

**Cobb County School District**  
**JROTC Instructor Stipend**  
**2021-2022**

* STEP	Annual JROTC Stipend
1	4,898
2	5,978
3	7,049
4	7,191
5	7,324
6	7,472
7	7,615
8	7,749
9	7,889
10	8,034
11	8,167
12	8,309
13	8,457
14	8,592
15-17	8,737
18-20	9,801
21-23	10,884
24-26	12,108
27-29	13,343
30+	14,709

FLSA Category: Exempt

Annual Stipend is based on 238 days per year; 8 hours per day

Stipend amount is rounded to the nearest dollar

**Base pay for JROTC Instructors is determined by the Military.**

\*Step level placement is based on years of experience as a JROTC Instructor in an accredited educational institution.

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 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 (9)**)

JROTC Instructors receive an additional supplement of \$3,491.47 for performing Drill Team activities.