

**COBB COUNTY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2019-2020**

STEP	CIT4 - Bachelor			CIT5 - Master			CIT6 - Specialist			CIT7 - Doctorate		
	Annual	188 Daily	192 Daily	Annual	188 Daily	192 Daily	Annual	188 Daily	192 Daily	Annual	188 Daily	192 Daily
1-3	46,942	249.69	244.49	51,903	276.08	270.33	58,186	309.50	303.05	64,303	342.04	334.91
4	48,533	258.16	252.78	53,462	284.37	278.45	59,930	318.78	312.14	66,233	352.30	344.96
5	49,133	261.35	255.90	55,225	293.75	287.63	62,407	331.95	325.04	69,271	368.46	360.79
6	49,964	265.77	260.23	56,881	302.56	296.25	64,278	341.90	334.78	71,350	379.52	371.61
7	51,961	276.39	270.63	58,982	313.74	307.20	66,292	352.62	345.27	73,586	391.42	383.26
8	53,522	284.69	278.76	60,752	323.15	316.42	68,282	363.20	355.63	75,793	403.16	394.76
9	55,930	297.50	291.30	63,488	337.70	330.67	71,171	378.57	370.68	78,655	418.38	409.66
10-11	57,606	306.42	300.03	65,393	347.83	340.59	73,305	389.92	381.80	81,013	430.92	421.94
12-13	59,332	315.60	309.02	67,355	358.27	350.81	75,507	401.63	393.27	83,442	443.84	434.60
14-15	61,114	325.07	318.30	69,376	369.02	361.33	77,769	413.67	405.05	85,947	457.16	447.64
16-17	62,947	334.83	327.85	71,457	380.09	372.17	80,102	426.07	417.20	88,525	470.88	461.07
18-19	64,839	344.89	337.70	73,600	391.49	383.33	82,506	438.86	429.72	91,181	485.00	474.90
20-21	66,997	356.37	348.95	76,059	404.57	396.14	85,272	453.57	444.12	94,239	501.27	490.83
22-23	68,708	365.47	357.85	78,037	415.09	406.44	87,508	465.47	455.77	96,726	514.50	503.78
24-26	69,273	368.47	360.80	78,628	418.23	409.52	88,161	468.94	459.17	97,435	518.27	507.48
27-29	69,848	371.53	363.79	79,255	421.57	412.79	88,818	472.44	462.59	98,163	522.15	511.27
30+	70,438	374.67	366.87	79,910	425.05	416.20	89,528	476.21	466.29	98,912	526.13	515.17

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 192 days per year

Supply Teacher Daily Rate - \$112

Substitute Teacher - \$89 per day

Foundation Instructor - \$249.69 per day or \$31.21 per hour (based on CIT4, Step 1)

Teacher Salary Schedule

2019-2020

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)

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 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.**

Salaries for Certified employees are determined by the Georgia teaching certificate they hold through Georgia Professional Standards Commission, and the years of experience approved by the Cobb County Board of Education (**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 Work Day Calendar**). 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)**)

Teachers New to Cobb County School District

Certified employees who did not teach in the 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 192 days. This contract includes days for orientation by the central office and local school. (**Policy/Rule reference: GBA-R**)

Additional Positions Based on Teacher Salary Schedule

Guidance Counselors, Library Media Specialists, Speech/Language Pathologists, Interpreters, Audiologists, Diagnosticians, and School Leadership Interns are paid on the Teacher's Salary Schedule. (See above for Compensation/Step Placement)