

# Atlanta Public Schools 2025 - 2026 Salary Schedule Instructional Support

Instructional Coaches; 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

**202 Days = 191 Duty Days + 11 Paid Holidays**

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)**.

# Atlanta Public Schools 2025 - 2026 Salary Schedule Instructional Support

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

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	\$312.14	\$65,861	\$343.85	\$72,552	\$385.44	\$81,328	\$425.97	\$89,880
Step 2	1	\$316.00	\$66,676	\$355.18	\$74,944	\$401.37	\$84,689	\$445.51	\$94,004
Step 3	2	\$321.34	\$67,803	\$365.83	\$77,189	\$413.40	\$87,228	\$458.88	\$96,824
Step 4	3	\$334.19	\$70,514	\$379.34	\$80,040	\$426.36	\$89,962	\$473.27	\$99,860
Step 5	4	\$344.22	\$72,631	\$390.73	\$82,444	\$439.15	\$92,660	\$487.47	\$102,855
Step 6	5	\$359.71	\$75,899	\$408.32	\$86,156	\$457.74	\$96,583	\$505.87	\$106,739
Step 7-8	6-7	\$370.49	\$78,173	\$420.57	\$88,740	\$471.46	\$99,477	\$521.04	\$109,939
Step 9-10	8-9	\$381.59	\$80,516	\$433.19	\$91,403	\$485.62	\$102,467	\$536.66	\$113,235
Step 11-12	10-11	\$393.05	\$82,934	\$446.19	\$94,146	\$500.17	\$105,536	\$552.76	\$116,633
Step 13-14	12-13	\$404.85	\$85,423	\$459.57	\$96,970	\$515.17	\$108,701	\$569.34	\$120,131
Step 15-16	14-15	\$417.01	\$87,989	\$473.36	\$99,878	\$530.63	\$111,964	\$586.43	\$123,736
Step 17-18	16-17	\$430.90	\$90,919	\$489.17	\$103,216	\$548.42	\$115,717	\$606.10	\$127,887
Step 19-20	18-19	\$441.89	\$93,238	\$501.89	\$105,899	\$562.81	\$118,752	\$622.09	\$131,261
Step 21-22	20-21	\$445.53	\$94,007	\$505.69	\$106,701	\$567.00	\$119,638	\$626.65	\$132,224
Step 23-24	22-23	\$449.09	\$94,758	\$509.74	\$107,555	\$571.54	\$120,595	\$631.66	\$133,281
Step 25-26	24-25	\$452.68	\$95,516	\$513.82	\$108,415	\$576.11	\$121,560	\$636.72	\$134,347
Step 27-29	26-28	\$456.30	\$96,280	\$517.93	\$109,282	\$580.72	\$122,533	\$641.81	\$135,422

**211 Days = 200 Duty Days + 11 Paid Holidays**

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