

COBB COUNTY SCHOOL DISTRICT

Professional/Supervisory Support Annual Salary Schedule

2025-2026

STEP	Rank A1	Rank A	Rank B	Rank C	Rank D	Rank E	Rank F	Rank G	Rank H	Rank I
	NKX1	NK01	NK02	NK03	NK04	NK05	NK06	NK07	NK08	NK09
1	97,992	96,941	93,781	89,023	84,255	79,501	74,737	69,979	65,222	60,461
2	100,058	99,007	95,842	90,920	86,163	81,241	76,491	71,565	66,811	61,886
3	102,123	101,076	97,904	92,832	88,071	82,991	78,234	73,155	68,404	63,321
4	104,189	103,141	99,963	94,729	89,965	84,738	79,974	74,740	69,979	64,739
5	106,243	105,192	102,024	96,634	91,873	86,474	81,717	76,322	71,565	66,174
6	108,320	107,265	104,086	98,538	93,781	88,232	83,464	77,915	73,155	67,606
7	110,378	109,327	106,145	100,446	95,685	89,965	85,204	79,501	74,740	69,034
8	112,433	111,385	108,214	102,347	97,582	91,722	86,961	81,091	76,322	70,459
9	114,502	113,451	110,276	104,244	99,486	93,462	88,705	82,669	77,915	71,884
10	116,564	115,513	112,341	106,145	101,395	95,205	90,448	84,255	79,501	73,308
11	118,622	117,571	114,399	108,056	103,295	96,960	92,195	85,844	81,091	74,740
12	120,691	119,640	116,461	109,953	105,192	98,692	93,938	87,441	82,669	76,165
13	122,753	121,702	118,519	111,861	107,100	100,446	95,685	89,023	84,255	77,597
14	124,819	123,764	120,592	113,769	109,001	102,182	97,428	90,605	85,844	79,025
15-17	126,877	125,829	122,643	115,670	110,913	103,936	99,175	92,195	87,441	80,446
18-20	128,935	127,884	124,709	117,571	112,817	105,672	100,915	93,781	89,023	81,882
21-23	130,997	129,942	126,774	119,475	114,722	107,419	102,658	95,366	90,605	83,310
24-26	133,062	132,008	128,840	121,372	116,615	109,177	104,405	96,960	92,195	84,738
27-29	135,124	134,077	130,898	123,277	118,516	110,924	106,152	98,542	93,777	86,174
30+	137,402	136,348	133,125	125,372	121,475	112,810	107,957	100,219	95,377	87,635

FLSA Category - Exempt

Salaries based on 8 hours per day; 231 days per year

Salaries are rounded to nearest dollar

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Employees will be assigned a salary level based on appropriate experience. One step is granted for each year of verified same-type work experience.

Educational Supplements

An official transcript is required from an accredited institution. All college credit must reflect a cumulative GPA of "C" or above per semester or quarter. The supplement below is based on full-time employment or 8 hours per day and will be added to the base annual salary.

Educational Supplement	Salary Level	Annual Supplement
Master Degree	A1 - I	\$4,694.63
Specialist Degree	A1 - F	\$9,365.46
Doctorate Degree	A1 - D	\$14,015.89

As of July 1 2005, the basic requirement, if reflected on the job description, for any employee on the Professional/Supervisory Schedule is a Bachelor Degree or its equivalency (2 years of similar work level experience = 1 year of college). A combination of experience and education may be used to meet the degree requirement.

It is the employee's responsibility to obtain documentation to verify qualifications and experience from all former employers. All experience must be listed on the original application and verified by completing the appropriate Cobb County School District Experience Verification Form.

A maximum of 3 years of credit will be given for active duty military experience. Additional years may be granted, year for year, for verified similar work experience. **Form DD214 must be submitted for review.**

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)**)