

# COBB COUNTY SCHOOL DISTRICT

## Paraprofessional Salary Schedule

2025-2026

STEP	HS Diploma/GED	1 Year College	2 Years College	3 Years College	Bachelor Degree
	NH04	NH05	NH06	NH07	NH08
1	22,175	23,523	24,905	26,231	27,662
2	22,821	24,165	25,540	26,863	28,298
3	23,459	24,807	26,175	27,494	28,928
4	24,094	25,443	26,812	28,123	29,585
5	24,740	26,083	27,448	28,753	30,250
6	25,384	26,730	28,081	29,413	30,917
7	26,024	27,353	28,717	30,075	31,577
8	26,659	27,987	29,371	30,740	32,242
9	27,298	28,628	30,039	31,406	32,909
10	27,943	29,289	30,707	32,060	33,539
11	28,585	29,954	31,373	32,728	34,233
12	29,241	30,623	32,041	33,391	34,895
13	29,909	31,291	32,701	34,059	35,558
14	30,586	31,967	33,372	34,721	36,224
15-17	31,260	32,630	34,035	35,384	36,889
18-20	31,927	33,302	34,700	36,044	37,555
21-23	32,616	34,015	35,449	36,819	38,360
24-26	33,316	34,750	36,211	37,611	39,163
27-29	34,033	35,498	36,990	38,419	40,001
30+	34,763	36,260	37,788	39,250	40,866

FLSA Category: Non-Exempt

Substitute Rate: \$150.00 per day

Annual salaries are based on 177 days per year; 7.5 hours per day

Annual salaries are rounded to nearest dollar

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All Paraprofessionals must hold a valid state certificate issued by the Georgia Professional Standards Commission or meet the qualifications set by the Georgia Professional Standards Commission to obtain a license. (Hold a valid Georgia professional certificate; or hold an associate's degree or higher in any subject from a GaPSC-accepted accredited institution; or have completed 2 years (60 semester hours) of college coursework above the remedial level at a GaPSC-accepted accredited institution with a grade of "C" or better; or hold a minimum of a high school diploma or GED equivalent and have passed the GACE Paraprofessional Assessment.) **Obtaining and maintaining a Paraprofessional certificate is the responsibility of the employee.** Failure to attain the proper certificate will result in the recommendation of termination of employment.

### College Credit

Rank	Educational Level
NH04	High School Degree or GED
NH05	1 yr college - 30 sem/45 quarter hours
NH06	2 yrs college - 60 sem/90 quarter hour
NH07	3 yrs college - 90 sem/135 quarter hou
NH08	Bachelor Degree or above
<b>An official transcript is required from an accredited institution.</b> Human Resources will evaluate college credit. All college credit must reflect a cumulative GPA of "C" or above per semester/quarter. Credit is granted for each year of college (30 semester hours or 45 quarter hours) with a maximum of four years for Bachelor Degree or above. Business College: If clock hours are given in lieu of quarter hours, one (1) year of business college must constitute 792 clock hours.	

### Evaluation of Previous Experience

Step Placement	Years of Full-Time Classroom Experience
Step 1	Less than 1 year
Step 2	1 year
Step 3	2 years
Step 4	3 years
Step 5	4 years
Step 6	5 or more years
All experience must be listed on the original application and verified by completing the appropriate Cobb County School District Experience Verification Form. <b>It is the employee's responsibility to obtain necessary documentation of qualifications and experience.</b> Human Resources will evaluate previously related outside experience and <b>a maximum of six (6) steps</b> may be granted for classroom experience completed in an accredited institution. A maximum of 3 years credit will be given for active duty military experience. <b>Form DD214 must be submitted for review.</b>	

All full-time personnel are paid for seven and one-half hours of work per day. Lunch periods are not compensated. **Compensatory time and overtime must receive prior approval by the employee's supervisor.**

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:

- An employee who does not work a sufficient number of days to qualify for 1-year of service credit or
- An employee who receives an unsatisfactory annual evaluation (**Policy/Rule reference: GBA-R (9)**)