

# COBB COUNTY SCHOOL DISTRICT

## Special Student Services Salary Schedule

2026-2027

STEP	CSS4 - Bachelor	CSS5 - Master	CSS6 - Specialist	CSS7 - Doctorate
1-3	64,169	69,597	78,021	86,223
4	65,078	71,688	80,360	88,811
5	65,883	74,051	83,682	92,885
6	66,997	76,271	86,190	95,673
7	69,674	79,089	88,891	98,672
8	71,767	81,462	91,559	101,631
9	74,997	85,131	95,433	105,469
10-11	77,244	87,685	98,294	108,630
12-13	79,559	90,316	101,247	111,888
14-15	81,947	93,026	104,280	115,246
16-17	84,406	95,817	107,409	118,703
18-19	86,942	98,690	110,632	122,264
20-21	89,837	101,987	114,340	126,365
22-23	92,130	104,640	117,340	129,699
24-26	92,888	105,432	118,215	130,651
27-29	93,659	106,273	119,096	131,627
30+	94,451	107,151	120,047	132,631

FLSA Category: Exempt

Annual salaries are based on 8 hours per day, 194 days per year

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)**)