

Cobb County School District

JROTC Instructor Stipend

2025-2026

* STEP	Annual JROTC Stipend
1	5,965
2	7,279
3	8,583
4	8,757
5	8,919
6	9,098
7	9,272
8	9,435
9	9,606
10	9,783
11	9,944
12	10,118
13	10,298
14	10,463
15-17	10,639
18-20	11,934
21-23	13,253
24-26	14,744
27-29	16,248
30+	17,911

FLSA Category: Exempt

Annual Stipend is based on 231 days per year; 8 hours per day

Stipend amount is rounded to the nearest dollar

Base pay for JROTC Instructors is determined by the Military.

*Step level placement is based on years of experience as a JROTC Instructor in an accredited educational institution.

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 (9)**)

JROTC Instructors receive an additional annual supplement of \$4,251.54 for performing Drill Team activities.