

COBB COUNTY SCHOOL DISTRICT

VOCATIONAL TEACHER SALARY SCHEDULE

2026-2027

STEP	CIT1 (High School Diploma or GED)			CIT2 (Associate Degree or above)		
	Annual	183 Daily	187 Daily	Annual	183 Daily	187 Daily
1-3	55,009	300.59	294.17	56,389	308.14	301.55
4	56,659	309.61	302.99	58,079	317.37	310.58
5	58,358	318.89	312.07	59,819	326.88	319.89
6	60,112	328.48	321.45	61,616	336.70	329.50
7	61,909	338.30	331.07	63,463	346.79	339.38
8	63,768	348.46	341.00	65,368	357.20	349.56
9	65,681	358.91	351.24	67,328	367.91	360.04
10-11	67,647	369.66	361.75	69,346	378.94	370.83
12-13	69,679	380.76	372.62	71,428	390.32	381.97
14-15	71,770	392.19	383.80	73,573	402.04	393.44
16-17	73,918	403.93	395.28	75,777	414.08	405.22
18-19	76,139	416.06	407.16	78,053	426.52	417.39
20-21	78,676	429.92	420.73	80,648	440.70	431.27
22-23	80,677	440.86	431.43	82,700	451.91	442.25
24-26	81,341	444.48	434.98	83,387	455.67	445.92
27-29	82,199	449.17	439.57	84,080	459.46	449.63
30+	82,732	452.09	442.42	84,797	463.37	453.46

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 187 days per year

Supply Teacher Daily Rate - \$212 per day

Substitute Teacher - \$150 per day

Vocational Teacher Salary Schedule 2026-2027

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)**

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

Vocational Teachers who have satisfactorily completed 1, 2 or 3 years of verified teaching experience in the State of Georgia beyond the requirement for obtaining certification will be placed on Step 4. All experience must be listed on the original application and verified by completing the appropriate Cobb County School District Experience Verification Form. Levels T-1 and T-2 (vocational) will be granted a maximum of 3 years of vocational work experience. **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 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 (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 187 days. This contract includes days for orientation conducted by the central office and local school. **(Policy/Rule reference: GBA-R)**