

COBB COUNTY SCHOOL DISTRICT

TEACHER SALARY SCHEDULE

2023-2024

| STEP | CIT4 - Bachelor | | | CIT5 - Master | | | CIT6 - Specialist | | | CIT7 - Doctorate | | |
|-------|-----------------|-----------|-----------|---------------|-----------|-----------|-------------------|-----------|-----------|------------------|-----------|-----------|
| | Annual | 187 Daily | 191 Daily | Annual | 187 Daily | 191 Daily | Annual | 187 Daily | 191 Daily | Annual | 187 Daily | 191 Daily |
| 1-3 | 58,050 | 310.43 | 303.93 | 62,960 | 336.69 | 329.64 | 70,581 | 377.44 | 369.53 | 78,001 | 417.12 | 408.38 |
| 4 | 58,872 | 314.83 | 308.23 | 64,852 | 346.80 | 339.54 | 72,697 | 388.75 | 380.61 | 80,342 | 429.64 | 420.64 |
| 5 | 59,600 | 318.72 | 312.04 | 66,990 | 358.24 | 350.73 | 75,702 | 404.82 | 396.34 | 84,028 | 449.35 | 439.94 |
| 6 | 60,608 | 324.11 | 317.32 | 68,998 | 368.97 | 361.25 | 77,971 | 416.96 | 408.22 | 86,549 | 462.83 | 453.14 |
| 7 | 63,030 | 337.06 | 330.00 | 71,547 | 382.61 | 374.59 | 80,415 | 430.02 | 421.02 | 89,263 | 477.34 | 467.34 |
| 8 | 64,924 | 347.19 | 339.91 | 73,694 | 394.09 | 385.83 | 82,828 | 442.93 | 433.65 | 91,940 | 491.66 | 481.36 |
| 9 | 67,845 | 362.81 | 355.21 | 77,013 | 411.83 | 403.21 | 86,333 | 461.67 | 452.00 | 95,411 | 510.22 | 499.53 |
| 10-11 | 69,878 | 373.68 | 365.85 | 79,323 | 424.19 | 415.30 | 88,921 | 475.51 | 465.55 | 98,272 | 525.52 | 514.51 |
| 12-13 | 71,972 | 384.88 | 376.82 | 81,703 | 436.92 | 427.77 | 91,593 | 489.80 | 479.54 | 101,218 | 541.27 | 529.94 |
| 14-15 | 74,133 | 396.43 | 388.13 | 84,155 | 450.03 | 440.60 | 94,336 | 504.47 | 493.91 | 104,256 | 557.52 | 545.84 |
| 16-17 | 76,357 | 408.33 | 399.78 | 86,680 | 463.53 | 453.82 | 97,166 | 519.61 | 508.72 | 107,383 | 574.24 | 562.22 |
| 18-19 | 78,651 | 420.59 | 411.79 | 89,279 | 477.43 | 467.43 | 100,082 | 535.20 | 523.99 | 110,605 | 591.47 | 579.08 |
| 20-21 | 81,270 | 434.60 | 425.50 | 92,262 | 493.38 | 483.05 | 103,437 | 553.14 | 541.55 | 114,315 | 611.31 | 598.51 |
| 22-23 | 83,344 | 445.69 | 436.36 | 94,661 | 506.21 | 495.61 | 106,150 | 567.65 | 555.76 | 117,331 | 627.44 | 614.30 |
| 24-26 | 84,030 | 449.36 | 439.95 | 95,378 | 510.04 | 499.36 | 106,942 | 571.88 | 559.90 | 118,192 | 632.04 | 618.81 |
| 27-29 | 84,727 | 453.09 | 443.60 | 96,139 | 514.11 | 503.34 | 107,739 | 576.14 | 564.08 | 119,075 | 636.76 | 623.43 |
| 30+ | 85,444 | 456.92 | 447.35 | 96,933 | 518.36 | 507.50 | 108,600 | 580.75 | 568.58 | 119,983 | 641.62 | 628.18 |

FLSA Category: Exempt

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

New Teachers, as defined on the next page, will work 191 days per year

Supply Teacher Daily Rate - \$212 per day

Substitute Teacher - \$150 per day

Foundation Instructor - \$310.43 per day or \$38.80 per hour (based on CIT4, Step 1)

Teacher Salary Schedule

2023-2024

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, 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 Cobb County School District 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 Cobb County School District Experience Verification Form. Certified employees will receive a salary based on receipt of the highest valid in-field teaching certificate issued and verified teaching experience. Verified teaching experience gained outside Cobb County School District in an accredited, Georgia State Department of Education recognized program will be credited year for year if all criteria are met. 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 Cobb County School District **(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 of service (see Step Credit Schedule). 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 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)