

Henderson County Schools

1805 Second Street, Henderson, Kentucky 42420

(270) 831-5000 Fax: (270) 831-5009

www.henderson.kyschools.us



February 18, 2020

To: Marganna Stanley, Superintendent
Henderson County Board of Education

From: Jinger Carter, Director of Human Resources
Tommy Ransom, Henderson County High School Principal

RE: Henderson County High School Activities Director request

Please consider this request for the position formerly called Athletic Director to be changed to *Activities Director* or *Athletic/Activities Director*.

This position would include additional duties beyond the original job description of an Athletic Director. The Activities Director would include overseeing co-curricular activities including: Band, Choir, Theatre, Academic Team, JROTC, KUNA/KYA, Archery, Science Olympiad, etc.

The position would be open to either Classified or Certified candidates. The minimum educational requirement would be a Bachelor's degree. The salary would be based off the certified salary scale and would be determined using the following calculation:

Base rate of pay / 185 = Daily Rate
+ Daily rate * 55 extended Days = Extended Days rate of pay
+ Additional stipend of \$1125 (as outlined on the current salary schedule)
= Salary

In doing so, this would be equitable whether the candidate was certified or classified. The base rate of pay would be determined by educational level and experience for classified candidates or certification rank and experience for certified candidates. The years of experience will be determined by definitions outlined by the Henderson County Board of Education policies 03.121 (Certified) and 03.221 (Classified).

Thank you for your consideration of this request.

High School Athletic Director comparison

A high school athletic director salary in year 1 of athletic director and 10 years of teaching experience was compared to surrounding counties and comparable counties including Daviess County, Union County, Webster County, Franklin County, Hopkins County, Marshall County, and McCracken County. Five districts have a straight stipend that does not increase with experience; Union County, Webster County, Franklin County, Hopkins County, Marshall County. All comparison districts use certified pay scale with an extra stipend for athletic director; Henderson County is the only district with athletic director on the classified scale. Henderson County is 8 out of 8 districts in pay for year 1 athletic director; Henderson pays the least out of 8 districts for a year 1 athletic director. With 20 years of experience as athletic director, Henderson County is 3 out of 8; two districts pay more than Henderson County.

Athletic Director Stipend				-Used 10 years of experience and masters for comparison except for HCS. All districts except HCS use certified pay scale with a stipend.
District		YR 1		How does HCS align YR 1?
*Daviess County	Local	YR1 \$10048 YR 4 \$11634	\$59667 \$61253	HCS below
*Union County	Local	\$7500	\$56531	HCS below YR 1 & above YR 20
*Webster County	Local	\$6500	\$52700	HCS below YR 1 & above YR 20
*Franklin County	State	\$7509	\$58170	HCS below YR 1 & above YR 20
*Hopkins County	State	\$9000	\$58109	HCS below YR 1 & above YR 20
*Marshall County	State	\$10000	\$64234	HCS below
*McCracken County *extends contract by 41 days	State	YR 1 \$8744 YR 20 \$11783	\$63043 \$66082	HCS below YR 1 & above YR 20
Henderson County		YR 1 YR 20	\$52020 \$67121	