

COBB COUNTY SCHOOL DISTRICT

Local School Nurse Salary Schedule

2023-2024

STEP	LPN	RN
	NCA3	NCA4
1-2	38,846	46,198
3-4	39,623	47,122
5-6	40,415	48,064
7-8	41,224	48,948
9-10	42,048	50,006
11-12	42,889	51,006
13-14	43,747	52,026
15-16	44,622	53,066
17-18	45,514	54,128
19-20	46,425	55,221
21-22	47,353	56,315
23-24	48,300	57,441
25-26	49,266	58,590
27-28	50,251	59,761
29-30	51,257	60,957
31+	52,282	62,176

FLSA Category: Non-Exempt

Positions are based on 7 hours per day; 183 days per year

Annual Salaries are rounded to nearest dollar

Educational Supplement	Annual Supplement
Master Degree	\$4,496.97

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)**)