

# COBB COUNTY SCHOOL DISTRICT

## Annual Operational Employees

2023-2024

STEP	Rank A	Rank B	Rank C	Rank D	Rank E	Rank F	Rank G	Rank H	Rank I	Rank J1	Rank J	Rank K	Rank M
	NW01	NW02	NW03	NW04	NW05	NW06	NW07	NW08	NW09	NW15	NW10	NW11	NW13
1	30.16	28.99	27.11	26.66	25.59	24.40	23.32	22.11	20.99	20.46	19.79	18.68	16.35
2	30.79	29.58	28.41	27.23	26.11	24.87	23.71	22.55	21.32	20.84	20.17	19.00	16.60
3	31.40	30.16	28.98	27.78	26.56	25.35	24.18	22.93	21.73	21.23	20.56	19.37	16.96
4	32.00	30.77	29.49	28.32	27.07	25.83	24.63	23.38	22.14	21.61	20.94	19.69	17.21
5	32.60	31.33	30.06	28.80	27.58	26.27	25.08	23.76	22.55	21.90	21.23	20.05	17.46
6	33.24	31.92	30.64	29.36	28.05	26.75	25.51	24.18	22.91	22.30	21.63	20.33	17.76
7	34.21	32.51	31.17	29.85	28.54	27.23	25.93	24.63	23.33	22.66	21.99	20.64	18.03
8	34.39	33.03	31.71	30.38	29.05	27.71	26.37	25.00	23.70	23.02	22.36	21.00	18.35
9	35.03	33.62	32.23	30.89	29.50	28.18	26.79	25.45	24.09	23.37	22.71	21.29	18.64
10	35.69	34.26	32.86	31.43	30.06	28.66	27.26	25.84	24.44	23.71	23.04	21.69	18.87
11	36.24	34.84	33.43	31.98	30.55	29.10	27.71	26.25	24.85	24.07	23.41	22.02	19.16
12	36.82	35.38	33.97	32.51	31.06	29.58	28.10	26.65	25.22	24.42	23.76	22.36	19.43
13	37.47	35.92	34.48	32.99	31.53	30.06	28.58	27.11	25.62	24.82	24.15	22.66	19.70
14	38.06	36.53	35.05	33.56	32.03	30.52	29.01	27.55	26.00	25.12	24.46	23.00	19.99
15-17	38.66	37.15	35.64	34.07	32.57	30.96	29.46	27.93	26.44	25.52	24.85	23.35	20.26
18-20	39.27	37.67	36.18	34.55	33.02	31.47	29.90	28.35	26.78	25.87	25.20	23.68	20.56
21-23	39.89	38.30	36.71	35.09	33.56	31.97	30.36	28.76	27.17	26.26	25.59	24.02	20.80
24-26	40.51	38.88	37.26	35.69	34.05	32.42	30.80	29.17	27.58	26.60	25.93	24.34	21.12
27-29	41.16	39.51	37.87	36.24	34.52	32.90	31.25	29.53	27.91	26.92	26.25	24.68	21.37
30+	41.71	40.09	38.43	36.80	35.05	33.40	31.65	29.98	28.32	27.28	26.62	24.98	21.67

FLSA Category: Non-Exempt Hourly

Hourly rates are rounded to the nearest hundredth

**Annual Operational Employees - Maintenance, Custodial and Warehouse  
2023-2024**

**Step Placement/Evaluation of Previous Experience**

Employees will be assigned a salary level based on appropriate experience. One step is granted for each year of verified same-type work experience. All experience must be listed on the original application and verified by completing the appropriate Cobb County School District Experience Verification Form. **It is the responsibility of the employee to obtain documentation to verify qualifications and work experience.**

A maximum of 3 years of credit will be given for active duty military experience. Additional years may be granted, year for year, for verified similar work experience. **Form DD214 must be submitted for review.**

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

**Supplements**

Employees working on the night shift shall receive an additional \$.32 per hour above base pay; however, the employee must work 60% of his/her time after 6:00 p.m. to receive this supplement. If an employee has a CDL that is required for the performance of job duties that are not the main scope of the job, an additional \$.82 per hour may be provided.

Foremen will receive an additional supplement of up to 10% of their salary.

Master Mechanics (Electrical, Plumbing, Refrigeration, Heating and Air Conditioning) will be reimbursed for the annual cost of any required license in the performance of their duties and responsibilities.

**Annual Operational Employees - Maintenance, Custodial and Warehouse Employees**

**2023-2024**

Rank	Positions
A - NW01	Foreman, HVAC Master Technician; Foreman, Refrigeration/Kitchen Equipment Technician; Foreman, HVAC, DDC and Scheduling; Foreman, Multi-Trade; HVAC Master Technician; Refrigeration/Kitchen Equipment Technician
B - NW02	Boiler Mechanic
C - NW03	Equipment Mechanic II; Low Voltage Systems Technician; Master Electrician; Master Plumber; Emergency Generator Technician
D - NW04	Carpenter II; Locksmith; Paint & Body Mechanic; Vehicle Mechanic III (Lead Man); Lead Man, Body Shop; Vehicle Mechanic III
E - NW05	Building Engineer; Grounds Equipment Operator; HVAC Technician; Vehicle Mechanic II; Vehicle Mechanic II (Lead Man); Dispatcher/Vehicle Mechanic II
F - NW06	Dispatcher/Vehicle Mechanic I; Vehicle Mechanic I
G - NW07	Carpenter I; Carpet Repairperson; Custodial Equipment Mechanic; Electrician; Plumber
H - NW08	Food Nutrition Services (FNS) Warehouseman; FNS Warehouse & Delivery Foreman; Glazier; Head Groundskeeper; Indoor Environmental Quality Technician; Painter; Preventive Maintenance Mechanic; Roofer
I - NW09	Equipment Mechanic I
J1 -NW15	Head Custodian II
J - NW10	FNS Delivery Person; FNS Maintenance Helper; Maintenance Helper; Warehouse Associate
K - NW11	Fleet Maintenance Helper; Groundskeeper; Head Custodian I
M - NW13	Custodian