

**Atlanta Public Schools
2025 - 2026 Salary Schedule
Instructional Support**

Instructional Coach; Signature Programming Coach; Behavior, Intervention, Math, Reading, SST Intervention Specialist; SEL Coach; Restorative Practice Coach; and Special Education Lead Teacher

202 Day Work Schedule									
Salary Step	Actual years Experience	T4 - Bachelor		T5 - Master		T6 - Specialist		T7 - Doctorate	
		Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual
Step 1	0	\$312.14	\$63,052.00	\$343.85	\$69,457.00	\$385.44	\$77,859.00	\$425.97	\$86,046.00
Step 2	1	\$316.00	\$63,832.00	\$355.18	\$71,747.00	\$401.37	\$81,077.00	\$445.51	\$89,994.00
Step 3	2	\$321.34	\$64,911.00	\$365.83	\$73,897.00	\$413.40	\$83,507.00	\$458.88	\$92,694.00
Step 4	3	\$334.19	\$67,506.00	\$379.34	\$76,626.00	\$426.36	\$86,125.00	\$473.27	\$95,601.00
Step 5	4	\$344.22	\$69,533.00	\$390.73	\$78,927.00	\$439.15	\$88,708.00	\$487.47	\$98,468.00
Step 6	5	\$359.71	\$72,662.00	\$408.32	\$82,481.00	\$457.74	\$92,463.00	\$505.87	\$102,186.00
Step 7-8	6-7	\$370.49	\$74,839.00	\$420.57	\$84,955.00	\$471.46	\$95,234.00	\$521.04	\$105,250.00
Step 9-10	8-9	\$381.59	\$77,082.00	\$433.19	\$87,504.00	\$485.62	\$98,096.00	\$536.66	\$108,405.00
Step 11-12	10-11	\$393.05	\$79,397.00	\$446.19	\$90,130.00	\$500.17	\$101,034.00	\$552.76	\$111,658.00
Step 13-14	12-13	\$404.85	\$81,779.00	\$459.57	\$92,834.00	\$515.17	\$104,064.00	\$569.34	\$115,007.00
Step 15-16	14-15	\$417.01	\$84,236.00	\$473.36	\$95,618.00	\$530.63	\$107,188.00	\$586.43	\$118,458.00
Step 17-18	16-17	\$430.90	\$87,041.00	\$489.17	\$98,813.00	\$548.42	\$110,781.00	\$606.10	\$122,432.00
Step 19-20	18-19	\$441.89	\$89,261.00	\$501.89	\$101,382.00	\$562.81	\$113,687.00	\$622.09	\$125,662.00
Step 21-22	20-21	\$445.53	\$89,997.00	\$505.69	\$102,150.00	\$567.00	\$114,535.00	\$626.65	\$126,584.00
Step 23-24	22-23	\$449.09	\$90,716.00	\$509.74	\$102,967.00	\$571.54	\$115,451.00	\$631.66	\$127,596.00
Step 25-26	24-25	\$452.68	\$91,442.00	\$513.82	\$103,791.00	\$576.11	\$116,375.00	\$636.72	\$128,617.00
Step 27-29	26-28	\$456.30	\$92,173.00	\$517.93	\$104,621.00	\$580.72	\$117,306.00	\$641.81	\$129,646.00

APS job classifications are defined by a point factor system based on job duties and responsibilities as verified by the HR Division.

Salary placement is based on the employee's current year of teaching/support service and GAPSC certificate. Salary placement guidelines comply with the Georgia Department of Education's 160-5-2-.05 Experience for Salary Purposes.

Salary plans are determined on an annual basis, and salary advancement is not guaranteed. Salary increases are determined during the budget process and approved by the Board of Education.

Education/Certification Requirements

Employees seeking certified positions must be eligible for certification before being employed and must maintain certification during employment. **(Policy/Rule reference: GARD-R(2))**

Compensation/Step Placement

Atlanta Public Schools employees 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 Atlanta Public Schools 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 Atlanta Public Schools 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 of 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 Atlanta Public Schools **(Compensation Guidelines)** along with guidelines from the Georgia Department of Education Code **(160-5-2-.05 EXPERIENCE FOR SALARY PURPOSES)**.

202 Days = 191 Duty Days + 11 Paid Holidays

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211 Day Work Schedule									
Salary Step	Actual years Experience	T4 - Bachelor		T5 - Master		T6 - Specialist		T7 - Doctorate	
		Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual
Step 1	0	\$312.24	\$65,882	\$343.96	\$72,575	\$385.56	\$81,354	\$426.10	\$89,908
Step 2	1	\$316.10	\$66,697	\$355.29	\$74,967	\$401.50	\$84,716	\$445.65	\$94,033
Step 3	2	\$321.44	\$67,824	\$365.94	\$77,214	\$413.53	\$87,255	\$459.03	\$96,855
Step 4	3	\$334.29	\$70,536	\$379.45	\$80,065	\$426.50	\$89,991	\$473.42	\$99,892
Step 5	4	\$344.33	\$72,654	\$390.85	\$82,470	\$439.29	\$92,690	\$487.62	\$102,888
Step 6	5	\$359.82	\$75,923	\$408.45	\$86,183	\$457.88	\$96,613	\$506.03	\$106,773
Step 7-8	6-7	\$370.61	\$78,198	\$420.70	\$88,768	\$471.61	\$99,509	\$521.20	\$109,974
Step 9-10	8-9	\$381.72	\$80,542	\$433.33	\$91,432	\$485.78	\$102,499	\$536.83	\$113,271
Step 11-12	10-11	\$393.18	\$82,961	\$446.33	\$94,175	\$500.33	\$105,569	\$552.94	\$116,670
Step 13-14	12-13	\$404.98	\$85,450	\$459.72	\$97,001	\$515.33	\$108,735	\$569.52	\$120,169
Step 15-16	14-15	\$417.14	\$88,017	\$473.51	\$99,910	\$530.80	\$111,999	\$586.61	\$123,775
Step 17-18	16-17	\$431.03	\$90,948	\$489.33	\$103,248	\$548.59	\$115,753	\$606.29	\$127,927
Step 19-20	18-19	\$442.02	\$93,267	\$502.05	\$105,932	\$562.99	\$118,790	\$622.28	\$131,302
Step 21-22	20-21	\$445.67	\$94,036	\$505.85	\$106,735	\$567.18	\$119,676	\$626.85	\$132,266
Step 23-24	22-23	\$449.23	\$94,788	\$509.90	\$107,589	\$571.72	\$120,633	\$631.86	\$133,323
Step 25-26	24-25	\$452.82	\$95,546	\$513.98	\$108,450	\$576.29	\$121,598	\$636.92	\$134,390
Step 27-29	26-28	\$456.45	\$96,310	\$518.09	\$109,317	\$580.91	\$122,571	\$642.01	\$135,465

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