

# COBB COUNTY SCHOOL DISTRICT

## TEACHER SALARY SCHEDULE

2022-2023

STEP	CIT4 - Bachelor			CIT5 - Master			CIT6 - Specialist			CIT7 - Doctorate		
	Annual	187Daily	191 Daily	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily
1-3	52,970	283.26	277.33	58,568	313.20	306.64	65,657	351.10	343.75	72,559	388.02	379.89
4	54,765	292.86	286.73	60,327	322.60	315.85	67,625	361.63	354.06	74,737	399.66	391.29
5	55,442	296.48	290.27	62,316	333.24	326.26	70,420	376.58	368.69	78,165	418.00	409.24
6	56,380	301.50	295.18	64,184	343.23	336.04	72,531	387.87	379.74	80,511	430.54	421.52
7	58,632	313.54	306.98	66,556	355.91	348.46	74,804	400.02	391.65	83,035	444.04	434.74
8	60,394	322.96	316.20	68,552	366.59	358.91	77,049	412.03	403.40	85,525	457.35	447.78
9	63,112	337.50	330.43	71,640	383.10	375.08	80,309	429.46	420.47	88,755	474.62	464.68
10-11	65,003	347.61	340.33	73,789	394.59	386.33	82,717	442.34	433.07	91,415	488.85	478.61
12-13	66,951	358.03	350.53	76,003	406.43	397.92	85,202	455.63	446.09	94,156	503.51	492.97
14-15	68,961	368.77	361.05	78,284	418.63	409.86	87,755	469.28	459.45	96,983	518.62	507.76
16-17	71,030	379.84	371.88	80,632	431.19	422.16	90,387	483.35	473.23	99,891	534.18	522.99
18-19	73,164	391.25	383.06	83,050	444.12	434.82	93,100	497.86	487.43	102,888	550.20	538.68
20-21	75,600	404.28	395.81	85,825	458.96	449.35	96,220	514.55	503.77	106,340	568.66	556.75
22-23	77,530	414.60	405.91	88,057	470.89	461.03	98,744	528.05	516.99	109,145	583.66	571.44
24-26	78,168	418.01	409.26	88,724	474.46	464.52	99,481	531.98	520.84	109,946	587.95	575.63
27-29	78,816	421.48	412.65	89,431	478.24	468.23	100,222	535.95	524.72	110,767	592.34	579.93
30+	79,483	425.04	416.14	90,170	482.19	472.10	101,023	540.23	528.92	111,612	596.86	584.36

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 191 days per year

Supply Teacher Daily Rate - \$112 per day

Substitute Teacher - \$89 per day

Foundation Instructor - \$283.26 per day or \$35.40 per hour (based on CIT4, Step 1)

## Teacher Salary Schedule

2022-2023

### 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](http://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 191 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)