

COBB COUNTY SCHOOL DISTRICT

Special Student Services Salary Schedule

2023-2024

STEP	CSS4 - Bachelor	CSS5 - Master	CSS6 - Specialist	CSS7 - Doctorate
1-3	61,465	66,664	74,733	82,590
4	62,335	68,666	76,973	85,068
5	63,106	70,931	80,155	88,970
6	64,173	73,056	82,557	91,640
7	66,737	75,756	85,145	94,513
8	68,743	78,029	87,700	97,348
9	71,836	81,543	91,411	101,024
10-11	73,989	83,989	94,152	104,052
12-13	76,206	86,509	96,980	107,172
14-15	78,493	89,106	99,886	110,389
16-17	80,849	91,779	102,882	113,700
18-19	83,278	94,531	105,969	117,111
20-21	86,051	97,689	109,522	121,039
22-23	88,247	100,230	112,394	124,233
24-26	88,973	100,988	113,232	125,144
27-29	89,711	101,794	114,076	126,079
30+	90,470	102,635	114,988	127,041

FLSA Category: Exempt

Annual salaries are based on 187 day Teacher Salary Schedule, 8 hours per day, 198 days per year

Annual salaries are rounded to nearest dollar

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Certification/Step Placement

Individuals employed by Cobb County School District will be assigned a salary step based on qualifications and appropriate experience. **It is the employee's responsibility to obtain and maintain valid certification, as appropriate.**

Evaluation of Previous Experience

All experience must be listed on the original application and verified by completing the appropriate Cobb County School District Experience Verification Form. Experience gained outside of Cobb County School District in an accredited, Georgia-recognized, program will be credited year for year if all criteria are met. **It is the employee's responsibility to obtain necessary documentation of qualifications and 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 of 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 (9)**)