

COBB COUNTY SCHOOL DISTRICT

VOCATIONAL TEACHER SALARY SCHEDULE

2024-2025

STEP	CIT1 (High School Diploma or GED)			CIT2 (Associate Degree or above)		
	Annual	187 Daily	191 Daily	Annual	187 Daily	191 Daily
1-3	55,009	294.17	288.00	56,389	301.55	295.23
4	56,659	302.99	296.64	58,079	310.58	304.08
5	58,358	312.07	305.54	59,819	319.89	313.19
6	60,112	321.45	314.72	61,616	329.50	322.60
7	61,909	331.07	324.13	63,463	339.38	332.27
8	63,768	341.00	333.86	65,368	349.56	342.24
9	65,681	351.24	343.88	67,328	360.04	352.50
10-11	67,647	361.75	354.17	69,346	370.83	363.07
12-13	69,679	372.62	364.81	71,428	381.97	373.97
14-15	71,770	383.80	375.76	73,573	393.44	385.20
16-17	73,918	395.28	387.01	75,777	405.22	396.74
18-19	76,139	407.16	398.63	78,053	417.39	408.65
20-21	78,676	420.73	411.92	80,648	431.27	422.24
22-23	80,677	431.43	422.39	82,700	442.25	432.99
24-26	81,341	434.98	425.87	83,387	445.92	436.58
27-29	82,199	439.57	430.36	84,080	449.63	440.21
30+	82,732	442.42	433.15	84,797	453.46	443.96

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

Vocational Teacher Salary Schedule 2024-2025

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 191 days. This contract includes days for orientation conducted by the central office and local school. **(Policy/Rule reference: GBA-R)**