



REVISED SALARY BENCHMARKING: PHASES I AND II

Prepared for Henderson County Schools
June 2022

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INTRODUCTION (1/2)

In 2019, Henderson County Schools (HCS) conducted a benchmarking review of staff salary schedules, including teachers and other certified and classified staff. To further examine staff compensation and support the goal of being the highest paid district in the state, HCS has partnered with Hanover Research (Hanover) to benchmark its salaries against identified local and state peers. This research was conducted in two phases:

Phase I: Certified Teacher Salary Benchmarking

Phase II: Additional Certified and Classified Positions Salary Benchmarking

HCS will use this information to inform budget discussions about compensation for the 2022-2023 school year.

Research Questions

What are the salary schedules of select staff at HCS's identified peer districts?

What are the cost of living and per pupil expenditures at these peer districts?

To what extent are salary schedules of select staff at HCS aligned with those of peer districts, especially when accounting for cost of living and contract days?

INTRODUCTION (2/2)

- Hanover analyzes benchmarking data for HCS and peer districts and provides the summary of the analysis, including key findings and recommendations, in this report. The accompanying Excel data supplements Hanover created for HCS provide more detailed and comprehensive information from the analysis.
- These documents provide data on district salary schedules while considering additional influential factors, such as geographical cost of living and the number of contract days related to certified employees' pay.
- This presentation and the attached data supplement present calculated comparable annual salary rates between Henderson and peer districts.

PEER DISTRICT SUMMARY (1/2)

DISTRICT	TOTAL ENROLLMENT 2020-2021	CLASSROOM TEACHERS 2020-2021	STUDENT-TEACHER RATIO 2020-2021	PER PUPIL EXPENDITURES 2020-2021	TOTAL REAL ESTATE 2021- 2022	TOTAL TANGIBLE 2021-2022
<u>Henderson</u>	6,663	454.9	15:01	\$15,924	66.7	66.7
Peer Average	5,398.5	355.73	15.63:1	\$15,075	65.9	66.2
LOCAL DISTRICTS						
<u>Daviess</u>	10,761	689.0	16:01	\$15,288	71	71.5
<u>Owensboro</u>	4,853	361.2	14:01	\$16,554	86.6	86.6
<u>Union</u>	1,960	147.5	14:01	\$14,544	72.3	72.3
<u>Webster</u>	2,099	128.0	17:01	\$14,827	56.9	58.5
STATE PEER DISTRICTS						
<u>Franklin</u>	6,076	403.3	16:01	\$16,593	71.3	71.3
<u>Hopkins</u>	6,345	417.0	16:01	\$13,157	68.2	68.2
<u>Marshall</u>	4,462	282.1	16:01	\$15,149	47.4	47.4
<u>McCracken</u>	6,632	417.7	16:01	\$14,484	53.8	53.8

PEER DISTRICT SUMMARY (2/2)

- Data on **Student Enrollment, Classroom Teachers, and Student-Teacher Ratio** reflects the 2020-2021 year and was gathered from the Kentucky Department of Education School Report Card.
- **Total Expenditure per Pupil** data was gathered from the [Kentucky Department of Education](#) website's "Annual Financial Revenues and Expenditures 2020-2021" report. County-specific per-pupil expenditure information was found under the "2021 AFR Expenditures per Pupil" tab and "Total Expenses 1000-5200" column.
- Data on **property tax information** for each county comes from 2021-2022 Local Tax Rates Levied document.

PHASE I: CERTIFIED TEACHER SALARIES

STUDY METHODOLOGY (1/2)

Hanover investigated metrics for Henderson County Schools (HCS) and peer districts in the following areas:

- ❑ Certified Staff Salary Schedules
- ❑ Minimums, Maximums, and Midpoints for 0, 10, 21 years of experience
- ❑ Student-Teacher Ratios
- ❑ Expenditures Per Pupil
- ❑ Cost of Living Metrics
- ❑ 1:1 Comparable Salary Rate

Metrics were compared to eight of HCS's local and state peer districts:

Daviess County
Public Schools

(Local Peer)

Owensboro
Independent
School District

(Local Peer)

Union County
Public Schools

(Local Peer)

Webster
County School
District

(Local Peer)

Franklin
County Schools

(State Peer)

Hopkins
County Schools

(State Peer)

Marshall
County Schools

(State Peer)

McCracken
County Public
Schools

(State Peer)

STUDY METHODOLOGY (2/2)

- The most recent **certified salary schedule** data from HCS and peers comes from the 2021-2022 school year. Certified salary data also includes total number of contract days corresponding to salaries, the total number of salary steps, and additional ranks listed beyond Rank III (teachers in possession of a Bachelor's Degree), Rank II (Master's Degree), and Rank I (Master's + 30 Hours).
- Hanover collects county-specific 2020-2021 Cost of Living data from the [Massachusetts Institute for Technology](#). For each county, Hanover used the hourly livable wage and the required annual income before taxes. Information was gathered for single adults with no children and for two working adults with one child.
- Hanover also compares minimum, maximum, and midpoint salaries for teachers in Henderson to **livable wage thresholds** for HCS and peer districts.
- Hanover calculated 1:1 comparisons of salary rates on an annual basis. Hanover used the following calculation, multiplying each peer district's daily wage by Henderson's number of contract days (185).

1:1 Annual Salary Comparison

$$\frac{[Annual Salary]}{\# of Contract Days} \times 185$$

PHASE I: PEER DISTRICT SALARY INFORMATION

SALARY SCHEDULE INFORMATION

DISTRICT	MOST RECENT SALARY YEAR	NUMBER OF CONTRACT DAYS	NUMBER OF STEPS
<u>Henderson County School District</u>	2021-2022	185	28
Peer Average	N/A	186	27.25
LOCAL DISTRICTS			
<u>Daviess County Public Schools</u>	2021-2022	186	21
<u>Owensboro Independent School District</u>	2021-2022	187	21
<u>Union County Public Schools</u>	2021-2022	185	26
<u>Webster County School District</u>	2021-2022	185	27
STATE PEER DISTRICTS			
<u>Franklin County Schools</u>	2021-2022	187	28
<u>Hopkins County Schools</u>	2021-2022	185	29
<u>Marshall County Schools</u>	2021-2022	186	33
<u>McCracken County Public Schools</u>	2021-2022	187	33

SALARY SCHEDULE RANKS

DISTRICT	RANK I	RANK II	RANK III	ADDITIONAL RANKS
<u>Henderson County School District</u>	Master's +30	Master's	Bachelor's	Rank IV and Rank V
LOCAL DISTRICTS				
<u>Daviess County Public Schools</u>	Master's + 30	Master's	Bachelor's	Rank IV and Rank V
<u>Owensboro Independent School District</u>				
<u>Union County Public Schools</u>				
<u>Webster County School District</u>				
STATE PEER DISTRICTS				
<u>Franklin County Schools</u>	Master's + 30	Master's	Bachelor's	Rank IV and Rank V
<u>Hopkins County Schools</u>				
<u>Marshall County Schools</u>				
<u>McCracken County Public Schools</u>				

PHASE I RECOMMENDATIONS

PHASE I RECOMMENDATIONS

Based on the findings of this study, Hanover recommends that HCS:



Consider salary increases for newly hired, inexperienced teachers to offer competitive salaries with local and state peer districts.



Consider adjustments to minimum (Rank III / Bachelor's) salaries for both teachers who are new to the profession and teachers who have 21+ years of experience.



Consider adjustments to provide salaries that match the local cost of living in Henderson County, particularly for staff who are in households with two working adults and one child.

PHASE I KEY FINDINGS: SALARY SCHEDULES AND OTHER VARIABLES

HENDERSON AT A GLANCE

Descriptive Information



Henderson County has a higher cost of living for a **single adult with no children and for two working adults and one child** than the peer average.



The average number of classroom teachers at Henderson is **456.30**.
Peer average: 352.27



HCS has a **\$14,112** per pupil expenditure.
Peer average: \$14,785.



Henderson has a **16.43** student-teacher ratio.
Peer average: 16.57



Henderson's total enrollment is **7,496**.
Peer average: 5,884

Where HCS is below the peer average:



Considering contract days, HCS's minimum and midpoint rank for **new teachers** and minimum rank for **Year 21+ teachers** are **below** the peer average.

Where HCS is above the peer average:



Considering contract days, HCS's maximum rank for **new teachers**, all salary ranks for **Year 10 teachers**, and midpoint and maximum for **Year 21+ teachers** are **above** the peer average.

Additional Information:



28 Salary Steps
Peer Average: 27.25

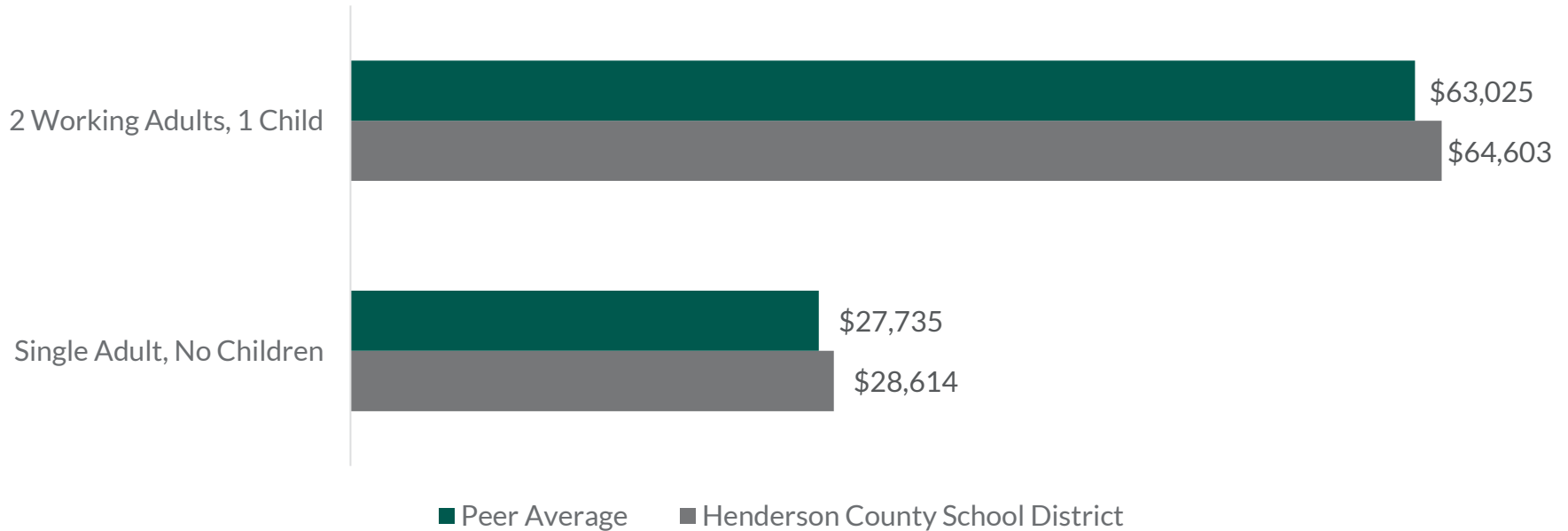


185 Contract Days
Peer Average: 186

HENDERSON COUNTY COST OF LIVING (ANNUAL)



The annual cost of living (before taxes) in Henderson County for single adults with no children and for two working adults with one child is higher than the average annual cost of living in peer districts.



YEAR 0 – ANNUAL CERTIFIED SALARY (1/2)



HCS's Rank III and Rank I certified salaries for new teachers (Year 0) are slightly **lower** than average peer certified salaries for new teachers, whereas Rank II certified salaries at Henderson are slightly **above** the peer average.



Of the 9 school districts (including Henderson), Henderson ranks in the following order for Year 0 certified salaries:



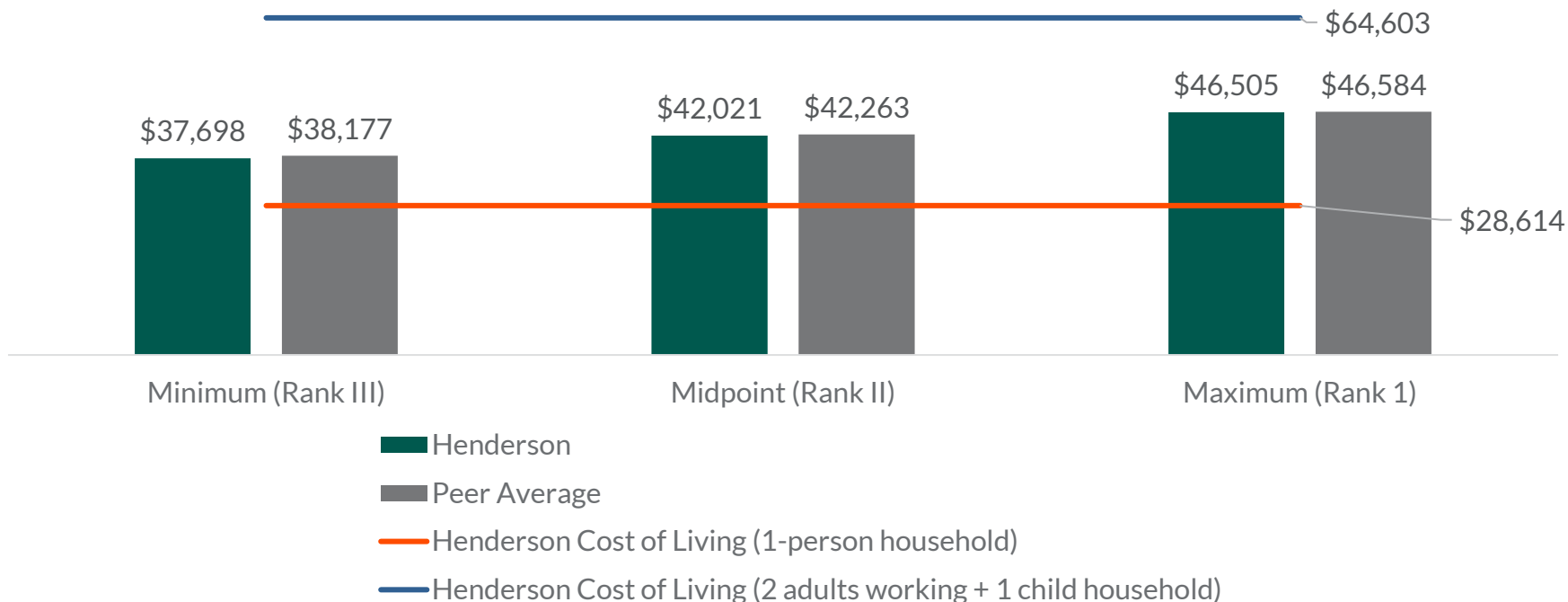
YEAR 0 – ANNUAL CERTIFIED SALARY (2/2)



HCS's Rank III, Rank II, and Rank I certified salaries for new teachers do provide a living wage for a 1-person household in Henderson County, but do not provide a living wage for a 2 adults working/1 child household in Henderson County.



All other peer districts have the same result for their individual county's cost of living. New teacher salaries are above the standard COL for a 1-person household and fall below the standard COL for a 2 adults working/1 child household.



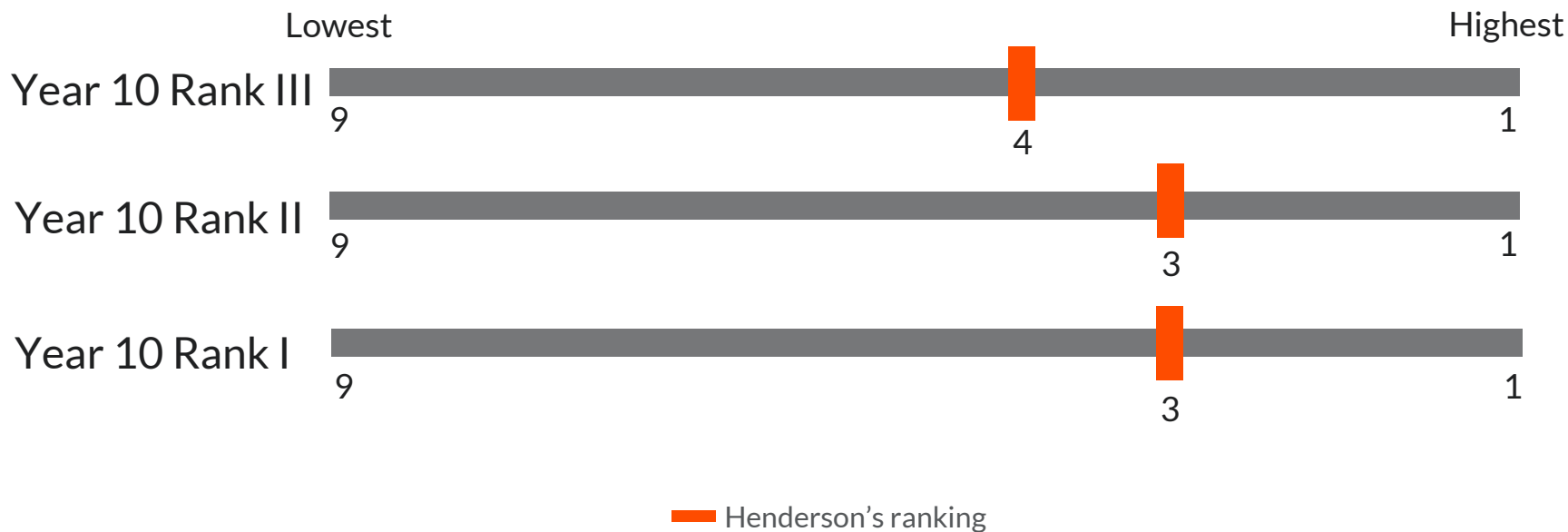
YEAR 10 – ANNUAL CERTIFIED SALARY (1/2)



HCS's Year 10 Rank III, Rank II, and Rank I certified salaries are **higher** than average peer certified salaries for teachers with ten years of experience.



Of the 9 school districts (including Henderson), Henderson ranks in the following order for Year 10 certified salaries:



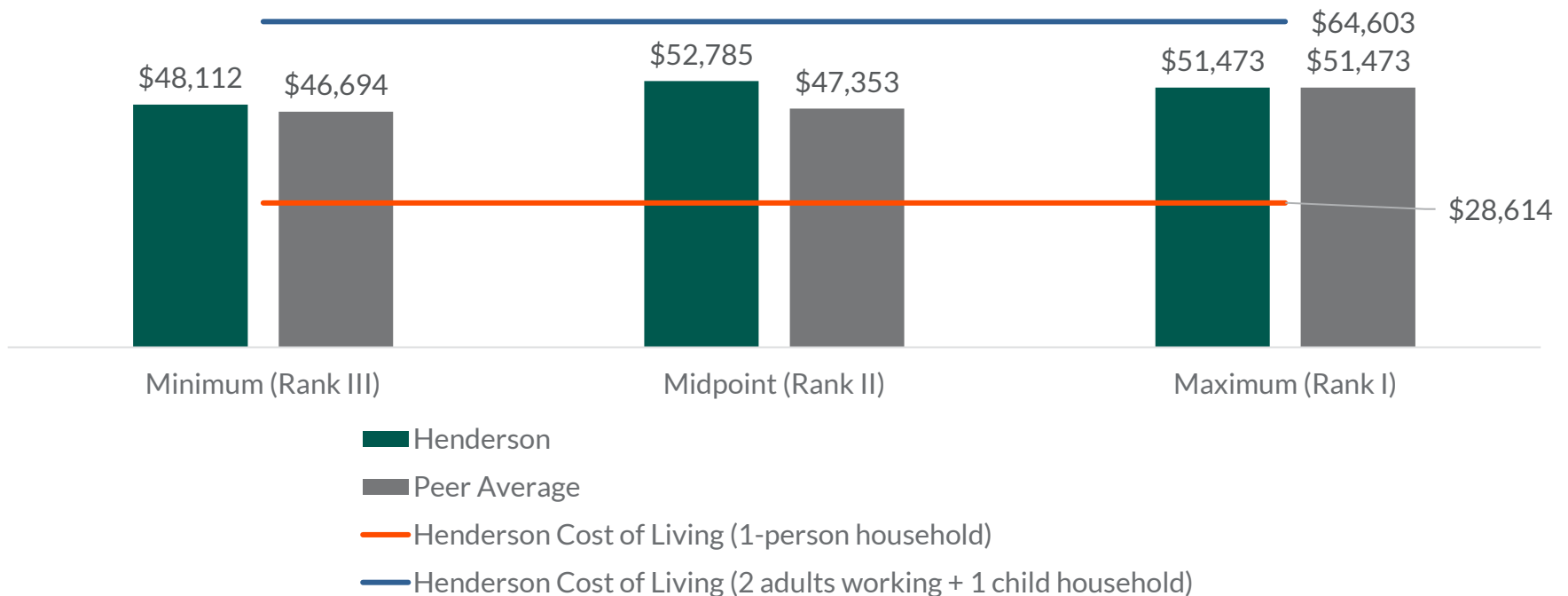
YEAR 10 – ANNUAL CERTIFIED SALARY (2/2)



HCS's Year 10 Rank III, Rank II, and Rank I certified salaries do provide a living wage for a 1-person household in Henderson County, but do not provide a living wage for a 2 adults working/1 child household in Henderson County.



All other peer districts have the same result for their individual county's cost of living. Year 10 teacher salaries are above the standard COL for a 1-person household and fall below the standard COL for a 2 adults working/1 child household.



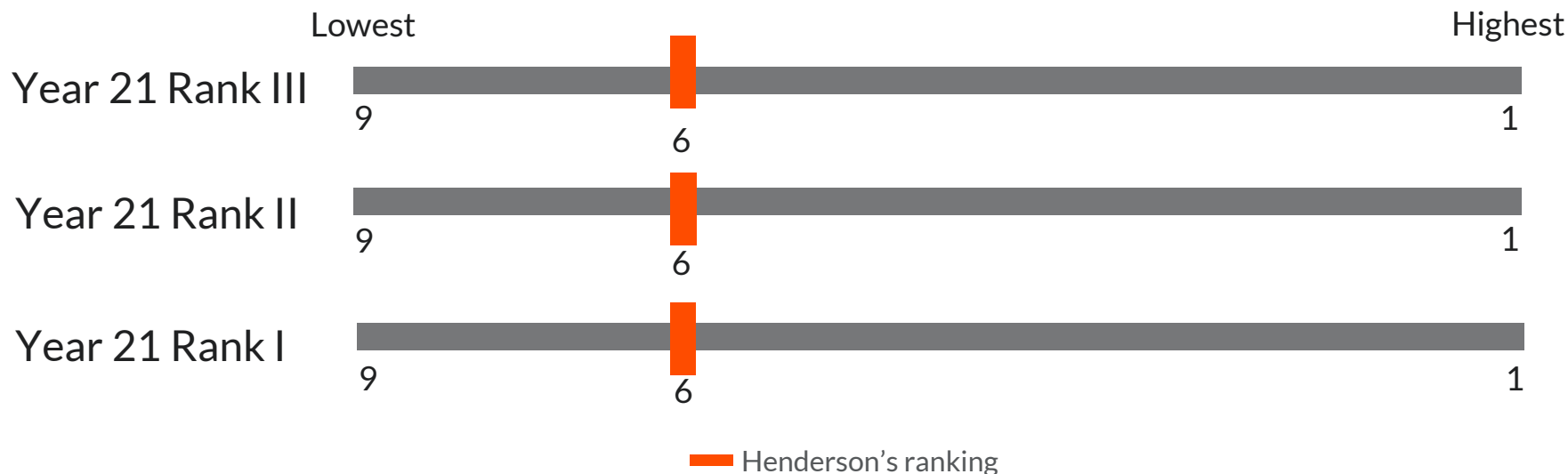
YEAR 21 – ANNUAL CERTIFIED SALARY (1/2)



HCS's Year 21+ Rank III and Rank certified salaries are lower than average peer Year 21 certified salaries. The HCS Rank I certified salary is higher than average peer Year 21 certified salaries.



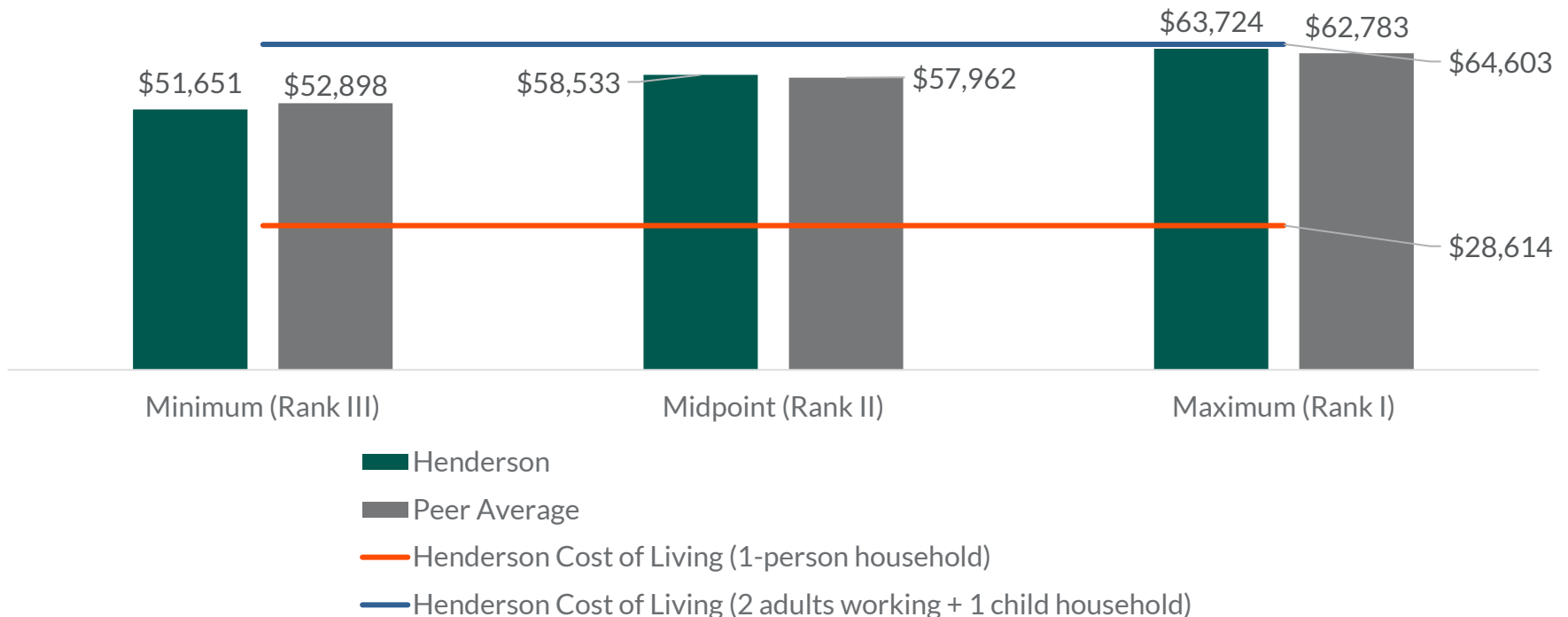
Of the 9 school districts (including Henderson), Henderson ranks in the following order for Year 21 certified salaries:



YEAR 21 – ANNUAL CERTIFIED SALARY (2/2)



HCS's Year 21 Rank III, Rank II, and Rank I certified salaries do provide a living wage for a 1-person household in Henderson County **but not for** 2 adults working/1 child household in Henderson County.



**PHASE I KEY FINDINGS:
1:1 SALARY COMPARISON
RANK III (BACHELOR'S)***

**Complete information for each salary ranking can be found in the accompanying Excel data supplement.*

CERTIFIED TEACHER – RANK III BACHELOR’S DEGREE



Henderson’s annual certified salary for Rank III, Year 0 falls below **five** annual certified salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Year 0	Rank	How does HCS align?
Daviess County	Local	\$40,150	4	HCS below
Owensboro Independent	Local	\$40,548	3	HCS below
Union County	Local	\$37,332	7	HCS above
Webster County	Local	\$35,496	9	HCS above
Franklin County	State	\$39,340	5	HCS below
Hopkins County	State	\$37,033	8	HCS above
Marshall County	State	\$40,730	2	HCS below
McCracken County	State	\$41,043	1	HCS below
Henderson County		\$37,698	6	

CERTIFIED TEACHER – RANK III BACHELOR’S DEGREE



Henderson’s annual certified salary for Rank III, Year 10 falls below **three** annual certified salaries of its peer districts, calculating as if all districts had the same contract days.

District	Peer	Year 10	Rank	How does HCS align?
Daviess County	Local	\$44,831	8	HCS above
Owensboro Independent	Local	\$45,276	5	HCS above
Union County	Local	\$45,131	7	HCS above
Webster County	Local	\$44,472	9	HCS above
Franklin County	State	\$49,882	3	HCS below
Hopkins County	State	\$45,221	6	HCS above
Marshall County	State	\$50,916	2	HCS below
McCracken County	State	\$50,996	1	HCS below
Henderson County		\$48,112	4	

CERTIFIED TEACHER – RANK III BACHELOR’S DEGREE



Henderson’s annual certified salary for Rank III, Year 21 falls below **five** annual certified salaries of its peer districts, calculating as if all districts had the same contract days.

District	Peer	Year 21	Rank	How does HCS align?
Daviess County	Local	\$54,646	3	HCS below
Owensboro Independent	Local	\$54,210	5	HCS below
Union County	Local	\$49,593	7	HCS above
Webster County	Local	\$49,470	8	HCS above
Franklin County	State	\$56,780	1	HCS below
Hopkins County	State	\$48,836	9	HCS below
Marshall County	State	\$54,345	4	HCS below
McCracken County	State	\$55,305	2	HCS above
Henderson County		\$51,651	6	

**PHASE I KEY FINDINGS:
1:1 SALARY COMPARISON
RANK II (MASTER'S)***

**Complete information for each salary ranking can be found in the accompanying Excel data supplement.*

CERTIFIED TEACHER – RANK II MASTER’S DEGREE



Henderson’s annual certified salary for Rank II, Year 0 falls below **four** annual certified salaries of its peer districts, calculating as if all districts had the same contract days.

District	Peer	Year 0	Rank	How does HCS align?
Daviess County	Local	\$41,753	6	HCS above
Owensboro Independent	Local	\$42,168	4	HCS below
Union County	Local	\$41,004	7	HCS above
Webster County	Local	\$38,148	9	HCS above
Franklin County	State	\$44,089	3	HCS below
Hopkins County	State	\$38,677	8	HCS above
Marshall County	State	\$45,147	2	HCS below
McCracken County	State	\$45,229	1	HCS below
Henderson County		\$42,021	5	

CERTIFIED TEACHER – RANK II MASTER’S DEGREE



Henderson’s annual certified salary for Rank II, Year 10 falls below **two** annual certified salaries of its peer districts, calculating as if all districts had the same contract days.

District	Peer	Year 10	Rank	How does HCS align?
Daviess County	Local	\$49,846	7	HCS above
Owensboro Independent	Local	\$50,340	5	HCS above
Union County	Local	\$50,012	6	HCS above
Webster County	Local	\$47,124	9	HCS above
Franklin County	State	\$51,632	4	HCS above
Hopkins County	State	\$49,109	8	HCS above
Marshall County	State	\$55,572	2	HCS below
McCracken County	State	\$55,877	1	HCS below
Henderson County		\$52,785	3	

CERTIFIED TEACHER – RANK II MASTER’S DEGREE



Henderson’s annual certified salary for Rank II, Year 21 falls below **five** annual certified salaries of its peer districts, calculating as if all districts had the same contract days.

District	Peer	Year 21+	Rank	How does HCS align?
Daviess County	Local	\$61,644	2	HCS below
Owensboro Independent	Local	\$62,254	1	HCS below
Union County	Local	\$54,585	7	HCS above
Webster County	Local	\$52,212	9	HCS above
Franklin County	State	\$59,483	5	HCS below
Hopkins County	State	\$52,729	8	HCS above
Marshall County	State	\$59,651	4	HCS below
McCracken County	State	\$61,137	3	HCS below
Henderson County		\$60,030	6	

**PHASE I KEY FINDINGS:
1:1 SALARY COMPARISON
RANK I (POST-MASTER'S)***

**Complete information for each salary ranking can be found in the accompanying Excel data supplement.*

CERTIFIED TEACHER – RANK I POST-MASTER’S DEGREE



Henderson’s annual certified salary for Rank I, Year 0 falls below **four** annual certified salaries of its peer districts, calculating as if all districts had the same contract days.

District	Peer	Year 0	Rank	How does HCS align?
Daviess County	Local	\$46,050	6	HCS above
Owensboro Independent	Local	\$46,506	4	HCS below
Union County	Local	\$44,822	7	HCS above
Webster County	Local	\$41,820	9	HCS above
Franklin County	State	\$49,084	3	HCS below
Hopkins County	State	\$43,066	8	HCS above
Marshall County	State	\$49,611	2	HCS below
McCracken County	State	\$49,704	1	HCS below
Henderson County		\$46,505	5	

CERTIFIED TEACHER – RANK I POST-MASTER'S DEGREE



Henderson's annual certified salary for Rank I, Year 10 falls below **two** annual certified salaries of its peer districts, calculating as if all districts had the same contract days.

District	Peer	Year 10	Rank	How does HCS align?
Daviess County	Local	\$54,465	6	HCS above
Owensboro Independent	Local	\$54,993	5	HCS above
Union County	Local	\$54,447	7	HCS above
Webster County	Local	\$50,796	9	HCS above
Franklin County	State	\$57,430	4	HCS above
Hopkins County	State	\$53,017	8	HCS above
Marshall County	State	\$60,226	2	HCS below
McCracken County	State	\$60,620	1	HCS below
Henderson County		\$57,610	3	

CERTIFIED TEACHER – RANK I POST-MASTER’S DEGREE



Henderson’s annual certified salary for Rank I, Year 21 falls below **five** annual certified salaries of its peer districts, calculating as if all districts had the same contract days.

District	Peer	Year 21+	Rank	How does HCS align?
Daviess County	Local	\$67,162	2	HCS below
Owensboro Independent	Local	\$67,827	1	HCS below
Union County	Local	\$59,426	7	HCS above
Webster County	Local	\$55,794	9	HCS above
Franklin County	State	\$64,661	4	HCS below
Hopkins County	State	\$56,629	8	HCS above
Marshall County	State	\$64,288	5	HCS below
McCracken County	State	\$66,481	3	HCS below
Henderson County		\$65,220	6	

PHASE II: ADDITIONAL CERTIFIED POSITIONS AND STIPENDS

PHASE II METHODOLOGY (1/2)

- Hanover investigated professional salaries and stipends for Henderson County Schools (HCS) and peer districts for 51 select staff positions, including:

Assistant Superintendent	High School Cross Country Coach	High School Choir Director
Director	High School Dance Coach	Middle School Choir Director
High School Principal	Middle School Dance Coach	High School Academic Coach
Middle School Principal	High School Football Coach	Middle School Academic Coach
Elementary School Principal	Middle School Football Coach	Elementary School Academic Coach
High School Assistant Principal	High School Golf Coach	High School Yearbook Advisor
Middle School Assistant Principal	High School Soccer Coach	Middle School Yearbook Advisor
Elementary School Assistant Principal	Middle School Soccer Coach	Occupational Therapist
National Board Supplement	High School Softball Coach	Physical Therapist
High School Athletic Director	High School Swim Coach	High School Guidance Counselor
Middle School Athletic Director	High School Tennis Coach	Middle School Guidance Counselor
High School Archery Coach	High School Track Coach	Elementary School Guidance Counselor
High School Baseball Coach	Middle School Track Coach	Library Media Specialist
High School Basketball Coach	High School Volleyball Coach	Family Resource
Middle School Basketball Coach	Middle School Volleyball Coach	Extended School Services
High School Bass Fishing Coach	High School Wrestling Coach	
High School Cheer Coach	High School Band Director	
Middle School Cheer Coach	Middle School Band Director	

- Hanover could not identify salaries or stipends for six Henderson positions, so direct comparisons between HCS and peers were not made for:
 - Middle School Athletic Director
 - Library Media Specialist
 - Extended School Services
 - High School Guidance Counselor
 - Middle School Guidance Counselor
 - Elementary School Guidance Counselor

PHASE II METHODOLOGY (2/2)

- The most recent stipend data from HCS and peers comes from the 2021-2022 school year. As available, Hanover reports the minimum and maximum stipend for each position. In instances where there was only one salary reported, Hanover reports that salary as the maximum.
- To calculate salary with an added stipend, Hanover used the Rank II, Year 10 certified staff salaries for each district as the district's base salary.
- Total salaries are calculated as if all districts had the same number of contract days (185, HCS's contract days for certified teachers; 240, HCS's contract days for administrative positions). If Henderson did not specify # of contract days for a position, Hanover assumed 185 days. Hanover used Equation I for positions with no added contract days. Hanover used Equation II for positions with added or extended contract days. In select cases, peer districts used hourly wages for positions. In those cases, Hanover used the most accurate information from the peer district.

Equation I: No Added Contract Days

$$\left(\frac{\text{Rank II Year 10 Salary}}{\text{Contract Days}} \times 185 \right) + \text{Stipend}$$

Equation II: Positions with Added Contract Days

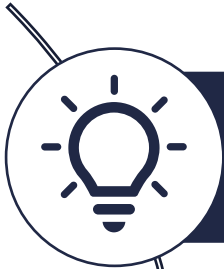
$$\left(\frac{\text{Rank II Year 10 Salary} + (\text{Daily Salary} * \# \text{Extended Days})}{\text{Total Contract Days for Position}} + \text{Stipend} \right)^*$$

* All salaries were calculated compared to Henderson's contract days for the position.

PHASE II RECOMMENDATIONS

PHASE II RECOMMENDATIONS

Based on the findings of this study, Hanover recommends that HCS:



Consider stipend increases for high school assistant principals and elementary school principals to offer competitive salaries with local and state peer districts.



Consider stipend increases to athletic and extracurricular positions at the middle school level.



Consider stipend increases for Assistant Principals at all school levels.

OVERVIEW OF KEY FINDINGS (1/2)



Henderson pays the **highest maximum** stipends/salaries to the following positions compared to its peers:

- Director
- High School Archery Coach
- High School Bass Fishing Coach
- High School Baseball Coach
- High School Football Coach
- High School Softball Coach
- Physical Therapist
- Occupational Therapist



Henderson pays the **lowest maximum** stipends/salaries to the following positions compared to its peers:

- High School Cross Country Coach
- Middle School Soccer Coach
- Middle School Volleyball Coach
- Middle School Band Director
- Middle School Academic Coach
- High School Yearbook Advisor
- Elementary School Assistant Principal

OVERVIEW OF KEY FINDINGS (2/2)

Henderson pays the following positions **lower** maximum salaries and stipends compared to most peers.

Low

- ES Assistant Principal
- MS Football Coach
- HS Wrestling Coach
- MS Band Director
- HS Cheer Coach
- MS Cheer Coach
- HS Cross Country Coach
- MS Soccer Coach
- MS Volleyball Coach
- MS Athletic Director
- MS Academic Coach
- HS Yearbook Advisor

- ES Principal
- HS Assistant Principal
- MS Basketball Coach
- HS Volleyball Coach
- MS Choir Director
- HS Band Director
- ES Academic Coach
- Family Resource Position
- Extended School Services

Henderson's stipends and salaries for the following positions are **similar** to its peers.

Mid-Range

- MS Principal
- National Board Supplement Stipend
- ES Guidance Counselor

Henderson pays the following positions **higher** maximum salaries and stipends compared to most peers.

High

- Assistant Superintendent
- Director
- MS Assistant Principal
- MS Dance Coach
- HS Soccer Coach
- HS Dance Coach
- HS Track Coach
- HS Choir Director
- MS Yearbook Advisor
- HS Guidance Counselor
- MS Guidance Counselor
- Library Media Specialist

- MS Principal
- HS Principal
- HS Basketball
- HS Athletic Director
- HS Football Coach
- HS Golf Coach
- HS Softball Coach
- HS Swim Coach
- HS Tennis Coach
- HS Baseball Coach
- HS Bass Fishing Coach
- HS Archery Coach
- Occupational Therapist
- Physical Therapist
- HS Academic Coach
- Family Resource Position

PHASE II KEY FINDINGS: SELECT ADMINISTRATIVE POSITIONS STIPENDS AND SALARIES

**Complete information for select staff can be found in the accompanying Excel data supplement.*

ASSISTANT SUPERINTENDENT



Henderson's **minimum** Assistant Superintendent salary falls below **all identified** minimum assistant superintendent salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** assistant superintendent salary falls below **only one** (and above **five**) maximum Assistant Superintendent salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS min. salary align?	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	240	\$89,769	2	HCS Below	\$94,042	4	HCS Above
Owensboro Independent	Local	Information Not Available						
Union County	Local	240	\$90,152	1	HCS Below	\$95,353	3	HCS Above
Webster County	Local	240	-			\$69,134	7	HCS Above
Franklin County	State	240	-			\$86,292	5	HCS Above
Hopkins County	State	240	-			\$77,209	6	HCS Above
Marshall County	State	Information Not Available						
McCracken County	State	241	-			\$108,946	1	HCS Below
Henderson County		240	\$84,478	3		\$96,678	2	

DIRECTOR



Henderson's **minimum** Director salary falls below **all identified** minimum director salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** Director salary pays **higher than five** (and less than two) peer districts' maximum Director salaries, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS max. salary align?	*Max. Salary	Max. Rank	How does HCS min. salary align?
Daviess County	Local	240	\$81,223	3	HCS Below	\$85,495	5	HCS Above
Owensboro Independent	Local	240	\$82,118	2	HCS Below	\$86,457	4	HCS Above
Union County	Local	240	\$90,152 ¹ \$75,027 ²	1	HCS Below	\$95,353 ¹ \$80,386 ²	2	HCS Below
Webster County	Local	240	-	-		\$69,134	8	HCS Above
Franklin County	State	53 Extended Days	-	-		\$79,507	7	HCS Above
Hopkins County	State	Unable to Calculate						
Marshall County	State	240 ³ 196 ⁴	-	-		\$85,093 ³ \$62,876 ⁴	6	HCS Above
McCracken County	State	241	-	-		\$96,996	1	HCS Below
Henderson County		240	\$79,478	4		\$88,978	3	

*Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."

¹Three Director positions: Secondary Schools and Pupil Personnel, College and Career Readiness, Special Projects

²Director of Finance

³Several Director positions: PR, Transportation/Facilities, Pupil, Finance, Personnel, Special Education, Supervisor of Instruction, District-wide Programs, Food Services

⁴STAR Director

HIGH SCHOOL PRINCIPAL



Henderson's **minimum** High School Principal salary falls **below three** (and above one) minimum high school principal salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** High School Principal salary falls below **only one** (and above **seven**) maximum high school principal salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS min. salary align?	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	240	\$89,234	3	HCS Below	\$93,508	6	HCS Above
Owensboro Independent	Local	240	\$90,254	2	HCS Below	\$94,591	4	HCS Above
Union County	Local	240	\$92,773	1	HCS Below	\$97,951	3	HCS Above
Webster County	Local	240	-			\$69,134	9	HCS Above
Franklin County	State	240	-			\$85,248.32	8	HCS Above
Hopkins County	State	240	\$83,208	5	HCS Above	\$85,439	7	HCS Above
Marshall County	State	240	-			\$93,593	5	HCS Below
McCracken County	State	241				\$124,021	1	HCS Below
Henderson County		240	\$82,978 \$86,978 ¹	4		\$89,978 \$104,978 ¹	2	

**Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."*

MIDDLE SCHOOL PRINCIPAL



Henderson's **minimum** Middle School Principal falls below **two** (and above **two**) minimum middle school principal salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** Middle School Principal salary falls below **two** (and above **six**) maximum middle school principal salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS min. salary align?	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	240	\$81,223	2	HCS Below	\$85,495	5	HCS Above
Owensboro Independent	Local	230 ¹ 220 ²	\$75,554 ¹ \$73,422 ²	4	HCS Above	\$79,704 ¹ \$77,761 ²	6	HCS Above
Union County	Local	240	\$90,152	1	HCS Below	\$95,353	2	HCS Below
Webster County	Local	240	-			\$68,134	9	HCS Above
Franklin County	State	240	-			\$79,507	7	HCS Above
Hopkins County	State	240	\$76,290	5	HCS Above	\$77,311	8	HCS Above
Marshall County	State	240	-			\$86,093	4	HCS Above
McCracken County	State	241				\$96,996 \$99,145 ³ \$101,296 ⁴	1	HCS Below
Henderson County		240	\$80,978	3	-	\$87,978	3	

*Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."

¹Principal of Instruction

²Principal of Administration

³With 400+ Enrollment

⁴With 550+ Enrollment

ELEMENTARY SCHOOL PRINCIPAL



Henderson's **minimum** Elementary School Principal salary falls below **one** (and above **three**) minimum elementary school principal salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** elementary school principal salary falls below **four** (and above **four**) maximum elementary school principal salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS max. salary align?	*Max. Salary	Max. Rank	How does HCS min. salary align?
Daviess County	Local	230	\$75,323	4	HCS Above	\$79,596	6	HCS Above
Owensboro Independent	Local	230	\$76,143	3	HCS Above	\$80,482	4	HCS Below
Union County	Local	240	\$87,553	1	HCS Below	\$92,773	2	HCS Below
Webster County	Local	240	-	-	-	\$66,134	9	HCS Above
Franklin County	State	240	-	-	-	\$77,942	7	HCS Above
Hopkins County	State	240	\$74,696 \$73,696 ¹	5	HCS Above	\$75,879 \$74,879 ¹	8	HCS Above
Marshall County	State	230 220 ²	-	-	-	\$80,589 \$77,585 ²	3	HCS Below
McCracken County	State	241	-	-	-	\$92,231 \$93,306 ³ \$95,456 ⁴	1	HCS Below
Henderson County	-	240	\$77,478 \$76,178 ⁵	2	-	\$80,478 \$79,178 ⁵	5	-

*Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."

¹Elementary Principals with less than 500 students (including Pre-K)

²Elementary Principals with less than 400 students

³Elementary Principals with more than 400 students

⁴Elementary Principals with more than 550 students

⁵Elementary Principals with 10-19 full-time teachers

HIGH SCHOOL ASSISTANT PRINCIPAL



Henderson's **minimum** High School Assistant Principal salary falls **below one** (and above two) minimum high school assistant principal salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** high school assistant principal salary falls below **four** (and above **three**) maximum high school assistant principal salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS min. salary align?	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	225	\$72,908	3	HCS Above	\$77,181	6	HCS Above
Owensboro Independent	Local	225	\$73,698	2	HCS Above	\$78,036	4	HCS Below
Union County	Local	240	\$87,533	1	HCS Below	\$92,773	2	HCS Below
Webster County	Local	210	-			\$59,492.11	8	HCS Above
Franklin County	State	230	-			\$72,019	7	HCS Above
Hopkins County	State	Unable to Calculate						
Marshall County	State	225	-			\$78,587	3	HCS Below
McCracken County	State	227	-			\$98,665	1	HCS Below
Henderson County	-	240	\$74,278	4	-	\$77,278	5	-

**Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."*

MIDDLE SCHOOL ASSISTANT PRINCIPAL



Henderson's **minimum** Middle School Assistant Principal salary falls below **one** (and above **four**) minimum middle school assistant principal salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** middle school assistant principal salary falls below **one** (and above **six**) maximum middle school assistant principal salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS min. salary align?	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	225	\$70,237	4	HCS Above	\$74,511	4	HCS Above
Owensboro Independent	Local	225	\$70,774	3	HCS Above	\$75,018	3	HCS Above
Union County	Local	240	\$87,553	1	HCS Below	\$92,773	1	HCS Below
Webster County	Local	210	-			\$56,992.11	8	HCS Above
Franklin County	State	230	-			\$70,976	6	HCS Above
Hopkins County	State	Unable to Calculate						
Marshall County	State	215				\$70,583	7	HCS Above
McCracken County	State	217	\$67,801	5	HCS Above	\$73,134	5	HCS Above
Henderson County	-	240	\$74,278	2	-	\$77,278	2	-

**Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."*

ELEMENTARY SCHOOL ASSISTANT PRINCIPAL



Henderson's **maximum** Elementary School Assistant Principal salary falls below **all** identified maximum elementary school assistant principal salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	205	\$60,041	3	\$64,314	5	HCS Below
Owensboro Independent	Local	205	\$60,547	2	\$64,782	4	HCS Below
Union County	Local	Information Not Available					
Webster County	Local	Information Not Available					
Franklin County	State	225	-		\$70,454	2	HCS Below
Hopkins County	State	Unable to Calculate					
Marshall County	State	205	-		\$65,579	3	HCS Below
McCracken County	State	193	\$76,232	1	\$82,228	1	HCS Below
Henderson County	-	200	-		\$61,565	6	-

**Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."*

NATIONAL BOARD SUPPLEMENT



Henderson's National Board Supplement stipend falls below **one** national board stipends of its peer districts and is on par with four peer districts. These stipends are distributed annually, regardless of years of experience or contract days.

District	Peer	Stipend	Rank	How does HCS stipend align?
Daviess County	Local	Information Not Available		
Owensboro Independent	Local	Information Not Available		
Union County	Local	\$2,000	2	HCS on par
Webster County	Local	Information Not Available		
Franklin County	State	\$2,500	1	HCS Below
Hopkins County	State	\$2,000	2	HCS on par
Marshall County	State	\$2,000	2	HCS on par
McCracken County	State	\$2,000	2	HCS on par
Henderson County	-	\$2,000	2	-

PHASE II KEY FINDINGS: ATHLETIC POSITIONS STIPENDS AND SALARIES

HIGH SCHOOL ATHLETIC DIRECTOR



Henderson's **maximum** High School Athletic Director is **higher than seven** (and lower than one) maximum High School Athletic Director stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Stipend Rank	How does HCS max. stipend align?*
Daviess County	Local	\$10,148	1	\$11,750	3	HCS Above
Owensboro Independent	Local	-		\$3,600	9	HCS Above
Union County	Local	-		\$7,500	7	HCS Above
Webster County	Local	-		\$7,500	7	HCS Above
Franklin County	State	\$7,736	2	\$8,954	6	HCS Above
Hopkins County	State	-		\$9,000	5	HCS Above
Marshall County	State	-		\$10,000	4	HCS Above
McCracken County	State	Full Time Position: \$56,877			1	HCS Below
**Henderson County		Full Time Position: \$52,785			2	-

MIDDLE SCHOOL ATHLETIC DIRECTOR



Henderson's **maximum** Middle School Athletic Director stipend falls below **four** (and above **two**) maximum Middle School Athletic Director stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,136	1	\$2,724	4	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$5,075	2	HCS Below
Webster County	Local	-		\$3,000	3	HCS Below
Franklin County	State	Information Not Available				
Hopkins County	State	-		\$2,275	6	HCS Above
Marshall County	State	-		\$6,000	1	HCS Below
McCracken County	State	-		\$1,000	7	HCS Above
Henderson County				\$2,500	5	-

HIGH SCHOOL ARCHERY COACH



Henderson's **maximum** High School Archery Coach stipend is **higher** than all **identified** maximum high school archery coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,297	1	\$2,724	3	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$1,200	7	HCS Above
Webster County	Local	-		\$3,500	2	HCS Above
Franklin County	State	-		\$1,071	8	HCS Above
Hopkins County	State	-		\$2,000	5	HCS Above
Marshall County	State	-		\$2,000	6	HCS Above
McCracken County	State	\$1,500	2	\$2,600	4	HCS Above
Henderson County		-		\$4,500	1	-

HIGH SCHOOL BASEBALL COACH



Henderson's **maximum** High School Baseball Coach stipend is **higher** than all **identified** maximum high school baseball coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$5,875	2	\$6,517	4	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$4,614	5	HCS Above
Webster County	Local	-		\$3,500	8	HCS Above
Franklin County	State	\$3,713	3	\$4,297	7	HCS Above
Hopkins County	State	-		\$4,500	6	HCS Above
Marshall County	State	-		\$7,000	3	HCS Above
McCracken County	State	\$7,500	1	\$8,600	2	HCS Above
Henderson County		-		\$10,000	1	

HIGH SCHOOL BASKETBALL COACH



Henderson's **maximum** High School Basketball Coach stipend falls below **one** (and above **six**) maximum high school basketball coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$10,148	2	\$11,750	4	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$7,398	8	HCS Above
Webster County	Local	-		\$7,500	7	HCS Above
Franklin County	State	\$7,736	3	\$8,954	6	HCS Above
Hopkins County	State	-		\$9,000	5	HCS Above
Marshall County	State	-		\$12,500	3	HCS Above
McCracken County	State	\$13,500	1	\$14,600	1	HCS Below
Henderson County		-		\$13,500	2	-

MIDDLE SCHOOL BASKETBALL COACH



Henderson's **maximum** Middle School Basketball Coach stipend falls below **four** (and above **three**) maximum middle school basketball coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$4,273	1	\$4,807	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$2,000	6	HCS Above
Webster County	Local	-		\$2,000	7	HCS Above
Franklin County	State	\$2,180	3	\$2,992	4	HCS Below
Hopkins County	State	-		\$2,000	8	HCS Above
Marshall County	State	-		\$3,000	3	HCS Below
McCracken County	State	\$3,000	2	\$4,100	2	HCS Below
Henderson County		-		\$2,500	5	-

HIGH SCHOOL BASS FISHING COACH



Henderson's **maximum** High School Bass Fishing Coach stipend is **higher than all identified** maximum high school bass fishing coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,297	1	\$2,724	2	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	Information Not Available				
Webster County	Local	Information Not Available				
Franklin County	State	\$1,508	2	\$2,203	4	HCS Above
Hopkins County	State	-		\$2,000	5	HCS Above
Marshall County	State	-		\$2,000	6	HCS Above
McCracken County	State	\$1,500	3	\$2,600	3	HCS Above
Henderson County		-		\$3,250	1	-

HIGH SCHOOL CHEER COACH



Henderson's **maximum** High School Cheer Coach stipend falls below **five** (and above **two**) maximum high school cheer coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$5,875	1	\$6,517	2	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$3,600	7	HCS Above
Webster County	Local	-		\$2,500	8	HCS Above
Franklin County	State	\$4,175	2	\$5,089	3	HCS Below
Hopkins County	State	-		\$4,500	4	HCS Below
Marshall County	State	-		*\$7,000	1	HCS Below
McCracken County	State	\$3,000	3	\$4,100	5	HCS Below
Henderson County		-		\$4,000	6	-

*: Total divisible by # of coaches

MIDDLE SCHOOL CHEER COACH



Henderson's **maximum** Middle School Cheer Coach stipend falls below **six** (and above **one**) maximum middle school cheer coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,136	1	\$2,724	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$2,600	2	HCS Below
Webster County	Local	-		\$1,500	6	HCS Below
Franklin County	State	\$1,246	2	\$1,653	5	HCS Below
Hopkins County	State	-		\$1,300	8	HCS Above
Marshall County	State	-		\$2,000	3	HCS Below
McCracken County	State	\$861 \$1,254 ¹	3	\$1,961 \$2,353 ¹	4	HCS Below
Henderson County		-		\$1,325	7	-

HIGH SCHOOL CROSS COUNTRY COACH



Henderson's **maximum** High School Cross Country Coach stipend falls **below** all maximum high school cross country coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,297	3	\$2,724	6	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$2,354	7	HCS Below
Webster County	Local	-		\$3,500	3	HCS Below
Franklin County	State	\$3,017	1	\$3,492	4	HCS Below
Hopkins County	State	-		\$3,000	5	HCS Below
Marshall County	State			\$5,000	1	HCS Below
McCracken County	State	\$3,000	2	\$4,100	2	HCS Below
Henderson County		-		\$2,250	8	-

HIGH SCHOOL DANCE COACH



Henderson's **maximum** High School Dance Coach stipend falls below **two** (and above **four**) maximum high school dance coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$5,875	1	\$6,517	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local			\$3,084	6	HCS Above
Webster County	Local	Information Not Available				
Franklin County	State	\$3,017	2	\$3,492	5	HCS Above
Hopkins County	State			\$2,500	7	HCS Above
Marshall County	State			*\$5,000	2	HCS Below
McCracken County	State	\$2,500	3	\$3,600	4	HCS Above
Henderson County		-		\$4,000	3	-

MIDDLE SCHOOL DANCE COACH



Henderson's **maximum** Middle School Dance Coach stipend falls below **two** (and above **three**) maximum middle school dance coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	-		\$2,136	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$769	6	HCS Above
Webster County	Local	Information Not Available				
Franklin County	State	\$1,246	-	\$1,653	2	HCS Below
Hopkins County	State	-		\$1,250	4	HCS Above
Marshall County	State	-		\$1,000	5	HCS Above
McCracken County	State	Information Not Available				
Henderson County		-		\$1,325	3	-

HIGH SCHOOL FOOTBALL COACH



Henderson's **maximum** High School Football Coach stipend is **higher** than all **identified** maximum high school football coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$10,148	2	\$11,750	4	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$7,398	8	HCS Above
Webster County	Local	-		\$7,500	7	HCS Above
Franklin County	State	\$7,736	3	\$8,954	6	HCS Above
Hopkins County	State	-		\$9,000	5	HCS Above
Marshall County	State	-		\$12,500	3	HCS Above
McCracken County	State	\$13,500	1	\$14,600	2	HCS Above
Henderson County		-		\$16,500	1	-

MIDDLE SCHOOL FOOTBALL COACH



Henderson's **maximum** Middle School Football Coach stipend falls below **five** (and above **one**) maximum middle school football coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$4,273	1	\$4,807	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$3,500	3	HCS Below
Webster County	Local	-		\$2,000	7	HCS Above
Franklin County	State	\$2,180	3	\$2,992	5	HCS Below
Hopkins County	State	-		\$2,000	8	HCS Below
Marshall County	State	-		\$3,000	4	HCS Below
McCracken County	State	\$3,500	2	\$4,600	2	HCS Below
Henderson County		-		\$2,500	6	-

HIGH SCHOOL GOLF COACH



Henderson's **maximum** High School Golf Coach stipend falls below **one** (and above **six**) maximum high school golf coach stipend of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,297	2	\$2,724	3	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$1,338	7	HCS Above
Webster County	Local	-		\$1,000	8	HCS Above
Franklin County	State	\$1,391	3	\$2,203	4	HCS Above
Hopkins County	State	-		\$2,000	5	HCS Above
Marshall County	State	-		\$2,000	6	HCS Above
McCracken County	State	\$3,000	1	\$4,100	1	HCS Below
Henderson County		-		\$3,250	2	-

HIGH SCHOOL SOCCER COACH



Henderson's **maximum** High School Soccer Coach stipend falls below **one** (and above **five**) maximum high school soccer coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$5,875	2	\$6,517	4	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$4,614	6	HCS Above
Webster County	Local	-		\$3,500	8	HCS Above
Franklin County	State	\$3,713	3	\$4,297	7	HCS Above
Hopkins County	State	-		\$5,550	5	HCS Above
Marshall County	State	-		\$7,000	2	HCS On Par
McCracken County	State	\$7,500	1	\$8,600	1	HCS Below
Henderson County		-		\$7,000	2	-

MIDDLE SCHOOL SOCCER COACH



Henderson's **maximum** Middle School Soccer Coach stipend falls below **all identified** maximum middle school soccer coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	-		\$2,136	3	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	Information Not Available				
Webster County	Local	Information Not Available				
Franklin County	State	\$2,180	1	\$2,992	1	HCS Below
Hopkins County	State	Information Not Available				
Marshall County	State	-		\$1,500	4	HCS Below
McCracken County	State	\$1,116	2	\$2,216	2	HCS Below
Henderson County		-		\$1,250	5	-

HIGH SCHOOL SOFTBALL COACH



Henderson's **maximum** High School Softball Coach stipend is **higher** than all **identified** maximum high school softball coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$5,875	2	\$6,517	4	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$4,614	5	HCS Above
Webster County	Local	-		\$3,500	8	HCS Above
Franklin County	State	\$3,713	3	\$4,297	7	HCS Above
Hopkins County	State	-		\$4,500	6	HCS Above
Marshall County	State	-		\$7,000	3	HCS Above
McCracken County	State	\$7,500	1	\$8,600	2	HCS Above
Henderson County		-		\$10,000	1	-

HIGH SCHOOL SWIM COACH



Henderson's **maximum** High School Swim Coach stipend falls below **one** (and above **four**) maximum high school swim coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,297	2	\$2,724	4	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	Information Not Available				
Webster County	Local	Information Not Available				
Franklin County	State	\$1,391	3	\$2,203	6	HCS Above
Hopkins County	State	-		\$3,000	3	HCS Above
Marshall County	State	-		\$2,500	5	HCS Above
McCracken County	State	\$3,000	1	\$4,100	1	HCS Below
Henderson County		-		\$3,250	2	-

HIGH SCHOOL TENNIS COACH



Henderson's **maximum** High School Tennis Coach stipend falls below **one** (and above **six**) maximum high school tennis coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,297	2	\$2,724	3	HCS Above
Owensboro Independent	Local					
Union County	Local	-		\$1,338	8	HCS Above
Webster County	Local	-		\$1,500	7	HCS Above
Franklin County	State	\$1,391	3	\$2,203	4	HCS Above
Hopkins County	State	-		\$2,000	5	HCS Above
Marshall County	State	-		\$2,000	6	HCS Above
McCracken County	State	\$4,000	1	\$5,100	1	HCS Below
Henderson County		-		\$3,250	2	-

HIGH SCHOOL TRACK COACH



Henderson's maximum High School Track Coach stipend falls below **three** (and above **four**) maximum high school track coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$5,875	1	\$6,517	3	HCS Below
Owensboro Independent	Local					
Union County	Local	-		\$1,338	8	HCS Above
Webster County	Local	-		\$3,500	6	HCS Above
Franklin County	State	\$3,712	3	\$4,297	5	HCS Above
Hopkins County	State	-		\$3,000	7	HCS Above
Marshall County	State	-		\$7,000	1	HCS Below
McCracken County	State	\$5,500	2	\$6,600	2	HCS Below
Henderson County		-		\$6,500	4	-

HIGH SCHOOL VOLLEYBALL COACH



Henderson's maximum High School Volleyball Coach stipend falls below **three** (and above **three**) high school volleyball coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$5,875	2	\$6,517	3	HCS Below
Owensboro Independent	Local					
Union County	Local	-		\$4,614	5	HCS Above
Webster County	Local	-		\$3,500	8	HCS Above
Franklin County	State	\$3,017	3	\$3,492	7	HCS Above
Hopkins County	State	-		\$4,500	6	HCS on Par
Marshall County	State	-		\$7,000	2	HCS Below
McCracken County	State	\$7,500	1	\$8,600	1	HCS Below
Henderson County		-		\$5,500	4	-

MIDDLE SCHOOL VOLLEYBALL COACH



Henderson's **maximum** Middle School Volleyball Coach stipend falls below **all identified** maximum middle school volleyball coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	-		\$2,136	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	Information Not Available				
Webster County	Local	Information Not Available				
Franklin County	State	\$1,246	1	\$1,653	3	HCS Below
Hopkins County	State	Information Not Available				
Marshall County	State	-		\$1,500	4	HCS Below
McCracken County	State	\$1,000	2	\$2,100	2	HCS Below
Henderson County		-		\$1,250	5	-

HIGH SCHOOL WRESTLING COACH



Henderson's **maximum** High School Wrestling Coach stipend falls below **three** (and above **one**) maximum high school wrestling coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,297	3	\$2,724	5	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$5,344	1	HCS Below
Webster County	Local	Information Not Available				
Franklin County	State	\$3,017	2	\$3,492	3	HCS Below
Hopkins County	State	Information Not Available				
Marshall County	State	Information Not Available				
McCracken County	State	\$4,000	1	\$5,100	2	HCS Below
Henderson County		-		\$3,250	4	-

HIGH SCHOOL BAND DIRECTOR



Henderson's **maximum** High School Band Director stipend falls below **four** (and above **two**) maximum high school band director stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$10,148	1	\$11,750	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$7,398	7	HCS Above
Webster County	Local	-		\$7,500	6	HCS Above
Franklin County	State	\$5,567	3	\$6,785	8	HCS Above
Hopkins County	State	-		\$9,000	4	HCS Below
Marshall County	State			\$10,250	3	HCS Below
McCracken County	State	\$10,000	2	\$11,100	2	HCS Below
Henderson County		-		\$8,975	5	-

MIDDLE SCHOOL BAND DIRECTOR



Henderson's **maximum** Middle School Band Director stipend falls below **all identified** maximum middle school band director stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$4,273	1	\$4,807	2	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	Information Not Available				
Webster County	Local	Information Not Available				
Franklin County	State	\$4,175	2	\$5,089	1	HCS Below
Hopkins County	State	Information Not Available				
Marshall County	State	-		\$2,530	4	HCS Below
McCracken County	State	\$2,487	3	\$3,587	3	HCS Below
Henderson County		-		\$2,120	5	

HIGH SCHOOL CHOIR DIRECTOR



Henderson's **maximum** High School Choir Director stipend falls below **one** (and above **four**) maximum high school choir director stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$3,560	2	\$3,578	3	HCS Above
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$1,233	6	HCS Above
Webster County	Local	Information Not Available				
Franklin County	State	\$5,567	1	\$6,785	1	HCS Below
Hopkins County	State	-		\$1,250	5	HCS Above
Marshall County	State	-		\$2,745	4	HCS Above
McCracken County	State	Information Not Available				
Henderson County		-		\$4,560	2	-

MIDDLE SCHOOL CHOIR DIRECTOR



Henderson's **maximum** Middle School Choir Director stipend falls below **two** (and above **one**) maximum middle school choir director stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	-		\$2,136	2	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	Information Not Available				
Webster County	Local	Information Not Available				
Franklin County	State	\$1,740	-	\$2,289	1	HCS Below
Hopkins County	State	Information Not Available				
Marshall County	State	-		\$1,100	4	HCS Above
McCracken County	State	Information Not Available				
Henderson County		-		\$1,880	3	

HIGH SCHOOL ACADEMIC COACH



Henderson's **maximum** High School Academic Coach stipend falls below **one** (and above **six**) maximum high school academic coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$10,148	1	\$11,750	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$2,307	7	HCS Above
Webster County	Local	-		\$1,500	8	HCS Above
Franklin County	State	\$4,029	2	\$4,842	3	HCS Above
Hopkins County	State	-		\$3,250	5	HCS Above
Marshall County	State	-		\$2,450	6	HCS Above
McCracken County	State	\$2,500	3	\$3,600	4	HCS Above
Henderson County		-		\$11,500	2	-

MIDDLE SCHOOL ACADEMIC COACH



Henderson's **maximum** Middle School Academic Coach stipend falls below **all identified** middle school academic coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$4,273	1	\$4,807	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$1,948	5	HCS Below
Webster County	Local	-		\$1,000	7	HCS Below
Franklin County	State	\$1,740	2	\$2,289	2	HCS Below
Hopkins County	State	-		\$1,400	6	HCS Below
Marshall County	State	-		\$2,425	4	HCS Below
McCracken County	State	\$1,593	3	\$2,693	3	HCS Below
Henderson County		-		\$900	8	-

ELEMENTARY SCHOOL ACADEMIC COACH



Henderson's **maximum** Elementary School Academic Coach stipend falls below **six** (and above **one**) maximum elementary school academic coach stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	-		\$3,000	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$1,948	3	HCS Below
Webster County	Local	-		\$1,000	6	HCS Below
Franklin County	State	\$1,246	2	\$1,653	4	HCS Below
Hopkins County	State	-		\$700	8	HCS Above
Marshall County	State	-		\$1,200	5	HCS Below
McCracken County	State	\$1,593	1	\$2,693	2	HCS Below
Henderson County				\$750	7	

HIGH SCHOOL YEARBOOK ADVISOR



Henderson's **maximum** High School Yearbook Advisor stipend falls below **all identified** maximum high school yearbook advisor stipends of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$2,297	1	\$2,724	1	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$2,000	4	HCS Below
Webster County	Local	Information Not Available				
Franklin County	State	\$1,802	2	\$2,372	2	HCS Below
Hopkins County	State	-		\$1,250	6	HCS Below
Marshall County	State			\$1,850	5	HCS Below
McCracken County	State	\$1,200	3	\$2,300	3	HCS Below
Henderson County		-		\$1,200	7	-

MIDDLE SCHOOL YEARBOOK ADVISOR



Henderson's **maximum** Middle School Yearbook Advisor stipend falls below **two** (and above **three**) maximum middle school yearbook advisor stipend of its peer districts.

District	Peer	Min. Stipend	Min. Rank	Max. Stipend	Max. Rank	How does HCS max. stipend align?
Daviess County	Local	\$1,122		\$1,282	2	HCS Below
Owensboro Independent	Local	Information Not Available				
Union County	Local	-		\$525	5	HCS Above
Webster County	Local	Information Not Available				
Franklin County	State	-		\$300	6	HCS Above
Hopkins County	State	Information Not Available				
Marshall County	State	-		\$1,400	1	HCS Below
McCracken County	State			\$900	4	HCS Above
Henderson County		-		\$1,200	3	-

PHASE II KEY FINDINGS: ADDITIONAL POSITIONS STIPENDS AND SALARIES

**Complete information for select staff can be found in the accompanying Excel data supplement.*

OCCUPATIONAL THERAPIST



Henderson's **minimum** Occupational Therapist salary falls below **two** (and above **three**) minimum occupational therapist salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** occupational therapist salary falls above **all identified** maximum occupational therapist salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS min. salary align?	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	186 ¹ 191 ²	\$29,616 ¹ \$32,000 ²	6	HCS Above	\$33,796 ¹ \$36,519 ²	7	HCS Above
Owensboro Independent	Local	195	\$42,166	5	HCS Above	\$56,262	6	HCS Above
Union County	Local	200	\$61,592	1	HCS Below	\$66,764	3	HCS Above
Webster County	Local	Information Not Available						
Franklin County	State	187	\$50,991.74 ³ \$55,743 ⁴ \$60,737 ⁵	4	HCS Above	\$72,102 ⁶ \$75,652 ⁷ \$80,774 ⁸	2	HCS Above
Hopkins County	State	185	-		N/A	\$61,685	5	HCS Above
Marshall County	State	Information Not Available						
McCracken County	State	187	\$59,451.98	2	HCS Below	\$62,442.33	4	HCS Above
Henderson County		185	\$52,002 ⁹ \$62,635 ¹⁰ \$73,268 ¹¹	3	-	\$68,497 ⁹ \$82,503 ¹⁰ \$96,508 ¹¹	1	

*Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."

¹Level E

²Level D

³Year 0 Rank III

⁴Year 0 Rank II

⁵Year 0 Rank I

⁶Year 27 Rank III

⁷Year 27 Rank II

⁸Year 27 Rank I

⁹Level A

¹⁰Level B

¹¹Level C

PHYSICAL THERAPIST



Henderson's **minimum** Physical Therapist salary falls below **two** (and above **one**) minimum physical therapist salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** physical therapist salary falls above **all identified** maximum physical therapist salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	How does HCS min. salary align?	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	186	\$61,940	1	HCS Below	\$61,940	3	HCS Above
Owensboro Independent	Local	195	\$42,166	4	HCS Above	\$56,262	5	HCS Above
Union County	Local	Information Not Available						
Webster County	Local	Information Not Available						
Franklin County	State	Information Not Available						
Hopkins County	State	185	-		N/A	\$61,685	4	HCS Above
Marshall County	State	Information Not Available						
McCracken County	State	187	\$59,451.98	2	HCS Below	\$62,442.33	2	HCS Above
Henderson County		185	\$58,146	3		\$76,590	1	

**Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."*

HIGH SCHOOL GUIDANCE COUNSELOR



Henderson's **maximum** High School Guidance Counselor salary falls below **one** (and above **four**) maximum high school guidance counselor salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Max. Salary	Max. Rank	How does Henderson max. salary align?
Daviess County	Local	Information Not Available			
Owensboro Independent	Local	215	\$56,484	6	HCS Above
Union County	Local	Information Not Available			
Webster County	Local	Information Not Available			
Franklin County	State	212	\$60,006	4	HCS Above
Hopkins County	State	210	\$57,072	5	HCS Above
Marshall County	State	205	\$60,097	3	HCS Above
McCracken County	State	204	\$65,352	1	HCS Below
Henderson County		215	\$61,345	2	

MIDDLE SCHOOL GUIDANCE COUNSELOR



Henderson's **maximum** Middle School Guidance Counselor salary falls below **one** (and above **three**) maximum middle school guidance counselor salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Max. Salary	Max. Rank	How does Henderson max. salary align?
Daviess County	Local	Information Not Available			
Owensboro Independent	Local	205	\$57,412	4	HCS Above
Union County	Local	Information Not Available			
Webster County	Local	Information Not Available			
Franklin County	State	Information Not Available			
Hopkins County	State	204	\$57,072	5	HCS Above
Marshall County	State	202	\$60,468	3	HCS Above
McCracken County	State	202	\$65,352	1	HCS Below
Henderson County		215	\$61,345	2	

**Salaries adjusted to Henderson's contract days (215) to create a 1:1 comparison."*

ELEMENTARY SCHOOL GUIDANCE COUNSELOR



Henderson's **maximum** Elementary School Guidance Counselor salary falls below **two** (and above **two**) maximum elementary school guidance counselor salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Max. Salary	Max. Rank	How does Henderson's max. salary align?
Daviess County	Local	Information Not Available			
Owensboro Independent	Local	195	\$49,793	4	HCS Above
Union County	Local	Information Not Available			
Webster County	Local	Information Not Available			
Franklin County	State	Information Not Available			
Hopkins County	State	200	\$49,108	5	HCS Above
Marshall County	State	202 ¹ 199 ²	\$51,920 ¹ \$52,691 ²	2	HCS Below
McCracken County	State	198	\$55,671	1	HCS Below
Henderson County		185	52,785	3	

*Salaries adjusted to Henderson's contract days (185) to create a 1:1 comparison."

¹Enrollment greater than 400 students

²Enrollment less than 400 students

LIBRARY MEDIA SPECIALIST



Henderson's **maximum** Library Media Specialist salary falls below **one** (and above **three**) maximum elementary school guidance counselor salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	*Min. Salary	Min. Rank	*Max. Salary	Max. Rank	How does Henderson max. salary align?
Daviess County	Local	186	\$18,892	3	\$23,016	4	HCS Above
Owensboro Independent	Local	187	\$19,063	2	\$22,932	5	HCS Above
Union County	Local	Information Not Available					
Webster County	Local	Information Not Available					
Franklin County	State	102	\$23,946	1	\$32,526	3	HCS Above
Hopkins County	State	Information Not Available					
Marshall County	State	186	-		\$59,575 ¹	1	HCS Below
McCracken County	State	Information Not Available					
Henderson County		195			\$52,785	2	

**Salaries adjusted to Henderson's contract days (195) to create a 1:1 comparison."*

¹Marshall County's Library Media Specialist was a stipend position whereas all other three counties were hourly positions.

FAMILY RESOURCE POSITION



Henderson's **minimum** Family Resource position salary falls below **two** (and above **three**) minimum family resource position salaries of its peer districts, calculating as if all districts had the same number of contract days. Henderson's **maximum** family resource position salary falls below **above all identified** maximum family resource position salaries of its peer districts, calculating as if all districts had the same number of contract days.

District	Peer	Contract Days	Min. Salary	*Min. Rank	How does HCS min. salary align?	*Max. Salary	Max. Rank	How does HCS max. salary align?
Daviess County	Local	196	\$20,851 ¹ \$26,771 ²	6	HCS Above	\$25,630 ¹ \$32,942 ²	6	HCS Above
Owensboro Independent	Local	240	\$41,614	3	HCS Below	\$52,202	3	HCS Above
Union County	Local	240	\$42,767 ² \$46,950 ³	2	HCS Below	\$48,125 ² \$52,868 ³	4	HCS Above
Webster County	Local	Information Not Available						
Franklin County	State	Information Not Available						
Hopkins County	State	220	\$33,080	5	HCS Above	\$43,863	5	HCS Above
Marshall County	State	Information Not Available						
McCracken County	State	241	\$39,487 ⁴ \$50,952 ⁵ \$47,311 ⁶	1	HCS Below	\$39,566 ⁴ \$62,225 ⁵ \$53,244 ⁶	1	HCS Below
Henderson County		240	\$34,541 ¹ \$37,690 ² \$42,010 ³	4		\$46,157 ¹ \$50,381 ² \$56,179 ³	2	

*Salaries adjusted to Henderson's contract days for this position to create a 1:1 comparison."

¹Associate's Degree

²Bachelor's Degree

³Master's Degree

⁴Program Specialist I

⁵FRC or YSC Coordinator II (hired 6/30/14 or prior)

⁶FRC or YSC Coordinator II (hired 7/1/14 or after)

EXTENDED SCHOOL SERVICES



Henderson's Extended School Services maximum hourly wage falls below **four** (and above **one**) ESS wages of its peer districts.

District	Peer	Min. Hourly Wage	Min. Rank	Max. Hourly Wage	Max. Rank	How does Henderson max. salary align?
Daviess County	Local	\$25.00	1	\$30.00	2	HCS Below
Owensboro Independent	Local			\$25	6	HCS Above
Union County	Local	Information Not Available				
Webster County	Local	Information Not Available				
Franklin County	State			\$31.25	1	HCS Below
Hopkins County	State	\$22	2	\$27	4	HCS Below
Marshall County	State			\$28	3	HCS Below
McCracken County	State	Information Not Available				
Henderson County				\$25.38	5	



Thank you.

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