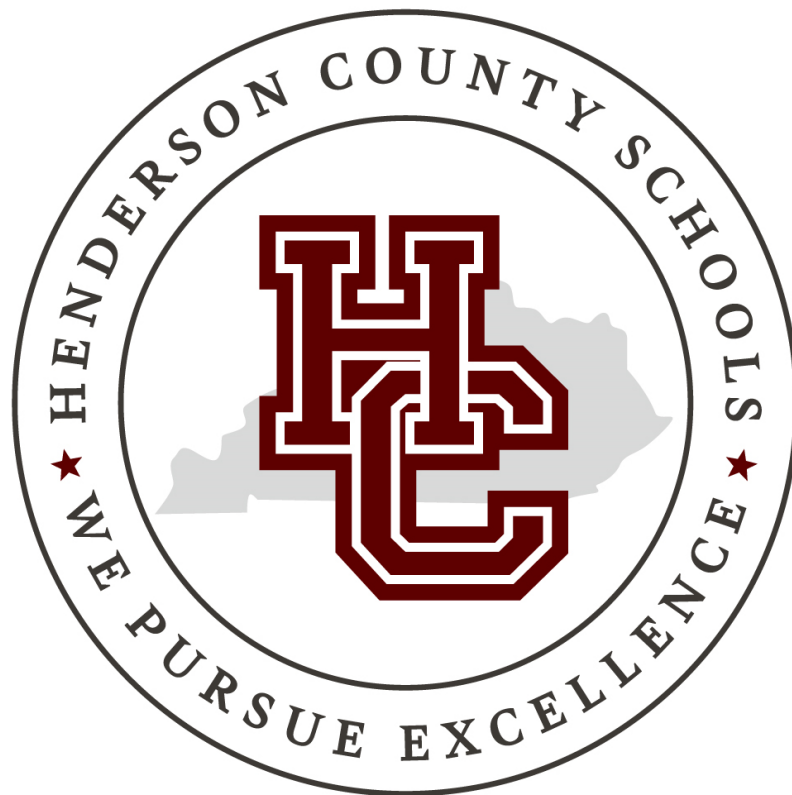


Henderson County Board of Education Salary Schedules

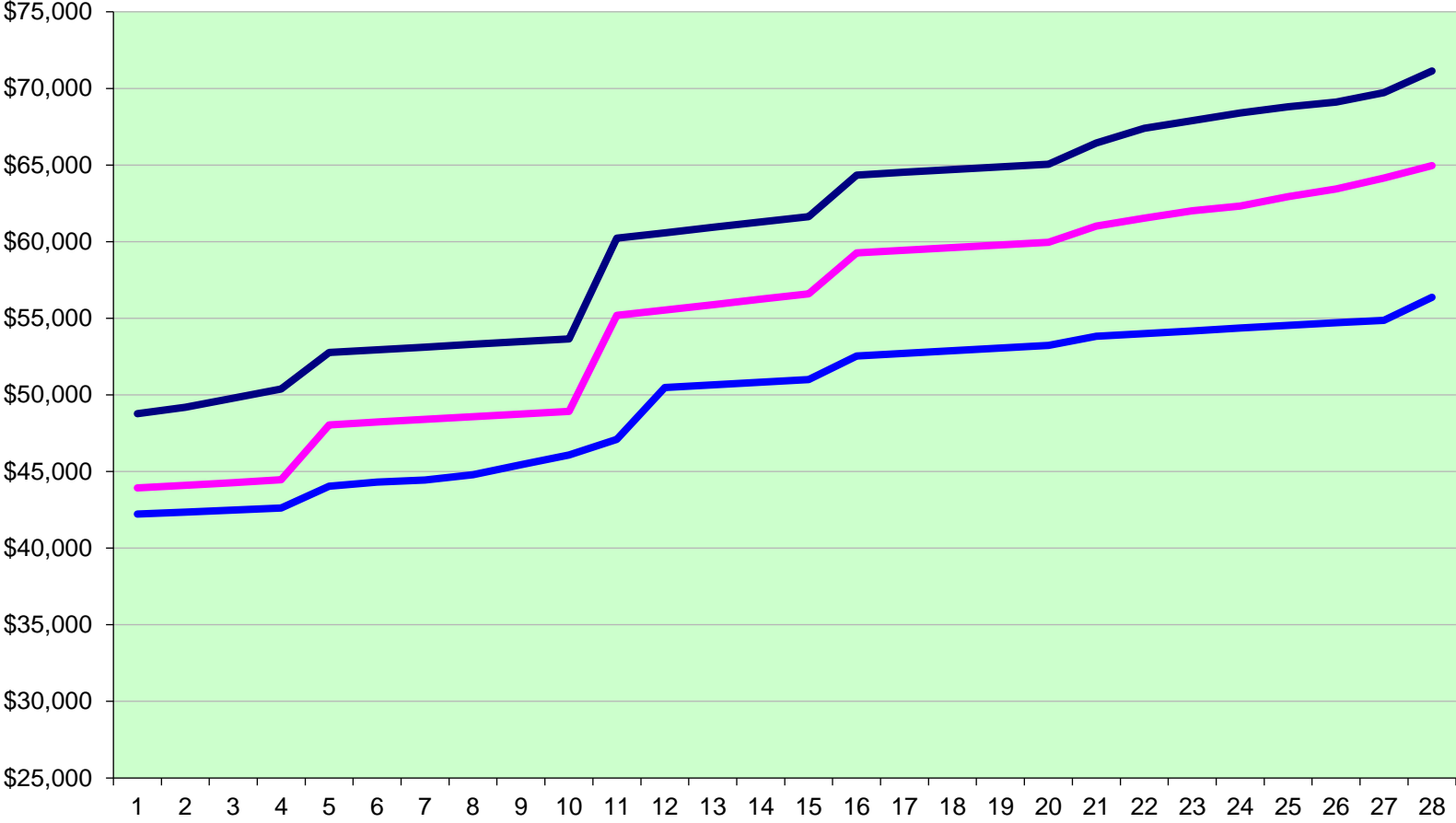


for 2023-2024 School Year

Approved 6/19/2023

Includes 1.5% General Wage Increase

HENDERSON COUNTY BOARD of EDUCATION
CERTIFIED SALARY SCHEDULES for 2023-2024
(185 days)



Years of Experience

HENDERSON COUNTY SCHOOLS
HENDERSON, KENTUCKY
CERTIFIED EMPLOYEE SALARY SCHEDULE
Schedule for 2023-2024

1.5% General Wage Increase

185 day

Years of Experience	Rank I	Rank II	Rank III
	Masters Degree + 30	Masters Degree	Bachelors Degree
0	\$48,775	\$43,931	\$42,224
1	\$49,197	\$44,107	\$42,356
2	\$49,782	\$44,281	\$42,488
3	\$50,383	\$44,458	\$42,626
4	\$52,773	\$48,048	\$44,045
5	\$52,950	\$48,227	\$44,314
6	\$53,122	\$48,401	\$44,445
7	\$53,300	\$48,579	\$44,795
8	\$53,480	\$48,755	\$45,440
9	\$53,652	\$48,931	\$46,084
10	\$60,229	\$55,185	\$47,101
11	\$60,581	\$55,536	\$50,476
12	\$60,932	\$55,888	\$50,653
13	\$61,285	\$56,240	\$50,824
14	\$61,634	\$56,590	\$50,998
15	\$64,349	\$59,263	\$52,536
16	\$64,528	\$59,441	\$52,716
17	\$64,699	\$59,614	\$52,888
18	\$64,878	\$59,789	\$53,064
19	\$65,053	\$59,965	\$53,236
20	\$66,444	\$61,021	\$53,824
21	\$67,388	\$61,528	\$53,999
22	\$67,895	\$62,017	\$54,180
23	\$68,403	\$62,321	\$54,355
24	\$68,809	\$62,930	\$54,532
25	\$69,113	\$63,438	\$54,705
26	\$69,722	\$64,148	\$54,872
27	\$71,135	\$64,960	\$56,368

Rank IV	\$39,411
Rank V	\$30,109

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 2023-2024**

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 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	3	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
2023-2024 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		
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	13	1,600	17	750
Instructional Coach	15	3,000						
Deeper Learning Teacher Leader	11	1,500						
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 Childhood Council grant - music/activities							1	3,000
Early College Coordinator			1	1,500				
E-Learning Virtual Teacher	5	1200/semester						
Grade Level Leader - HCHS			4	1,200				
Gifted Coordinator	1	2,160						
Grant Writer	1	6,250						
Health Coordinator	1	3,000						
Journalism Sponsor			1	1,320				
KUNA / KYA Coordinator			2	1,125	2	1,125		
PBIS Coach - Mental Health	1	2,500						
Minority Ombudsman			1	2,320	2	2,320		
Multi-Cultural Coordinator	1	2,320						
National Board Certification - School Psychologists	1	2,000						
National Honor Society Sponsor			1	500				
Online Payment Coordinator	1	2,500						
Preschool Regional Collaborative Grant Webmaster							1	1,000
Preschool Regional Collaborative Grant - TBJELC LENA Coach							1	3,390
Preschool Regional Collaborative Grant - TBJELC Music Therapy							1	up to 3240
Preschool Regional Collaborative Grant - TBJELC Saturday School							1	up to 1500
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
Assistant Dance Team Director		1	2,700
Junior Varsity Colonette Coach		1	1,950
			2 1,325
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	2	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 2023-2024**

ESS/Title I Intervention/HCS 21st Century/Cardinal Health/HTIP & Other Grants	
Certified Hourly Rate	\$26.53
Classified Hourly Rate	\$15.88
Student Workers	\$8.08
Mental Health Counselor (After School)	\$26.53

Principal Mentorship	
Administrative Hourly Rate	\$52.27

Educational Evaluators	
Lead Educational Evaluator hourly rate	\$35.53
Educational Evaluator hourly rate	\$31.47

Certified Training Stipends	
Attend Training Class - 6 hours <i>(must be approved in advance)</i>	\$25.00 per hour
Conduct 3 Hour Training Class <i>(1 Hour Preparation + 3 Hours Class Time at \$35.00/hour)</i>	\$145.00 for 3 hour class
Conduct 6 Hour Training Class <i>(1 1/2 Hour Preparation + 6 Hours Class Time at \$35.00/hour)</i>	\$270.00 for 6 hour class

Apprenticeship Workers	
All apprentices starting pay	\$8.08
Upon completing 1000 hours	\$8.29
Upon completing 2000 hours	\$8.51
Upon completing 3000 hours	\$8.72
Upon completing 4000 hours	\$8.94

Summer School/Intersession Program	
Certified Teachers	\$29.22
Summer School Supervision	\$32.47
Summer School Classified Support Staff	\$15.88
Summer School Classified Support Staff - TBJ 21st Century	\$17.22
Bus Drivers	\$15.88
Summer Bus Monitor	\$10.08
Summer Food Service Assistant/Delivery	\$13.59
Summer Food Service Program Manager	\$15.88
Summer Food Service Manager	\$15.88

Summer Workers	
Summer Maintenance Workers	\$13.59
Summer Paint Crew	\$13.59
Summer Landscape Team Workers	\$13.59
Summer Technology Workers	\$13.59
Student Workers	\$8.08

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
<i>One time stipend paid per level, maximum of one level earned per year. Level 4 renewal paid annually after all levels met.</i>	

Additional Driver Wage Rates	
Vocational/Distributive Education Bus Runs	\$15.65
Double/Triple Route Daily Stipend	\$20.00
Extracurricular Bus Trips	\$15.65

**HENDERSON COUNTY SCHOOLS
HENDERSON , KENTUCKY
CERTIFIED and CLASSIFIED SUBSTITUTES
Schedule for 2023-2024**

SUBSTITUTE TEACHER PAY SCALE		
RANK	RANK REQUIREMENTS	DAILY PAY
HCS Retiree	Retired from Henderson Co Schools	\$133.00
Rank I	Master's Degree (with teaching certification) + 30 hours	\$123.00
Rank II	Master's Degree (with teaching certification)	\$117.00
Rank III	Bachelor's Degree (with teaching certification)	\$111.00
Rank IV	96 - 128 Hours of College Credit (without teaching certification)	\$94.00
Rank V	95 Hours of College Credit and below	\$87.00

Rank is determined by KDE/EPSCB using definitions from KRS 161.1211.

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	\$11.22
Daycare - Instructors	\$10.08
Instructional Assistants	\$11.22
Lunchroom Monitors	\$10.08
Cooks	\$11.22
Mechanic	\$15.88
Custodians	\$11.86
Bus Drivers	\$15.88
Bus Drivers (retired from HCS)	\$21.00
Bus Monitors	\$10.92
Nurse	\$18.88-RN;\$17.69-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 for the respective job classification plus an additional \$0.50. To be eligible for this provision, the service must have been continuous (i.e. no missed days).

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

Henderson County Schools
External Professional Licensure and Other Salaried Positions

Schedule for 2023-2024 with 1.5% 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)
Starting	54,365	65,481	76,598	60,789	44,681	26.42
1	54,908	66,137	77,364	61,396	45,128	26.68
2	55,458	66,797	78,138	62,009	45,579	26.96
3	56,013	67,466	78,920	62,630	46,035	27.21
4	56,573	68,141	79,709	63,256	46,495	27.51
5	57,139	68,823	80,506	63,890	46,959	28.87
6	57,711	69,512	81,311	64,527	47,429	29.17
7	58,287	70,206	82,124	65,174	47,904	29.37
8	58,869	70,908	82,946	65,825	48,382	29.67
9	59,458	71,617	83,775	66,483	48,866	29.96
10	61,202	73,716	86,231	68,431	50,299	30.87
11	61,507	74,084	86,662	68,773	50,550	31.02
12	61,815	74,454	87,096	69,118	50,803	31.16
13	62,124	74,827	87,531	69,463	51,057	31.32
14	62,435	75,201	87,968	69,810	51,312	31.49
15	64,262	77,401	90,541	71,853	52,814	32.41
16	64,584	77,788	90,994	72,213	53,078	32.56
17	64,906	78,177	91,448	72,574	53,343	32.73
18	65,231	78,568	91,906	72,937	53,609	32.90
19	65,557	78,961	92,365	73,301	53,878	33.07
20	67,475	81,272	95,068	75,446	55,454	34.02
21	67,813	81,679	95,543	75,824	55,731	34.19
22	68,151	82,087	96,021	76,203	56,010	34.37
23	68,492	82,498	96,501	76,584	56,290	34.53
24	68,835	82,909	96,983	76,967	56,571	34.71
25	70,900	85,397	99,893	79,276	58,268	34.88
26	71,254	85,824	100,393	79,672	58,560	35.06
27	71,610	86,253	100,895	80,071	58,852	35.23

Henderson County Schools External Professional Licensure and Other Salaried Positions

Schedule for 2023-2024 with 1.5% General Wage Increase

YEARS OF SERVICE COMPLETED	Director of Public Information (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)
Starting	55,200	64,032	53,591	54,662	56,302
1	55,752	64,673	54,127	55,209	56,865
2	56,310	65,319	54,668	55,762	57,434
3	56,872	65,972	55,215	56,320	58,008
4	57,441	66,632	55,768	56,883	58,588
5	60,314	67,299	56,325	57,451	59,173
6	60,916	67,971	56,888	58,006	59,765
7	61,525	68,651	57,457	59,192	60,364
8	62,141	69,338	58,031	59,784	60,967
9	62,763	70,032	58,612	60,382	61,576
10	64,603	72,084	60,330	62,152	63,381
11	64,925	72,445	60,631	62,462	63,699
12	65,250	72,806	60,934	62,774	64,017
13	65,577	73,170	61,239	63,089	64,336
14	65,905	73,536	61,546	63,404	64,659
15	67,832	75,688	63,346	65,260	66,550
16	68,171	76,067	63,663	65,586	66,883
17	68,512	76,447	63,981	65,914	67,217
18	68,855	76,829	64,301	66,243	67,553
19	69,199	77,213	64,623	66,574	67,891
20	71,224	79,471	66,514	68,523	69,878
21	71,581	79,868	66,846	68,865	70,227
22	71,938	80,268	67,180	69,209	70,578
23	72,298	80,669	67,517	69,555	70,931
24	72,660	81,073	67,854	69,903	71,286
25	74,840	83,505	69,889	72,001	73,424
26	75,213	83,923	70,240	72,361	73,791
27	75,590	84,342	70,591	72,723	74,160

Henderson County Schools

External Professional Licensure and Other Salaried Positions

Schedule for 2023-2024 with 1.5% 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	Accounting Supervisor	Co-Director of Maintenance - General
Starting	60,720	62,442	64,032	83,118	87,596	81,500	57,629
1	61,327	63,066	64,673	83,949	92,206	82,315	58,205
2	61,940	63,698	65,319	84,790	97,070	83,139	58,787
3	62,558	64,335	65,972	85,638	99,053	83,970	59,376
4	63,187	64,978	66,632	86,494	101,058	84,810	59,969
5	63,819	65,628	67,299	90,819	103,132	89,051	62,968
6	64,457	66,285	67,971	91,726	108,550	89,940	63,597
7	65,103	66,947	68,651	92,644	110,763	90,840	64,232
8	65,754	67,616	69,338	93,571	111,515	91,749	64,875
9	66,412	68,292	70,032	94,507	112,268	92,666	65,524
10	68,359	70,294	72,084	97,276	113,021	95,382	67,444
11	68,701	70,645	72,445	97,762	113,587	95,858	67,782
12	69,045	70,998	72,806	98,251	114,154	96,338	68,120
13	69,390	71,354	73,170	98,743	114,725	96,820	68,461
14	69,737	71,710	73,536	99,236	115,298	97,304	68,804
15	71,776	73,809	75,688	102,140	118,969	100,151	70,817
16	72,135	74,178	76,067	102,651	119,564	100,652	71,171
17	72,495	74,549	76,447	103,164	120,162	101,156	71,527
18	72,858	74,922	76,829	103,680	120,762	101,661	71,884
19	73,222	75,297	77,213	104,199	121,366	102,170	72,244
20	75,365	77,499	79,471	107,248	125,217	105,158	74,722
21	75,741	77,886	79,868	107,783	125,843	105,685	75,095
22	76,120	78,275	80,268	108,322	126,472	106,213	75,471
23	76,501	78,667	80,669	108,865	127,104	106,745	75,849
24	76,883	79,061	81,073	109,409	127,740	107,279	76,227
25	79,190	81,432	83,505	112,691	131,572	110,497	78,514
26	79,586	81,840	83,923	113,255	132,230	111,049	78,907
27	79,984	82,248	84,342	113,820	132,891	111,604	79,302

Henderson County Schools
External Professional Licensure and Other Salaried Positions

Schedule for 2023-2024 with 1.5% General Wage Increase

YEARS OF SERVICE COMPLETED	Co-Director of Maintenance - Mechanical	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)
Starting	64,278	18.88	35.05	26.42	22.26	59,214.29	20.52
1	64,921	19.07	35.40	26.68	22.48	59,214.29	20.73
2	65,571	19.26	35.77	26.96	22.70	59,214.29	20.94
3	66,226	19.45	36.11	27.21	22.93	59,214.29	21.14
4	66,888	19.64	36.51	27.51	23.18	59,214.29	21.35
5	68,227	20.61	36.85	28.87	24.32	59,214.29	22.42
6	68,909	20.82	37.22	29.17	24.58	59,214.29	22.64
7	69,598	21.04	37.59	29.37	24.80	59,214.29	22.87
8	70,294	21.25	37.96	29.67	25.04	59,214.29	23.10
9	70,996	21.47	38.34	29.96	25.30	59,214.29	23.32
10	73,077	22.07	39.47	30.87	26.03	59,214.29	24.03
11	73,442	22.18	39.68	31.02	26.16	59,214.29	24.14
12	73,809	22.30	39.86	31.16	26.29	59,214.29	24.27
13	74,178	22.40	40.07	31.32	26.42	59,214.29	24.38
14	74,550	22.52	40.28	31.49	26.55	59,214.29	24.51
15	76,732	23.19	41.45	32.41	27.36	59,214.29	25.23
16	77,116	23.30	41.67	32.56	27.50	59,214.29	25.36
17	77,501	23.42	41.86	32.73	27.63	59,214.29	25.49
18	77,888	23.54	42.07	32.90	27.77	59,214.29	25.62
19	78,278	23.65	42.28	33.07	27.90	59,214.29	25.74
20	80,137	24.34	43.52	34.02	28.71	59,214.29	26.48
21	80,538	24.46	43.75	34.19	28.87	59,214.29	26.61
22	80,940	24.59	43.95	34.37	29.00	59,214.29	26.76
23	81,344	24.72	44.17	34.53	29.15	59,214.29	26.89
24	81,752	24.83	44.40	34.71	29.29	59,214.29	27.02
25	84,204	24.96	44.62	34.88	29.44	59,214.29	27.15
26	84,625	25.08	44.84	35.06	29.59	59,214.29	27.29
27	85,049	25.21	45.07	35.23	29.73	59,214.29	27.44

Henderson County Schools
External Professional Licensure and Other Salaried Positions
Schedule for 2023-2024 with 1.5% General Wage Increase

YEARS OF SERVICE COMPLETED	Mental Health Counselor Master's (200/210 days)	FRYSC Coordinator I Associates (240 days)	FRYSC Coordinator III Bachelor's (240 days)	FRYSC Coordinator IV Master's (240 days)
Starting	22.88	36,111	39,403	43,919
1	23.12	36,452	39,804	44,401
2	23.35	36,813	40,206	44,822
3	23.59	37,175	40,587	45,284
4	23.81	37,556	40,988	45,725
5	25.00	39,443	43,056	47,994
6	25.27	39,844	43,477	48,516
7	25.51	40,246	43,899	48,977
8	25.76	40,647	44,361	49,459
9	26.02	41,049	44,782	49,961
10	26.80	42,253	46,127	51,446
11	26.93	42,454	46,348	51,707
12	27.06	42,674	46,589	51,948
13	27.19	42,895	46,809	52,209
14	27.33	43,116	47,070	52,490
15	28.13	44,381	48,455	53,995
16	28.26	44,601	48,696	54,256
17	28.41	44,822	48,937	54,537
18	28.54	45,043	49,178	54,798
19	28.68	45,264	49,419	55,079
20	29.55	46,589	50,844	56,725
21	29.69	46,809	51,105	57,006
22	29.84	47,070	51,366	57,287
23	29.98	47,291	51,627	57,568
24	30.14	47,532	51,868	57,869
25	30.29	47,773	52,129	58,150
26	30.44	47,994	52,410	58,452
27	30.59	48,255	52,671	58,733

Henderson County Schools: Addendum to Salary Schedule for 2023-2024 School Year

2023-2024 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, 2023. 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 2, 2023
- 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 March 25, 2024
- 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 9, 2023 through December 15, 2023

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 3, 2024 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.