$100,576.85   | \$103,798.27   |
| 22          | \$68,450.12    | \$79,236.25    | \$84,544.38    | \$89,852.52    | \$101,258.45   | \$104,502.96   |
| 23          | \$68,897.61    | \$79,760.36    | \$85,106.20    | \$90,452.05    | \$101,939.02   | \$105,206.57   |
| 24          | \$69,345.79    | \$80,285.28    | \$85,668.88    | \$91,052.50    | \$102,620.62   | \$105,911.26   |
| 25          | \$69,793.28    | \$80,809.39    | \$86,230.71    | \$91,652.03    | \$103,301.18   | \$106,614.87   |
| 26          | \$70,241.45    | \$81,334.31    | \$86,793.39    | \$92,252.49    | \$103,982.79   | \$107,319.56   |

**Year**                      **Increase**  
22-23                      \$3/Per Hour

KEY: Grade  
Annual Salary based on 12 months

\*\* Positions less than 12 months will be prorated as applicable