

**COBB COUNTY SCHOOL DISTRICT  
TEACHER SALARY SCHEDULE  
2018-2019**

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	43,465	231.20	226.38	48,059	255.63	250.31	53,875	286.57	280.60	59,540	316.70	310.10
4	44,938	239.03	234.05	49,502	263.31	257.82	55,491	295.16	289.01	61,327	326.21	319.41
5	45,494	241.99	236.95	51,135	271.99	266.33	57,784	307.36	300.96	64,140	341.17	334.06
6	46,263	246.08	240.95	52,667	280.14	274.31	59,516	316.58	309.98	66,064	351.41	344.09
7	48,112	255.91	250.58	54,613	290.50	284.44	61,382	326.50	319.70	68,136	362.42	354.87
8	49,557	263.60	258.11	56,252	299.21	292.98	63,224	336.30	329.29	70,179	373.29	365.52
9	51,787	275.47	269.73	58,785	312.69	306.17	65,899	350.53	343.22	72,829	387.39	379.32
10-11	53,339	283.72	277.81	60,549	322.07	315.36	67,875	361.04	353.51	75,012	399.00	390.69
12-13	54,937	292.22	286.13	62,365	331.73	324.82	69,914	371.88	364.14	77,261	410.97	402.40
14-15	56,587	300.99	294.72	64,237	341.69	334.57	72,008	383.02	375.04	79,581	423.30	414.48
16-17	58,285	310.03	303.57	66,164	351.94	344.60	74,169	394.51	386.29	81,967	436.00	426.91
18-19	60,036	319.34	312.69	68,148	362.49	354.94	76,394	406.35	397.89	84,426	449.08	439.72
20-21	62,035	329.97	323.10	70,425	374.60	366.80	78,955	419.97	411.22	87,259	464.14	454.47
22-23	63,618	338.39	331.34	72,257	384.34	376.34	81,026	430.99	422.01	89,561	476.39	466.46
24-26	64,142	341.18	334.07	72,803	387.25	379.18	81,630	434.20	425.16	90,218	479.88	469.88
27-29	64,674	344.01	336.84	73,384	390.34	382.21	82,239	437.44	428.33	90,892	483.47	473.40
30+	65,221	346.92	339.69	73,991	393.57	385.37	82,896	440.94	431.75	91,585	487.15	477.01

FLSA Category: Exempt

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

New Teachers/Teachers not on standard contract with CCSD for last 2 school years - 192 days per year

Supply Teacher Daily Rate - \$103 or \$12.88 per hour

Substitute Teacher - \$82 per day or \$10.25 per hour

Foundation Instructor - \$231.20 per day or \$28.90 per hour (based on CIT4, Step 1)

## **Teacher Salary Schedule 2018-2019**

### **Education/Certification Requirements**

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 the Georgia Professional Standards Commission, via the website at [www.GAPSC.com](http://www.GAPSC.com), or call 404-334-6447. You can download an application for certification. **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.**

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** performance evaluation rating on the Cobb Keys for Teacher and Leader Effectiveness, the pay step may be frozen for the following school year per O.C.G.A. 20-2-212(A).

### **Teachers New to Cobb County School District**

Teachers new to Cobb County School District and re-hired certified employees who have not been on standard contract with the Cobb County School District in the previous 2 school years will work a 192-day contract.

### **Positions Based on Teacher Salary Schedule**

Library Media Specialists, Speech/Language Pathologists, Interpreters, Audiologists, Diagnosticians, 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.