

**COBB COUNTY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2015-2016**

STEP	CIT4 - Bachelor			CIT5 - Master			CIT6 - Specialist			CIT7 - Doctorate		
	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily
1-3	41,330	217.53	213.04	45,698	240.52	235.56	51,229	269.63	264.07	56,615	297.98	291.83
4	42,731	224.90	220.26	47,071	247.74	242.63	52,765	277.71	271.99	58,315	306.92	300.59
5	43,259	227.68	222.99	48,623	255.91	250.63	54,946	289.19	283.23	60,990	321.00	314.38
6	43,991	231.53	226.76	50,081	263.58	258.15	56,593	297.86	291.72	62,820	330.63	323.81
7	45,749	240.78	235.82	51,931	273.32	267.69	58,367	307.20	300.86	64,789	341.00	333.96
8	47,123	248.02	242.90	53,489	281.52	275.72	60,119	316.41	309.89	66,732	351.22	343.98
9	49,244	259.18	253.83	55,898	294.20	288.13	62,663	329.80	323.00	69,252	364.48	356.97
10-11	50,719	266.94	261.44	57,575	303.03	296.78	64,541	339.69	332.69	71,328	375.41	367.67
12-13	52,239	274.94	269.27	59,302	312.12	305.68	66,480	349.90	342.68	73,467	386.67	378.70
14-15	53,808	283.20	277.36	61,082	321.49	314.86	68,472	360.38	352.95	75,672	398.27	390.06
16-17	55,422	291.70	285.68	62,915	331.13	324.30	70,526	371.19	363.54	77,942	410.22	401.76
18-19	57,087	300.46	294.26	64,801	341.06	334.03	72,642	382.33	374.45	80,280	422.53	413.81
20-21	58,988	310.46	304.06	66,966	352.45	345.19	75,077	395.14	387.00	82,973	436.70	427.70
22-23	60,494	318.39	311.82	68,708	361.62	354.16	77,047	405.51	397.15	85,162	448.22	438.98
24-26	60,992	321.01	314.39	69,228	364.36	356.84	77,621	408.53	400.11	85,787	451.51	442.20
27-29	61,498	323.67	317.00	69,780	367.26	359.69	78,200	411.58	403.09	86,428	454.88	445.50
30+	62,018	326.41	319.68	70,357	370.30	362.66	78,825	414.87	406.31	87,087	458.35	448.90

FLSA Category: Exempt

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

Returning Teachers - 190 days per year

New Teachers/Teachers not on contract with CCSD for last 2 school years - 194 days per year

Supply Teacher Daily Rate - \$101

Substitute Teacher - \$80 per day or \$10.00 per hour

Teacher Salary Schedule 2015-2016

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 404-334-6447. You can download an application for certification.

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 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:

- 1. Obtain verification of experience from all former employers.**
- 2. Obtain and maintain a valid teaching certificate.**

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.

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**). 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** or **Ineffective** Annual Summative performance evaluation or two consecutive Annual Summative **Needs Development** ratings, the pay step will be frozen for the following school year per O.C.G.A 20-2-212(A).

Library Media Specialists, Speech/Language Pathologists, Interpreters, Audiologists, Diagnosticians, Special Student Services Administrators (ES and MS), and School Leadership Interns 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.

A maximum of 3 years credit will be given for active duty military experience.

Form DD214 must be submitted for review.