

**COBB COUNTY SCHOOL DISTRICT**  
**Special Student Services Salary Schedule**  
**2022-2023**

| STEP  | CSS4 - Bachelor | CSS5 - Master | CSS6 - Specialist | CSS7 - Doctorate |
|-------|-----------------|---------------|-------------------|------------------|
| 1-3   | 56,085          | 62,013        | 69,519            | 76,827           |
| 4     | 57,986          | 63,876        | 71,603            | 79,133           |
| 5     | 58,703          | 65,982        | 74,563            | 82,763           |
| 6     | 59,696          | 67,960        | 76,797            | 85,247           |
| 7     | 62,081          | 70,471        | 79,205            | 87,919           |
| 8     | 63,947          | 72,585        | 81,582            | 90,556           |
| 9     | 66,824          | 75,854        | 85,034            | 93,975           |
| 10-11 | 68,827          | 78,129        | 87,583            | 96,793           |
| 12-13 | 70,889          | 80,474        | 90,214            | 99,695           |
| 14-15 | 73,017          | 82,889        | 92,917            | 102,687          |
| 16-17 | 75,208          | 85,375        | 95,704            | 105,767          |
| 18-19 | 77,468          | 87,936        | 98,576            | 108,940          |
| 20-21 | 80,047          | 90,873        | 101,880           | 112,595          |
| 22-23 | 82,090          | 93,237        | 104,553           | 115,565          |
| 24-26 | 82,766          | 93,943        | 105,332           | 116,413          |
| 27-29 | 83,452          | 94,692        | 106,118           | 117,283          |
| 30+   | 84,158          | 95,474        | 106,965           | 118,178          |

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

## Special Student Services Salary Schedule

2022-2023

### Certification/Step Placement

Individuals employed by the 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 CCSD Experience Verification Form. Experience gained outside of the 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 the Cobb County Board of Education (**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 Work Day Calendar). 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)**)