

COBB COUNTY SCHOOL DISTRICT  
TEACHER SALARY SCHEDULE  
2005-2006

FLSA Category - Exempt  
Returning Teachers - 191 Days  
New Teachers and Teachers not on contract with  
CCSD for the last 24 mths - 194 Days  
Based on 8 hrs/day

Step	1-3	4	5	6	7	8	9	10	12	14	16	18	20	22	24	27	30
<b>Certificate Level - T-1</b>																	
Vocational - High School Diploma or GED																	
Salary	34,148	35,173	36,227	37,315	38,433	39,586	40,773	41,994	43,255	44,554	45,889	47,267	48,649	50,080	50,513	51,063	51,395
Daily (191)	178.79	184.15	189.67	195.37	201.22	207.26	213.47	219.86	226.47	233.27	240.26	247.47	255.75	262.20	264.47	267.35	269.08
Daily (194)	176.02	181.30	186.74	192.35	198.11	204.05	210.17	216.46	222.96	229.66	236.54	243.64	251.80	258.14	260.38	263.21	264.92
<b>Certificate Level - T-2</b>																	
Vocational - Associate's Degree or above																	
Salary	34,999	36,047	37,129	38,244	39,390	40,572	41,788	43,043	44,334	45,665	47,034	48,446	50,065	51,329	51,775	52,225	52,677
Daily (191)	183.24	188.73	194.39	200.23	206.23	212.42	218.79	225.36	232.12	239.08	246.25	253.64	262.12	268.74	271.07	273.43	275.80
Daily (194)	180.41	185.81	191.39	197.13	203.04	209.13	215.40	221.87	228.53	235.39	242.44	249.72	258.07	264.58	268.88	269.20	271.53
<b>Certificate Level - T-4</b>																	
Bachelor's Degree																	
Salary	35,938	37,015	38,125	39,270	40,440	42,066	43,959	45,275	46,633	48,034	49,476	50,961	52,666	54,000	54,465	54,938	55,415
Daily (191)	188.16	193.80	199.61	205.60	213.82	220.24	230.15	237.04	244.15	251.49	259.04	266.81	275.74	282.72	285.16	287.63	290.13
Daily (194)	185.25	190.80	196.52	202.42	210.52	216.84	226.59	233.38	240.38	247.60	255.03	262.69	271.47	278.35	280.75	283.19	285.64
<b>Certificate Level - T-5</b>																	
Master's Degree																	
Salary	40,754	41,978	43,373	44,674	46,313	47,702	49,849	51,345	52,886	54,473	56,108	57,791	59,737	61,271	61,774	62,298	62,838
Daily (191)	213.37	219.78	227.08	233.90	242.48	249.75	260.99	268.82	276.89	285.20	293.76	302.57	312.76	320.79	323.42	326.17	328.99
Daily (194)	210.07	216.38	223.57	230.28	238.79	245.89	256.55	264.66	272.61	280.79	289.22	297.89	307.92	315.83	318.42	321.12	323.91
<b>Certificate Level - T-6</b>																	
Specialist Degree																	
Salary	45,656	47,025	48,015	50,484	52,030	53,592	55,847	57,522	59,248	61,025	62,855	64,741	66,930	68,663	69,219	69,779	70,371
Daily (191)	239.04	246.20	256.62	264.31	272.41	280.59	292.39	301.16	310.20	319.50	329.08	338.96	350.42	359.49	362.40	365.34	368.43
Daily (194)	235.34	242.40	252.65	260.23	268.20	276.25	287.87	296.51	305.40	314.56	323.99	333.72	345.00	353.93	356.80	359.69	362.74
<b>Certificate Level - T-7</b>																	
Doctorate Degree																	
Salary	50,438	51,951	54,405	56,036	57,752	59,486	61,695	63,543	65,450	67,414	69,437	71,520	73,941	75,868	76,473	77,093	77,730
Daily (191)	264.07	271.99	284.84	293.38	302.37	311.45	323.01	332.69	342.67	352.95	363.54	374.45	387.13	397.21	400.38	403.63	406.96
Daily (194)	259.99	267.79	280.44	288.85	297.69	306.63	318.02	327.54	337.37	347.49	357.92	368.66	381.14	391.07	394.19	397.39	400.67
Supply Teachers	\$94 Daily Rate																
Substitute Teachers	\$74 Daily Rate																

**TEACHER EMPLOYMENT INFORMATION**

<b>CONDITION OF EMPLOYMENT</b>	A Bachelor's Degree from an accredited four-year college and a valid teaching certificate are required for a teaching position in the Cobb County School District. Applicants who do not have a valid Georgia Teacher's certificate should contact Georgia Professional Standards Commission, <a href="http://www.GAPSC.com">www.GAPSC.com</a> , or call 404-657-9000. You can download an application for certification.
<b>PLACEMENT ON SALARY SCHEDULE</b>	Individuals employed by the Cobb County Board of Education will be assigned a salary step based on qualifications and appropriate experience. Certified employees will receive a salary based on receipt of the highest valid in-field certificate issued and appropriately verified teaching experience. Verified teaching experience gained outside the Cobb County School District in an accredited, Georgia-recognized program will be credited year for year. Level T-1 and T-2 (vocational) will be granted a maximum of 3 years work experience.
<b>EMPLOYEE RESPONSIBILITIES</b>	It is the responsibility of the employee to: <ol style="list-style-type: none"> <li>1. Obtain verification of experience from all former employers.</li> <li>2. Obtain a valid teaching certificate.</li> </ol>
<b>SPECIAL CERTIFICATION</b>	Teachers who do not meet professional certification requirements should see the Special Certificates salary schedule.
<b>WORK SCHEDULE</b>	Teachers new to Cobb County School District and certified employees who have not been on contract with the Cobb County School District in the previous 24 months will work a 194-day contract. <b>The salary for new teachers hired on or before August 12, 2005 will be paid in 13 checks beginning 8/31/05.</b>
<b>SALARY STEP CREDIT</b>	A step may be granted annually at the beginning of each work year upon satisfactory completion of a year's service (a minimum of 120 days for teachers). Salary advancement guidelines set forth by QBE Regulations, State Board of Education and Cobb County Board of Education Policies/Regulations must be met.
<b>POSITIONS BASED ON TEACHER SALARY</b>	Media Specialists, Speech/Language Pathologists, Interpreters, Audiologists, Diagnosticians, Instructional Lead Teachers, and Special Education Lead Teachers are paid on the Teacher's salary schedule. Guidance Counselors are paid at the T-5 level and above on the Teacher's salary schedule.
<b>MILITARY EXPERIENCE</b>	Active military experience will be recognized for a maximum of three steps. <b>Form DD214 must be submitted as documentation.</b>

**COBB COUNTY SCHOOL DISTRICT  
SPECIAL CERTIFICATE TEACHER SALARY SCHEDULE  
2005-2006**

**FLSA Category - Exempt  
Returning Teachers - 191 Days  
New Teachers and Teachers not on contract with  
CCSD for the last 24 mths - 194 Days  
Based on 8 hr/day**

Step	1-3	4	5	6	7	8	9	10	12	14	16	18	20	22	24	27	30
<b>Certificate Level - BT-4</b>																	
<b>Bachelor's Degree</b>																	
Salary	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425	32,425
Daily (191)	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76	169.76
Daily (194)	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14	167.14
<b>Certificate Level - BT-5</b>																	
<b>Master's Degree</b>																	
Salary	37,640	38,765	40,167	41,372	42,775	44,422	46,423	47,815	49,250	50,727	52,247	53,816	56,580	58,001	58,502	59,010	59,523
Daily (191)	197.07	202.96	210.30	216.61	223.95	232.58	243.05	250.34	257.85	265.59	273.54	281.76	296.23	303.67	306.29	308.95	311.64
Daily (194)	194.02	199.82	207.05	213.26	220.49	228.98	239.29	246.47	253.87	261.48	269.31	277.40	291.65	298.97	301.56	304.18	306.82
<b>Certificate Level - BT-6</b>																	
<b>Specialist Degree</b>																	
Salary	42,631	43,970	46,193	47,579	49,035	50,506	52,231	53,785	55,397	57,061	58,775	60,540	62,591	64,225	64,729	65,256	65,788
Daily (191)	223.51	230.21	241.85	249.10	256.73	264.43	273.46	281.60	290.04	298.75	307.72	316.96	327.70	336.26	338.90	341.65	344.44
Daily (194)	220.06	226.65	238.11	245.25	252.76	260.34	269.23	277.24	285.55	294.13	302.96	312.06	322.63	331.06	333.65	336.37	339.11
<b>Certificate Level - BT-7</b>																	
<b>Doctorate Degree</b>																	
Salary	48,621	50,082	52,199	53,764	55,409	57,072	59,474	61,260	63,096	64,990	66,939	68,946	71,275	73,121	73,715	74,318	74,947
Daily (191)	254.56	262.21	273.29	281.49	290.10	298.81	311.38	320.73	330.35	340.26	350.47	360.97	373.17	382.83	385.94	389.10	392.39
Daily (194)	250.82	258.15	269.07	277.13	285.61	294.19	306.57	315.77	325.24	335.00	345.05	355.40	367.40	376.91	379.97	383.08	386.32

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