



HCS Strategic Plan

5-Year Goals



The mission of Henderson County Schools is to provide extraordinary educational opportunities for every student.

The vision of Henderson County Schools is to excel as a national innovative leader in education.

Students

- Provide a safe, relationship-centered, and rigorous learning environment.
- Develop a mindset to pursue excellence and belonging in academics, arts, athletics, and activities.
- Prepare graduates for their future:
 - With a foundation of good character.
 - Well-equipped with the skills and tools for the next steps in their education and/or careers.



Team

- Cultivate a culture of excellence and belonging through genuine relationships, support, and teamwork.
- Promote a student-focused and results-driven environment.
- Grow, retain, develop, and recruit employees who inspire human greatness.



Families & Community

- Create genuine relationships with families through transparent communication and interactions.
- Bridge the gap between students and community through inclusive partnerships.
- Strengthen community pride through high quality academic and extra-curricular achievements.



Operations

- Prioritize and efficiently invest in our people, our time, and our financial resources.
- Invest in state-of-the-art facilities and technology that provides extraordinary educational opportunities and inspires community pride.
- Ensure that our facilities provide a welcoming, safe, and social-emotional learning environment for all.





- Provide a more than competitive salary schedule and benefits package to attract and retain high level performers.



Henderson County Schools		
Raise History		
Year	Actual / Projected Raise	
1998-1999	4.00%	
1999-2000	2.50%	
2000-2001	2.50%	
2001-2002	3.00%	
2002-2003	3.00%	
2003-2004	4.00%	
2004-2005 (07/01/04 - 12/31/04)	2.00%	First half of year raise
2004-2005 (01/01/05 - 06/30/05)	1.00%	This was a mid-year raise of 1%
2005-2006	3.00%	
2006-2007	2.00%	
2007-2008	\$3,000 + 2 Add'l Work days	
2008-2009	1.00%	
2009-2010	0.00%	
2010-2011	0.00%	
2011-2012	0.00%	Decrease 1 Instructional Day
2012-2013	0.00%	1.5% Bonus/Supplement
2013-14	0.00%	1.5% Bonus/Supplement
2014-15	3.00%	
2015-16	2.00%	
2016-17	0.00%	
2017-18	0.00%	
2018-19	2.00%	
2019-20	2.00%	
2020-21	0.00%	2.0% Bonus/Supplement
2021-22	1.50%	\$1000 Bonus/Supplement
2022-23	3.00%	\$1000 Bonus/Supplement
2023-24	1.50%	\$1000 Bonus/Supplement
2024-25	3.00%	\$1000 Bonus/Supplement
2025-26	3.00%	\$500 Bonus/Supplement

YEAR 1	Job Class Codes
Bus Drivers	7931, 7933, 7940, 7941, 7904, 7908
Bus Monitors	7942, 7943
Program Assistants	7334, 7335
Sub Rates for Bus Driver Retirees	

YEAR 2	Job Class Codes
Program Assistants	7334, 7335
Child Nutrition	
Child Nutrition	7213, 7232, 7234, 7212, 7221, 7211
Childcare	7312, 7313
Childcare Supervisors	7326
Childcare Supervisors	8326
Custodians	7606, 7605, 7609
Custodial	
Extracurricular stipends	
Technology	7302, 7506, 7507, 7516, 7517, 7523, 7524, 7525, 7526, 7534, 7675, LAN Tech Prof Licensure
Accounting Manager & Payroll Clerk	7161, 7191 (Savings)
HR/Benefits Specialist and Data Mgmt Tech(HR)	7675, 7665
Retiree Classified subs	

YEAR 3	Job Class Codes
Technology	7525, 7517, 7523 (Walters)
School Nurse (LPN/RN)	7263 , Prof-Licensure
Health Services Assistant	7273
Community Relations Specialist	7301
Instructional Assistants	7318, 7319,7320
Maintenance	7424, 7437, 7442, 7443, 7447
Maintenance	7441
Maintenance	7782, 7436
Law Enforcement Officer	7824
School Grounds Monitor	7830
School Sec/Clerical Asst/Recep	7773, 7775, 7776, 7778, 7779, 7781, 7791
Attendance Data Tech	7863
Student Assistance Coordinator	7881
Social Worker	7882
Registrar	7885
Director of Maintenance	7432
Director of Transportation	7464
Director of Child Nutrition	7466

YEAR 4	Job Class Codes
Vehicles Mechanics	7615, 7616, 7919, 7611
School Administrative Manager	7461
Account Clerk I, II, III	7162, 7163, 7164, 7165
HR Related	7652, 7661, 7665
Purchasing Assistant	7723
Executive Asst to Supt	7761
Administrative Secretary	7762, 7765
OT/PT/Speech/PTA	7291, 7295, 7293, 7292
Directors (Prof Licensure)	7463, 7184, 7431
Accounting Supervisor	
Interpreters	
FRYSC	7491, 7493, 7486
School Nurse (LPN/Rn)	7263, Prof Licensure
Social Worker	7882
Mental Health Director	7462



PERSONNEL

03.1233

- CERTIFIED PERSONNEL -

Parental Leave Options

PAID PARENTAL LEAVE FOLLOWING CHILDBIRTH

Employees who give birth shall be entitled to up to thirty (30) calendar week days of paid parental leave immediately following the birth of a child, without having to use their sick, personal, emergency, vacation and/or non-contract days. Days within this period which are not paid employee work days according to the District calendar (such as summer, fall, and winter breaks) are included as part of the thirty (30) days, but employees are not compensated for those non-work days. Parental leave will commence the day immediately following the child's birth and must be taken all at once.

PAID PARENTAL LEAVE FOLLOWING ADOPTION OF NEWBORN

Employees who adopt a newborn child may be eligible for up to thirty (30) calendar week days of paid parental leave immediately following the birth of the child, without having to use their sick, personal, emergency, vacation and/or non-contract days. Days within this period which are not paid employee work days according to the District calendar (such as summer, fall and winter breaks) are included as part of the thirty (30) days, but employees are not compensated for those non-work days. Parental leave will commence the day immediately following placement due to adoption and must be taken all at once. When both parents adopting a newborn child are full-time, active employees of the District, only one shall be eligible for paid parental leave.

AMOUNT AND DURATION OF PARENTAL LEAVE

Eligible employees are entitled to one parental leave under this policy once every fiscal year of active employment, regardless of the number of births or adoption. Employees who have more than one (1) birth, adoption or placement in a fiscal year may be eligible for other leave pursuant to the other Board policies or applicable state or federal law.

Unused parental leave days shall expire upon return to work, and any parental leave days that are not used by an eligible employee within the first thirty (30) calendar week days following the child's birth or adoption will be forfeited, without pay, and cannot be transferred into sick leave, personal leave, or any form of leave or compensation. Parental leave terminates upon separation of employment for any reason. No payout of approved but unused parental leave will occur upon separation of employment, regardless of the reason for such separation.

PAID SICK LEAVE

Childbirth and recovery therefrom, which prevent the employee from performing assigned duties, shall entitle the employee to sick leave benefits as provided in Board Policy 03.1232.

An illness of the newborn shall entitle the employee to sick leave benefits as provided in Board Policy 03.1232.



