

COBB COUNTY SCHOOL DISTRICT

TEACHER SALARY SCHEDULE

2021-2022

STEP	CIT4 - Bachelor			CIT5 - Master			CIT6 - Specialist			CIT7 - Doctorate		
	Annual	188 Daily	192 Daily	Annual	188 Daily	192 Daily	Annual	188 Daily	192 Daily	Annual	188 Daily	192 Daily
1-3	48,820	259.68	254.27	53,979	287.12	281.14	60,513	321.88	315.17	66,875	355.72	348.31
4	50,475	268.48	262.89	55,601	295.75	289.59	62,327	331.53	324.62	68,882	366.39	358.76
5	51,098	271.80	266.14	57,434	305.50	299.14	64,903	345.23	338.04	72,042	383.20	375.22
6	51,963	276.40	270.64	59,156	314.66	308.10	66,849	355.58	348.17	74,204	394.70	386.48
7	54,039	287.44	281.45	61,342	326.28	319.49	68,944	366.72	359.08	76,530	407.07	398.59
8	55,663	296.08	289.91	63,182	336.07	329.07	71,013	377.73	369.86	78,825	419.28	410.55
9	58,168	309.40	302.96	66,027	351.21	343.89	74,018	393.71	385.51	81,801	435.11	426.05
10-11	59,911	318.67	312.03	68,008	361.75	354.21	76,237	405.52	397.07	84,254	448.16	438.82
12-13	61,706	328.22	321.38	70,049	372.60	364.84	78,528	417.70	409.00	86,780	461.60	451.98
14-15	63,558	338.08	331.03	72,151	383.78	375.79	80,880	430.21	421.25	89,385	475.45	465.55
16-17	65,465	348.22	340.97	74,316	395.30	387.06	83,306	443.12	433.89	92,066	489.71	479.51
18-19	67,432	358.68	351.21	76,544	407.15	398.67	85,806	456.42	446.91	94,828	504.40	493.89
20-21	69,677	370.62	362.90	79,101	420.75	411.99	88,682	471.72	461.89	98,009	521.32	510.46
22-23	71,456	380.08	372.17	81,159	431.69	422.70	91,009	484.09	474.00	100,595	535.08	523.93
24-26	72,044	383.21	375.23	81,773	434.96	425.90	91,687	487.70	477.54	101,333	539.00	527.77
27-29	72,642	386.39	378.34	82,425	438.43	429.30	92,371	491.33	481.10	102,090	543.03	531.72
30+	73,256	389.66	381.54	83,106	442.05	432.84	93,109	495.26	484.94	102,868	547.17	535.77

FLSA Category: Exempt

Annual Salary is based on 8 hours per day and rounded to nearest dollar

New Teachers, as defined on next page, will work 192 days per year

Supply Teacher Daily Rate - \$112

Substitute Teacher - \$89 per day

Foundation Instructor - \$259.68 per day or \$32.46 per hour (based on CIT4, Step 1)

Teacher Salary Schedule

2021-2022

Education/Certification Requirements

Employees seeking certified positions must be eligible for certification before being employed and must maintain certification during employment.

(Policy/Rule reference: GBBA-R)

Applicants who do not have a valid Georgia Teacher's certificate should contact the Georgia Professional Standards Commission, via the website at www.GAPSC.com, or call 404-232-2500 or 800-869-7775. **It is the responsibility of the employee to obtain and maintain a valid teaching certificate.**

Compensation/Step Placement

Individuals employed by the Cobb County Board of Education will be assigned a salary step based on qualifications and appropriate experience. All experience must be listed on the original application and verified by completing the appropriate CCSD Experience Verification Form. Certified employees will receive a salary based on receipt of the highest valid in-field teaching certificate issued and appropriately verified teaching experience. Verified teaching experience gained outside the Cobb County School District in an accredited, Georgia State Department of Education recognized program will be credited year for year. If an employee has satisfactorily completed 1, 2, or 3 years of verified experience in the State of Georgia, the employee will be placed on step 4. **It is the responsibility of the employee to obtain verification of experience from all former employers.**

A maximum of 3 years credit will be given for active duty military experience. **Form DD214 must be submitted for review.**

Salaries for Certified employees are determined by the Georgia teaching certificate they hold through Georgia Professional Standards Commission, and the years of experience approved by the Cobb County Board of Education (**Policy/Rule reference: GBA-R**) along with guidelines from the Georgia Department of Education Code (**GBA (5) - 160-5-2-.05 EXPERIENCE FOR SALARY PURPOSES**).

Budget permitting, a step may be granted, annually, at the beginning of each work year upon **satisfactory** completion of a year's service (see Work Day Calendar). The following exceptions apply:

- A part-time employee working between 50% and 99% in a position, must complete 2 consecutive years of qualified service to receive 1-year service credit or
- An employee who receives an unsatisfactory annual evaluation (**Policy/Rule reference: GBA-R (G)(9)**)

Teachers New to Cobb County School District

Certified employees who did not teach in the Cobb County School District during the previous 24 months or limited contract employees with a start date within the current calendar year are issued employment contracts for 192 days. This contract includes days for orientation by the central office and local school. (**Policy/Rule reference: GBA-R**)

Additional Positions Based on Teacher Salary Schedule

Guidance Counselors, Library Media Specialists, Speech/Language Pathologists, Interpreters, and Audiologists, Diagnosticians, are paid on the Teacher's Salary Schedule. (See above for Compensation/Step Placement)