

COBB COUNTY SCHOOL DISTRICT
SPECIAL CERTIFICATE TEACHER SALARY SCHEDULE
2022-2023

STEP	CIB4 - Bachelor			CIB5 - Master			CIB6 - Specialist			CIB7 - Doctorate		
	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily
1-3	46,715	249.81	244.58	54,104	289.32	283.27	61,430	328.50	321.62	69,919	373.90	366.07
4	46,715	249.81	244.58	55,721	297.97	291.73	63,272	338.35	331.27	72,022	385.14	377.08
5	46,715	249.81	244.58	57,707	308.60	302.13	66,370	354.92	347.48	74,995	401.05	392.65
6	46,715	249.81	244.58	59,438	317.85	311.20	68,359	365.55	357.90	77,246	413.08	404.43
7	46,715	249.81	244.58	61,482	328.78	321.89	70,498	376.99	369.10	79,664	426.01	417.09
8	46,715	249.81	244.58	63,812	341.24	334.09	72,614	388.31	380.18	82,056	438.80	429.61
9	46,715	249.81	244.58	66,685	356.60	349.13	75,156	401.90	393.48	85,528	457.37	447.79
10-11	46,715	249.81	244.58	68,684	367.30	359.60	77,393	413.87	405.20	88,096	471.10	461.23
12-13	46,715	249.81	244.58	70,746	378.32	370.40	79,713	426.27	417.34	90,736	485.22	475.06
14-15	46,715	249.81	244.58	72,867	389.66	381.50	82,107	439.08	429.88	93,459	499.78	489.31
16-17	46,715	249.81	244.58	75,050	401.34	392.93	84,575	452.27	442.80	96,264	514.78	504.00
18-19	46,715	249.81	244.58	77,302	413.38	404.72	87,114	465.85	456.09	99,150	530.21	519.11
20-21	46,715	249.81	244.58	81,185	434.15	425.05	90,038	481.49	471.41	102,470	547.97	536.49
22-23	46,715	249.81	244.58	83,242	445.14	435.82	92,415	494.20	483.85	105,156	562.33	550.56
24-26	46,715	249.81	244.58	83,929	448.82	439.42	93,084	497.78	487.35	105,944	566.55	554.68
27-29	46,715	249.81	244.58	84,639	452.62	443.14	93,782	501.51	491.00	106,743	570.82	558.86
30+	46,715	249.81	244.58	85,375	456.55	446.99	94,487	505.28	494.70	107,590	575.35	563.30

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 191 days per year

Supply Teacher Daily Rate - \$112 per day

Substitute Teacher - \$89 per day

Special Certificate Teacher Salary Schedule 2022-2023

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 191 days. This contract includes days for orientation by the central office and local school. **(Policy/Rule reference: GBA-R)**