

COBB COUNTY SCHOOL DISTRICT

SPECIAL CERTIFICATE TEACHER SALARY SCHEDULE

2024-2025

STEP	CIB4 - Bachelor			CIB5 - Master			CIB6 - Specialist			CIB7 - Doctorate		
	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily
1-3	52,428	280.37	274.49	60,721	324.71	317.91	68,943	368.68	360.96	78,470	419.63	410.84
4	52,428	280.37	274.49	62,536	334.41	327.41	71,010	379.73	371.78	80,830	432.25	423.19
5	52,428	280.37	274.49	64,765	346.34	339.08	74,487	398.32	389.98	84,167	450.09	440.67
6	52,428	280.37	274.49	66,708	356.73	349.25	76,719	410.26	401.67	86,693	463.60	453.89
7	52,428	280.37	274.49	69,001	368.99	361.26	79,120	423.10	414.24	89,406	478.11	468.10
8	52,428	280.37	274.49	71,616	382.97	374.95	81,494	435.80	426.67	92,091	492.47	482.15
9	52,428	280.37	274.49	74,840	400.22	391.83	84,347	451.05	441.61	95,988	513.30	502.55
10-11	52,428	280.37	274.49	77,084	412.22	403.58	86,858	464.48	454.75	98,870	528.72	517.64
12-13	52,428	280.37	274.49	79,398	424.59	415.70	89,462	478.40	468.38	101,833	544.56	533.16
14-15	52,428	280.37	274.49	81,778	437.32	428.16	92,149	492.78	482.46	104,889	560.90	549.16
16-17	52,428	280.37	274.49	84,228	450.42	440.99	94,918	507.58	496.95	108,038	577.74	565.64
18-19	52,428	280.37	274.49	86,756	463.94	454.22	97,768	522.82	511.87	111,276	595.06	582.60
20-21	52,428	280.37	274.49	91,114	487.24	477.04	101,050	540.38	529.06	115,002	614.98	602.10
22-23	52,428	280.37	274.49	93,422	499.58	489.12	103,718	554.64	543.02	118,017	631.11	617.89
24-26	52,428	280.37	274.49	94,193	503.71	493.16	104,468	558.65	546.96	118,901	635.84	622.52
27-29	52,428	280.37	274.49	94,991	507.97	497.33	105,251	562.84	551.05	119,797	640.63	627.21
30+	52,428	280.37	274.49	95,817	512.39	501.66	106,043	567.07	555.20	120,748	645.71	632.19

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 191 days per year

Supply Teacher Daily Rate - \$212 per day

Substitute Teacher - \$150 per day

Special Certificate Teacher Salary Schedule 2024-2025

Education/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)**

Teachers who do not meet professional certification requirements or hold a non-professional certificate will be compensated from the Special Certificate Salary Schedule.

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

Individuals employed by Cobb County School District will be assigned a salary step based on qualifications and appropriate experience. All experience must be listed on the original application and verified by completing the appropriate Cobb County School District Experience Verification Form. Certified employees will receive a salary based on receipt of the highest valid in-field teaching certificate issued and verified teaching experience. Verified teaching experience gained outside Cobb County School District in an accredited, Georgia State Department of Education recognized program will be credited year for year if all criteria are met. **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'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 (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 191 days. This contract includes days for orientation by the central office and local school. **(Policy/Rule reference: GBA-R)**