

**COBB COUNTY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2014-2015**

| |
|---|
| FLSA Category - Exempt Returning Teachers - 190 Days New Teachers and Teachers not on contract with CCSD for the last 2 school years - 194 Days Based on 8 hrs/day |
|---|

| CCSD Step | 1-3 | 4 | 5 | 6 | 7 | 8 | 9 | 10-11 | 12-13 | 14-15 | 16-17 | 18-19 | 20-21 | 22-23 | 24-26 | 27-29 | 30+ |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Certificate Level T-1 (CIT1) | | | | | | | | | | | | | | | | | |
| Vocational - High School Diploma or GED | | | | | | | | | | | | | | | | | |
| Salary | 36,409.19 | 37,501.10 | 38,625.63 | 39,786.63 | 40,976.41 | 42,206.49 | 43,473.03 | 44,774.11 | 46,119.33 | 47,502.93 | 48,924.91 | 50,394.86 | 52,073.98 | 53,398.09 | 53,837.55 | 54,405.57 | 54,758.67 |
| Daily (190) | 191.63 | 197.37 | 203.29 | 209.40 | 215.67 | 222.14 | 228.81 | 235.65 | 242.73 | 250.02 | 257.50 | 265.24 | 274.07 | 281.04 | 283.36 | 286.35 | 288.20 |
| Daily (194) | 187.68 | 193.30 | 199.10 | 205.09 | 211.22 | 217.56 | 224.09 | 230.79 | 237.73 | 244.86 | 252.19 | 259.77 | 268.42 | 275.25 | 277.51 | 280.44 | 282.26 |
| Certificate Level T-2 (CIT2) | | | | | | | | | | | | | | | | | |
| Vocational - Associate Degree or above | | | | | | | | | | | | | | | | | |
| Salary | 37,322.63 | 38,441.41 | 39,592.81 | 40,782.59 | 42,004.99 | 43,265.77 | 44,563.02 | 45,898.64 | 47,276.48 | 48,696.54 | 50,154.98 | 51,661.40 | 53,378.90 | 54,737.56 | 55,192.36 | 55,651.00 | 56,124.99 |
| Daily (190) | 196.43 | 202.32 | 208.38 | 214.65 | 221.08 | 227.71 | 234.54 | 241.57 | 248.82 | 256.30 | 263.97 | 271.90 | 280.94 | 288.09 | 290.49 | 292.90 | 295.39 |
| Daily (194) | 192.38 | 198.15 | 204.09 | 210.22 | 216.52 | 223.02 | 229.71 | 236.59 | 243.69 | 251.01 | 258.53 | 266.30 | 275.15 | 282.15 | 284.50 | 286.86 | 289.30 |
| Certificate Level T-4 (CIT4) | | | | | | | | | | | | | | | | | |
| Bachelor Degree | | | | | | | | | | | | | | | | | |
| Salary | 39,347.18 | 40,680.88 | 41,183.66 | 41,880.26 | 43,553.62 | 44,862.38 | 46,881.17 | 48,285.88 | 49,732.80 | 51,225.79 | 52,762.91 | 54,348.00 | 56,157.62 | 57,591.11 | 58,065.10 | 58,546.77 | 59,041.87 |
| Daily (190) | 207.09 | 214.11 | 216.76 | 220.42 | 229.23 | 236.12 | 246.74 | 254.14 | 261.75 | 269.61 | 277.70 | 286.04 | 295.57 | 303.11 | 305.61 | 308.14 | 310.75 |
| Daily (194) | 202.82 | 209.70 | 212.29 | 215.88 | 224.50 | 231.25 | 241.66 | 248.90 | 256.35 | 264.05 | 271.97 | 280.14 | 289.47 | 296.86 | 299.30 | 301.79 | 304.34 |
| Certificate Level T-5 (CIT5) | | | | | | | | | | | | | | | | | |
| Master Degree | | | | | | | | | | | | | | | | | |
| Salary | 43,505.65 | 44,812.49 | 46,290.12 | 47,677.56 | 49,439.20 | 50,922.58 | 53,215.79 | 54,812.40 | 56,456.98 | 58,151.46 | 59,895.83 | 61,692.01 | 63,753.02 | 65,411.03 | 65,906.14 | 66,431.94 | 66,980.78 |
| Daily (190) | 228.98 | 235.86 | 243.63 | 250.93 | 260.21 | 268.01 | 280.08 | 288.49 | 297.14 | 306.06 | 315.24 | 324.69 | 335.54 | 344.27 | 346.87 | 349.64 | 352.53 |
| Daily (194) | 224.26 | 230.99 | 238.61 | 245.76 | 254.84 | 262.49 | 274.31 | 282.54 | 291.02 | 299.75 | 308.74 | 318.00 | 328.62 | 337.17 | 339.72 | 342.43 | 345.26 |
| Certificate Level T-6 (CIT6) | | | | | | | | | | | | | | | | | |
| Specialist Degree | | | | | | | | | | | | | | | | | |
| Salary | 48,771.39 | 50,233.66 | 52,310.02 | 53,877.84 | 55,566.56 | 57,234.18 | 59,655.95 | 61,444.46 | 63,290.54 | 65,186.51 | 67,141.97 | 69,156.92 | 71,475.07 | 73,349.94 | 73,896.85 | 74,447.61 | 75,042.50 |
| Daily (190) | 256.69 | 264.39 | 275.32 | 283.57 | 292.46 | 301.23 | 313.98 | 323.39 | 333.11 | 343.09 | 353.38 | 363.98 | 376.18 | 386.05 | 388.93 | 391.83 | 394.96 |
| Daily (194) | 251.40 | 258.94 | 269.64 | 277.72 | 286.43 | 295.02 | 307.50 | 316.72 | 326.24 | 336.01 | 346.09 | 356.48 | 368.43 | 378.09 | 380.91 | 383.75 | 386.82 |
| Certificate Level T-7 (CIT7) | | | | | | | | | | | | | | | | | |
| Doctorate Degree | | | | | | | | | | | | | | | | | |
| Salary | 53,898.95 | 55,516.67 | 58,063.18 | 59,805.64 | 61,680.50 | 63,530.41 | 65,929.16 | 67,905.73 | 69,941.79 | 72,041.18 | 74,201.97 | 76,428.01 | 78,991.80 | 81,075.83 | 81,670.72 | 82,280.96 | 82,908.48 |
| Daily (190) | 283.68 | 292.19 | 305.60 | 314.77 | 324.63 | 334.37 | 347.00 | 357.40 | 368.11 | 379.16 | 390.54 | 402.25 | 415.75 | 426.71 | 429.85 | 433.06 | 436.36 |
| Daily (194) | 277.83 | 286.17 | 299.29 | 308.28 | 317.94 | 327.48 | 339.84 | 350.03 | 360.52 | 371.35 | 382.48 | 393.96 | 407.17 | 417.92 | 420.98 | 424.13 | 427.36 |

Supply Teachers - \$101 Daily Rate
Substitute Teachers - \$80 Daily Rate

TEACHER EMPLOYMENT INFORMATION

| | |
|---|---|
| CONDITION OF EMPLOYMENT | A Bachelor 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, via the website at www.GAPSC.com , or call 404-657-9000. You can download an application for certification. |
| PLACEMENT ON SALARY SCHEDULE | 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 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. Level T-1 and T-2 (vocational) will be granted a maximum of 3 years of work experience. |
| EMPLOYEE RESPONSIBILITIES | It is the responsibility of the employee to: <ol style="list-style-type: none"> 1. Obtain verification of experience from all former employers. 2. Obtain and maintain a valid teaching certificate. |
| SPECIAL CERTIFICATION | Teachers who do not meet professional certification requirements will be compensated from the Special Certificates salary schedule. Teachers who hold an NT-Professional Certificate will be placed on the "T" Schedule. Teachers who hold an NT-Non Professional Certificate will be placed on the "BT" (Special Certificates) |
| WORK SCHEDULE | Teachers new to Cobb County School District and re-hired certified employees who have not been on contract with the Cobb County School District in the previous 2 school years will work a 194-day contract. |
| SALARY STEP CREDIT | A step may be granted annually at the beginning of each work year upon satisfactory completion of a year's service (refer to Salary Step Credit Schedule). Salary advancement guidelines set forth by QBE Regulations, State Board of Education and Cobb County Board of Education Policies/Regulations must be met. Employees who are not full-time must complete 2 consecutive years of qualified service in order to receive 1 year service credit. If a teacher receives an Unsatisfactory overall evaluation, the pay step will be frozen for the following school year per O.C.G.A 20-2-212(A). |
| POSITIONS BASED ON TEACHER SALARY SCHEDULE | Library Media Specialists, Speech/Language Pathologists, Interpreters, Audiologists, Diagnosticians, and Education Program Specialists 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. |
| MILITARY EXPERIENCE | A maximum of 3 years credit will be given for active duty military experience. Form DD214 must be submitted for review. |