

COBB COUNTY SCHOOL DISTRICT

Local School Nurse Salary Schedule

2025-2026

STEP	LPN	RN
	NCA3	NCA4
1-2	40,555	48,230
3-4	41,366	49,195
5-6	42,194	50,179
7-8	43,038	51,101
9-10	43,898	52,206
11-12	44,776	53,250
13-14	45,672	54,315
15-16	46,585	55,401
17-18	47,517	56,509
19-20	48,467	57,651
21-22	49,437	58,792
23-24	50,425	59,968
25-26	51,434	61,168
27-28	52,463	62,391
29-30	53,512	63,639
31+	54,582	64,912

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)**)