

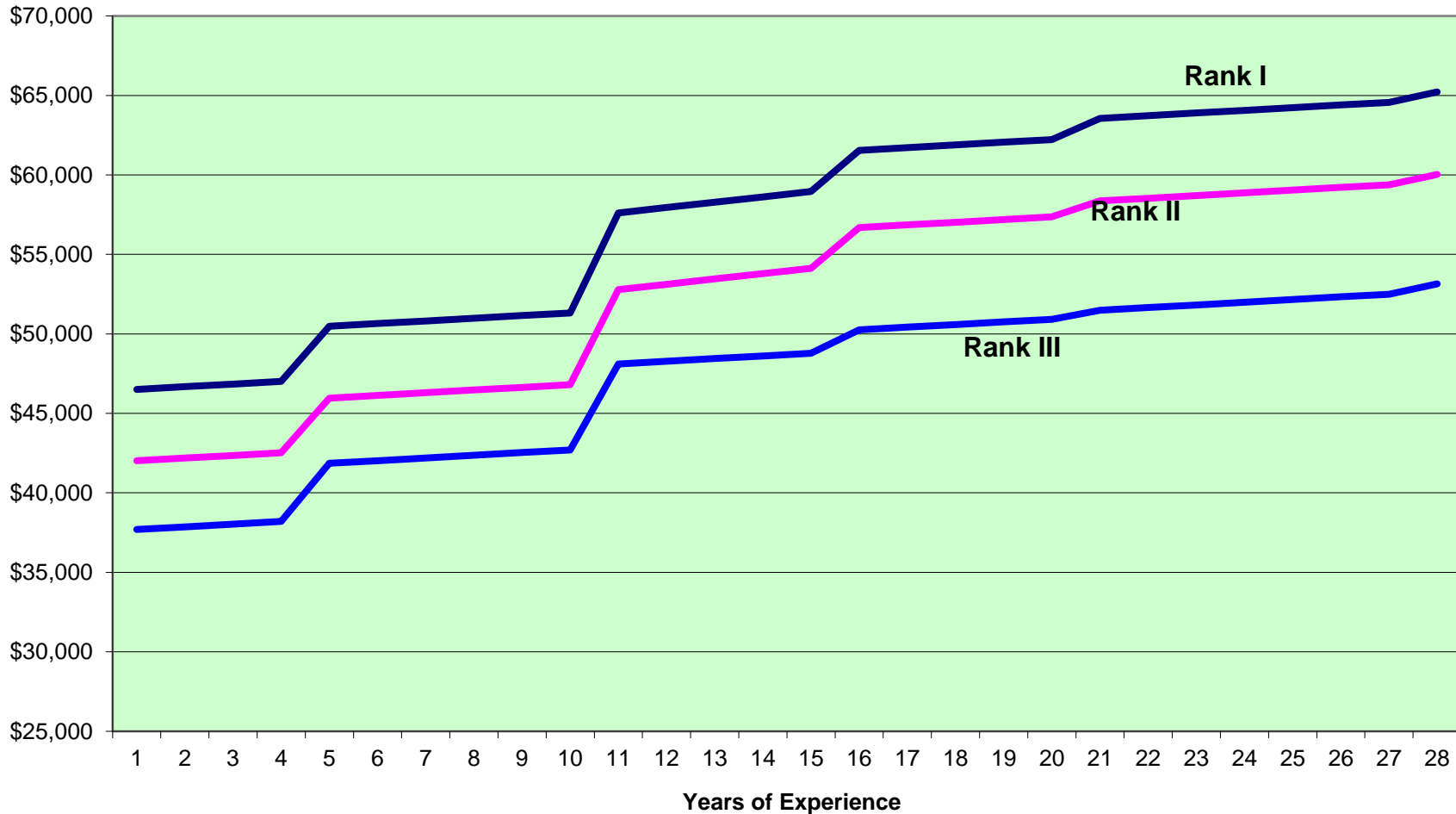
# Henderson County Board of Education Salary Schedules



**for 2021-2022 School Year**

6/21/2021

# HENDERSON COUNTY BOARD of EDUCATION CERTIFIED SALARY SCHEDULES for 2021-2022 (185 days)



**HENDERSON COUNTY SCHOOLS**  
**HENDERSON, KENTUCKY**  
**CERTIFIED EMPLOYEE SALARY SCHEDULE**  
**Schedule for 2021-2022**

1.5% General Wage Increase

185 day

Years of Experience	Rank I	Rank II	Rank III
	Masters Degree + 30	Masters Degree	Bachelors Degree
0	\$46,505	\$42,021	\$37,698
1	\$46,676	\$42,189	\$37,863
2	\$46,842	\$42,356	\$38,031
3	\$47,009	\$42,525	\$38,199
4	\$50,479	\$45,959	\$41,855
5	\$50,647	\$46,130	\$42,024
6	\$50,813	\$46,297	\$42,192
7	\$50,982	\$46,467	\$42,360
8	\$51,155	\$46,635	\$42,531
9	\$51,319	\$46,804	\$42,697
10	\$57,610	\$52,785	\$48,112
11	\$57,947	\$53,121	\$48,282
12	\$58,283	\$53,458	\$48,450
13	\$58,620	\$53,795	\$48,614
14	\$58,954	\$54,130	\$48,781
15	\$61,552	\$56,687	\$50,253
16	\$61,722	\$56,857	\$50,424
17	\$61,887	\$57,023	\$50,589
18	\$62,057	\$57,189	\$50,757
19	\$62,226	\$57,359	\$50,922
20	\$63,555	\$58,368	\$51,485
21	\$63,724	\$58,533	\$51,651
22	\$63,894	\$58,705	\$51,824
23	\$64,062	\$58,872	\$51,992
24	\$64,231	\$59,041	\$52,161
25	\$64,396	\$59,211	\$52,327
26	\$64,566	\$59,378	\$52,487
27	\$65,220	\$60,030	\$53,146

Rank IV	\$37,698
Rank V	\$28,800

1. The above salary schedule is based on a school year of 185 days.
2. Extra services will be determined by the Superintendent and Board of Education and additional compensation will be determined by board policy or action.
3. Rank will be determined on September 15 of each school year, and transcript of credits must be on file in the Central Office before the above date.
4. Rank I - Approved by the State Department of Education.
5. The State of Kentucky provides each certified employee \$20,000 in term life insurance.
6. Personnel with an earned doctorate degree from an accredited institution will be paid an additional \$1,000 subject to the State Board of Secondary and Elementary Education.
7. Rank IV and Rank V salaries are for all years of experience.
8. Personnel with National Board Certification will receive an additional \$2,000 annually.

**HENDERSON COUNTY SCHOOLS**  
**HENDERSON, KENTUCKY**  
**EXTRA-SERVICE POSITIONS AND SUPPLEMENTS**  
**CENTRAL OFFICE AND PRINCIPALS**  
**Schedule for 2021-2022**

Position	# of Positions	Days	Years of Experience							
			0	1	2	3	4	5	6-10	11 or more
Assistant Superintendent	2	240	16,000	16,200	16,400	16,600	16,800	20,000	26,700	28,200
Director of Administration	1	240	11,000	11,200	11,400	11,600	11,800	16,000	19,000	20,500
Director of Assessment & Accountability	1	240	11,000	11,200	11,400	11,600	11,800	16,000	19,000	20,500
Director of Human Resources	1	240	11,000	11,200	11,400	11,600	11,800	16,000	19,000	20,500
Director of Instructional Technology	1	240	11,000	11,200	11,400	11,600	11,800	16,000	19,000	20,500
Director of Pupil Personnel	1	240	11,000	11,200	11,400	11,600	11,800	16,000	19,000	20,500
Director of Special Education	1	240	11,000	11,200	11,400	11,600	11,800	16,000	19,000	20,500
Director of Technology	1	230	11,000	11,200	11,400	11,600	11,800	16,000	19,000	20,500
High School Principal	1	240	14,500	14,700	14,900	15,100	15,300	19,000	20,000	21,500
High School Principal										
90 or more full time teachers	1	240	2,000	2,750	3,500	4,250	5,000	7,500	7,500	7,500
High School Principal										
1800 or greater Student Population	1	240	2,000	2,750	3,500	4,250	5,000	7,500	7,500	7,500
High School Assistant Principal	5	240	5,800	5,900	6,000	6,100	6,200	6,300	7,300	8,800
Middle School Principal	2	240	12,500	12,700	12,900	13,100	13,300	17,000	18,000	19,500
Middle School Assistant Principal	2	240	5,800	5,900	6,000	6,100	6,200	6,300	7,300	8,800
Alternative School Principal	1	230	12,500	12,700	12,900	13,100	13,300	17,000	18,000	19,500
Elementary School Principal										
20 or more full time teachers	5	240	9,000	9,100	9,200	9,300	9,400	9,500	10,500	12,000
10 - 19 full time teachers	3	240	7,700	7,800	7,900	8,000	8,100	8,200	9,200	10,700
Early Learning Center Principal	1	240	7,700	7,800	7,900	8,000	8,100	8,200	9,200	10,700

Note: Previous administrative experience may be credited.

**HENDERSON COUNTY SCHOOLS**  
**HENDERSON, KENTUCKY**  
**2021-2022 Extra Service Positions and Supplements**

Position	District Wide		High School		Middle School		Elementary			
	# of Positions	Annual Supplement	# of Positions	Annual Supplement	# of Positions	Annual Supplement	# of Positions	Annual Supplement		
Academic Coach			3	2,500	6	900	8	750		
Academic Team Coordinator			1	9,000	2	1,300				
Assistant Principal - Elementary (1 funded via ESSER \$)								4	4,500	
AWARE Grant Project Director	1	15,000								
Child Care Coordinator	1	3,500								
Clinical Competence Certificate (3C)- Speech Lang. Pathologists	15	2,000								
Curriculum Coordinator			10.5	2,280	12	1,600	17	750		
Instructional Coach	15	3,000								
Debate Club Sponsor									1	500
District Nurse Coordinator	1	1,200								
District Speech Pathologist Coordinator	1	1,000								
Drama Activities Coordinator									1	1,320
Early College Coordinator									1	1,500
HCHS Grade Level Leader			4	1,200						
Gifted Coordinator	1	2,160								
Grant Writer	1	5,000								
SoFA Coordinator			1	2,160						
Health Coordinator	1	3,000								
Journalism Sponsor			1	1,320						
KUNA / KYA Coordinator			2	1,125	2	1,125				
PBIS Coach - Mental Health	1	2,500								
Minority Ombudsman			1	2,320	2	2,320				
Multi-Cultural Coordinator	1	2,320								
National Board Certification - School Psychologists	1	2,000								
Online Payment Coordinator	1	2,500								
Safe School Supervision	2	2,750								
SBDM Coordinator	2	2,500								
School Technology Coordinator (STC)			4	750	2	750	8	750		
Science Olympiad Coordinator			1	1,320						
SoFA Coordinator			1	2,160						
Special Education Assistant Director	1	3,000								
Special Education Consultant	1	3,000								
Special Education Elementary Curriculum Coordinator									1	1,600
Student Ambassador Sponsor			1	1,200						
Student Government Sponsor			1	1,600						
Team Leaders					12	1,600				
Title I Coordinator	1	5,000								
Title I School Liaisons			1	500	2	500	8	500		
Webmaster	1	1,250								
Yearbook Sponsor									2	1,200

**HENDERSON COUNTY SCHOOLS**  
**HENDERSON, KENTUCKY**  
**2021-2022 Extra Service Positions and Supplements**

Position	District Wide		High School		Middle School		Elementary	
	# of Positions	Annual Supplement	# of Positions	Annual Supplement	# of Positions	Annual Supplement	# of Positions	Annual Supplement
CTE								
Automotive			1	6,500				
Bank			1	3,100				
Carpentry			2	6,500				
Computer Applications			4	3,100				
Family Consumer Science			4	3,100				
Gateway to Technology					1	1,000		
Health Sciences			5	3,100				
Information Technology			1	3,100				
Machine Tool & Die			1	6,500				
Marketing			1	3,100				
Criminal Law			1	3,100				
College/Career Readiness Coordinator			1	3,100				
TEDS/Perkins Data Entry Technician			1	3,100				
Visual Communication			1	3,100				
Welding			1	6,500				
ARMY JROTC								
Army JROTC Rifle Team			1	1,450				
Army JROTC Drill			1	1,450				
Army JROTC Color Guard			1	1,450				
Army JROTC Adventure Training Activities			1	1,450				
BAND								
Band Director			1	7,000	2	2,120		
Assistant Band Director			3	3,100				
Jazz Band Director			1	975				
Coordinator of Band (Grades 6-12)			1	1,000				
Marching Band Assistant			3	1,900				
Assistant Marching Band Director			1	1,900				
CHOIR								
Choral Director			1	3,560	2	1,880		
Coordinator of Choir (Grades 6-12)			1	1,000				
Choral Assistant			1	850				
ARCHERY								
Head Archery Coach			1	4,500				
Assistant Archery Coach			1	1,250				
ATHLETIC ADMINISTRATION								
Assistant Athletic Director			1	1,920				
Associate Supervisor Extra-Curricular Activities			1	1,125				
Associate Athletic Director			2	6,000				
Intramural Athletic Director								

**HENDERSON COUNTY SCHOOLS**  
**HENDERSON, KENTUCKY**  
**2021-2022 Extra Service Positions and Supplements**

Position	District Wide		High School		Middle School		Elementary					
	# of Positions	Annual Supplement	# of Positions	Annual Supplement	# of Positions	Annual Supplement	# of Positions	Annual Supplement				
BASEBALL / SOFTBALL												
Head Baseball / Softball Coach			2	6,000								
Assistant Baseball / Softball Coach			6	2,500								
Baseball/Softball Grounds Maintenance			2	4,000								
BASKETBALL												
Head Basketball Coach - Boys			1	12,000								
Head Basketball Coach - Girls			1	12,000								
Coordinator of Basketball - Boys (Grades 6-12)			1	1,500								
Coordinator of Basketball - Girls (Grades 6-12)			1	1,500								
8th Grade Basketball Coach - Boys							2	2,500				
8th Grade Basketball Coach - Girls							2	2,500				
7th Grade Basketball Coach - Boys							2	2,500				
7th Grade Basketball Coach - Girls							2	2,500				
6th Grade Basketball Coach - Boys							4	1,250				
6th Grade Basketball Coach - Girls							4	1,250				
Assistant Basketball Coach - Boys			4	5,000								
Assistant Basketball Coach - Girls			4	5,000								
BASS FISHING												
Head Bass Fishing Coach			1	3,250								
Assistant Bass Fishing Coach			1	1,250								
BOWLING												
Head Bowling Coach			1	3,250								
Assistant Bowling Coach			1	1,250								
CHEERLEADING / DANCE												
Head Cheerleader Coach			1	4,000								
Assistant Varsity Cheerleader Coach			1	2,250								
Jr. Varsity Cheerleader Coach			1	1,950								
Freshman Cheerleader Coach			1	1,850								
Assistant Cheerleader Coach (Floater)			1	1,750								
8th Grade Cheerleader Coach							2	1,325				
7th Grade Cheerleader Coach							2	1,325				
6th Grade Cheerleader Coach							4	660				
Dance Team Director			1	4,000	2	1,325						
Assistant Dance Team Director			1	2,700								
Junior Varsity Colonette Coach			1	1,950								
FOOTBALL												
Head Football Coach			1	12,000								
Coordinator of Football (Grades 6-12)			1	1,500								
Weight Training Coach			1	3,000								
Assistant Football Coach			6	5,000								
Freshman Football Coach			1	5,000								

**HENDERSON COUNTY SCHOOLS**  
**HENDERSON, KENTUCKY**  
**2021-2022 Extra Service Positions and Supplements**

Position	District Wide		High School		Middle School		Elementary		
	# of Positions	Annual Supplement	# of Positions	Annual Supplement	# of Positions	Annual Supplement	# of Positions	Annual Supplement	
8th Grade Football Coach					4	2,500			
7th Grade Football Coach					4	2,500			
GOLF									
Head Golf Coach - Boys & Girls			2	3,250					
SOCCER									
Head Soccer Coach - Boys & Girls			2	6,000	4	1,250			
Coordinator of Soccer (Grades 6-12)			1	1,000					
Assistant Soccer Coach - Boys & Girls			4	2,500					
SWIMMING									
Swimming Coach - Boys & Girls			2	3,250					
Assistant Swim			1	2,250					
TENNIS									
Head Tennis Coach - Boys & Girls			2	3,250					
TRACK									
Head Track Coach - Boys & Girls			2	5,500	4	1,250			
Assistant Track Coach - Boys & Girls			2	2,500					
Coordinator of Track (Grades 6-12)			1	1,000					
Cross Country Coach - Boys & Girls			2	2,250	4	750	1	500	
Assistant Cross Country Coach - Boys			1	1,250					
VOLLEYBALL									
Head Volleyball Coach			1	4,500	2	1,250			
Assistant Volleyball Coach			3	2,500					
Coordinator of Volleyball (Grades 6-12)			1	1,000					
WRESTLING COACH									
Head Wrestling Coach			1	3,250					
Assistant Wrestling Coach			1	1,250					



HENDERSON COUNTY SCHOOLS HENDERSON , KENTUCKY Wage Rates for Other Activities Schedule for 2021-2022	
ESS/Title I Intervention/HCS 21st Century/Cardinal Health/HTIP & Other Grants	
Certified Hourly Rate	\$25.00
Classified Hourly Rate	\$14.97
Student Workers	\$7.62
Mental Health Counselor (After School)	\$25.00
District Grant Writer	
Grant Writer Hourly Rate	\$27.60
Grant Writer Hourly Rate for Successful Grants	\$12.50
Principal Mentorship	
Administrative Hourly Rate	\$50.00
Educational Evaluators	
Lead Educational Evaluator hourly rate	\$34.00
Educational Evaluator hourly rate	\$30.00
Certified Training Stipends	
Attend Training Class - 6 hours (must be approved in advance)	\$25.00 per hour
Conduct 3 Hour Training Class	\$145.00 for 3 hour class
(1 Hour Preparation + 3 Hours Class Time at \$35.00/hour)	
Conduct 6 Hour Training Class	\$270.00 for 6 hour class
(1 1/2 Hour Preparation + 6 Hours Class Time at \$35.00/hour)	
Apprenticeship Workers	
All apprentices starting pay	\$7.62
Upon completing 1000 hours	\$7.82
Upon completing 2000 hours	\$8.02
Upon completing 3000 hours	\$8.22
Upon completing 4000 hours	\$8.42
Summer School/Intersession Program	
**Payment for Summer School/Intersession Programs will be paid at 1.5 times the normal summer school/intersession program rate for 2021 and 2022 from ESSER COVID Relief Funds. These special rates are in effect from June 1 to June 30 of the respective fiscal year.	
Certified Teachers	\$27.54
Summer School Supervision	\$30.60
Summer School Classified Aides	\$14.97
Summer School Secretary	\$14.97
Bus Drivers	\$14.97
Summer Bus Monitor	\$9.50
Summer Food Service Assistant/Delivery	\$12.81
Summer Food Service Program Manager	\$14.97
Summer Food Service Manager	\$14.97
Summer Workers	
Summer Maintenance Workers	\$12.81
Summer Paint Crew	\$12.81
Summer Landscape Team Workers	\$12.81
Summer Technology Workers	\$12.81
Student Workers	\$7.62
Stipend for School Nutrition Association Certification	
SNA Level 1	\$250.00
SNA Level 2	\$350.00
SNA Level 3	\$450.00
SNA Level 4	\$450.00
One time stipend paid per level, maximum of one level earned per year. Level 4 renewal paid annually after all levels met.	
Additional Driver Wage Rates	
Vocational/Distributive Education Bus Runs	\$14.97
Extracurricular Bus Trips	\$14.97

**HENDERSON COUNTY SCHOOLS  
HENDERSON , KENTUCKY  
CERTIFIED and CLASSIFIED SUBSTITUTES  
Schedule for 2021-2022**

<b>SUBSTITUTE TEACHER PAY SCALE</b>		
<b>RANK</b>	<b>RANK REQUIREMENTS</b>	<b>DAILY PAY</b>
HCS Retiree	Retired from Henderson Co Schools	\$125.00
Rank I	Master's Degree + 30 hours	\$115.00
Rank II	Master's Degree	\$110.00
Rank III	Bachelor's Degree (with appropriate teaching certificate)	\$104.00
Rank IV	96 - 128 Hours of College Credit (without education certificate)	\$88.00
Rank V	64-95 Hours of College Credit	\$82.00

**Long-Term Substitute Teaching Assignments**

Whenever an assignment of a substitute teacher exceeds 20 school days, on day 21 the substitute teacher will be paid from the regular teacher's pay scale according to the beginning salary of their respective rank. To be eligible for this provision, the service must have been continuous within the same position (i.e. no missed days), and the substitute must hold a certificate for the teaching assignment.

***Subsequent Long-Term Substitute Teaching Assignments***

Subsequent long-term substituting assignments, within the same school year, will be paid the regular teacher's pay scale according to the beginning salary of their respective rank with the first day of the assignment.

**CLASSIFIED SUBSTITUTE PAY SCHEDULE**

<b>Position</b>	<b>Hourly Pay</b>
Secretaries/Bookkeepers	\$10.57
Daycare - Instructors	\$9.50
Instructional Assistants	\$10.57
Lunchroom Monitors	\$9.50
Cooks	\$10.57
Mechanic	\$14.97
Custodians	\$11.17
Bus Drivers	\$14.97
Bus Monitors	\$9.50
Nurse	\$17.79-RN; \$16.67-LPN

Whenever an assignment of a substitute exceeds 20 school days, on day 21 the substitute will be paid from the substitute pay scale for the respective job classification plus an additional \$0.50. To be eligible for this provision, the service must have been continuous (i.e. no missed days) within the same position.

***Subsequent Long-Term Substitute Teaching Assignments***

Subsequent long-term substituting assignments, within the same school year, will be paid the substitute rate for the respective job class plus the additional \$0.50 increment with the first day of the assignment.

**ADMINISTRATIVE SUBSTITUTES**

In the event a substitute or interim is needed for an administrative position, the superintendent may elect to hire a certified retiree. It is only in these cases, as approved by the superintendent, that a retiree will receive his/her Daily Wage Threshold (DWT). All other substitute positions must follow the substitute salary schedule posted above.

**HCHS - CERTIFIED TEACHERS ONLY**

If the high school is unable to obtain a substitute for a certified teacher's absence, the school may use existing certified teachers to fill in during their planning periods and will be paid as shown below. The teacher being paid must certify that the time claimed for substitute pay will be added to their work hours at the end of the school day.

Regular Class Periods	\$20.00 / Period
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## Henderson County Schools

2021-2022 Classified Salary Schedule by Pay Grade with 1.5% General Wage Increase

YEARS OF SERVICE COMPLETED	PAY GRADE							
	16	17	18	19	20	20.5	21	21.1
Starting	\$9.64	\$10.24	\$10.73	\$11.34	\$12.12	\$12.57	\$13.00	\$13.15
1	\$9.73	\$10.33	\$10.85	\$11.46	\$12.24	\$12.69	\$13.12	\$13.30
2	\$9.83	\$10.42	\$10.95	\$11.54	\$12.34	\$12.80	\$13.26	\$13.41
3	\$9.92	\$10.52	\$11.06	\$11.67	\$12.48	\$12.93	\$13.37	\$13.55
4	\$10.02	\$10.61	\$11.17	\$11.79	\$12.59	\$13.05	\$13.51	\$13.68
5	\$10.48	\$11.13	\$11.71	\$12.37	\$13.25	\$13.71	\$14.18	\$14.37
6	\$10.63	\$11.25	\$11.85	\$12.51	\$13.36	\$13.85	\$14.34	\$14.50
7	\$10.73	\$11.36	\$11.97	\$12.62	\$13.49	\$13.99	\$14.47	\$14.66
8	\$10.84	\$11.47	\$12.09	\$12.74	\$13.62	\$14.12	\$14.62	\$14.80
9	\$10.95	\$11.58	\$12.21	\$12.87	\$13.75	\$14.26	\$14.76	\$14.95
10	\$11.26	\$11.93	\$12.56	\$13.28	\$14.17	\$14.69	\$15.19	\$15.40
11	\$11.32	\$11.99	\$12.62	\$13.35	\$14.24	\$14.76	\$15.27	\$15.48
12	\$11.38	\$12.05	\$12.68	\$13.42	\$14.31	\$14.83	\$15.35	\$15.56
13	\$11.44	\$12.11	\$12.74	\$13.49	\$14.38	\$14.91	\$15.43	\$15.64
14	\$11.50	\$12.17	\$12.80	\$13.56	\$14.45	\$14.98	\$15.51	\$15.72
15	\$11.82	\$12.54	\$13.22	\$13.93	\$14.88	\$15.42	\$15.96	\$16.15
16	\$11.89	\$12.60	\$13.29	\$14.00	\$14.95	\$15.50	\$16.04	\$16.23
17	\$11.95	\$12.66	\$13.36	\$14.07	\$15.02	\$15.57	\$16.12	\$16.31
18	\$12.01	\$12.72	\$13.43	\$14.14	\$15.09	\$15.65	\$16.20	\$16.39
19	\$12.07	\$12.78	\$13.50	\$14.21	\$15.16	\$15.72	\$16.28	\$16.47
20	\$12.41	\$13.16	\$13.83	\$14.63	\$15.62	\$16.20	\$16.77	\$16.94
21	\$12.47	\$13.23	\$13.91	\$14.70	\$15.70	\$16.28	\$16.85	\$17.02
22	\$12.54	\$13.30	\$13.98	\$14.77	\$15.78	\$16.36	\$16.93	\$17.10
23	\$12.60	\$13.37	\$14.05	\$14.84	\$15.86	\$16.44	\$17.01	\$17.18
24	\$12.66	\$13.44	\$14.12	\$14.91	\$15.95	\$16.52	\$17.09	\$17.27
25	\$13.03	\$13.82	\$14.52	\$15.36	\$16.40	\$17.01	\$17.61	\$17.78
26	\$13.10	\$13.90	\$14.60	\$15.44	\$16.48	\$17.09	\$17.70	\$17.87
27	\$13.17	\$13.97	\$14.67	\$15.52	\$16.56	\$17.18	\$17.79	\$17.97

## Henderson County Schools

2021-2022 Classified Salary Schedule by Pay Grade with 1.5% General Wage Increase

YEARS OF SERVICE COMPLETED	PAY GRADE								
	21.2	21.3	22	23	24	25	26	27	28
Starting	\$13.29	\$13.57	\$13.92	\$15.19	\$16.34	\$16.92	\$17.70	\$19.39	\$21.29
1	\$13.43	\$13.71	\$14.06	\$15.34	\$16.50	\$17.08	\$17.88	\$19.57	\$21.50
2	\$13.54	\$13.83	\$14.19	\$15.48	\$16.68	\$17.26	\$18.07	\$19.77	\$21.71
3	\$13.67	\$13.97	\$14.35	\$15.63	\$16.85	\$17.43	\$18.24	\$19.99	\$21.93
4	\$13.80	\$14.10	\$14.48	\$15.78	\$17.01	\$17.61	\$18.42	\$20.17	\$22.17
5	\$14.48	\$14.78	\$15.20	\$16.48	\$17.84	\$18.49	\$19.34	\$21.17	\$23.26
6	\$14.64	\$14.93	\$15.39	\$16.65	\$18.05	\$18.69	\$19.53	\$21.39	\$23.51
7	\$14.77	\$15.07	\$15.53	\$16.81	\$18.22	\$18.85	\$19.73	\$21.60	\$23.72
8	\$14.92	\$15.23	\$15.68	\$16.98	\$18.40	\$19.04	\$19.92	\$21.81	\$23.95
9	\$15.07	\$15.38	\$15.83	\$17.15	\$18.58	\$19.23	\$20.13	\$22.03	\$24.20
10	\$15.51	\$15.81	\$16.31	\$17.65	\$19.14	\$19.80	\$20.70	\$22.66	\$24.90
11	\$15.59	\$15.89	\$16.39	\$17.74	\$19.23	\$19.90	\$20.80	\$22.78	\$25.02
12	\$15.67	\$15.98	\$16.47	\$17.83	\$19.33	\$20.01	\$20.90	\$22.89	\$25.14
13	\$15.75	\$16.06	\$16.55	\$17.92	\$19.43	\$20.11	\$21.00	\$23.00	\$25.26
14	\$15.83	\$16.14	\$16.64	\$18.02	\$19.53	\$20.21	\$21.10	\$23.11	\$25.39
15	\$16.26	\$16.57	\$17.10	\$18.53	\$20.09	\$20.78	\$21.74	\$23.80	\$26.17
16	\$16.34	\$16.66	\$17.18	\$18.63	\$20.19	\$20.88	\$21.85	\$23.92	\$26.30
17	\$16.42	\$16.74	\$17.27	\$18.72	\$20.29	\$20.98	\$21.96	\$24.05	\$26.43
18	\$16.50	\$16.82	\$17.36	\$18.81	\$20.39	\$21.08	\$22.08	\$24.17	\$26.56
19	\$16.59	\$16.90	\$17.45	\$18.90	\$20.49	\$21.18	\$22.19	\$24.29	\$26.69
20	\$17.06	\$17.38	\$17.99	\$19.46	\$21.10	\$21.82	\$22.83	\$24.99	\$27.47
21	\$17.14	\$17.47	\$18.08	\$19.56	\$21.20	\$21.93	\$22.94	\$25.11	\$27.61
22	\$17.22	\$17.56	\$18.17	\$19.66	\$21.30	\$22.05	\$23.05	\$25.23	\$27.75
23	\$17.31	\$17.65	\$18.26	\$19.76	\$21.41	\$22.16	\$23.16	\$25.35	\$27.89
24	\$17.40	\$17.74	\$18.35	\$19.86	\$21.52	\$22.27	\$23.27	\$25.48	\$28.03
25	\$17.91	\$18.25	\$18.89	\$20.43	\$22.16	\$22.92	\$23.96	\$26.24	\$28.84
26	\$18.01	\$18.36	\$19.00	\$20.54	\$22.27	\$23.03	\$24.09	\$26.37	\$28.99
27	\$18.10	\$18.47	\$19.11	\$20.66	\$22.38	\$23.14	\$24.21	\$26.50	\$29.14

**Henderson County Schools**  
**2021-2022 Classified Salary Pay Grades by Job Classification**

PAY GRADE 16			
7213	LUNCHROOM MONITOR	7942	BUS MONITOR
7312	INSTRUCTOR I	7943	BUS MONITOR-EXCEPTIONAL CHILD
PAY GRADE 17			
7313	INSTRUCTOR II		
PAY GRADE 18			
7234	FOOD SERVICE ASSISTANT I		
7320	INSTRUCTIONAL ASSISTANT I		
7776	STAFF SUPPORT SECRETARY		
PAY GRADE 19			
7232	LEAD FOOD SERVICE ASSISTANT I	7782	CLERICAL ASSISTANT II
7273	HEALTH SERVICES ASSISTANT	7908	DISPATCHER
7609	CUSTODIAN		
PAY GRADE 20			
7165	ACCOUNT CLERK I	7634	UTILITY WORKER
7212	FOOD SERVICES MANAGER - ELEMENTARY	7781	CLERICAL ASSISTANT III
7318	INSTRUCTIONAL ASSISTANT II	7791	RECEPTIONIST
7319	INSTRUCTIONAL MONITOR II	7885	REGISTRAR
7334	PROGRAM ASSISTANT I		
PAY GRADE 20.5			
7606	LEAD CUSTODIAN		
PAY GRADE 21			
7211	FOOD SERVICE MANAGER - MS OR HS	7775	SCHOOL SECRETARY I - ELEMENTARY
7447	MAINTENANCE WORKER II	7779	SCHOOL SECRETARY II - MIDDLE SCHOOL
7526	COMPUTER LAB TECHNICIAN		
7773	SCHOOL SECRETARY I - HIGH SCHOOL		
PAY GRADE 21.1			
7605	CUSTODIAL SUPERVISOR - 2 TO 3 CUSTODIANS		
7762	ADMINISTRATIVE SECRETARY I		
7778	SCHOOL SECRETARY II - HIGH SCHOOL		

**Henderson County Schools**  
**2021-2022 Classified Salary Pay Grades by Job Classification**

PAY GRADE 21.2			
7335	PROGRAM ASSISTANT II		
7605	CUSTODIAL SUPERVISOR - 4 TO 5 CUSTODIANS		
7873	EMPLOYMENT CAREER SPECIALIST		
PAY GRADE 21.3			
7605	CUSTODIAL SUPERVISOR - OVER 5 CUSTODIANS		
PAY GRADE 22			
7164	ACCOUNT CLERK II	7863	ATTENDANCE DATA TECHNICIAN
7221	FOOD SERVICE OPERATIONS COORDINATOR	7886	MIGRANT RECRUITER
7534	MICROCOMPUTER SPECIALIST	7887	MIGRANT ADVOCATE ASSISTANT
PAY GRADE 23			
7302	SPECIAL EDUCATION RESEARCH ASSISTANT	7765	ADMINISTRATIVE SECRETARY II
7443	MAINTENANCE TECHNICIAN III	7862	ATTENDANCE SPECIALIST II - HIGH SCHOOL
7517	DATA DICTIONARY SPECIALIST	7916	VEHICLE MECHANIC I
7525	COMPUTER MAINTENANCE TECHNICIAN	7940	BUS DRIVER - PRESCHOOL
7652	INSURANCE CLERK II	7941	BUS DRIVER
7661	HR/PERSONNEL ASSISTANT		
PAY GRADE 24			
7192	PAYROLL CLERK II	7506	COMPUTER OPERATIONS MANAGER
7326	CHILDCARE SUPERVISOR - MULTIPLE PROGRAMS	7516	DATABASE ADMINISTRATOR
7424	HVAC TECHNICIAN	7723	PURCHASING ASSISTANT
7436	MAINTENANCE SCHEDULING SPECIALIST	7904	TRANSPORTATION AREA ASSISTANT
7442	MAINTENANCE TECHNICIAN IV	7931	BUS DRIVER TRAINING COORDINATOR
PAY GRADE 25			
7263	SCHOOL NURSE (LPN)	7824	LAW ENFORCEMENT OFFICER
7523	LAN TECHNICIAN	7915	VEHICLE MECHANIC II
7524	LEAD COMPUTER MAINTENANCE TECHNICIAN		
PAY GRADE 26			
7163	ACCOUNT CLERK III	7668	EMPLOYEE BENEFITS SPECIALIST
7507	OPERATING SYSTEMS ADMINISTRATOR	7675	DATA MANAGEMENT TECHNICIAN
7830	SCHOOL GROUNDS MONITOR (CROSSING GUARD)		
PAY GRADE 27			
7301	COMMUNITY RELATIONS SPECIALIST	7918	VEHICLE MECHANIC III
7882	SOCIAL WORKER		
PAY GRADE 28			
7437	PREVENTIVE MAINTENANCE TECHNICIAN - HVAC	7761	EXECUTIVE ASSISTANT TO SUPERINTENDENT
7441	LEAD MAINTENANCE TECHNICIAN IV	7911	VEHICLE MAINTENANCE MANAGER
7461	SCHOOL ADMINISTRATIVE MANAGER		

Effective 7/1/11 Bachelor's Degree earned after employment in appropriate/approved area: Additional \$1.50 per hour

**Henderson County Schools**  
**External Professional Licensure and Other Salaried Positions**  
Schedule for 2021-2022 with 1.5% General Wage Increase

<b>YEARS OF SERVICE COMPLETED</b>	<b>Occupational Therapist Level A (185 days)</b> <small>Hired after 7/1/2020</small>	<b>Occupational Therapist Level B (185 days)</b>	<b>Occupational Therapist Level C (185 days)</b>	<b>Physical Therapist (185 days)</b>	<b>Speech Language Assistant (185 days)</b>	<b>Therapy Assistant (185 days)</b>
Starting	52,002	62,635	73,268	58,146	42,739	25.27
1	52,521	63,262	74,001	58,727	43,166	25.52
2	53,047	63,893	74,741	59,314	43,597	25.79
3	53,578	64,533	75,489	59,907	44,034	26.03
4	54,114	65,178	76,244	60,506	44,473	26.31
5	54,655	65,831	77,006	61,112	44,918	27.61
6	55,202	66,490	77,776	61,722	45,367	27.90
7	55,753	67,153	78,554	62,340	45,821	28.10
8	56,310	67,825	79,340	62,964	46,279	28.38
9	56,874	68,503	80,133	63,593	46,742	28.66
10	58,541	70,511	82,482	65,456	48,112	29.52
11	58,833	70,863	82,894	65,783	48,353	29.67
12	59,128	71,217	83,309	66,113	48,594	29.81
13	59,423	71,574	83,725	66,443	48,838	29.96
14	59,721	71,932	84,144	66,775	49,081	30.12
15	61,468	74,036	86,605	68,730	50,518	31.00
16	61,776	74,407	87,038	69,074	50,770	31.15
17	62,085	74,778	87,473	69,419	51,024	31.31
18	62,395	75,153	87,910	69,766	51,279	31.47
19	62,707	75,528	88,350	70,114	51,536	31.63
20	64,542	77,739	90,935	72,167	53,043	32.54
21	64,865	78,128	91,390	72,528	53,308	32.70
22	65,188	78,518	91,846	72,890	53,575	32.87
23	65,514	78,911	92,306	73,255	53,843	33.03
24	65,842	79,305	92,767	73,621	54,112	33.20
25	67,817	81,684	95,550	75,830	55,735	33.36
26	68,156	82,093	96,028	76,208	56,014	33.53
27	68,497	82,503	96,508	76,590	56,294	33.70

**Henderson County Schools**  
**External Professional Licensure and Other Salaried Positions**  
Schedule for 2021-2022 with 1.5% General Wage Increase

<b>YEARS OF SERVICE COMPLETED</b>	<b>Director of Public Information (240 days)</b>	<b>Director of Child Nutrition HS Diploma (240 days)</b>	<b>Director of Child Nutrition Associates (240 days)</b>	<b>Director of Child Nutrition Bachelor's (240 days)</b>	<b>LAN/WAN Tech- Network Administrator HS Diploma (240 days)</b>	<b>LAN/WAN Tech-Network Administrator Associates (240 days)</b>	<b>LAN/WAN Tech- Network Administrator Bachelor's (240 days)</b>
Starting	52,800	58,080	59,728	61,248	51,262	52,286	53,854
1	53,328	58,661	60,325	61,861	51,774	52,808	54,393
2	53,862	59,248	60,928	62,479	52,292	53,338	54,937
3	54,400	59,838	61,538	63,104	52,815	53,871	55,486
4	54,944	60,440	62,154	63,735	53,343	54,410	56,041
5	55,492	61,044	62,775	64,373	53,876	54,953	56,600
6	56,044	61,655	63,403	65,016	54,415	55,508	57,167
7	56,600	62,272	64,036	65,666	54,959	56,061	57,739
8	57,160	62,895	64,677	66,323	55,508	56,619	58,317
9	57,724	63,525	65,323	66,987	56,064	57,177	58,899
10	58,292	64,160	66,033	67,660	56,624	57,747	59,486
11	58,864	64,800	66,688	68,338	57,188	58,321	60,079
12	59,440	65,444	67,352	69,021	57,739	58,900	60,686
13	60,020	66,093	68,021	69,709	58,292	59,466	61,300
14	60,604	66,748	68,696	70,402	58,847	60,037	61,920
15	61,192	67,408	69,376	71,100	59,404	60,613	62,546
16	61,784	68,073	70,061	71,804	59,964	61,194	63,178
17	62,380	68,744	70,761	72,514	60,527	61,780	63,816
18	62,980	69,420	71,466	73,229	61,092	62,371	64,460
19	63,584	70,100	72,177	73,950	61,660	62,967	65,110
20	64,192	70,784	72,892	74,676	62,231	63,569	65,766
21	64,804	71,472	73,612	75,408	62,804	64,176	66,428
22	65,420	72,164	74,338	76,146	63,380	64,788	67,096
23	66,040	72,860	75,069	76,890	63,959	65,405	67,770
24	66,664	73,560	75,805	77,640	64,540	66,027	68,450
25	67,292	74,264	76,546	78,396	65,124	66,654	69,136
26	67,924	74,972	77,292	79,158	65,711	67,286	69,828
27	68,560	75,684	78,053	79,926	66,300	67,923	70,526



**Henderson County Schools**  
**External Professional Licensure and Other Salaried Positions**  
Schedule for 2021-2022 with 1.5% General Wage Increase

<b>YEARS OF SERVICE COMPLETED</b>	<b>Director of Transportation HS Diploma (240 days)</b>	<b>Director of Transportation Associates (240 days)</b>	<b>Director of Transportation Bachelor's (240 days)</b>	<b>Director of Finance Bachelor's</b>	<b>Director of Finance MBA/CPA</b>	<b>Co-Director of Maintenance - General</b>	<b>Co-Director of Maintenance - Mechanical</b>
Starting	58,080	59,728	61,248	79,505	83,788	55,124	61,484
1	58,661	60,325	61,861	80,300	88,197	55,675	62,099
2	59,248	60,928	62,479	81,104	92,850	56,231	62,720
3	59,838	61,538	63,104	81,915	94,747	56,794	63,347
4	60,440	62,154	63,735	82,734	96,665	57,362	63,981
5	61,044	62,775	64,373	86,871	98,649	60,230	65,260
6	61,655	63,403	65,016	87,739	103,830	60,832	65,913
7	62,272	64,036	65,666	88,617	105,948	61,440	66,572
8	62,895	64,677	66,323	89,503	106,667	62,055	67,238
9	63,525	65,323	66,987	90,398	107,387	62,675	67,910
10	65,387	67,238	68,950	93,047	108,108	64,512	69,900
11	65,714	67,574	69,295	93,512	108,649	64,835	70,249
12	66,043	67,912	69,641	93,980	109,192	65,159	70,600
13	66,373	68,252	69,989	94,450	109,738	65,485	70,954
14	66,705	68,593	70,340	94,922	110,286	65,813	71,309
15	68,656	70,600	72,398	97,700	113,797	67,738	73,396
16	68,999	70,954	72,760	98,188	114,366	68,077	73,763
17	69,344	71,308	73,124	98,679	114,938	68,417	74,132
18	69,691	71,665	73,489	99,173	115,512	68,759	74,502
19	70,039	72,023	73,856	99,669	116,090	69,103	74,875
20	72,088	74,130	76,016	102,585	119,773	71,473	76,653
21	72,449	74,500	76,396	103,098	120,372	71,831	77,036
22	72,811	74,872	76,779	103,613	120,974	72,190	77,421
23	73,175	75,247	77,162	104,132	121,579	72,551	77,808
24	73,541	75,624	77,548	104,653	122,187	72,914	78,198
25	75,747	77,892	79,874	107,792	125,852	75,101	80,543
26	76,126	78,282	80,274	108,331	126,481	75,476	80,946
27	76,507	78,673	80,675	108,872	127,114	75,854	81,351

**Henderson County Schools**  
**External Professional Licensure and Other Salaried Positions**  
Schedule for 2021-2022 with 1.5% General Wage Increase

<b>YEARS OF SERVICE COMPLETED</b>	<b>Registered Nurse (185 days)</b>	<b>Interpreter I (181 days)</b>	<b>Interpreter II (181 days)</b>	<b>Interpreter III (181 days)</b>	<b>AWARE Grant Project Director (240 days)</b>	<b>Mental Health Counselor Bachelor's (200/210 days)</b>	<b>Mental Health Counselor Master's (200/210 days)</b>
Starting	18.06	33.52	25.27	21.29	56,640	19.63	21.88
1	18.24	33.86	25.52	21.50	56,640	19.83	22.12
2	18.43	34.21	25.79	21.71	56,640	20.03	22.33
3	18.60	34.54	26.03	21.93	56,640	20.22	22.56
4	18.79	34.92	26.31	22.17	56,640	20.42	22.78
5	19.72	35.25	27.61	23.26	56,640	21.45	23.91
6	19.91	35.60	27.90	23.51	56,640	21.66	24.17
7	20.13	35.95	28.10	23.72	56,640	21.87	24.40
8	20.33	36.31	28.38	23.95	56,640	22.10	24.64
9	20.53	36.67	28.66	24.20	56,640	22.31	24.89
10	21.11	37.76	29.52	24.90	56,640	22.98	25.63
11	21.21	37.95	29.67	25.02	56,640	23.09	25.76
12	21.33	38.13	29.81	25.15	56,640	23.21	25.88
13	21.43	38.33	29.96	25.27	56,640	23.32	26.01
14	21.54	38.52	30.12	25.40	56,640	23.45	26.15
15	22.18	39.65	31.00	26.17	56,640	24.14	26.90
16	22.29	39.85	31.15	26.30	56,640	24.26	27.03
17	22.40	40.04	31.31	26.43	56,640	24.38	27.17
18	22.51	40.24	31.47	26.56	56,640	24.50	27.30
19	22.62	40.45	31.63	26.69	56,640	24.62	27.44
20	23.28	41.63	32.54	27.47	56,640	25.33	28.26
21	23.40	41.84	32.70	27.61	56,640	25.46	28.40
22	23.52	42.04	32.87	27.74	56,640	25.59	28.54
23	23.64	42.25	33.03	27.88	56,640	25.72	28.68
24	23.75	42.47	33.20	28.02	56,640	25.84	28.83
25	23.87	42.68	33.36	28.16	56,640	25.97	28.97
26	23.99	42.89	33.53	28.30	56,640	26.11	29.12
27	24.12	43.11	33.70	28.44	56,640	26.24	29.26

## Henderson County Schools

### External Professional Licensure and Other Salaried Positions

Schedule for 2021-2022 with 1.5% General Wage Increase

<b>YEARS OF SERVICE COMPLETED</b>	<b>FRYSC Coordinator I Associates (240 days)</b>	<b>FRYSC Coordinator III Bachelor's (240 days)</b>	<b>FRYSC Coordinator IV Master's (240 days)</b>
Starting	34,541	37,690	42,010
1	34,867	38,074	42,470
2	35,213	38,458	42,874
3	35,558	38,822	43,315
4	35,923	39,206	43,738
5	37,728	41,184	45,907
6	38,112	41,587	46,406
7	38,496	41,990	46,848
8	38,880	42,432	47,309
9	39,264	42,835	47,789
10	40,416	44,122	49,210
11	40,608	44,333	49,459
12	40,819	44,563	49,690
13	41,030	44,774	49,939
14	41,242	45,024	50,208
15	42,451	46,349	51,648
16	42,662	46,579	51,898
17	42,874	46,810	52,166
18	43,085	47,040	52,416
19	43,296	47,270	52,685
20	44,563	48,634	54,259
21	44,774	48,883	54,528
22	45,024	49,133	54,797
23	45,235	49,382	55,066
24	45,466	49,613	55,354
25	45,696	49,862	55,622
26	45,907	50,131	55,910
27	46,157	50,381	56,179