

COBB COUNTY SCHOOL DISTRICT

Paraprofessional Salary Schedule

2023-2024

STEP	HS Diploma/GED	1 Year College	2 Years College	3 Years College	Bachelor Degree
	NH04	NH05	NH06	NH07	NH08
1	21,240	22,531	23,855	25,126	26,496
2	21,860	23,146	24,463	25,731	27,106
3	22,470	23,761	25,072	26,336	27,709
4	23,078	24,370	25,682	26,938	28,339
5	23,697	24,984	26,291	27,541	28,975
6	24,314	25,603	26,897	28,174	29,614
7	24,928	26,200	27,507	28,807	30,246
8	25,535	26,808	28,133	29,444	30,883
9	26,148	27,421	28,773	30,082	31,522
10	26,766	28,055	29,412	30,709	32,126
11	27,381	28,692	30,051	31,349	32,790
12	28,009	29,333	30,690	31,984	33,424
13	28,648	29,973	31,323	32,624	34,059
14	29,297	30,619	31,965	33,257	34,697
15-17	29,942	31,255	32,601	33,893	35,334
18-20	30,582	31,899	33,237	34,525	35,973
21-23	31,242	32,582	33,955	35,268	36,744
24-26	31,912	33,285	34,684	36,026	37,512
27-29	32,599	34,001	35,431	36,800	38,315
30+	33,298	34,732	36,195	37,596	39,143

FLSA Category: Non-Exempt

Annual salaries are rounded to nearest dollar

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All Paraprofessionals must hold a valid state certificate issued by the Georgia Professional Standards Commission or meet the qualifications set by the Georgia Professional Standards Commission to obtain a license. (Hold a valid Georgia professional certificate; or hold an associate’s degree or higher in any subject from a GaPSC-accepted accredited institution; or have completed 2 years (60 semester hours) of college coursework above the remedial level at a GaPSC-accepted accredited institution with a grade of “C” or better; or hold a minimum of a high school diploma or GED equivalent and have passed the GACE Paraprofessional Assessment.) **Obtaining and maintaining a Paraprofessional certificate is the responsibility of the employee.** Failure to attain the proper certificate will result in the recommendation of termination of employment.

College Credit

Rank	Educational Level
NH04	High School Degree or GED
NH05	1 yr college - 30 sem/45 quarter hours
NH06	2 yrs college - 60 sem/90 quarter hours
NH07	3 yrs college - 90 sem/135 quarter hours
NH08	Bachelor Degree or above

An official transcript is required from an accredited institution. Human Resources will evaluate college credit. All college credit must reflect a cumulative GPA of “C” or above per semester/quarter. Credit is granted for each year of college (30 semester hours or 45 quarter hours) with a maximum of four years for Bachelor Degree or above. Business College: If clock hours are given in lieu of quarter hours, one (1) year of business college must constitute 792 clock hours.

Evaluation of Previous Experience

Step Placement	Years of Full-Time Classroom Experience
Step 1	Less than 1 year
Step 2	1 year
Step 3	2 years
Step 4	3 years
Step 5	4 years
Step 6	5 or more years

All experience must be listed on the original application and verified by completing the appropriate Cobb County School District Experience Verification Form. **It is the employee's responsibility to obtain necessary documentation of qualifications and experience.** Human Resources will evaluate previously related outside experience and **a maximum of six (6) steps** may be granted for classroom experience completed in an accredited institution. A maximum of 3 years credit will be given for active duty military experience. **Form DD214 must be submitted for review.**

All full-time personnel are paid for seven and one-half hours of work per day. Lunch periods are not compensated. **Compensatory time and overtime must receive prior approval by the employee’s supervisor.**

Budget permitting, a step may be granted, annually, at the beginning of each work year upon **satisfactory** completion of a year of service (see Step Credit Schedule). The following exceptions apply:

- An employee who does not work a sufficient number of days to qualify for 1-year of service credit or
- An employee who receives an unsatisfactory annual evaluation (**Policy/Rule reference: GBA-R (9)**)