

# COBB COUNTY SCHOOL DISTRICT

## TEACHER SALARY SCHEDULE

2024-2025

STEP	CIT4 - Bachelor			CIT5 - Master			CIT6 - Specialist			CIT7 - Doctorate		
	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily
1-3	60,604	324.09	317.30	65,731	351.50	344.14	73,686	394.04	385.79	81,433	435.47	426.35
4	61,463	328.68	321.79	67,705	362.06	354.48	75,896	405.86	397.36	83,877	448.54	439.15
5	62,222	332.74	325.77	69,938	374.00	366.16	79,033	422.63	413.78	87,725	469.12	459.29
6	63,275	338.37	331.28	72,034	385.21	377.14	81,401	435.30	426.19	90,357	483.19	473.08
7	65,803	351.89	344.52	74,695	399.44	391.07	83,953	448.95	439.54	93,190	498.34	487.91
8	67,780	362.46	354.87	76,936	411.42	402.81	86,472	462.42	452.73	95,985	513.29	502.54
9	70,830	378.77	370.84	80,401	429.95	420.95	90,131	481.99	471.89	99,609	532.67	521.51
10-11	72,953	390.12	381.95	82,813	442.85	433.58	92,833	496.44	486.04	102,595	548.64	537.15
12-13	75,139	401.81	393.40	85,298	456.14	446.59	95,623	511.35	500.64	105,672	565.09	553.25
14-15	77,395	413.87	405.21	87,858	469.83	459.99	98,487	526.67	515.64	108,844	582.05	569.86
16-17	79,717	426.29	417.37	90,494	483.92	473.79	101,442	542.47	531.11	112,108	599.51	586.95
18-19	82,112	439.10	429.90	93,207	498.44	488.00	104,486	558.75	547.05	115,471	617.49	604.56
20-21	84,846	453.72	444.22	96,321	515.09	504.30	107,988	577.48	565.38	119,345	638.21	624.84
22-23	87,012	465.30	455.56	98,826	528.48	517.42	110,821	592.62	580.21	122,494	655.05	641.33
24-26	87,728	469.13	459.31	99,574	532.48	521.33	111,647	597.04	584.54	123,392	659.85	646.03
27-29	88,455	473.02	463.12	100,369	536.73	525.49	112,479	601.49	588.90	124,314	664.78	650.86
30+	89,203	477.02	467.03	101,198	541.17	529.83	113,378	606.30	593.60	125,262	669.85	655.82

FLSA Category: Exempt

Annual Salary is based on 8 hours per day and rounded to nearest dollar

New Teachers, as defined on the next page, will work 191 days per year

Supply Teacher Daily Rate - \$212 per day

Substitute Teacher - \$150 per day

Foundation Instructor - \$324.09 per day or \$40.51 per hour (based on CIT4, Step 1)

## **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)**

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](http://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. If an employee has satisfactorily completed 1, 2, or 3 years of verified experience in the State of Georgia, the employee will be placed on step 4. **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 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 191 days. This contract includes days for orientation by the central office and local school. **(Policy/Rule reference: GBA-R)**

### **Additional Positions Based on Teacher Salary Schedule**

Guidance Counselors, Library Media Specialists, Speech/Language Pathologists, Interpreters, and Audiologists, Diagnosticians, are paid on the Teacher's Salary Schedule. (See above for Compensation/Step Placement)