

COBB COUNTY SCHOOL DISTRICT
SPECIAL CERTIFICATE TEACHER SALARY SCHEDULE
2021-2022

| STEP | CIB4 - Bachelor | | | CIB5 - Master | | | CIB6 - Specialist | | | CIB7 - Doctorate | | |
|-------|-----------------|-----------|-----------|---------------|-----------|-----------|-------------------|-----------|-----------|------------------|-----------|-----------|
| | Annual | 188 Daily | 192 Daily | Annual | 188 Daily | 192 Daily | Annual | 188 Daily | 192 Daily | Annual | 188 Daily | 192 Daily |
| 1-3 | 43,055 | 229.02 | 224.25 | 49,865 | 265.24 | 259.71 | 56,618 | 301.16 | 294.88 | 64,442 | 342.77 | 335.63 |
| 4 | 43,055 | 229.02 | 224.25 | 51,356 | 273.17 | 267.48 | 58,315 | 310.19 | 303.73 | 66,380 | 353.08 | 345.73 |
| 5 | 43,055 | 229.02 | 224.25 | 53,187 | 282.91 | 277.01 | 61,170 | 325.37 | 318.59 | 69,120 | 367.66 | 360.00 |
| 6 | 43,055 | 229.02 | 224.25 | 54,782 | 291.39 | 285.32 | 63,003 | 335.12 | 328.14 | 71,194 | 378.69 | 370.80 |
| 7 | 43,055 | 229.02 | 224.25 | 56,665 | 301.41 | 295.13 | 64,975 | 345.61 | 338.41 | 73,423 | 390.55 | 382.41 |
| 8 | 43,055 | 229.02 | 224.25 | 58,813 | 312.83 | 306.32 | 66,925 | 355.98 | 348.57 | 75,627 | 402.27 | 393.89 |
| 9 | 43,055 | 229.02 | 224.25 | 61,461 | 326.92 | 320.11 | 69,268 | 368.45 | 360.77 | 78,828 | 419.30 | 410.56 |
| 10-11 | 43,055 | 229.02 | 224.25 | 63,303 | 336.72 | 329.71 | 71,330 | 379.41 | 371.51 | 81,194 | 431.88 | 422.89 |
| 12-13 | 43,055 | 229.02 | 224.25 | 65,203 | 346.83 | 339.60 | 73,468 | 390.79 | 382.65 | 83,628 | 444.83 | 435.56 |
| 14-15 | 43,055 | 229.02 | 224.25 | 67,158 | 357.22 | 349.78 | 75,675 | 402.53 | 394.14 | 86,137 | 458.18 | 448.63 |
| 16-17 | 43,055 | 229.02 | 224.25 | 69,170 | 367.93 | 360.26 | 77,949 | 414.62 | 405.98 | 88,723 | 471.93 | 462.10 |
| 18-19 | 43,055 | 229.02 | 224.25 | 71,246 | 378.97 | 371.08 | 80,289 | 427.07 | 418.17 | 91,382 | 486.08 | 475.95 |
| 20-21 | 43,055 | 229.02 | 224.25 | 74,825 | 398.01 | 389.71 | 82,985 | 441.41 | 432.21 | 94,442 | 502.35 | 491.89 |
| 22-23 | 43,055 | 229.02 | 224.25 | 76,720 | 408.09 | 399.59 | 85,175 | 453.06 | 443.62 | 96,918 | 515.52 | 504.78 |
| 24-26 | 43,055 | 229.02 | 224.25 | 77,354 | 411.46 | 402.88 | 85,792 | 456.34 | 446.83 | 97,645 | 519.39 | 508.57 |
| 27-29 | 43,055 | 229.02 | 224.25 | 78,008 | 414.94 | 406.29 | 86,435 | 459.76 | 450.18 | 98,380 | 523.30 | 512.40 |
| 30+ | 43,055 | 229.02 | 224.25 | 78,687 | 418.55 | 409.83 | 87,085 | 463.22 | 453.57 | 99,161 | 527.45 | 516.46 |

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 192 days per year

Supply Teacher Daily Rate - \$112

Substitute Teacher - \$89 per day

Special Certificate Teacher Salary Schedule 2021-2022

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)**

Teachers who do not meet professional certification requirements will be compensated from the Special Certificate Salary Schedule. Teachers who hold a Non Professional Certificate will be placed on the Special Certificate Teacher Salary Schedule.

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 the Cobb County Board of Education 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 CCSD Experience Verification Form. Certified employees will receive a salary based on receipt of the highest valid in-field teaching certificate issued and appropriately verified teaching experience. Verified teaching experience gained outside the Cobb County School District in an accredited, Georgia State Department of Education recognized program will be credited year for year. **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 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 (G)(9))**

Teachers New to Cobb County School District

Certified employees who did not teach in the 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 192 days. This contract includes days for orientation by the central office and local school. **(Policy/Rule reference: GBA-R)**