

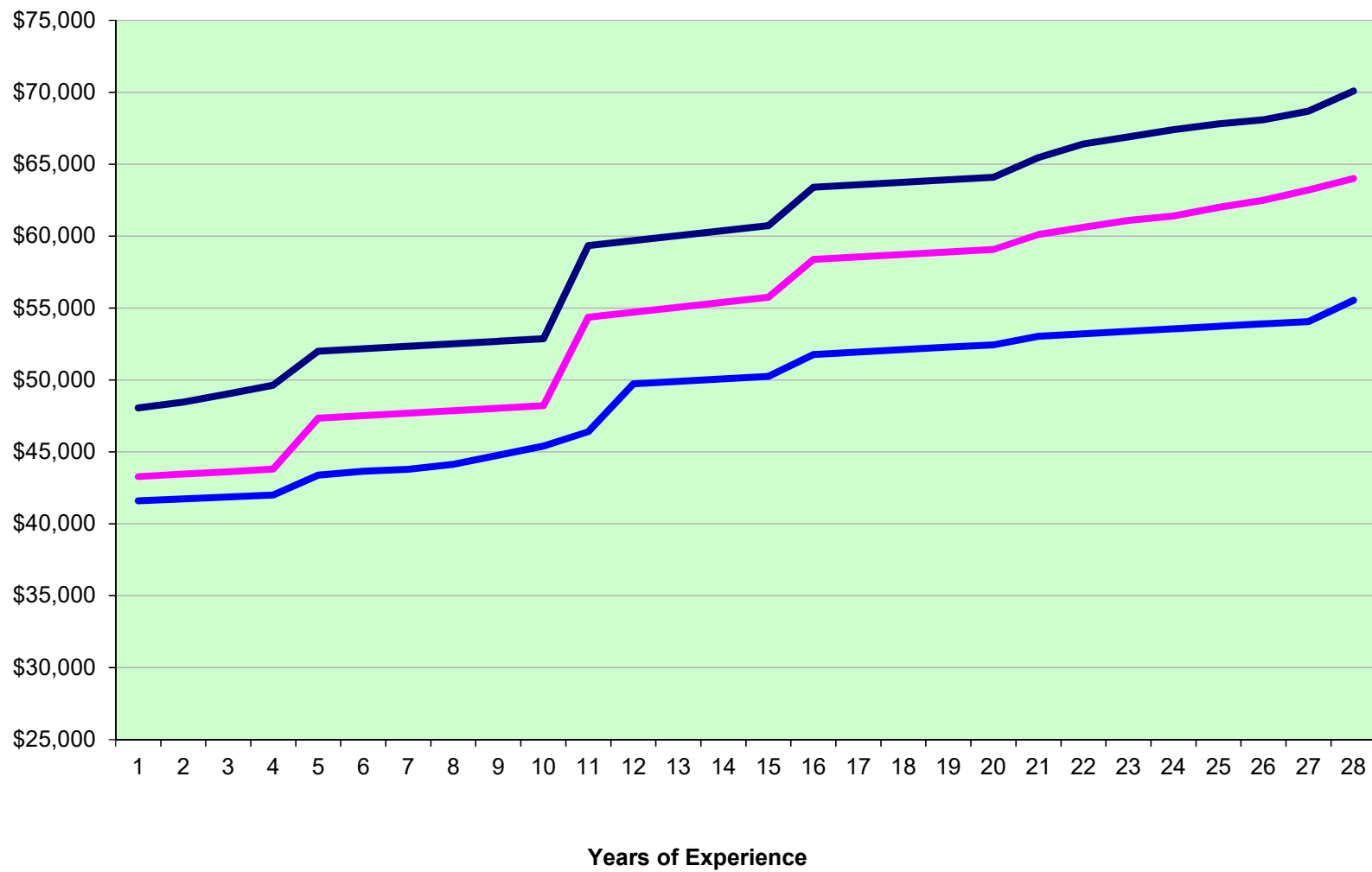
Henderson County Board of Education Salary Schedules



for 2022-2023 School Year

6/20/2022

HENDERSON COUNTY BOARD of EDUCATION
CERTIFIED SALARY SCHEDULES for 2022-2023
(185 days)



HENDERSON COUNTY SCHOOLS
HENDERSON, KENTUCKY
CERTIFIED EMPLOYEE SALARY SCHEDULE
Schedule for 2022-2023

3.0% General Wage Increase

185 day

Years of Experience	Rank I	Rank II	Rank III
	Masters Degree + 30	Masters Degree	Bachelors Degree
0	\$48,054	\$43,282	\$41,600
1	\$48,470	\$43,455	\$41,730
2	\$49,046	\$43,627	\$41,860
3	\$49,638	\$43,801	\$41,996
4	\$51,993	\$47,338	\$43,394
5	\$52,167	\$47,514	\$43,659
6	\$52,337	\$47,686	\$43,788
7	\$52,512	\$47,861	\$44,133
8	\$52,690	\$48,034	\$44,768
9	\$52,859	\$48,208	\$45,403
10	\$59,339	\$54,369	\$46,405
11	\$59,686	\$54,715	\$49,730
12	\$60,032	\$55,062	\$49,904
13	\$60,379	\$55,409	\$50,073
14	\$60,723	\$55,754	\$50,244
15	\$63,398	\$58,387	\$51,760
16	\$63,574	\$58,563	\$51,937
17	\$63,743	\$58,733	\$52,106
18	\$63,919	\$58,905	\$52,280
19	\$64,092	\$59,079	\$52,449
20	\$65,462	\$60,119	\$53,029
21	\$66,392	\$60,619	\$53,201
22	\$66,892	\$61,100	\$53,379
23	\$67,392	\$61,400	\$53,552
24	\$67,792	\$62,000	\$53,726
25	\$68,092	\$62,500	\$53,897
26	\$68,692	\$63,200	\$54,061
27	\$70,084	\$64,000	\$55,535

Rank IV	\$38,829
Rank V	\$29,664

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 2022-2023**

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	8,000	8,250	8,500	8,750	9,000	9,250	10,500	12,000
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
Alternative School Assistant Principal	1	200	4,500	4,600	4,700	4,800	4,900	5,000	6,000	7,500
Elementary School Principal/Early Learning Center Principal										
15 - 20 full time teachers	9	240	10,000	10,250	10,500	10,750	11,000	11,250	12,500	14,000
1 - 14 full time teachers	0	240	9,000	9,250	9,500	9,750	10,000	10,250	11,500	13,000
Elementary Assistant Principal (1 funded via ESSER \$)	4	200	4,500	4,600	4,700	4,800	4,900	5,000	6,000	7,500

Note: Previous administrative experience may be credited. Central Office Administrators with five years or more district leadership will receive an additional \$2,000.

HENDERSON COUNTY SCHOOLS

HENDERSON, KENTUCKY

2022-2023 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	12,000	2	1,300								
Assistant Principal – Elementary (1 funded via ESSER \$)							4	4,500						
AWARE Grant Project Director	1	15,000												
AWARE Grant Youth Mental Health First Aid Trainer	1	2,500												
Child Care Coordinator	1	3,500												
Clinical Competence Certificate (3C)- Speech Lang. Pathologists	15	2,000												
COVID-related duties (See Addendum)	All eligible	500/semester												
Curriculum Coordinator			10.5	2,280	12	1,600	17	750						
Instructional Coach	15	3,000												
Digital Learning Coach									1	1,500	2	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				
Grade Level Leader - HCHS			4	1,200										
GEER II Grant - TBJELC Classified Worker Stipend							2	2,500						
Gifted Coordinator	1	2,160												
Grant Writer	1	6,250												
SoFA Coordinator									1	2,160				
Health Coordinator	1	3,000												
Home School Academy graders	5	1,200												
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												
National Honor Society Sponsor									1	500				
Online Payment Coordinator	1	2,500												
Safe School Supervision	3	2,500												
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	2	800		
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	2	1,200		
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					2	2,500	8	285
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	
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 2022-2023**

ESS/Title I Intervention/HCS 21st Century/Cardinal Health/HTIP & Other Grants	
Certified Hourly Rate	\$26.14
Classified Hourly Rate	\$15.65
Student Workers	\$7.96
Mental Health Counselor (After School)	\$26.14
Classified Staff performing Home Hospital activities after the scheduled work day	\$20.60

Principal Mentorship	
Administrative Hourly Rate	\$51.50

Educational Evaluators	
Lead Educational Evaluator hourly rate	\$35.00
Educational Evaluator hourly rate	\$31.00

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	\$7.96
Upon completing 1000 hours	\$8.17
Upon completing 2000 hours	\$8.38
Upon completing 3000 hours	\$8.59
Upon completing 4000 hours	\$8.81

Summer School/Intersession Program	
Certified Teachers	\$28.79
Summer School Supervision	\$31.99
Summer School Classified Aides	\$15.65
Summer School Secretary	\$15.65
Bus Drivers	\$15.65
Summer Bus Monitor	\$9.93
Summer Food Service Assistant/Delivery	\$13.39
Summer Food Service Program Manager	\$15.65
Summer Food Service Manager	\$15.65

Summer Workers	
Summer Maintenance Workers	\$13.39
Summer Paint Crew	\$13.39
Summer Landscape Team Workers	\$13.39
Summer Technology Workers	\$13.39
Student Workers	\$7.96

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	\$15.65
Extracurricular Bus Trips	\$15.65

**HENDERSON COUNTY SCHOOLS
HENDERSON , KENTUCKY
CERTIFIED and CLASSIFIED SUBSTITUTES
Schedule for 2022-2023**

SUBSTITUTE TEACHER PAY SCALE

RANK	RANK REQUIREMENTS	DAILY PAY
HCS Retiree	Retired from Henderson Co Schools	\$131.00
Rank I	Master's Degree + 30 hours	\$121.00
Rank II	Master's Degree	\$115.00
Rank III	Bachelor's Degree (with appropriate teaching certificate)	\$109.00
Rank IV	96 - 128 Hours of College Credit (without education certificate)	\$92.00
Rank V	95 Hours of College Credit and below	\$85.00

Long-Term Substitute Teaching Assignments

If a substitute completes assignments for twenty consecutive days, on day 21 the substitute 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 (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

Position	Hourly Pay
Secretaries/Bookkeepers	\$11.05
Daycare - Instructors	\$9.93
Instructional Assistants	\$11.05
Lunchroom Monitors	\$9.93
Cooks	\$11.05
Mechanic	\$15.65
Custodians	\$11.68
Bus Drivers	\$15.65
Bus Drivers (retired from HCS)	\$18.81
Bus Monitors	\$9.93
Nurse	\$18.60-RN;\$17.43-LPN

Long-Term Substitute Assignments

If a substitute completes assignments for twenty consecutive days, on day 21 the substitute will be paid from the classified pay scale according to 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).

Subsequent Long-Term Substitute 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.

CERTIFIED TEACHERS ONLY

If a 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 or at the beginning of the next school day.

Regular Class Periods	\$20.00 / Period
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Henderson County Schools

2022-2023 Classified Salary Schedule by Pay Grade with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	PAY GRADE							
	16	17	18	19	20	20.5	21	21.1
Starting	\$9.93	\$10.55	\$11.05	\$11.68	\$12.48	\$12.95	\$13.39	\$13.54
1	\$10.02	\$10.64	\$11.18	\$11.80	\$12.61	\$13.07	\$13.51	\$13.70
2	\$10.12	\$10.73	\$11.28	\$11.89	\$12.71	\$13.18	\$13.66	\$13.81
3	\$10.22	\$10.84	\$11.39	\$12.02	\$12.85	\$13.32	\$13.77	\$13.96
4	\$10.32	\$10.93	\$11.51	\$12.14	\$12.97	\$13.44	\$13.92	\$14.09
5	\$10.79	\$11.46	\$12.06	\$12.74	\$13.65	\$14.12	\$14.61	\$14.80
6	\$10.95	\$11.59	\$12.21	\$12.89	\$13.76	\$14.27	\$14.77	\$14.94
7	\$11.05	\$11.70	\$12.33	\$13.00	\$13.89	\$14.41	\$14.90	\$15.10
8	\$11.17	\$11.81	\$12.45	\$13.12	\$14.03	\$14.54	\$15.06	\$15.24
9	\$11.28	\$11.93	\$12.58	\$13.26	\$14.16	\$14.69	\$15.20	\$15.40
10	\$11.60	\$12.29	\$12.94	\$13.68	\$14.60	\$15.13	\$15.65	\$15.86
11	\$11.66	\$12.35	\$13.00	\$13.75	\$14.67	\$15.20	\$15.73	\$15.94
12	\$11.72	\$12.41	\$13.06	\$13.82	\$14.74	\$15.27	\$15.81	\$16.03
13	\$11.78	\$12.47	\$13.12	\$13.89	\$14.81	\$15.36	\$15.89	\$16.11
14	\$11.85	\$12.54	\$13.18	\$13.97	\$14.88	\$15.43	\$15.98	\$16.19
15	\$12.17	\$12.92	\$13.62	\$14.35	\$15.33	\$15.88	\$16.44	\$16.63
16	\$12.25	\$12.98	\$13.69	\$14.42	\$15.40	\$15.97	\$16.52	\$16.72
17	\$12.31	\$13.04	\$13.76	\$14.49	\$15.47	\$16.04	\$16.60	\$16.80
18	\$12.37	\$13.10	\$13.83	\$14.56	\$15.54	\$16.12	\$16.69	\$16.88
19	\$12.43	\$13.16	\$13.91	\$14.64	\$15.61	\$16.19	\$16.77	\$16.96
20	\$12.78	\$13.55	\$14.24	\$15.07	\$16.09	\$16.69	\$17.27	\$17.45
21	\$12.84	\$13.63	\$14.33	\$15.14	\$16.17	\$16.77	\$17.36	\$17.53
22	\$12.92	\$13.70	\$14.40	\$15.21	\$16.25	\$16.85	\$17.44	\$17.61
23	\$12.98	\$13.77	\$14.47	\$15.29	\$16.34	\$16.93	\$17.52	\$17.70
24	\$13.04	\$13.84	\$14.54	\$15.36	\$16.43	\$17.02	\$17.60	\$17.79
25	\$13.42	\$14.23	\$14.96	\$15.82	\$16.89	\$17.52	\$18.14	\$18.31
26	\$13.49	\$14.32	\$15.04	\$15.90	\$16.97	\$17.60	\$18.23	\$18.41
27	\$13.57	\$14.39	\$15.11	\$15.99	\$17.06	\$17.70	\$18.32	\$18.51

Henderson County Schools									
2022-2023 Classified Salary Schedule by Pay Grade with 3.0% General Wage Increase									
YEARS OF SERVICE COMPLETED	PAY GRADE								
	21.2	21.3	22	23	24	25	26	27	28
Starting	\$13.69	\$13.98	\$14.34	\$15.65	\$16.83	\$17.43	\$18.23	\$19.97	\$21.93
1	\$13.83	\$14.12	\$14.48	\$15.80	\$17.00	\$17.59	\$18.42	\$20.16	\$22.15
2	\$13.95	\$14.24	\$14.62	\$15.94	\$17.18	\$17.78	\$18.61	\$20.36	\$22.36
3	\$14.08	\$14.39	\$14.78	\$16.10	\$17.36	\$17.95	\$18.79	\$20.59	\$22.59
4	\$14.21	\$14.52	\$14.91	\$16.25	\$17.52	\$18.14	\$18.97	\$20.78	\$22.84
5	\$14.91	\$15.22	\$15.66	\$16.97	\$18.38	\$19.04	\$19.92	\$21.81	\$23.96
6	\$15.08	\$15.38	\$15.85	\$17.15	\$18.59	\$19.25	\$20.12	\$22.03	\$24.22
7	\$15.21	\$15.52	\$16.00	\$17.31	\$18.77	\$19.42	\$20.32	\$22.25	\$24.43
8	\$15.37	\$15.69	\$16.15	\$17.49	\$18.95	\$19.61	\$20.52	\$22.46	\$24.67
9	\$15.52	\$15.84	\$16.30	\$17.66	\$19.14	\$19.81	\$20.73	\$22.69	\$24.93
10	\$15.98	\$16.28	\$16.80	\$18.18	\$19.71	\$20.39	\$21.32	\$23.34	\$25.65
11	\$16.06	\$16.37	\$16.88	\$18.27	\$19.81	\$20.50	\$21.42	\$23.46	\$25.77
12	\$16.14	\$16.46	\$16.96	\$18.36	\$19.91	\$20.61	\$21.53	\$23.58	\$25.89
13	\$16.22	\$16.54	\$17.05	\$18.46	\$20.01	\$20.71	\$21.63	\$23.69	\$26.02
14	\$16.30	\$16.62	\$17.14	\$18.56	\$20.12	\$20.82	\$21.73	\$23.80	\$26.15
15	\$16.75	\$17.07	\$17.61	\$19.09	\$20.69	\$21.40	\$22.39	\$24.51	\$26.96
16	\$16.83	\$17.16	\$17.70	\$19.19	\$20.80	\$21.51	\$22.51	\$24.64	\$27.09
17	\$16.91	\$17.24	\$17.79	\$19.28	\$20.90	\$21.61	\$22.62	\$24.77	\$27.22
18	\$17.00	\$17.32	\$17.88	\$19.37	\$21.00	\$21.71	\$22.74	\$24.90	\$27.36
19	\$17.09	\$17.41	\$17.97	\$19.47	\$21.10	\$21.82	\$22.86	\$25.02	\$27.49
20	\$17.57	\$17.90	\$18.53	\$20.04	\$21.73	\$22.47	\$23.51	\$25.74	\$28.29
21	\$17.65	\$17.99	\$18.62	\$20.15	\$21.84	\$22.59	\$23.63	\$25.86	\$28.44
22	\$17.74	\$18.09	\$18.72	\$20.25	\$21.94	\$22.71	\$23.74	\$25.99	\$28.58
23	\$17.83	\$18.18	\$18.81	\$20.35	\$22.05	\$22.82	\$23.85	\$26.11	\$28.73
24	\$17.92	\$18.27	\$18.90	\$20.46	\$22.17	\$22.94	\$23.97	\$26.24	\$28.87
25	\$18.45	\$18.80	\$19.46	\$21.04	\$22.82	\$23.61	\$24.68	\$27.03	\$29.71
26	\$18.55	\$18.91	\$19.57	\$21.16	\$22.94	\$23.72	\$24.81	\$27.16	\$29.86
27	\$18.64	\$19.02	\$19.68	\$21.28	\$23.05	\$23.83	\$24.94	\$27.30	\$30.01

Henderson County Schools

2022-2023 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
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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
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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

2022-2023 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
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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 TECHNICIAN/ASSISTANT	7765	ADMINISTRATIVE SECRETARY II
7443	MAINTENANCE TECHNICIAN III	7881	STUDENT ASSISTANCE COORDINATOR
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

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
7506	COMPUTER OPERATIONS MANAGER		

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
7192	PAYROLL CLERK I	7675	DATA MANAGEMENT TECHNICIAN
7507	OPERATING SYSTEMS ADMINISTRATOR	7830	SCHOOL GROUNDS MONITOR (CROSSING GUARD)

Henderson County Schools

2022-2023 Classified Salary Pay Grades by Job Classification

PAY GRADE 27			
7191	PAYROLL CLERK II	7882	SOCIAL WORKER
7301	COMMUNITY RELATIONS SPECIALIST	7919	VEHICLE MECHANIC III
PAY GRADE 28			
7437	PREVENTIVE MAINTENANCE TECHNICIAN - HVAC	7761	EXECUTIVE ASSISTANT TO SUPERINTENDENT
7441	LEAD MAINTENANCE TECHINICIAN 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 2022-2023 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	Occupational Therapist Level A (185 days) <small>Hired after 7/1/2020</small>	Occupational Therapist Level B (185 days)	Occupational Therapist Level C (185 days)	Physical Therapist (185 days)	Speech Language Assistant (185 days)	Therapy Assistant (185 days)
	THER	THE1	THE2	PT A	SLA	OCC
Starting	53,562	64,514	75,466	59,891	44,021	26.03
1	54,097	65,160	76,221	60,489	44,461	26.29
2	54,638	65,810	76,983	61,093	44,905	26.56
3	55,185	66,469	77,753	61,705	45,355	26.81
4	55,737	67,134	78,531	62,321	45,807	27.10
5	56,294	67,806	79,316	62,946	46,265	28.44
6	56,858	68,484	80,110	63,574	46,728	28.74
7	57,426	69,168	80,911	64,211	47,196	28.94
8	57,999	69,860	81,720	64,852	47,667	29.23
9	58,580	70,558	82,537	65,501	48,144	29.52
10	60,297	72,626	84,956	67,420	49,555	30.41
11	60,598	72,989	85,381	67,757	49,803	30.56
12	60,902	73,354	85,808	68,096	50,052	30.70
13	61,206	73,721	86,237	68,436	50,303	30.86
14	61,512	74,090	86,668	68,778	50,554	31.02
15	63,312	76,257	89,203	70,792	52,033	31.93
16	63,629	76,639	89,649	71,146	52,293	32.08
17	63,947	77,021	90,097	71,501	52,555	32.25
18	64,267	77,407	90,547	71,859	52,817	32.41
19	64,588	77,794	91,000	72,218	53,082	32.58
20	66,478	80,071	93,663	74,332	54,634	33.52
21	66,811	80,471	94,131	74,704	54,907	33.68
22	67,144	80,874	94,602	75,077	55,182	33.86
23	67,480	81,279	95,075	75,452	55,458	34.02
24	67,817	81,684	95,550	75,830	55,735	34.20
25	69,852	84,135	98,417	78,105	57,407	34.36
26	70,201	84,556	98,909	78,494	57,694	34.54
27	70,552	84,978	99,403	78,888	57,983	34.71

Henderson County Schools
External Professional Licensure and Other Salaried Positions
Schedule for 2022-2023 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	Director of Public Information (240 days)	Director of Child Nutrition HS Diploma (240 days)	Director of Child Nutrition Associates (240 days)	Director of Child Nutrition Bachelor's (240 days)	LAN/WAN Tech- Network Administrator HS Diploma (240 days)	LAN/WAN Tech-Network Administrator Associates (240 days)	LAN/WAN Tech- Network Administrator Bachelor's (240 days)
	DP1	DCN1	DCN	DCN3	LAN1	LAN2	LAN3
Starting	54,384	59,823	61,520	63,086	52,799	53,854	55,469
1	54,928	60,421	62,134	63,717	53,327	54,393	56,025
2	55,478	61,025	62,756	64,354	53,861	54,938	56,585
3	56,032	61,633	63,385	64,997	54,399	55,487	57,151
4	56,592	62,253	64,018	65,647	54,944	56,042	57,722
5	59,422	62,875	64,658	66,305	55,492	56,602	58,298
6	60,016	63,505	65,305	66,966	56,048	57,740	58,882
7	60,616	64,140	65,957	67,636	56,608	58,317	59,471
8	61,223	64,782	66,617	68,313	57,174	58,901	60,066
9	61,835	65,431	67,283	68,997	57,745	59,489	60,666
10	63,648	67,349	69,255	71,018	59,438	61,233	62,445
11	63,966	67,686	69,601	71,374	59,735	61,539	62,757
12	64,286	68,024	69,949	71,730	60,034	61,847	63,071
13	64,608	68,364	70,299	72,089	60,334	62,156	63,386
14	64,931	68,706	70,650	72,450	60,636	62,467	63,703
15	66,829	70,715	72,718	74,570	62,410	64,295	65,566
16	67,164	71,069	73,082	74,943	62,722	64,617	65,895
17	67,499	71,424	73,447	75,317	63,035	64,940	66,224
18	67,837	71,782	73,815	75,694	63,351	65,264	66,554
19	68,176	72,140	74,184	76,072	63,668	65,590	66,888
20	70,172	74,251	76,353	78,297	65,531	67,510	68,845
21	70,523	74,622	76,735	78,688	65,858	67,848	69,189
22	70,875	74,995	77,119	79,082	66,187	68,186	69,535
23	71,230	75,371	77,504	79,477	66,519	68,527	69,883
24	71,586	75,747	77,892	79,874	66,851	68,870	70,232
25	73,734	78,020	80,229	82,271	68,856	70,937	72,339
26	74,102	78,410	80,630	82,683	69,201	71,291	72,701
27	74,473	78,802	81,033	83,096	69,548	71,648	73,064

Henderson County Schools
External Professional Licensure and Other Salaried Positions
Schedule for 2022-2023 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	Director of Transportation HS Diploma (240 days)	Director of Transportation Associates (240 days)	Director of Transportation Bachelor's (240 days)	Director of Finance Bachelor's	Director of Finance MBA/CPA	Co-Director of Maintenance - General	Co-Director of Maintenance - Mechanical
	TRN1	TRN2	TRN3	BACH	MBA OR CPA	MNT1	MNT2
Starting	59,823	61,520	63,086	81,890	86,302	56,777	63,328
1	60,421	62,134	63,717	82,709	90,843	57,345	63,962
2	61,025	62,756	64,354	83,537	95,636	57,918	64,602
3	61,633	63,385	64,997	84,372	97,590	58,498	65,248
4	62,253	64,018	65,647	85,216	99,564	59,083	65,900
5	62,875	64,658	66,305	89,477	101,608	62,037	67,218
6	63,505	65,305	66,966	90,371	106,945	62,657	67,890
7	64,140	65,957	67,636	91,275	109,126	63,283	68,569
8	64,782	66,617	68,313	92,188	109,867	63,917	69,255
9	65,431	67,283	68,997	93,110	110,609	64,556	69,947
10	67,349	69,255	71,018	95,838	111,351	66,448	71,997
11	67,686	69,601	71,374	96,317	111,908	66,780	72,357
12	68,024	69,949	71,730	96,799	112,467	67,114	72,718
13	68,364	70,299	72,089	97,283	113,030	67,449	73,082
14	68,706	70,650	72,450	97,769	113,594	67,787	73,448
15	70,715	72,718	74,570	100,631	117,211	69,770	75,598
16	71,069	73,082	74,943	101,134	117,797	70,119	75,976
17	71,424	73,447	75,317	101,640	118,386	70,470	76,355
18	71,782	73,815	75,694	102,148	118,977	70,822	76,737
19	72,140	74,184	76,072	102,659	119,572	71,176	77,121
20	74,251	76,353	78,297	105,663	123,366	73,617	78,952
21	74,622	76,735	78,688	106,191	123,983	73,985	79,348
22	74,995	77,119	79,082	106,722	124,603	74,356	79,744
23	75,371	77,504	79,477	107,256	125,226	74,728	80,142
24	75,747	77,892	79,874	107,792	125,852	75,101	80,544
25	78,020	80,229	82,271	111,026	129,627	77,354	82,960
26	78,410	80,630	82,683	111,581	130,276	77,741	83,375
27	78,802	81,033	83,096	112,138	130,927	78,130	83,792

Henderson County Schools
External Professional Licensure and Other Salaried Positions
Schedule for 2022-2023 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	Registered Nurse (185 days)	Interpreter I (181 days)	Interpreter II (181 days)	Interpreter III (181 days)	AWARE Grant Project Director (240 days)	Mental Health Counselor Bachelor's (200/210 days)	Mental Health Counselor Master's (200/210 days)
	RN	INT1	INT2	INT3	AWAR	MHC1	MHC2
Starting	18.60	34.53	26.03	21.93	58,339	20.22	22.54
1	18.79	34.88	26.29	22.15	58,339	20.42	22.78
2	18.98	35.24	26.56	22.36	58,339	20.63	23.00
3	19.16	35.58	26.81	22.59	58,339	20.83	23.24
4	19.35	35.97	27.10	22.84	58,339	21.03	23.46
5	20.31	36.31	28.44	23.96	58,339	22.09	24.63
6	20.51	36.67	28.74	24.22	58,339	22.31	24.90
7	20.73	37.03	28.94	24.43	58,339	22.53	25.13
8	20.94	37.40	29.23	24.67	58,339	22.76	25.38
9	21.15	37.77	29.52	24.93	58,339	22.98	25.64
10	21.74	38.89	30.41	25.65	58,339	23.67	26.40
11	21.85	39.09	30.56	25.77	58,339	23.78	26.53
12	21.97	39.27	30.70	25.90	58,339	23.91	26.66
13	22.07	39.48	30.86	26.03	58,339	24.02	26.79
14	22.19	39.68	31.02	26.16	58,339	24.15	26.93
15	22.85	40.84	31.93	26.96	58,339	24.86	27.71
16	22.96	41.05	32.08	27.09	58,339	24.99	27.84
17	23.07	41.24	32.25	27.22	58,339	25.11	27.99
18	23.19	41.45	32.41	27.36	58,339	25.24	28.12
19	23.30	41.66	32.58	27.49	58,339	25.36	28.26
20	23.98	42.88	33.52	28.29	58,339	26.09	29.11
21	24.10	43.10	33.68	28.44	58,339	26.22	29.25
22	24.23	43.30	33.86	28.57	58,339	26.36	29.40
23	24.35	43.52	34.02	28.72	58,339	26.49	29.54
24	24.46	43.74	34.20	28.86	58,339	26.62	29.69
25	24.59	43.96	34.36	29.00	58,339	26.75	29.84
26	24.71	44.18	34.54	29.15	58,339	26.89	29.99
27	24.84	44.40	34.71	29.29	58,339	27.03	30.14

Henderson County Schools

External Professional Licensure and Other Salaried Positions

Schedule for 2022-2023 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	FRYSC Coordinator I Associates (240 days)	FRYSC Coordinator III Bachelor's (240 days)	FRYSC Coordinator IV Master's (240 days)
	FRCA	FRCB	FRCM
Starting	35,577	38,820	43,270
1	35,913	39,216	43,745
2	36,269	39,611	44,160
3	36,625	39,987	44,615
4	37,001	40,383	45,050
5	38,860	42,420	47,284
6	39,255	42,835	47,799
7	39,651	43,250	48,253
8	40,046	43,705	48,728
9	40,442	44,120	49,222
10	41,628	45,445	50,686
11	41,826	45,663	50,943
12	42,044	45,900	51,180
13	42,261	46,118	51,437
14	42,479	46,375	51,714
15	43,725	47,739	53,197
16	43,942	47,977	53,455
17	44,160	48,214	53,731
18	44,377	48,451	53,988
19	44,595	48,689	54,265
20	45,900	50,093	55,887
21	46,118	50,350	56,164
22	46,375	50,607	56,441
23	46,592	50,864	56,718
24	46,830	51,101	57,014
25	47,067	51,358	57,291
26	47,284	51,635	57,588
27	47,542	51,892	57,865

Henderson County Schools: Addendum to Salary Schedule for 2022-2023 School Year

2022-2023 Supplemental Pay – COVID Related Duties and Addressing Learning Loss: to prevent, prepare for, or respond to the COVID-19 pandemic - \$500 per semester

The first check will be issued the first week of December, 2022. To qualify for the first supplemental check, an employee must meet both of the following:

- Be a contract employee serving HCS students as of October 3, 2022
- Must be an active employee as of the date of the supplemental pay

For the second supplemental check, an employee must meet both of the following:

- Be a contract employee serving HCS students as of April 3, 2023
- Must be an active employee as of the date of the supplemental pay – anticipated to be the end of May

To receive the full amount, a classified employee's total contracted hours must be 4 hours or more per day. A classified employee with less than 4 contract hours per day will receive half of the supplemental pay amount.

To receive the full amount, a certified employee's total contracted days must be greater than 70% of the contract or 131 days. A certified employee with a contract of less than 70% of the contract or 131 days will receive half of the supplemental pay. Employees on paid leave will be eligible for the supplemental pay. Employees on unpaid leave will not be eligible.

Substitutes:

To qualify for the first supplemental check, a substitute must meet the following criteria:

- Be an active substitute
- Work 50 or more days from August 10, 2022 through December 16, 2022

If the days worked are less than 50 days but greater than 33 days, the substitute will receive half of the supplemental pay.

To qualify for the second supplemental check, a substitute must meet the following criteria:

- Be an active substitute
- Work 55 or more days from January 4, 2023 through the last instructional day

If the days worked are less than 55 days but greater than 37 days, the substitute will receive half of the supplemental pay.

