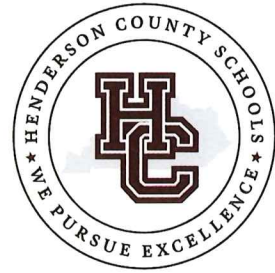


HENDERSON COUNTY SCHOOLS

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Dr. Bob Lawson, Superintendent



To: Henderson County Board of Education

From: Bob Lawson, Ed.D., Superintendent

Date: September 15, 2025

Subject: Henderson County Salary Schedule Amendment Request

We are writing to request a staffing adjustment within the Finance Department that reflects our continued commitment to operational efficiency and fiscal responsibility.

Two Account Clerk IV positions have been posted to replace the existing titles of Accounting Manager and Account Clerk III – Central Office. This change represents a reclassification of roles rather than an expansion of staff; the total number of positions remains unchanged.

This adjustment enables us to streamline responsibilities and better align job functions with the department's current needs. By modifying titles and corresponding pay grades, we are able to reduce overall personnel costs while preserving the necessary support and expertise within the team.

Importantly, this change also reflects a "clock-building" approach to succession planning. As we prepare for the transition of a long-serving employee, we are focused not just on replacing a role, but on building a sustainable structure that will continue to function effectively over time. This ensures continuity, preserves institutional knowledge, and positions the department for long-term success.

The reclassification results in a net savings to the Finance Department budget and supports our broader goal of optimizing resources without compromising service quality.

If you have any questions or would like further details regarding this change, please don't hesitate to reach out.