

COBB COUNTY SCHOOL DISTRICT
SPECIAL CERTIFICATE TEACHER SALARY SCHEDULE
2025-2026

STEP	CIB4 - Bachelor			CIB5 - Master			CIB6 - Specialist			CIB7 - Doctorate		
	Annual	183 Daily	187 Daily	Annual	183 Daily	187 Daily	Annual	183 Daily	187 Daily	Annual	183 Daily	187 Daily
1-3	52,428	286.49	280.37	60,721	331.81	324.71	68,943	376.74	368.68	78,470	428.80	419.63
4	52,428	286.49	280.37	62,536	341.72	334.41	71,010	388.03	379.73	80,830	441.70	432.25
5	52,428	286.49	280.37	64,765	353.91	346.34	74,487	407.03	398.32	84,167	459.93	450.09
6	52,428	286.49	280.37	66,708	364.52	356.73	76,719	419.23	410.26	86,693	473.73	463.60
7	52,428	286.49	280.37	69,001	377.05	368.99	79,120	432.35	423.10	89,406	488.56	478.11
8	52,428	286.49	280.37	71,616	391.35	382.97	81,494	445.32	435.80	92,091	503.23	492.47
9	52,428	286.49	280.37	74,840	408.96	400.22	84,347	460.91	451.05	95,988	524.52	513.30
10-11	52,428	286.49	280.37	77,084	421.23	412.22	86,858	474.63	464.48	98,870	540.27	528.72
12-13	52,428	286.49	280.37	79,398	433.87	424.59	89,462	488.86	478.40	101,833	556.46	544.56
14-15	52,428	286.49	280.37	81,778	446.88	437.32	92,149	503.55	492.78	104,889	573.16	560.90
16-17	52,428	286.49	280.37	84,228	460.26	450.42	94,918	518.68	507.58	108,038	590.37	577.74
18-19	52,428	286.49	280.37	86,756	474.08	463.94	97,768	534.25	522.82	111,276	608.07	595.06
20-21	52,428	286.49	280.37	91,114	497.89	487.24	101,050	552.19	540.38	115,002	628.42	614.98
22-23	52,428	286.49	280.37	93,422	510.50	499.58	103,718	566.76	554.64	118,017	644.90	631.11
24-26	52,428	286.49	280.37	94,193	514.72	503.71	104,468	570.87	558.65	118,901	649.73	635.84
27-29	52,428	286.49	280.37	94,991	519.07	507.97	105,251	575.14	562.84	119,797	654.63	640.63
30+	52,428	286.49	280.37	95,817	523.59	512.39	106,043	579.47	567.07	120,748	659.83	645.71

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 187 days per year

Supply Teacher Daily Rate - \$212 per day

Substitute Teacher - \$150 per day

Special Certificate Teacher Salary Schedule 2025-2026

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)**

Teachers who do not meet professional certification requirements or hold a non-professional certificate will be compensated from the Special Certificate Salary Schedule.

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

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. **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's 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 187 days. This contract includes days for orientation by the central office and local school. **(Policy/Rule reference: GBA-R)**