

COBB COUNTY SCHOOL DISTRICT

Local School Nurse Salary Schedule

2026-2027

STEP	LPN	RN
	NCA3	NCA4
1-3	41,780	49,687
4	41,883	49,810
5	42,616	50,681
6	42,721	50,806
7	43,468	51,612
8	43,576	51,740
9	44,337	52,728
10-11	45,000	53,516
12-13	45,900	54,587
14-15	46,818	55,678
16-17	47,754	56,792
18-19	48,710	57,939
20-23	50,677	60,268
24-26	51,691	61,473
27-29	53,779	63,957
30+	54,855	65,236

FLSA Category: Non-Exempt

Positions are based on 7 hours per day; 179 days per year

Annual Salaries are rounded to nearest dollar

Educational Supplement	Annual Supplement
Master Degree	\$4,694.63

Evaluation of Previous 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 employee's responsibility to obtain documentation of qualifications and experience from all former employers.** Human Resources will evaluate previously related outside experience and a maximum of eight (8) steps may be granted.

A maximum of 3 years credit will be given for active duty military experience. **Form DD214 must be submitted for review.**

Step Level	Full-Time Years of Similar Experience Equal or More Than:	Full-Time Years of Similar Experience Less Than:
1	0	Less than 1
2	1 year	Less than 2
3	2 years	Less than 7
4	7 years	Less than 12
5	12 years	Less than 17
6	17 years	Less than 21
7	21 years	Less than 25
8	25 or more	

Supply School Nurse Hourly Rates: \$25.49 (LPN); \$27.89 (RN)
 Clinic Sub Hourly Rates: \$15.57 (Unlicensed); \$24.95 (Licensed)
 Hourly rates are rounded to the nearest hundredth

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)**)