

COBB COUNTY SCHOOL DISTRICT

Principal Annual Salary Schedule

2026-2027

STEP	Elementary Principal (CE3)			Middle School Principal (CM4)			High School Principal (CH6)		
	L5 CE35	L6 CE36	L7 CE37	L5 CM45	L6 CM46	L7 CM47	L5 CH65	L6 CH66	L7 CH67
4	102,160	111,242	120,889	106,336	115,415	125,058	120,050	129,132	138,771
5	104,423	113,956	123,991	108,596	118,125	128,167	122,313	131,839	141,881
6	106,745	116,974	126,862	110,918	121,147	131,039	124,631	134,860	144,748
7	109,960	120,588	130,835	114,130	124,758	135,005	127,847	138,471	148,722
8	112,414	123,324	133,890	116,587	127,501	138,067	130,300	141,210	151,780
9	116,274	127,660	138,669	120,444	131,833	142,842	134,161	145,547	156,556
10-11	119,061	130,784	142,134	123,238	134,961	146,307	136,951	148,678	160,020
12-13	121,914	133,985	145,712	126,087	138,162	149,885	139,804	151,871	163,602
14-17	126,302	138,907	151,136	130,478	143,080	155,305	144,195	156,797	169,022
18-19	130,297	143,390	156,083	134,470	147,567	160,253	148,187	161,276	173,970
20-23	134,930	148,667	161,972	139,099	152,840	166,142	152,816	166,554	179,862
24-26	136,783	150,791	164,360	140,956	154,964	168,537	154,669	168,674	182,250
27-29	138,603	152,872	166,719	142,780	157,045	170,892	156,493	170,758	184,609
30+	140,401	154,933	169,052	144,574	159,103	173,225	158,291	172,820	186,942

FLSA Category: Exempt

Annual salaries are based on 8 hours per day; 231 days per year

Annual salaries are rounded to nearest dollar

Principal Salary Schedule 2026-2027

Individuals employed by Cobb County School District will be assigned a salary step based on qualifications and appropriate experience. Certified employees will receive a salary based on receipt of the highest valid in-field certificate issued and verified experience. **It is the employee's responsibility to obtain and maintain a valid leadership certificate.**

Evaluation of Previous Experience

All experience must be listed on the original application and verified by completing the 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 leadership 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 (9)**)