

**Cobb County School District**  
**JROTC Instructor Stipend**  
**2022-2023**

* STEP	Annual JROTC Stipend
1	5,315
2	6,486
3	7,648
4	7,803
5	7,947
6	8,107
7	8,262
8	8,407
9	8,559
10	8,717
11	8,861
12	9,016
13	9,176
14	9,322
15-17	9,480
18-20	10,634
21-23	11,809
24-26	13,138
27-29	14,477
30+	15,959

FLSA Category: Exempt

Annual Stipend is based on 235 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 \$3,788.24 for performing Drill Team activities.