

COBB COUNTY SCHOOL DISTRICT

VOCATIONAL TEACHER SALARY SCHEDULE

2023-2024

STEP	CIT1 (High School Diploma or GED)			CIT2 (Associate Degree or above)		
	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily
1-3	52,690	281.77	275.87	54,012	288.84	282.79
4	54,271	290.22	284.14	55,631	297.49	291.26
5	55,898	298.92	292.66	57,298	306.41	299.99
6	57,578	307.91	301.46	59,020	315.61	309.00
7	59,300	317.11	310.47	60,789	325.07	318.26
8	61,080	326.63	319.79	62,613	334.83	327.82
9	62,913	336.43	329.39	64,491	344.87	337.65
10-11	64,796	346.50	339.25	66,423	355.21	347.77
12-13	66,743	356.91	349.44	68,417	365.87	358.21
14-15	68,745	367.62	359.92	70,472	376.86	368.97
16-17	70,803	378.63	370.70	72,583	388.14	380.02
18-19	72,930	390.00	381.83	74,763	399.80	391.43
20-21	75,360	403.00	394.56	77,249	413.09	404.44
22-23	77,276	413.24	404.59	79,215	423.61	414.74
24-26	77,912	416.64	407.92	79,873	427.13	418.18
27-29	78,734	421.04	412.22	80,537	430.68	421.66
30+	79,245	423.77	414.90	81,223	434.35	425.25

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 - \$212 per day

Substitute Teacher - \$150 per day

Vocational Teacher Salary Schedule 2023-2024

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

Vocational Teachers who have satisfactorily completed 1, 2 or 3 years of verified experience in the State of Georgia beyond the requirement for obtaining certification will be placed on Step 4. All experience must be listed on the original application and verified by completing the appropriate Cobb County School District Experience Verification Form. Levels T-1 and T-2 (vocational) will be granted a maximum of 3 years of vocational work experience. **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 the 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 conducted by the central office and local school. **(Policy/Rule reference: GBA-R)**