

**COBB COUNTY SCHOOL DISTRICT**  
**VOCATIONAL TEACHER SALARY SCHEDULE**  
**2021-2022**

STEP	CIT1 (High School Diploma or GED)			CIT2 (Associate Degree or above)		
	Annual	188 Daily	192 Daily	Annual	188 Daily	192 Daily
1-3	45,175	240.29	235.28	46,308	246.32	241.19
4	46,529	247.50	242.34	47,696	253.70	248.42
5	47,925	254.92	249.61	49,125	261.30	255.86
6	49,365	262.58	257.11	50,601	269.15	263.55
7	50,841	270.43	264.80	52,118	277.22	271.45
8	52,368	278.55	272.75	53,682	285.54	279.59
9	53,939	286.91	280.93	55,291	294.10	287.98
10-11	55,553	295.50	289.34	56,949	302.92	296.61
12-13	57,222	304.37	298.03	58,658	312.01	305.51
14-15	58,939	313.51	306.97	60,420	321.38	314.69
16-17	60,703	322.89	316.16	62,230	331.01	324.11
18-19	62,527	332.59	325.66	64,099	340.95	333.85
20-21	64,611	343.67	336.51	66,230	352.29	344.95
22-23	66,253	352.41	345.07	67,915	361.25	353.73
24-26	66,799	355.31	347.91	68,480	364.25	356.67
27-29	67,504	359.06	351.58	69,049	367.28	359.63
30+	67,942	361.39	353.86	69,637	370.41	362.69

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

## **Vocational Teacher Salary Schedule 2021-2022**

### **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](http://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 CCSD Experience Verification Form. Levels T-1 and T-2 (vocational) will be granted a maximum of 3 years of 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 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 conducted by the central office and local school. **(Policy/Rule reference: GBA-R)**