

**COBB COUNTY SCHOOL DISTRICT**  
**Special Student Services Salary Schedule**  
**2021-2022**

STEP	CSS4 - Bachelor	CSS5 - Master	CSS6 - Specialist	CSS7 - Doctorate
1-3	51,389	56,820	63,698	70,395
4	53,131	58,527	65,608	72,507
5	53,788	60,457	68,319	75,833
6	54,698	62,269	70,367	78,109
7	56,883	64,570	72,573	80,558
8	58,592	66,507	74,751	82,974
9	61,229	69,502	77,914	86,107
10-11	63,064	71,588	80,249	88,688
12-13	64,953	73,736	82,661	91,347
14-15	66,903	75,949	85,137	94,089
16-17	68,911	78,227	87,691	96,911
18-19	70,981	80,573	90,322	99,819
20-21	73,345	83,265	93,350	103,167
22-23	75,217	85,430	95,799	105,889
24-26	75,836	86,077	96,513	106,666
27-29	76,465	86,763	97,232	107,463
30+	77,112	87,480	98,009	108,283

FLSA Category: Exempt

Annual salaries are based on 8 hours per day; 198 days per year

Annual salaries are rounded to nearest dollar

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### Certification/Step Placement

Positions are staffed according to the guidelines of the Southern Association of Colleges and Schools and the State of Georgia as related to certification. Individuals employed by the Cobb County School District will be assigned a salary step based on qualifications and appropriate experience. **It is the employee's responsibility to obtain and maintain valid certification, as appropriate.**

### Evaluation of Previous Experience

All experience must be listed on the original application and verified by completing the appropriate CCSD Experience Verification Form. Experience gained outside of the Cobb County School District in an accredited, Georgia-recognized, program will be credited year for year if all criteria are met. **It is the employee's responsibility to obtain necessary documentation of qualifications and 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 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)**)