

Parapro 2025-2026

Cobb County School District

View online: <https://salaryschedule.org/georgia/cobb-county/parapro/>

Step \ Level / position	HS Diploma/GED	1 Year College	2 Years College	3 Years College	Bachelor Degree
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

- 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 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 certificate is the responsibility of the employee. Failure to attain the proper certificate will result in the recommendation of termination of employment.

- College Credit Evaluation of Previous Experience.

- 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. [Official district website: https://www.cobbk12.org](https://www.cobbk12.org)

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Compiled from official district documents - verify against the source PDF.

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- An employee who receives an unsatisfactory annual evaluation (Policy/Rule reference: GBA-R (9)).

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