

**COBB COUNTY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2017-2018**

STEP	CIT4 - Bachelor			CIT5 - Master			CIT6 - Specialist			CIT7 - Doctorate		
	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily
1-3	42,364	222.97	218.37	46,841	246.53	241.45	52,510	276.37	270.67	58,031	305.43	299.13
4	43,799	230.52	225.77	48,248	253.94	248.70	54,085	284.66	278.79	59,773	314.59	308.11
5	44,341	233.37	228.56	49,839	262.31	256.90	56,320	296.42	290.31	62,514	329.02	322.24
6	45,091	237.32	232.43	51,333	270.17	264.60	58,008	305.31	299.01	64,390	338.90	331.91
7	46,892	246.80	241.71	53,229	280.15	274.38	59,826	314.88	308.38	66,409	349.52	342.31
8	48,302	254.22	248.98	54,826	288.56	282.61	61,622	324.33	317.64	68,401	360.00	352.58
9	50,475	265.66	260.18	57,295	301.55	295.34	64,229	338.05	331.08	70,983	373.60	365.89
10-11	51,987	273.62	267.98	59,014	310.60	304.20	66,155	348.18	341.00	73,111	384.80	376.86
12-13	53,545	281.82	276.01	60,785	319.92	313.32	68,142	358.64	351.25	75,304	396.33	388.16
14-15	55,153	290.28	284.29	62,609	329.52	322.73	70,184	369.39	361.77	77,564	408.23	399.81
16-17	56,808	298.99	292.82	64,487	339.41	332.41	72,289	380.47	372.62	79,890	420.48	411.81
18-19	58,514	307.97	301.62	66,421	349.59	342.38	74,458	391.89	383.81	82,287	433.09	424.16
20-21	60,463	318.22	311.66	68,640	361.26	353.82	76,954	405.02	396.67	85,047	447.62	438.39
22-23	62,006	326.35	319.62	70,425	370.66	363.02	78,973	415.65	407.08	87,291	459.43	449.95
24-26	62,516	329.03	322.25	70,959	373.47	365.77	79,562	418.75	410.11	87,932	462.80	453.26
27-29	63,035	331.76	324.92	71,525	376.45	368.68	80,155	421.87	413.17	88,589	466.26	456.64
30+	63,568	334.57	327.67	72,116	379.56	371.73	80,795	425.24	416.47	89,264	469.81	460.13

FLSA Category: Exempt

Annual Salary is based on 8 hours per day and rounded to nearest dollar

New Teachers/Teachers not on standard contract with CCSD for last 2 school years - 194 days per year

Supply Teacher Daily Rate - \$101

Substitute Teacher - \$80 per day or \$10 per hour

Teacher Salary Schedule 2017-2018

Education/Certification Requirements

A Bachelor Degree from an accredited four-year college and a valid teaching certificate are required for a teaching position in the Cobb County School District. Applicants who do not have a valid Georgia Teacher's certificate should contact Georgia Professional Standards Commission, via the website at www.GAPSC.com, or call 404-334-6447. You can download an application for certification. **It is the responsibility of the employee to obtain and maintain a valid teaching certificate.**

Compensation/Step Placement

Individuals employed by the Cobb County Board of Education 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 CCSD Experience Verification Form. Certified employees will receive a salary based on receipt of the highest valid in-field teaching certificate issued and appropriately verified teaching experience. Verified teaching experience gained outside the Cobb County School District in an accredited, Georgia State Department of Education recognized program will be credited year for year. If an employee has satisfactorily completed 1, 2 or 3 years of verified experience in the State of Georgia, the employee will be placed on step 4. **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.**

A step may be granted annually at the beginning of each work year upon satisfactory completion of a year's service (**see Work Day Calendar**). Salary advancement guidelines set forth by QBE Regulations, State Board of Education and Cobb County Board of Education Policies/Regulations must be met. Employees who are not full-time must complete 2 consecutive years of qualified service in order to receive 1 year service credit. If a teacher receives an **Unsatisfactory** performance evaluation rating on the Cobb Keys for Teacher and Leader Effectiveness, the pay step may be frozen for the following school year per O.C.G.A. 20-2-212(A).

Teachers New to Cobb County School District

Teachers new to Cobb County School District and re-hired certified employees who have not been on standard contract with the Cobb County School District in the previous 2 school years will work a 194-day contract.

Positions Based on Teacher Salary Schedule

Library Media Specialists, Speech/Language Pathologists, Interpreters, Audiologists, Diagnosticians, Special Student Services Administrators (ES and MS), and School Leadership Interns are paid on the Teacher's Salary Schedule. Guidance Counselors are paid at the T-5 level and above on the Teacher's Salary Schedule.

**COBB COUNTY SCHOOL DISTRICT
SPECIAL CERTIFICATE TEACHER SALARY SCHEDULE
2017-2018**

STEP	CIB4 - Bachelor			CIB5 - Master			CIB6 - Specialist			CIB7 - Doctorate		
	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily	Annual	190 Daily	194 Daily
1-3	37,361	196.64	192.58	43,271	227.74	223.04	49,130	258.58	253.25	55,919	294.31	288.24
4	37,361	196.64	192.58	44,564	234.55	229.71	50,603	266.33	260.84	57,601	303.16	296.91
5	37,361	196.64	192.58	46,153	242.91	237.90	53,080	279.37	273.61	59,979	315.68	309.17
6	37,361	196.64	192.58	47,537	250.20	245.04	54,671	287.74	281.81	61,779	325.15	318.45
7	37,361	196.64	192.58	49,171	258.80	253.46	56,382	296.75	290.63	63,713	335.33	328.42
8	37,361	196.64	192.58	51,035	268.61	263.07	58,074	305.65	299.35	65,626	345.40	338.28
9	37,361	196.64	192.58	53,333	280.70	274.91	60,107	316.35	309.83	68,403	360.01	352.59
10-11	37,361	196.64	192.58	54,932	289.11	283.15	61,897	325.77	319.05	70,456	370.82	363.18
12-13	37,361	196.64	192.58	56,580	297.79	291.65	63,752	335.54	328.62	72,568	381.94	374.06
14-15	37,361	196.64	192.58	58,277	306.72	300.40	65,667	345.62	338.49	74,746	393.40	385.29
16-17	37,361	196.64	192.58	60,023	315.91	309.39	67,640	356.00	348.66	76,989	405.21	396.85
18-19	37,361	196.64	192.58	61,824	325.39	318.68	69,671	366.69	359.13	79,297	417.35	408.75
20-21	37,361	196.64	192.58	64,930	341.73	334.69	72,010	379.00	371.19	81,952	431.33	422.43
22-23	37,361	196.64	192.58	66,574	350.39	343.17	73,911	389.01	380.98	84,101	442.64	433.51
24-26	37,361	196.64	192.58	67,124	353.28	346.00	74,446	391.82	383.74	84,731	445.95	436.76
27-29	37,361	196.64	192.58	67,692	356.27	348.93	75,004	394.76	386.62	85,370	449.31	440.05
30+	37,361	196.64	192.58	68,281	359.37	351.96	75,568	397.73	389.53	86,047	452.88	443.54

FLSA Category: Exempt

Annual Salary is based on 8 hours per day and rounded to nearest dollar

New Teachers/Teachers not on standard contract with CCSD for last 2 school years - 194 days per year

Supply Teacher Daily Rate - \$101

Substitute Teacher - \$80 per day or \$10 per hour

Special Certificate Teacher Salary Schedule 2017-2018

Education/Certification Requirements

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Compensation/Step Placement

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A maximum of 3 years credit will be given for active duty military experience. **Form DD214 must be submitted for review.**

A step may be granted annually at the beginning of each work year upon satisfactory completion of a year's service (**see Work Day Calendar**). Salary advancement guidelines set forth by QBE Regulations, State Board of Education and Cobb County Board of Education Policies/Regulations must be met. Employees who are not full-time must complete 2 consecutive years of qualified service in order to receive 1 year service credit. If a teacher receives an **Unsatisfactory** performance evaluation rating on the Cobb Keys for Teacher and Leader Effectiveness, the pay step may be frozen for the following school year per O.C.G.A. 20-2-212(A).

Teachers New to Cobb County School District

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Special Certification

Teachers who do not meet professional certification requirements will be compensated from the Special Certificate Salary Schedule. Teachers who hold an NT-Non Professional Certificate will be placed on the Special Certificate Teacher Salary Schedule.

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2016-2017**

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Returning Teachers - 190 days per year

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