

COBB COUNTY SCHOOL DISTRICT

Annual Operational Employees

2025-2026

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	31.98	30.75	28.75	28.27	27.14	25.87	24.73	23.45	22.25	21.69	20.99	19.81	17.34
2	32.65	31.36	30.13	28.87	27.68	26.37	25.15	23.91	22.61	22.10	21.39	20.15	17.60
3	33.30	31.98	30.73	29.46	28.16	26.88	25.64	24.31	23.04	22.51	21.81	20.54	17.99
4	33.93	32.63	31.27	30.03	28.70	27.39	26.12	24.79	23.48	22.92	22.21	20.88	18.25
5	34.56	33.22	31.87	30.54	29.24	27.85	26.60	25.19	23.91	23.23	22.52	21.26	18.51
6	35.25	33.85	32.49	31.13	29.74	28.36	27.05	25.64	24.30	23.64	22.93	21.56	18.84
7	36.28	34.47	33.05	31.66	30.27	28.87	27.50	26.12	24.74	24.03	23.32	21.88	19.11
8	36.47	35.03	33.62	32.21	30.81	29.38	27.96	26.51	25.13	24.42	23.71	22.27	19.46
9	37.15	35.65	34.18	32.76	31.29	29.88	28.41	26.99	25.55	24.79	24.08	22.58	19.76
10	37.84	36.33	34.84	33.33	31.87	30.39	28.90	27.40	25.92	25.14	24.44	23.00	20.01
11	38.43	36.95	35.45	33.92	32.40	30.85	29.38	27.84	26.35	25.53	24.82	23.35	20.32
12	39.05	37.52	36.02	34.47	32.94	31.36	29.80	28.26	26.74	25.90	25.19	23.71	20.60
13	39.73	38.09	36.56	34.98	33.44	31.87	30.31	28.75	27.17	26.32	25.61	24.03	20.89
14	40.36	38.74	37.16	35.59	33.96	32.37	30.76	29.21	27.57	26.64	25.94	24.39	21.20
15-17	41.00	39.39	37.80	36.13	34.53	32.83	31.24	29.62	28.04	27.06	26.35	24.76	21.48
18-20	41.65	39.95	38.37	36.64	35.01	33.37	31.70	30.06	28.39	27.43	26.72	25.12	21.81
21-23	42.30	40.61	38.93	37.21	35.59	33.90	32.20	30.50	28.81	27.85	27.14	25.47	22.05
24-26	42.96	41.23	39.51	37.84	36.11	34.38	32.66	30.93	29.24	28.21	27.50	25.81	22.39
27-29	43.64	41.90	40.16	38.43	36.61	34.89	33.14	31.32	29.60	28.55	27.84	26.17	22.66
30+	44.23	42.51	40.75	39.02	37.16	35.42	33.56	31.80	30.03	28.93	28.22	26.49	22.98

FLSA Category: Non-Exempt Hourly

Hourly rates are rounded to the nearest hundredth

**Annual Operational Employees - Maintenance, Custodial and Warehouse
2025-2026**

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 creditor
- 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 \$.3352 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 \$.8737 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

2025-2026

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; Master 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; Low Voltage Sys Tech
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