

# Annual Operational 2025-2026

Cobb County School District

View online: <https://salaryschedule.org/georgia/cobb-county/annual-operational/>

| Step \ Level / position | 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  |
|-------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 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 |

- FLSA Category: Non-Exempt Hourly.

- Hourly rates are rounded to the nearest hundredth.

- 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.

- An employee who receives an unsatisfactory annual evaluation (Policy/Rule reference: GBA-R (9)). Official district website: <https://www.cobbk12.org>

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Compiled from official district documents - verify against the source PDF.

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## Cobb County School District

- *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.*

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