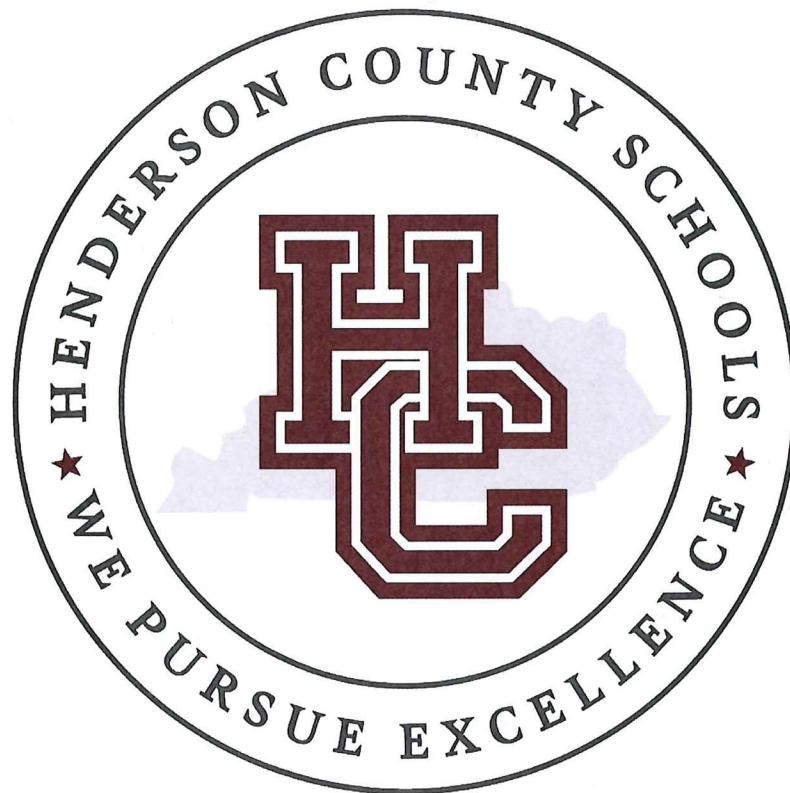


Henderson County Board of Education Salary Schedules



for 2024-2025 School Year

Includes 3.0% General Wage Increase

HENDERSON COUNTY SCHOOLS
HENDERSON, KENTUCKY
CERTIFIED EMPLOYEE SALARY SCHEDULE
Schedule for 2024-2025

3.0% General Wage Increase

185 day

Years of Experience	Rank I	Rank II	Rank III
	Masters Degree + 30	Masters Degree	Bachelors Degree
0	\$50,238	\$45,249	\$43,491
1	\$50,673	\$45,430	\$43,627
2	\$51,275	\$45,609	\$43,763
3	\$51,894	\$45,792	\$43,905
4	\$54,356	\$49,489	\$45,366
5	\$54,539	\$49,674	\$45,643
6	\$54,716	\$49,853	\$45,778
7	\$54,899	\$50,036	\$46,139
8	\$55,084	\$50,217	\$46,803
9	\$55,261	\$50,399	\$47,467
10	\$62,036	\$56,841	\$48,514
11	\$62,399	\$57,202	\$51,990
12	\$62,760	\$57,564	\$52,173
13	\$63,123	\$57,927	\$52,349
14	\$63,483	\$58,288	\$52,528
15	\$66,280	\$61,041	\$54,112
16	\$66,464	\$61,225	\$54,297
17	\$66,640	\$61,403	\$54,475
18	\$66,824	\$61,583	\$54,656
19	\$67,005	\$61,764	\$54,833
20	\$68,437	\$62,852	\$55,439
21	\$69,410	\$63,374	\$55,619
22	\$69,932	\$63,877	\$55,805
23	\$70,455	\$64,191	\$55,986
24	\$70,873	\$64,818	\$56,168
25	\$71,187	\$65,341	\$56,346
26	\$71,814	\$66,072	\$56,518
27	\$73,269	\$66,909	\$58,059

Rank IV	\$40,593
Rank V	\$31,012

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 2024-2025

Position	# of Positions	Days	Years of Experience							
			0	1	2	3	4	5	6-10	11 or more
Assistant Superintendent	3	240	16,000	16,200	16,400	16,600	16,800	20,000	26,700	28,200
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	210	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
Assistant Director of Special Education	1	220	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

2024-2025 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								
Academic Team Coordinator			3	2,500	6	900	8	750
Autism Consultant	1	1,000	1	12,000	2	1,300		
Mental Health Grant Project Director	1	15,000						
Child Care Coordinator	1	3,500						
Clinical Competence Certificate (3C)- Speech Lang. Pathologists	15	2,000						
Supplemental Pay (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	1,500	2	1,500
District Nurse Coordinator	1	1,200						
District Speech Pathologist Coordinator	1	1,000						
Drama Activities Coordinator			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						
KUNA / KYA Coordinator			2	1,125	2	1,125		
PBIS Coach - Mental Health								
Minority Ombudsman	1	2,500	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								
Preschool Regional Collaborative Grant - TBJELC LENA Coach								1,000
Preschool Regional RMHCA Grant - TBJELC Summer Mental Health								3,390
Preschool Regional Collaborative Grant - TBJELC Music Therapy								3,000
Preschool Regional Collaborative Grant - TBJELC Saturday School								up to 3240
Safe School Supervision	3	2,500						up to 1500
SBDM Coordinator	2	2,500						
School Technology Coordinator (STC)			4	750	2	750	8	750
Science Olympiad Coordinator			1	1,320				
Social Media Manager			1	1,500				

SoFA Coordinator	1	2,160			1	1,600
Special Education Consultant	1	3,000				
Special Education Elementary Curriculum Coordinator						
Special Education Special Program	20	3,500				
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					2	500
Webmaster	1	1,250				
Yearbook Sponsor	2	1,200			2	1,200
CTE						
Automotive	1	6,500				
Bank	1	3,100				
Carpentry	1	6,500				
College/Career Readiness Coordinator	1	3,100				
Computer Applications	3	3,100				
Family Consumer Science	3	3,100				
Gateway to Technology					1	1,000
Health Sciences	5	3,100				
Industrial Maintenance	1	6,500				
Information Technology	1	3,100				
Law Enforcement	1	3,100				
Machine Tool & Die	1	6,500				
Marketing	2	3,100				
Teaching & Learning Pathway	1	3,100				
TEDS/Perkins Data Entry Technician	1	3,100				
Visual Communication	2	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	4,000	8
BASEBALL / SOFTBALL			
Head Baseball / Softball Coach	2	6,000	2
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	5,500	
Assistant Varsity Cheerleader Coach	1	3,000	
Jr. Varsity Cheerleader Coach	1	2,500	
Freshman Cheerleader Coach	1	2,000	
Coordinator of Cheer	1	1,000	
8th Grade Cheerleader Coach	2	1,325	
7th Grade Cheerleader Coach	2	1,325	
6th Grade Cheerleader Coach	4	660	
Dance Team Director	2	4,000	
Assistant Dance Team Director	1	2,700	
Junior Varsity Colonette Coach	1	1,950	
ESPORTS			
Head Coach	1	1,000	
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	2,000
Coordinator of Soccer (Grades 6-12)	2	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	2,000
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	1,500
Assistant Cross Country Coach - Boys	1	1,250		1,000
VOLLEYBALL				
Head Volleyball Coach	1	4,500	2	2,500
Assistant Volleyball Coach	3	2,500		
Coordinator of Volleyball (Grades 6-12)	1	1,000		
WRESTLING COACH				
Head Boys Wrestling Coach	1	3,250	1	1,000
Assistant Boys Wrestling Coach	1	1,250		
Head Girls Wrestling Coach	1	3,250		1,000
Assistant Wrestling Coach	1	1,250		

**HENDERSON COUNTY SCHOOLS
HENDERSON, KENTUCKY
Wage Rates for Other Activities
Schedule for 2024-2025**

ESS/Title I Intervention/HCS 21st Century/Cardinal Health/HTIP & Other Grants	
Certified Hourly Rate	\$27.33
Classified Hourly Rate	\$16.36
Student Workers	\$8.32
Mental Health Counselor (After School)	\$27.33

Principal Mentorship	
Administrative Hourly Rate	\$53.84

Educational Evaluators	
Lead Educational Evaluator hourly rate	\$36.59
Educational Evaluator hourly rate	\$32.41

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

Apprenticeship Workers	
All apprentices starting pay	\$8.32
Upon completing 1000 hours	\$8.54
Upon completing 2000 hours	\$8.77
Upon completing 3000 hours	\$8.98
Upon completing 4000 hours	\$9.21

Summer School/Intersession Program	
Certified Teachers	\$30.10
Summer School Supervision	\$33.45
Summer School Classified Support Staff	\$16.36
Bus Drivers	\$16.36
Summer Bus Monitor	\$10.38
Summer Food Service Assistant/Delivery	\$14.00
Summer Food Service Program Manager	\$16.36
Summer Food Service Manager	\$16.36

Summer Workers	
Summer Maintenance Workers	\$14.00
Summer Paint Crew	\$14.00
Summer Landscape Team Workers	\$14.00
Summer Technology Workers	\$14.00
Student Workers	\$8.32

Incentive Stipend for Summer Childcare Workers (subject to grant funding availability)	
Childcare Incentive Stipend (<i>*Based on specific attendance criteria</i>)	\$15.00 per day

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

Additional Driver Wage Rates	
Vocational/Distributive Education Bus Runs	\$17.74
Double/Triple Route Daily Stipend	\$20.60
Extracurricular Bus Trips	\$17.74

**HENDERSON COUNTY SCHOOLS
HENDERSON, KENTUCKY
CERTIFIED and CLASSIFIED SUBSTITUTES
Schedule for 2024-2025**

SUBSTITUTE TEACHER PAY SCALE		
RANK	RANK REQUIREMENTS	DAILY PAY
HCS Retiree	Retired from Henderson Co Schools	\$137.00
Rank I	Master's Degree (with teaching certification) + 30 hours	\$127.00
Rank II	Master's Degree (with teaching certification)	\$120.00
Rank III	Bachelor's Degree (with teaching certification)	\$115.00
Rank IV	96 - 128 Hours of College Credit (without teaching certification)	\$97.00
Rank V	95 Hours of College Credit and below	\$90.00
Rank VI	As defined by KDE	\$83.00

Rank is determined by KDE/EPSTB 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	\$11.55
Daycare - Instructors	\$10.38
Instructional Assistants	\$11.55
Lunchroom Monitors	\$10.38
Cooks	\$11.55
Mechanic	\$16.36
Custodians	\$12.21
Bus Drivers	\$17.74
Bus Drivers (retired from HCS)	\$21.63
Bus Monitors	\$11.25
Nurse	\$19.45-RN; \$18.22-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

7781	Clerical Assistant III	13.05	13.18	13.29	13.43	13.55	14.27	14.39	14.52	14.67	14.80	15.26	15.34	15.41	15.48	15.55	16.03	16.10	16.17	16.24	16.32	16.82	16.90	16.98	17.09	17.18	17.65	17.74	17.84
7782	Clerical Assistant II	12.22	12.34	12.43	12.57	12.69	13.32	13.47	13.60	13.72	13.86	14.31	14.38	14.45	14.52	14.61	15.01	15.08	15.15	15.22	15.31	15.76	15.83	15.90	15.99	16.06	16.54	16.62	16.72
7791	Receptionist	13.05	13.18	13.29	13.43	13.55	14.27	14.39	14.52	14.67	14.80	15.26	15.34	15.41	15.48	15.55	16.03	16.10	16.17	16.24	16.32	16.82	16.90	16.98	17.09	17.18	17.65	17.74	17.84
7824	Law Enforcement Officer	18.22	18.39	18.59	18.77	18.96	19.91	20.13	20.30	20.50	20.71	21.32	21.43	21.55	21.65	22.37	22.48	22.59	22.70	22.81	23.49	23.62	23.74	23.85	23.98	24.68	24.80	24.92	
7830	School Grounds Monitor (Crossing Guard)	19.06	19.26	19.46	19.64	19.83	20.83	21.03	21.24	21.45	21.67	22.29	22.39	22.51	22.61	22.72	23.41	23.54	23.65	23.77	23.90	24.58	24.70	24.82	24.94	25.06	25.80	25.94	26.07
7863	Attendance Data Technician	15.00	15.14	15.29	15.45	15.58	16.37	16.57	16.73	16.88	17.04	17.56	17.64	17.73	17.83	17.92	18.41	18.51	18.60	18.69	18.79	19.37	19.47	19.57	19.66	19.76	20.34	20.46	20.58
7881	Student Assistance Coordinator	16.36	16.52	16.67	16.83	16.98	17.74	17.93	18.10	18.28	18.46	19.00	19.10	19.20	19.30	19.41	19.96	20.06	20.16	20.25	20.35	20.95	21.06	21.17	21.28	21.39	22.00	22.12	22.25
7882	Social Worker	20.88	21.07	21.29	21.53	21.72	22.80	23.03	23.26	23.48	23.72	24.40	24.52	24.65	24.77	24.88	25.63	25.76	25.89	26.03	26.16	26.91	27.04	27.17	27.30	27.43	28.26	28.40	28.54
7885	Registrar	13.05	13.18	13.29	13.43	13.55	14.27	14.39	14.52	14.67	14.80	15.26	15.34	15.41	15.48	15.55	16.03	16.10	16.17	16.24	16.32	16.82	16.90	16.98	17.09	17.18	17.65	17.74	17.84
7904	Transportation Area Assistant	17.59	17.78	17.96	18.15	18.31	19.22	19.44	19.62	19.81	20.01	20.61	20.71	20.82	20.92	21.03	21.63	21.74	21.85	21.96	22.06	22.72	22.84	22.94	23.05	23.18	23.85	23.98	24.10
7908	Dispatcher	12.22	12.34	12.43	12.57	12.69	13.32	13.47	13.60	13.72	13.86	14.31	14.38	14.45	14.52	14.61	15.01	15.08	15.15	15.22	15.31	15.76	15.83	15.90	15.99	16.06	16.54	16.62	16.72
7911	Vehicle Maintenance Manager	22.93	23.15	23.38	23.62	23.88	25.05	25.32	25.54	25.79	26.06	26.81	26.94	27.07	27.20	27.34	28.18	28.33	28.48	28.60	28.74	29.57	29.74	29.88	30.03	30.18	31.06	31.22	31.37
7915	Vehicle Mechanic I	18.22	18.39	18.59	18.77	18.96	19.91	20.13	20.30	20.50	20.71	21.32	21.43	21.55	21.65	21.76	22.37	22.48	22.59	22.70	22.81	23.49	23.62	23.74	23.85	23.98	24.68	24.80	24.92
7916	Vehicle Mechanic II	16.36	16.52	16.67	16.83	16.98	17.74	17.93	18.10	18.28	18.46	19.00	19.10	19.20	19.30	19.41	19.96	20.06	20.16	20.25	20.35	20.95	21.06	21.17	21.28	21.39	22.00	22.12	22.25
7919	Vehicle Mechanic III	20.88	21.07	21.29	21.53	21.72	22.80	23.03	23.26	23.48	23.72	24.40	24.52	24.65	24.77	24.88	25.63	25.76	25.89	26.03	26.16	26.91	27.04	27.17	27.30	27.43	28.26	28.40	28.54
7931	Bus Driver Training Coordinator	17.59	17.78	17.96	18.15	18.31	19.22	19.44	19.62	19.81	20.01	20.61	20.71	20.82	20.92	21.03	21.63	21.74	21.85	21.96	22.06	22.72	22.84	22.94	23.05	23.18	23.85	23.98	24.10
7933	Bus Driver Trainer	17.74	17.90	18.06	18.24	18.42	19.23	19.44	19.61	19.82	20.01	20.60	20.70	20.81	20.92	21.03	21.63	21.74	21.85	21.95	22.06	22.70	22.84	22.95	23.06	23.19	23.83	23.98	24.11
7940	Bus Driver - Preschool	17.74	17.90	18.06	18.24	18.42	19.23	19.44	19.61	19.82	20.01	20.60	20.70	20.81	20.92	21.03	21.63	21.74	21.85	21.95	22.06	22.70	22.84	22.95	23.06	23.19	23.83	23.98	24.11
7941	Bus Driver	17.74	17.90	18.06	18.24	18.42	19.23	19.44	19.61	19.82	20.01	20.60	20.70	20.81	20.92	21.03	21.63	21.74	21.85	21.95	22.06	22.70	22.84	22.95	23.06	23.19	23.83	23.98	24.11
7942	Bus Monitor	11.25	11.35	11.47	11.58	11.69	12.23	12.41	12.52	12.66	12.78	13.14	13.21	13.28	13.35	13.43	13.79	13.88	13.95	14.02	14.08	14.48	14.55	14.64	14.71	14.77	15.20	15.28	15.37
7943	Bus Monitor - Exceptional	11.25	11.35	11.47	11.58	11.69	12.23	12.41	12.52	12.66	12.78	13.14	13.21	13.28	13.35	13.43	13.79	13.88	13.95	14.02	14.08	14.48	14.55	14.64	14.71	14.77	15.20	15.28	15.37

Henderson County Schools

External Professional Licensure and Other Salaried Positions

Schedule for 2024-2025 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)
Starting	55,996	67,446	78,896	62,613	46,022	27.21
1	56,556	68,121	79,685	63,238	46,482	27.48
2	57,122	68,801	80,482	63,870	46,946	27.77
3	57,693	69,490	81,287	64,509	47,416	28.03
4	58,270	70,185	82,100	65,154	47,889	28.34
5	58,853	70,888	82,921	65,806	48,368	29.74
6	59,442	71,597	83,751	66,463	48,852	30.05
7	60,036	72,312	84,588	67,129	49,341	30.25
8	60,636	73,035	85,434	67,800	49,834	30.56
9	61,242	73,765	86,289	68,478	50,332	30.86
10	63,038	75,927	88,818	70,484	51,808	31.80
11	63,353	76,306	89,261	70,836	52,067	31.95
12	63,670	76,688	89,708	71,191	52,327	32.09
13	63,988	77,072	90,157	71,547	52,589	32.26
14	64,308	77,457	90,607	71,904	52,851	32.43
15	66,190	79,723	93,257	74,009	54,398	33.38
16	66,521	80,122	93,724	74,380	54,670	33.54
17	66,853	80,522	94,192	74,751	54,943	33.71
18	67,188	80,925	94,663	75,125	55,218	33.89
19	67,523	81,330	95,136	75,500	55,494	34.06
20	69,499	83,710	97,920	77,710	57,117	35.04
21	69,847	84,129	98,410	78,099	57,403	35.22
22	70,196	84,550	98,901	78,489	57,690	35.40
23	70,547	84,973	99,396	78,882	57,979	35.57
24	70,900	85,397	99,893	79,276	58,268	35.75
25	73,027	87,959	102,890	81,654	60,016	35.93
26	73,392	88,399	103,404	82,062	60,316	36.11
27	73,759	88,841	103,921	82,473	60,618	36.29

Henderson County Schools External Professional Licensure and Other Salaried Positions

Schedule for 2024-2025 with 3.0% 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	56,856	65,953	55,199	56,302	57,991
1	57,424	66,613	55,751	56,865	58,571
2	57,999	67,279	56,309	57,435	59,157
3	58,579	67,951	56,871	58,009	59,748
4	59,164	68,631	57,441	58,590	60,346
5	62,123	69,318	58,015	59,174	60,948
6	62,744	70,010	58,595	60,364	61,558
7	63,371	70,711	59,181	60,968	62,174
8	64,005	71,418	59,772	61,578	62,796
9	64,646	72,132	60,370	62,193	63,424
10	66,541	74,246	62,139	64,016	65,283
11	66,873	74,618	62,450	64,336	65,610
12	67,208	74,991	62,762	64,658	65,938
13	67,544	75,365	63,076	64,981	66,267
14	67,882	75,743	63,392	65,306	66,599
15	69,867	77,959	65,247	67,217	68,546
16	70,216	78,349	65,572	67,554	68,890
17	70,567	78,741	65,900	67,892	69,234
18	70,920	79,134	66,230	68,231	69,579
19	71,274	79,530	66,562	68,572	69,928
20	73,361	81,855	68,509	70,578	71,974
21	73,728	82,264	68,851	70,931	72,334
22	74,097	82,676	69,196	71,285	72,695
23	74,467	83,089	69,542	71,642	73,059
24	74,840	83,505	69,890	72,000	73,424
25	77,085	86,010	71,986	74,161	75,627
26	77,469	86,440	72,347	74,532	76,005
27	77,857	86,872	72,708	74,904	76,385

Henderson County Schools External Professional Licensure and Other Salaried Positions

Schedule for 2024-2025 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	Accounting Supervisor	Co-Director of Maintenance - General
Starting	62,542	64,316	65,953	85,612	90,224	83,945	59,358
1	63,167	64,958	66,613	86,468	94,972	84,784	59,951
2	63,799	65,609	67,279	87,333	99,982	85,633	60,550
3	64,435	66,265	67,951	88,207	102,025	86,489	61,157
4	65,083	66,928	68,631	89,089	104,090	87,354	61,768
5	65,733	67,597	69,318	93,544	106,226	91,723	64,857
6	66,391	68,273	70,010	94,478	111,806	92,638	65,505
7	67,056	68,955	70,711	95,424	114,086	93,565	66,159
8	67,727	69,645	71,418	96,378	114,861	94,501	66,822
9	68,404	70,341	72,132	97,342	115,636	95,446	67,490
10	70,410	72,402	74,246	100,194	116,412	98,243	69,468
11	70,762	72,764	74,618	100,695	116,994	98,734	69,815
12	71,116	73,128	74,991	101,199	117,579	99,228	70,164
13	71,471	73,494	75,365	101,705	118,167	99,725	70,515
14	71,829	73,862	75,743	102,213	118,757	100,223	70,868
15	73,929	76,023	77,959	105,205	122,538	103,156	72,941
16	74,299	76,404	78,349	105,730	123,151	103,672	73,306
17	74,670	76,785	78,741	106,259	123,766	104,191	73,672
18	75,044	77,170	79,134	106,790	124,385	104,711	74,041
19	75,419	77,556	79,530	107,325	125,007	105,235	74,411
20	77,626	79,824	81,855	110,465	128,973	108,313	76,963
21	78,014	80,223	82,264	111,017	129,618	108,856	77,348
22	78,404	80,624	82,676	111,572	130,266	109,399	77,735
23	78,796	81,027	83,089	112,131	130,918	109,947	78,124
24	79,190	81,433	83,505	112,691	131,572	110,497	78,514
25	81,566	83,875	86,010	116,072	135,519	113,812	80,870
26	81,974	84,295	86,440	116,652	136,197	114,380	81,274
27	82,383	84,716	86,872	117,235	136,878	114,952	81,681

Henderson County Schools External Professional Licensure and Other Salaried Positions

Schedule for 2024-2025 with 3.0% 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 Director (240 days)	Mental Health Counselor Bachelor's (200 days)
Starting	66,206	19.45	36.10	27.21	22.93	60,991	21.14
1	66,869	19.64	36.46	27.48	23.15	60,991	21.35
2	67,538	19.84	36.84	27.77	23.38	60,991	21.57
3	68,213	20.03	37.19	28.03	23.62	60,991	21.77
4	68,895	20.23	37.61	28.34	23.88	60,991	21.99
5	70,273	21.23	37.96	29.74	25.05	60,991	23.09
6	70,976	21.44	38.34	30.05	25.32	60,991	23.32
7	71,685	21.67	38.72	30.25	25.54	60,991	23.56
8	72,402	21.89	39.10	30.56	25.79	60,991	23.79
9	73,126	22.11	39.49	30.86	26.06	60,991	24.02
10	75,269	22.73	40.65	31.80	26.81	60,991	24.75
11	75,645	22.85	40.87	31.95	26.94	60,991	24.86
12	76,023	22.97	41.06	32.09	27.08	60,991	25.00
13	76,404	23.07	41.27	32.26	27.21	60,991	25.11
14	76,786	23.20	41.49	32.43	27.35	60,991	25.25
15	79,033	23.89	42.69	33.38	28.18	60,991	25.99
16	79,429	24.00	42.92	33.54	28.33	60,991	26.12
17	79,826	24.12	43.12	33.71	28.46	60,991	26.25
18	80,225	24.25	43.33	33.89	28.60	60,991	26.39
19	80,626	24.36	43.55	34.06	28.74	60,991	26.51
20	82,541	25.07	44.83	35.04	29.57	60,991	27.27
21	82,954	25.19	45.06	35.22	29.74	60,991	27.41
22	83,368	25.33	45.27	35.40	29.87	60,991	27.56
23	83,785	25.46	45.50	35.57	30.02	60,991	27.70
24	84,204	25.57	45.73	35.75	30.17	60,991	27.83
25	86,730	25.71	45.96	35.93	30.32	60,991	27.96
26	87,164	25.83	46.19	36.11	30.48	60,991	28.11
27	87,600	25.97	46.42	36.29	30.62	60,991	28.26

Henderson County Schools

External Professional Licensure and Other Salaried Positions

Schedule for 2024-2025 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	Mental Health Counselor Master's (200 days)	FRYSC Coordinator I Associates (240 days)	FRYSC Coordinator III Bachelor's (240 days)	FRYSC Coordinator IV Master's (240 days)
Starting	23.57	37,194	40,585	45,237
1	23.81	37,545	40,998	45,733
2	24.05	37,918	41,412	46,167
3	24.30	38,290	41,804	46,642
4	24.52	38,683	42,218	47,097
5	25.75	40,626	44,347	49,434
6	26.03	41,040	44,782	49,971
7	26.28	41,453	45,216	50,447
8	26.53	41,867	45,691	50,943
9	26.80	42,280	46,126	51,460
10	27.60	43,520	47,511	52,990
11	27.74	43,727	47,738	53,258
12	27.87	43,955	47,986	53,506
13	28.01	44,182	48,214	53,775
14	28.15	44,410	48,482	54,065
15	28.97	45,712	49,909	55,615
16	29.11	45,939	50,157	55,884
17	29.26	46,167	50,405	56,173
18	29.40	46,394	50,653	56,442
19	29.54	46,622	50,901	56,732
20	30.44	47,986	52,369	58,427
21	30.58	48,214	52,638	58,716
22	30.74	48,482	52,907	59,006
23	30.88	48,710	53,176	59,295
24	31.04	48,958	53,424	59,606
25	31.20	49,206	53,692	59,895
26	31.35	49,434	53,982	60,205
27	31.51	49,702	54,251	60,495

Henderson County Schools: Addendum to Salary Schedule for 2024-2025 School Year

2024-2025 Supplemental Pay Requirements – \$500 per semester

The first check will be issued the last week of November, 2024. 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 1, 2024
- 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, 2025
- 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 7, 2024 through December 20, 2024

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 7, 2025 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.