

COBB COUNTY SCHOOL DISTRICT
SPECIAL CERTIFICATE TEACHER SALARY SCHEDULE
2023-2024

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	50,219	268.55	262.93	58,161	311.02	304.51	66,037	353.14	345.75	75,163	401.94	393.52
4	50,219	268.55	262.93	59,900	320.32	313.61	68,017	363.73	356.11	77,424	414.03	405.36
5	50,219	268.55	262.93	62,036	331.74	324.79	71,347	381.54	373.55	80,620	431.12	422.09
6	50,219	268.55	262.93	63,896	341.69	334.54	73,486	392.97	384.74	83,039	444.06	434.76
7	50,219	268.55	262.93	66,093	353.44	346.04	75,785	405.27	396.78	85,638	457.96	448.37
8	50,219	268.55	262.93	68,598	366.83	359.15	78,060	417.43	408.69	88,210	471.71	461.83
9	50,219	268.55	262.93	71,686	383.35	375.32	80,792	432.04	423.00	91,942	491.67	481.37
10-11	50,219	268.55	262.93	73,836	394.84	386.57	83,197	444.91	435.59	94,703	506.43	495.83
12-13	50,219	268.55	262.93	76,052	406.69	398.18	85,691	458.24	448.64	97,541	521.61	510.69
14-15	50,219	268.55	262.93	78,332	418.89	410.11	88,266	472.01	462.12	100,468	537.26	526.01
16-17	50,219	268.55	262.93	80,678	431.44	422.40	90,918	486.19	476.01	103,484	553.39	541.80
18-19	50,219	268.55	262.93	83,100	444.39	435.08	93,648	500.79	490.30	106,586	569.98	558.04
20-21	50,219	268.55	262.93	87,274	466.71	456.93	96,791	517.60	506.76	110,155	589.06	576.73
22-23	50,219	268.55	262.93	89,485	478.53	468.51	99,346	531.26	520.14	113,043	604.51	591.85
24-26	50,219	268.55	262.93	90,223	482.48	472.37	100,066	535.11	523.90	113,890	609.04	596.28
27-29	50,219	268.55	262.93	90,987	486.56	476.37	100,815	539.12	527.83	114,748	613.63	600.78
30+	50,219	268.55	262.93	91,779	490.79	480.52	101,574	543.17	531.80	115,659	618.50	605.55

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 - \$212 per day

Substitute Teacher - \$150 per day

Special Certificate Teacher Salary Schedule 2023-2024

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 or hold a non-professional certificate will be compensated from the Special Certificate 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 Cobb County School District 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 Cobb County School District Experience Verification Form. Certified employees will receive a salary based on receipt of the highest valid in-field teaching certificate issued and verified teaching experience. Verified teaching experience gained outside Cobb County School District in an accredited, Georgia State Department of Education recognized program will be credited year for year if all criteria are met. **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 the Georgia Professional Standards Commission, and the years of experience approved by Cobb County School District **(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 Step Credit Schedule). 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 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)**