

COBB COUNTY SCHOOL DISTRICT
Paraprofessional Salary Schedule
2022-2023

STEP	HS Diploma/GED	1 Year College	2 Years College	3 Years College	Bachelor Degree
	NH04	NH05	NH06	NH07	NH08
1	19,758	20,959	22,191	23,373	24,648
2	20,335	21,531	22,756	23,936	25,214
3	20,903	22,103	23,323	24,498	25,776
4	21,468	22,670	23,890	25,058	26,361
5	22,044	23,241	24,457	25,620	26,954
6	22,618	23,817	25,021	26,208	27,548
7	23,189	24,372	25,587	26,798	28,136
8	23,754	24,937	26,170	27,390	28,728
9	24,323	25,508	26,765	27,984	29,323
10	24,898	26,098	27,360	28,567	29,885
11	25,470	26,690	27,954	29,162	30,502
12	26,055	27,286	28,549	29,753	31,092
13	26,650	27,881	29,137	30,348	31,683
14	27,253	28,483	29,735	30,937	32,277
15-17	27,853	29,074	30,326	31,528	32,869
18-20	28,448	29,673	30,918	32,116	33,463
21-23	29,062	30,309	31,586	32,807	34,180
24-26	29,685	30,963	32,265	33,513	34,895
27-29	30,325	31,629	32,959	34,233	35,642
30+	30,975	32,309	33,670	34,973	36,412

FLSA Category: Non-Exempt

Substitute Rate: \$89.00 per day

Annual salaries are rounded to nearest dollar

Paraprofessional Salary Schedule

2022-2023

All Paraprofessionals must hold a valid state certificate issued by the Georgia Professional Standards Commission or meet the qualifications set by Georgia Professional Standards Commission to obtain a license. (Hold a valid Georgia professional certificate, or hold an associate's degree or higher in any subject from a GaPSC-accepted accredited institution; or have completed 2 years (60 semester hours) of college coursework above the remedial level at a GaPSC-accepted accredited institution with a grade of "C" or better; or hold a minimum of a high school diploma or GED equivalent and have passed the GACE Paraprofessional Assessment.) **Obtaining and maintaining a Paraprofessional certificate is the responsibility of the employee.** Failure to attain the proper certificate will result in the recommendation of termination of employment.

College Credit

Rank	Educational Level
NH04	High School Degree or GED
NH05	1 yr college - 30 sem/45 quarter hours
NH06	2 yrs college - 60 sem/90 quarter hours
NH07	3 yrs college - 90 sem/135 quarter hours
NH08	Bachelor Degree or above

An official transcript is required from an accredited institution. Human Resources will evaluate college credit. All college credit must reflect a cumulative GPA of "C" or above per semester/quarter. Credit is granted for each year of college (30 semester hours or 45 quarter hours) with a maximum of four years for Bachelor Degree or above. Business College: If clock hours are given in lieu of quarter hours, one (1) year of business college must constitute 792 clock hours.

Evaluation of Previous Experience

Step Placement	Years of Full-Time Classroom Experience
Step 1	Less than 1 year
Step 2	1 year
Step 3	2 years
Step 4	3 years
Step 5	4 years
Step 6	5 or more years

All experience must be listed on the original application and verified by completing the appropriate **CCSD Experience Verification Form**. **It is the employee's responsibility to obtain necessary documentation of qualifications and experience.** Human Resources will evaluate previously related outside experience and **a maximum of six (6) steps** may be granted for classroom experience completed in an accredited institution. A maximum of 3 years credit will be given for active duty military experience. **Form DD214 must be submitted for review.**

All full-time personnel are paid for seven and one-half hours of work per day. Lunch periods are not compensated. **Compensatory time and over-time must receive prior approval by the employee's supervisor.**

Budget permitting, a step may be granted, annually, at the beginning of each work year upon **satisfactory** completion of a year's service (see Work Day Calendar). The following exceptions apply:

- An employee who does not work a sufficient number of days to qualify for 1-year of service credit **or**
- An employee who receives an unsatisfactory annual evaluation (**Policy/Rule reference: GBA-R (9)**)