

Cobb County School District

Human Resources Division

Compensation Office

SY 2013-2014

On May 16, 2013 the Cobb County Board of Education adopted a general fund operating budget of \$856,291,125 and a plan of compensation for 2013-2014 which established salaries within the Cobb County School District.

The step or level on the salary schedule reflects the rate of pay for services rendered. Step placement on the various salary schedules is based on qualifications and verified related experience. Movement within the salary schedule is based upon successful completion of one year of full-time work and contingent upon receiving an overall satisfactory performance evaluation.

These salary schedules represent a commitment by the people of Cobb County to finance and expect an educational program of continued superior quality for all students who reside in the Cobb County School District.

**COBB COUNTY SCHOOL DISTRICT
2013-2014 SALARY REDUCTION PLAN SUMMARY**

The following is a summary of the salary reduction plan for SY 2013-2014. This plan was voted on and approved by the CCSD Board of Education on May 16, 2013.

FURLOUGH DAYS

Employees will have 5 furlough days deducted per the Employment Schedule.

NOTE: Monthly paid employees' furlough pay reduction will be evenly deducted over 12 months. Biweekly paid employees' furlough pay reduction will be fully deducted in the payroll period which coincides with the dates of the furloughs.

STEP INCREASE

Salary steps for 2012-2013 service will be awarded to eligible employees mid-year.

**COBB COUNTY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2013-2014**

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
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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	36,048.70	37,129.80	38,243.20	39,392.70	40,570.70	41,788.60	43,042.60	44,330.80	45,662.70	47,032.60	48,440.50	49,895.90	51,558.40	52,869.40	53,304.50	53,866.90	54,216.50
Daily (190)	189.73	195.42	201.28	207.33	213.53	219.94	226.54	233.32	240.33	247.54	254.95	262.61	271.36	278.26	280.55	283.51	285.35
Daily (194)	185.82	191.39	197.13	203.06	209.13	215.41	221.87	228.51	235.37	242.44	249.69	257.20	265.76	272.52	274.77	277.66	279.47
Certificate Level T-2 (CIT2)																	
Vocational - Associate Degree or above																	
Salary	36,953.10	38,060.80	39,200.80	40,378.80	41,589.10	42,837.40	44,121.80	45,444.20	46,808.40	48,214.40	49,658.40	51,149.90	52,850.40	54,195.60	54,645.90	55,100.00	55,569.30
Daily (190)	194.49	200.32	206.32	212.52	218.89	225.46	232.22	239.18	246.36	253.76	261.36	269.21	278.16	285.24	287.61	290.00	292.47
Daily (194)	190.48	196.19	202.07	208.14	214.38	220.81	227.43	234.25	241.28	248.53	255.97	263.66	272.42	279.36	281.68	284.02	286.44
Certificate Level T-4 (CIT4)																	
Bachelor Degree																	
Salary	38,957.60	40,278.10	40,775.90	41,465.60	43,122.40	44,418.20	46,417.00	47,807.80	49,240.40	50,718.60	52,240.50	53,809.90	55,601.60	57,020.90	57,490.20	57,967.10	58,457.30
Daily (190)	205.04	211.99	214.61	218.24	226.96	233.78	244.30	251.62	259.16	266.94	274.95	283.21	292.64	300.11	302.58	305.09	307.67
Daily (194)	200.81	207.62	210.19	213.74	222.28	228.96	239.26	246.43	253.82	261.44	269.28	277.37	286.61	293.92	296.34	298.80	301.33
Certificate Level T-5 (CIT5)																	
Master Degree																	
Salary	43,074.90	44,368.80	45,831.80	47,205.50	48,979.70	50,418.40	52,688.90	54,269.70	55,898.00	57,575.70	59,302.80	61,081.20	63,121.80	64,763.40	65,253.60	65,774.20	66,317.60
Daily (190)	226.71	233.52	241.22	248.45	257.79	265.36	277.31	285.63	294.20	303.03	312.12	321.48	332.22	340.86	343.44	346.18	349.04
Daily (194)	222.04	228.71	236.25	243.33	252.47	259.89	271.59	279.74	288.13	296.78	305.68	314.85	325.37	333.83	336.36	339.04	341.84
Certificate Level T-6 (CIT6)																	
Specialist Degree																	
Salary	48,288.50	49,736.30	51,792.10	53,344.40	55,016.40	56,667.50	59,065.30	60,836.10	62,663.90	64,541.10	66,477.20	68,472.20	70,767.40	72,623.70	73,165.20	73,710.50	74,299.50
Daily (190)	254.15	261.77	272.59	280.76	289.56	298.25	310.87	320.19	329.81	339.69	349.88	360.38	372.46	382.23	385.08	387.95	391.05
Daily (194)	248.91	256.37	266.97	274.97	283.59	292.10	304.46	313.59	323.01	332.69	342.67	352.95	364.78	374.35	377.14	379.95	382.99
Certificate Level T-7 (CIT7)																	
Doctorate Degree																	
Salary	53,365.30	54,967.00	57,488.30	59,213.50	61,069.80	62,901.40	65,276.40	67,233.40	69,249.30	71,327.90	73,467.30	75,671.30	78,209.70	80,273.10	80,862.10	81,466.30	82,087.60
Daily (190)	280.87	289.30	302.57	311.65	321.42	331.06	343.56	353.86	364.47	375.41	386.67	398.27	411.63	422.49	425.59	428.77	432.04
Daily (194)	275.08	283.34	296.33	305.22	314.79	324.23	336.48	346.56	356.96	367.67	378.70	390.06	403.14	413.78	416.81	419.93	423.13

NOTE: Employees will take furlough days as approved by the Board. The amounts on this salary schedule do not reflect the reduction of pay that corresponds with the furlough days.

Supply Teachers - \$100 Daily Rate
 Substitute Teachers - \$69 Daily Rate

Summer School Hourly Rate - divide teacher daily rate of pay by 7.5 hours

Saturday School and/or Extended Day Tutor Hourly Rate - divide teacher daily rate of pay by 8 hours