

COBB COUNTY SCHOOL DISTRICT
Paraprofessional Salary Schedule
2021-2022

STEP	HS Diploma/GED	1 Year College	2 Years College	3 Years College	Bachelor Degree
	NH04	NH05	NH06	NH07	NH08
1	18,210	19,317	20,453	21,542	22,717
2	18,741	19,844	20,974	22,061	23,239
3	19,265	20,372	21,496	22,579	23,757
4	19,786	20,894	22,018	23,095	24,296
5	20,317	21,420	22,541	23,613	24,842
6	20,846	21,951	23,060	24,155	25,389
7	21,372	22,463	23,583	24,698	25,932
8	21,893	22,984	24,120	25,244	26,477
9	22,418	23,510	24,668	25,791	27,026
10	22,948	24,053	25,217	26,329	27,543
11	23,475	24,599	25,764	26,877	28,113
12	24,013	25,149	26,313	27,422	28,656
13	24,562	25,697	26,855	27,970	29,201
14	25,118	26,252	27,406	28,514	29,748
15-17	25,671	26,796	27,950	29,058	30,294
18-20	26,219	27,348	28,496	29,600	30,841
21-23	26,785	27,934	29,112	30,237	31,503
24-26	27,360	28,537	29,737	30,887	32,161
27-29	27,949	29,151	30,377	31,551	32,850
30+	28,548	29,778	31,032	32,233	33,560

FLSA Category: Non-Exempt

Substitute Rate: \$89 per day

Annual salaries are rounded to nearest dollar

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All Paraprofessionals must hold a valid state certificate issued by the Georgia Professional Standards Commission or meet the qualifications set by Georgia Professional Standards Commission to obtain a license. (Hold a valid Georgia professional certificate, or hold an associate's degree or higher in any subject from a GaPSC-accepted accredited institution; or have completed 2 years (60 semester hours) of college coursework above the remedial level at a GaPSC-accepted accredited institution with a grade of "C" or better; or hold a minimum of a high school diploma or GED equivalent and have passed the GACE Paraprofessional Assessment.) **Obtaining and maintaining a Paraprofessional certificate is the responsibility of the employee.** Failure to attain the proper certificate will result in the recommendation of termination of employment.

College Credit

Rank	Educational Level
NH04	High School Degree or GED
NH05	1 yr college - 30 sem/45 quarter hours
NH06	2 yrs college - 60 sem/90 quarter hours
NH07	3 yrs college - 90 sem/135 quarter hours
NH08	Bachelor Degree or above

An official transcript is required from an accredited institution. Human Resources will evaluate college credit. All college credit must reflect a cumulative GPA of "C" or above per semester/quarter. Credit is granted for each year of college (30 semester hours or 45 quarter hours) with a maximum of four years for Bachelor Degree or above. Business College: If clock hours are given in lieu of quarter hours, one (1) year of business college must constitute 792 clock hours.

Evaluation of Previous Experience

Step Placement	Years of Full-Time Classroom Experience
Step 1	Less than 1 year
Step 2	1 year
Step 3	2 years
Step 4	3 years
Step 5	4 years
Step 6	5 or more years

All experience must be listed on the original application and verified by completing the appropriate **CCSD** Experience Verification Form. **It is the employee's responsibility to obtain necessary documentation of qualifications and experience.** Human Resources will evaluate previously related outside experience and **a maximum of six (6) steps** may be granted for classroom experience completed in an accredited institution. A maximum of 3 years credit will be given for active duty military experience. **Form DD214 must be submitted for review.**

All full-time personnel are paid for seven and one-half hours of work per day. Lunch periods are **not** compensated. **Compensatory time and over-time must receive prior approval by the employee's supervisor.**

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:

- An employee who does not work a sufficient number of days to qualify for 1-year of service credit **or**
- An employee who receives an unsatisfactory annual evaluation (**Policy/Rule reference: GBA-R (9)**)