

Highland County School Board

Tentative Agenda

Thursday, January 15, 2026

Virtual / HHS Library

Business Meeting - 6:00 p.m. ~ Closed Session to Follow

1. OPENING

- A. Call to Order
- B. Moment of Silence
- C. Pledge of Allegiance
- D. Approval of the Agenda

Kindergarten

2. SPECIAL RECOGNITIONS AND/OR PRESENTATIONS

- A. Senior Trip
- B. School Quality Profile Results

Class of 2026
Mr. Lane

3. BOARD OPERATIONS (Policy BCA)

- A. Election of the 2025 Board Chair
- B. Election of the 2025 Board Vice Chair
- C. Appointment of the 2025 Board Clerk
- D. Appointment of the 2025 Board Deputy Clerk
- E. Appointment of Superintendent's Designee

4. PUBLIC COMMENT

Citizens are welcome to address the Board. Each individual speaker will be allowed three minutes for remarks and group representatives will be allowed five minutes. Issues or concerns involving personnel matters or naming individuals are not appropriate for the public comment setting. As a reminder, Board Members cannot respond during this time.

5. ADMINISTRATIVE REPORTS

- A. Elementary School Update
- B. High School Update
- C. Superintendent's Update

Mr. Johnson
Mr. Good
Dr. Nycum

6. CONSENT AGENDA*

- A. Payment of the January 15, 2026 Vendor Bills
- B. Approval of the December 11, 2025 Board Meeting Minutes
- C. Personnel Report

7. INFORMATIONAL ITEMS

- A. HCEA Update
- B. PTO Update

All School Board meetings may be recorded for accuracy of the minutes.

The HIGHLAND COUNTY School Board is committed to nondiscrimination with regards to sex, sexual orientation, gender, gender identity, race, color, national origin, disability, religion, ancestry, age, marital status, pregnancy, childbirth or related medical conditions, military status, genetic information or any other characteristic protected by law. This commitment prevails in all of its policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

- C. 2026-2027 Stipend List
- D. Next School Board Meeting - Thursday, February 12th HHS Library at 6pm

8. ACTION ITEMS*

- A. 2026-2027 School Calendar
- B. 2026-2027 Salary Scale
- C. VSBA Policy Services Agreement
- D. FFA Overnight Field Trip, January 21st – 22nd
- E. Senior Overnight Field Trip
- F. Code of Conduct for School Board Members

9. BOARD COMMENTS

An opportunity for members of the board to make individual comments, share updates, or express viewpoints related to board matters. Comments are limited to board members only.

10. CLOSED SESSION

- A. Announcement and vote to enter closed session
Under the Code of Virginia § 2.2-3711, public bodies may hold closed sessions to discuss, consider, or interview of prospective candidates for employment; to discuss or consider admission or disciplinary matters; discuss or consider the acquisition or disposition of publicly held real property; protect the privacy of individuals in personal matters; or consultation with legal counsel.

11. OPENING

- A. Reconvene from Closed Session

12. ADJOURNMENT

Suggestions or concerns you have regarding current issues from this meeting may be shared to hcps@highland.k12.va.us or call (540) 468-6300.

*Board Action Required

+Addendum Item

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The Highland County School Board holds an organizational meeting annually.

At that meeting the Board

- establishes its regular meeting schedule for the following year;
- elects one of its members as chair;
- approves a designee of the superintendent to attend meetings of the School Board in case of the superintendent's absence or inability to attend; and
- appoints, on the recommendation of the superintendent, a clerk of the School Board.

Upon election, the chair immediately assumes office and presides over the remainder of the meeting.

In addition, the Board

- shall elect one of its members as vice-chair; and
- shall appoint a deputy clerk.

The vice-chair and deputy clerk are empowered to act in all matters in case of the absence or inability to act of the chair or clerk, respectively, or as otherwise provided by the Board.

The terms of the chair, clerk, vice-chair, and deputy clerk are one year.

The Board's annual organizational meeting is held annually in January.

Adopted: September 2021

Updated:

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-72, 22.1-76.

Cross Ref.: BCB School Board Officials

HIGHLAND COUNTY PUBLIC SCHOOLS

SCHOOL BOARD MEETING

DECEMBER 11, 2025 ~ 6:00 P.M.

HHS LIBRARY - 244 MYERS MOON ROAD, MONTEREY, VA 24465

Board Members Present: Jason Wilfong, Sherry Sullenberger and Kenny Hodges

Administrative Staff Present: Superintendent: James “Nick” Nycum, High School Principal: Tim Good, Elementary School Principal: Tim Johnson, Technology Director: Gary Lane, Board Clerk: Tabitha Ulmer

AGENDA ITEM # 1 OPENING

A. Call to Order

Mr. Wilfong called the meeting to order at 6:00pm.

B. Moment of Silence

C. Pledge of Allegiance

Mrs. Deeds and her art students, Peyton Neil and Hensley Neil, led the Pledge of Allegiance. They also presented Board Members with homemade candles.

D. Approval of Agenda

Mrs. Hodges made a motion to approve the December 11, 2025 agenda. Mrs. Sullenberger seconded the motion, and it passed unanimously.

AGENDA ITEM # 2 SPECIAL RECONGNITON AND/OR PRESENTATIONS

A. NHS Food Drive

NHS president, Colleen Adams, and NHS member, Caleb Blagg, spoke about the projects they completed throughout the year. Members assisted the local public library during the Hands and Harvest Festival and collaborated with several classes to prepare 1,500 fraud-prevention mailers for the Department of Social Services. They introduced a new grades and attendance incentive program, completing the first-quarter raffle with four student winners and planning additional raffles throughout the year. NHS conducted its annual schoolwide food drive, collecting 940 items for DSS, with 4th grade placing first, 3rd grade second, and kindergarten third. Students also participated in high-school window decorating and schoolwide ornament decorating, with plans to display ornaments on the outdoor tree. NHS will continue supporting school and community initiatives throughout the year.

AGENDA ITEM # 3 PUBLIC COMMENT

Colby Jackson addressed recent articles in the local newspaper, responding to remarks suggesting nepotism. He clarified the qualifications held by both him and his wife and explained that he was recruited for his position prior to any circumstances in which nepotism could have occurred.

AGENDA ITEM # 4 ADMINISTRATIVE REPORTS

A. Elementary School Update

Mr. Johnson reported that the Elementary has completed the second nine weeks and distributed grades to families. Next Friday marks the final day before Christmas break. The school is preparing for the second round of VALLS testing and is hopeful that the Christmas program can be held tomorrow evening, pending weather conditions.

B. High School Update

Mr. Good reported that progress reports will be sent home this week, with the first semester ending on January 23, 2026, SOL testing scheduled for the week of January 12, and the new semester beginning January 27. Appreciation was extended to the NHS for coordinating recent holiday activities, as well as to the SCA for organizing next week's holiday spirit week. Families were also invited to attend the holiday concert on December 12 at 6 PM, with a weather date of December 17. The FFA expressed gratitude to the community for its strong support of the annual fruit and bacon sale and noted that preparations for the state convention will begin after the holiday break. Winter sports are off to a successful start, with the varsity boys opening 2-0, the varsity girls beginning 1-0, and the middle school teams hoping to play their first games soon, weather permitting. The report concluded with warm wishes for a happy holiday season.

C. Superintendent Update

Dr. Nycum addressed the Board, recognizing the hard-working VDOT crews and noting that school closure decisions are never made lightly. He highlighted two key focus areas for the division. First is the CIP partnership of 75 school divisions, which provides data, benchmark testing, and additional resources; teachers can work directly with CIP directors to strengthen student performance, and the director met with the entire division last Wednesday. He then addressed concerns about bullying, emphasizing that administrators and counselors take every report seriously. He reviewed the state definition of bullying and noted the difficulty when staff first learn of incidents through social media. New procedures have been implemented, and next steps include student education through a Bath Community Hospital program and a family night to engage the community. He reaffirmed the division's commitment to transparency and student safety. Weather permitting, the holiday concert will proceed tomorrow. Dr. Nycum will attend the winter VASS Conference on January 5-6, and the next school board meeting is scheduled for January 15.

AGENDA ITEM # 5 CONSENT AGENDA*

A. Payment of the December 11, 2025 Vendor Bills

Mr. Wilfong made a motion to approve the December 11, 2025 vendor bills. Mrs. Sullenberger seconded the motion, and it passed unanimously.

B. Approval of Meeting Minutes from October 24, 2025 & November 13, 2025

Mr. Hodges made a motion to approve the meeting minutes. Mr. Wilfong seconded the motion, and it passed unanimously.

C. Personnel Report

Mr. Hodges made a motion to table the personnel report. Mrs. Sullenberger seconded the motion and it passed unanimously.

ACTION ITEMS # 6 INFORMATIONAL ITEMS

A. HCEA Update

Mrs. Hupman reported that Spanish classes are participating in a virtual exchange with a partner school in Spain. Students prepared introduction videos, sharing basic personal information and a chosen topic such as family, pets, or extracurricular activities. Videos from students with permission were sent to the partner school, while others submitted recordings to Mrs. Hupman for a speaking grade. Students were highly engaged and are awaiting responses from Spain. Additionally, Rain, Brooke, and Julie attended the VSTE Conference, where they gained strategies to support instructional improvement. A key theme emphasized the importance of making learning enjoyable and the effectiveness of using content-related humor to increase student engagement. The teachers appreciate Dr Nycum's calls this week but also miss being in the classroom with the students and hope the weather will allow them back in soon.

B. PTO Update

Bryan Obaugh, Vice President of the Parent Teacher Partnership, reported that the PTO officially ratified its bylaws on November 20. He read the organization's mission and vision statements, shared upcoming meeting dates, and encouraged parents, educators, and community members to participate, noting that the Partnership provides a far more effective communication channel with the Board and administration than social media. He also provided an update on the ongoing gun safe raffle.

C. 2026 School Board Meeting Schedule

Dr. Nycum presented proposed meeting dates for 2026 as a guide.

D. 2026-2027 Proposed School Calendar

Dr. Nycum presented the proposed instructional calendar for next year, highlighting key dates. The public will have 30 days to leave feedback. The board discussed pros and cons and encouraged community input.

E. 2026-2027 Proposed Salary Scale

Dr. Nycum presented three salary scale options for Board discussion. The Board agreed on the importance of enhancing competitiveness to attract and retain licensed teachers while remaining mindful of budget constraints. Members requested budget comparison data before moving forward with any decisions.

F. Calendar Items

- Friday, December 12th – Holiday Concert, HHS Gym at 6pm
- Thursday, January 15th – School Board Meeting, HHS Library at 6pm

AGENDA ITEM # 7 ACTION ITEMS*

A. 3rd Quarter Budget Appropriations

Mr. Hodges made a motion to ask the Board of Supervisors for our 3rd quarter budget appropriations. Mrs. Sullenberger seconded the motion and it passed unanimously.

B. Staff Holiday Bonus

Dr. Nycum proposed providing a \$750 holiday bonus for all HCPS employees. Mr. Hodges expressed concern about mid-year spending and recommended reducing

expenditures now to ensure funds are available for potential needs later in the year. Dr. Nycum noted anticipated needs, including two special education positions, after-school tutoring, and additional reading support at the middle school level. Mr. Hodges also suggested the potential need for an additional aide in the kindergarten classroom.

Mrs. Sullenberger made a motion to table the staff holiday bonus. Mr. Hodges second the motion and it passed unanimously.

C. School & Fair Association Land Trade Proposal

Dr. Nycum presented a survey map outlining the proposed property-line adjustments between the school and the fairgrounds. The map showed that the school's greenhouse currently extends onto fair property, while the school's boundary includes a portion of the fair's horse ring. The proposal is an even land exchange of .277 acres, transferring the horse ring to the fair and the greenhouse area to the school. Mrs. Sullenberger requested that a contingency agreement be established granting the school the first right of refusal, or first option to purchase, should the fair ever cease operations. Mr. Wilfong clarified that the fair association would be responsible for drafting this agreement and engaging its legal counsel to finalize the land trade proposal.

Mr. Hodges moved to approve the School and Fair Association Land Trade Proposal, contingent upon the development of an agreement and the Fair Association working with its legal counsel to prepare the necessary deeds. Mrs. Sullenberger seconded the motion, and it passed unanimously.

D. 2025-2026 Crisis Management Plan

Mrs. Sullenberger made a motion to approve the 2025-2026 Crisis Management Plan. Mr. Hodges second the motion and it passed unanimously.

AGENDA ITEM # 8 BOARD COMMENT

An opportunity for members of the board to make individual comments, share updates, or express viewpoints related to board matters. Comments are limited to board members only.

Mr. Hodges addressed recent allegations reported in a petition and in the newspaper. He clarified that his wife completed all volunteer requirements and was already volunteering when she was asked by the administration to serve as a mentor. He stated he was not aware of her selection until after the fact and noted that the mentor roles were volunteer positions at that time. Mr. Hodges acknowledged, in retrospect, that he should have recused himself from the vote regarding his wife's appointment to a mentor teacher position. He highlighted his wife's extensive educational background and experience and expressed concern about the motives behind the allegations. He also refuted claims that he does not return phone calls. Mr. Hodges addressed an additional allegation regarding a coaching position, noting that the Board did not advertise because no new coach was hired. He stated that, by unanimous vote, the Board reduced the coaching staff by moving varsity assistant coaches into middle school coaching roles to increase program continuity. He then spoke about the division's No Bullying Policy, outlined the definition of bullying, and emphasized the required chain of command for reporting concerns. He reiterated that the Board's role is to set policy, not manage daily school operations, and affirmed his expectation that all bullying reports be taken seriously, investigated, and addressed promptly.

Mrs. Sullenberger responded to several allegations raised by Mr. Sampson, stating that claims of conflict-of-interest involving family members are unfounded and noting that she formally recused herself from all related discussions and votes, as reflected in HCPS board minutes. She explained that accusations of improper hiring practices are also incorrect, clarifying that no new coaching positions or vacancies existed, and that the School Board does not handle postings, applications, or interviews, its role is limited to approving or disapproving recommendations brought forward by the administration. She read a letter addressed to Mr. Sampson from Mr. Good. Addressing the claim that the Board failed to respond to grievances, she stated that Mr. Sampson's grievance was publicly presented and that HCPS administrators responded on October 14, 2025. She disputed his assertion that she and Mrs. Hodges vote "as a block," pointing to board procedures and the volume of motions and seconds recorded over time as evidence that no coordinated voting occurs. Finally, Mrs. Sullenberger stated that concerns about unreturned phone calls are inaccurate, explaining that she has returned all calls she has received, and while conversations may not always lead to desired outcomes, she remains willing to listen and convey concerns within the limits of her role as one member of the Board. During Mrs. Sullenberger's comments, Mr. Sampson requested permission to respond, noting that she had addressed him; however, Mr. Wilfong did not allow public comment at that time.

Mr. Wilfong commented on snow day decisions, noting that he had advocated against the use of virtual days and hopes this approach remains beneficial. Mr. Hodges commended Dr. Nycum for his sound judgment regarding snow day calls to date, and Mrs. Sullenberger added that virtual days do not provide the same quality of instruction.

Mr. Wilfong reported that Delegate Runion has invited the School Board to visit him at the Capitol during the 2026 legislative session beginning in January and encouraged the Board to take advantage of the opportunity. He suggested members coordinate a date to attend. Mr. Hodges noted that traveling together may be challenging for a three-member board, as any gathering of two constitutes a meeting. Mr. Wilfong recommended consulting the school attorney for guidance. He added that Delegate Runion is available to meet on any day during the session, typically between 8:00 and 10:00 a.m. Dr. Nycum noted that the General Assembly convenes on January 14.

Mr. Wilfong commended the Sheriff's Office for conducting active-shooter training on campus every Sunday. Mr. Hodges added that their presence each morning and evening is also greatly appreciated. Mr. Wilfong also noted that the Board has a substantial workload at this time and emphasized the importance of receiving public input. He encouraged community members to complete the surveys distributed by Mrs. Ulmer. He thanked Mrs. Ulmer for conducting the public comment survey and noted that the results indicated 70% of respondents prefer to have public comment take place before action items during school board meetings.

Mr. Lane announced that HHS is now fully accredited. In the past, the school had been accredited with conditions, partly due to its small size and challenges with chronic absenteeism. He noted that both schools in the division are now fully accredited.

AGENDA ITEM #9 CLOSED SESSION

A. Announcement and vote to enter closed session

Under the Code of Virginia § 2.2-3711, public bodies may hold closed sessions to discuss, consider, or interview of prospective candidates for employment; to discuss or consider

admission or disciplinary matters; discuss or consider the acquisition or disposition of publicly held real property; protect the privacy of individuals in personal matters; or consultation with legal counsel.

Mr. Wilfong made a motion that the Highland County School Board go into closed session pursuant to VA Code § 2.2-3711 A.1 Discussion of personnel matters A.2 student matters, and A.7 & A.8 legal updates.

Mr. Hodges seconded the motion, and the motion passed by the following vote:
YES: Wilfong, Sullenberger, Hodges. Motion passed by a 3:0 vote.

AGENDA ITEM # 10 RECONVENE FROM CLOSED SESSION

Mr. Wilfong made a motion to return to regular session and certify by recorded vote, that to the best of each member's knowledge only public business matters lawfully exempted from open meeting requirements were discussed by the Highland County School Board and such public business matters as were identified in the motion by which the closed meeting was convened.

Mr. Hodges seconded the motion, and the motion passed by the following vote:
YES: Wilfong, Sullenberger, Hodges. Motion passed by a 3:0 vote at 9:18pm.

Mr. Hodges made a motion to approve the personnel report that was tabled from Consent Agenda, item C. Mrs. Sullenberger second the motion and it passed unanimously.

Mrs. Sullenberger made a motion to give each of our staff members a \$500 bonus. Mr. Hodges seconded the motion and it passed unanimously.

AGENDA ITEM # 11 ADJOURNMENT

Mr. Sullenberger made a motion that the meeting adjourn.

Mr. Hodges seconded the motion, and it passed unanimously at 9:20pm.

X

School Board Chairman

X

School Board Clerk

2026-2027 Highland County Public Schools Event Calendar (DRAFT)

July 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

July	
3	Independence Day - School Closed
27-31	11 Month Workdays

August	
3-11	11 Month Workdays
12	New Teacher Orientation
13	Teacher Workday & Back to School Night
14 & 17	Staff Workdays
18	1st Day of School

September	
2-4	School Closed (Fair) - 12 Month Workdays
7	Labor Day - School Closed
18	Progress Reports

October	
2	Staff Workday
23	End of 1st Quarter
26	Staff Workday
30	Report Cards Sent Home

November	
25-27	Thanksgiving Break - School Closed

December	
4	Progress Reports
21-31	Winter Break - School Closed
21-22	12 Month Workdays
28-29	12 Month Workdays

January 2027						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

January	
1	New Year's Day - School Closed
15	End of 1st Semester
18	Teacher Workday
22	Report Cards Sent Home

February	
18	Progress Reports
19	Staff Workday

March	
15	Maple Monday - 2 Hour Delay
22	Maple Monday - 2 Hour Delay
23	End of 3rd Quarter
26	Staff Workday
29-31	Spring Break - School Closed
31	12 Month Workday

April	
1-2	Spring Break - School Closed
1-2	12 Month Workdays
9	Report Cards Sent Home
30	Progress Reports

May	
7	Teacher Workday
31	Memorial Day - School Closed

June	
4	Last Day of School - Early Release
5	Graduation
7	Staff Workday
8	Teacher Workday
9-30	11 Month Workdays
11	Report Cards Sent Home

Highland County Public Schools

CURRENT 2025-2026 Salary Scale

Step	Teacher	Secretary	Instructional Assistant	Custodian	Cafeteria	Bus Driver
0	\$45,750	\$31,200	\$21,623	\$31,200	\$20,925	\$17,010
1	\$46,422	\$32,136	\$22,271	\$32,136	\$21,553	\$17,520
2	\$47,392	\$32,564	\$22,580	\$32,457	\$21,769	\$17,687
3	\$48,048	\$32,993	\$22,889	\$32,779	\$21,985	\$17,910
4	\$48,703	\$33,421	\$23,198	\$33,100	\$22,202	\$18,132
5	\$49,358	\$33,850	\$23,507	\$33,421	\$22,418	\$18,355
6	\$50,012	\$34,278	\$23,816	\$33,743	\$22,634	\$18,577
7	\$50,666	\$34,707	\$24,125	\$34,064	\$22,851	\$18,800
8	\$51,320	\$35,135	\$24,434	\$34,386	\$23,067	\$19,022
9	\$51,973	\$35,564	\$24,743	\$34,707	\$23,283	\$19,245
10	\$52,626	\$35,992	\$25,052	\$35,028	\$23,499	\$19,467
11	\$53,279	\$36,421	\$25,361	\$35,350	\$23,716	\$19,689
12	\$53,931	\$36,849	\$25,670	\$35,671	\$23,932	\$19,912
13	\$54,583	\$37,278	\$25,979	\$35,992	\$24,148	\$20,134
14	\$55,235	\$37,706	\$26,288	\$36,314	\$24,365	\$20,357
15	\$55,886	\$38,135	\$26,597	\$36,635	\$24,581	\$20,579
16	\$56,536	\$38,563	\$26,906	\$36,956	\$24,797	\$20,802
17	\$57,187	\$38,992	\$27,215	\$37,278	\$25,014	\$21,024
18	\$57,837	\$39,420	\$27,524	\$37,599	\$25,230	\$21,247
19	\$58,487	\$39,849	\$27,833	\$37,920	\$25,446	\$21,469
20	\$59,136	\$40,277	\$28,142	\$38,242	\$25,662	\$21,692
21	\$59,785	\$40,706	\$28,451	\$38,563	\$25,879	\$21,914
22	\$60,433	\$41,134	\$28,760	\$38,885	\$26,095	\$22,137
23	\$61,082	\$41,563	\$29,069	\$39,206	\$26,311	\$22,359
24	\$61,729	\$41,991	\$29,378	\$39,527	\$26,528	\$22,582
25	\$62,377	\$42,420	\$29,687	\$39,849	\$26,744	\$22,804
26	\$63,024	\$42,848	\$29,996	\$40,170	\$26,960	\$23,027
27	\$63,671	\$43,276	\$30,305	\$40,491	\$27,177	\$23,249
28	\$64,317	\$43,705	\$30,614	\$40,813	\$27,393	\$23,472
29	\$64,963	\$44,133	\$30,923	\$41,134	\$27,609	\$23,694
30	\$65,608	\$44,562	\$31,232	\$41,455	\$27,825	\$23,917
31	\$66,254	\$44,990	\$31,541	\$41,777	\$28,042	\$24,139
32	\$66,898	\$45,419	\$31,850	\$42,098	\$28,258	\$24,362
33	\$67,543	\$45,847	\$32,159	\$42,420	\$28,474	\$24,584
34	\$68,187	\$46,276	\$32,468	\$42,741	\$28,691	\$24,807
35	\$68,831	\$46,704	\$32,777	\$43,062	\$28,907	\$25,029
35+	\$69,474	\$47,133	\$33,086	\$43,384	\$29,123	\$25,251
ADD	\$3,000 Master's	\$100/mo. Associate			\$1,800 Head Cook	
		\$200/mo. Bachelor's				

Highland County Public Schools

PROPOSED 2026-2027 Salary Scale 2%

Step	Teacher	Secretary	Instructional Assistant	Custodian	Cafeteria	Bus Driver
0	\$46,665	\$31,824	\$22,055	\$31,824	\$21,344	\$17,350
1	\$47,351	\$32,779	\$22,717	\$32,779	\$21,984	\$17,871
2	\$48,340	\$33,216	\$23,032	\$33,107	\$22,204	\$18,041
3	\$49,009	\$33,653	\$23,347	\$33,434	\$22,425	\$18,268
4	\$49,677	\$34,090	\$23,662	\$33,762	\$22,646	\$18,495
5	\$50,345	\$34,527	\$23,977	\$34,090	\$22,866	\$18,722
6	\$51,012	\$34,964	\$24,292	\$34,418	\$23,087	\$18,949
7	\$51,680	\$35,401	\$24,608	\$34,745	\$23,308	\$19,176
8	\$52,346	\$35,838	\$24,923	\$35,073	\$23,528	\$19,402
9	\$53,013	\$36,275	\$25,238	\$35,401	\$23,749	\$19,629
10	\$53,679	\$36,712	\$25,553	\$35,729	\$23,969	\$19,856
11	\$54,345	\$37,149	\$25,868	\$36,057	\$24,190	\$20,083
12	\$55,010	\$37,586	\$26,184	\$36,384	\$24,411	\$20,310
13	\$55,675	\$38,023	\$26,499	\$36,712	\$24,631	\$20,537
14	\$56,339	\$38,460	\$26,814	\$37,040	\$24,852	\$20,764
15	\$57,003	\$38,897	\$27,129	\$37,368	\$25,073	\$20,991
16	\$57,667	\$39,334	\$27,444	\$37,696	\$25,293	\$21,218
17	\$58,331	\$39,772	\$27,759	\$38,023	\$25,514	\$21,445
18	\$58,994	\$40,209	\$28,075	\$38,351	\$25,734	\$21,672
19	\$59,656	\$40,646	\$28,390	\$38,679	\$25,955	\$21,899
20	\$60,319	\$41,083	\$28,705	\$39,007	\$26,176	\$22,126
21	\$60,980	\$41,520	\$29,020	\$39,334	\$26,396	\$22,353
22	\$61,642	\$41,957	\$29,335	\$39,662	\$26,617	\$22,579
23	\$62,303	\$42,394	\$29,651	\$39,990	\$26,838	\$22,806
24	\$62,964	\$42,831	\$29,966	\$40,318	\$27,058	\$23,033
25	\$63,624	\$43,268	\$30,281	\$40,646	\$27,279	\$23,260
26	\$64,284	\$43,705	\$30,596	\$40,973	\$27,499	\$23,487
27	\$64,944	\$44,142	\$30,911	\$41,301	\$27,720	\$23,714
28	\$65,603	\$44,579	\$31,226	\$41,629	\$27,941	\$23,941
29	\$66,262	\$45,016	\$31,542	\$41,957	\$28,161	\$24,168
30	\$66,921	\$45,453	\$31,857	\$42,285	\$28,382	\$24,395
31	\$67,579	\$45,890	\$32,172	\$42,612	\$28,603	\$24,622
32	\$68,236	\$46,327	\$32,487	\$42,940	\$28,823	\$24,849
33	\$68,894	\$46,764	\$32,802	\$43,268	\$29,044	\$25,076
34	\$69,551	\$47,201	\$33,118	\$43,596	\$29,264	\$25,303
35	\$70,207	\$47,638	\$33,433	\$43,923	\$29,485	\$25,530
35+	\$70,864	\$48,075	\$33,748	\$44,251	\$29,706	\$25,757
ADD	\$3,000 Master's	\$100/mo. Associate			\$1,800 Head Cook	
		\$200/mo. Bachelor's				

Highland County Public Schools

PROPOSED 2026-2027 Salary Scale (2% & Compressed Teacher Only)

Step	Teacher	Secretary	Instructional Assistant	Custodian	Cafeteria	Bus Driver
0	\$47,124	\$31,824	\$22,055	\$31,824	\$21,344	\$17,350
1	\$47,838	\$32,779	\$22,717	\$32,779	\$21,984	\$17,871
2	\$48,552	\$33,216	\$23,032	\$33,107	\$22,204	\$18,041
3	\$49,266	\$33,653	\$23,347	\$33,434	\$22,425	\$18,268
4	\$49,980	\$34,090	\$23,662	\$33,762	\$22,646	\$18,495
5	\$50,694	\$34,527	\$23,977	\$34,090	\$22,866	\$18,722
6	\$51,408	\$34,964	\$24,292	\$34,418	\$23,087	\$18,949
7	\$52,122	\$35,401	\$24,608	\$34,745	\$23,308	\$19,176
8	\$52,836	\$35,838	\$24,923	\$35,073	\$23,528	\$19,402
9	\$53,550	\$36,275	\$25,238	\$35,401	\$23,749	\$19,629
10	\$53,193	\$36,712	\$25,553	\$35,729	\$23,969	\$19,856
11	\$53,856	\$37,149	\$25,868	\$36,057	\$24,190	\$20,083
12	\$54,519	\$37,586	\$26,184	\$36,384	\$24,411	\$20,310
13	\$55,182	\$38,023	\$26,499	\$36,712	\$24,631	\$20,537
14	\$55,845	\$38,460	\$26,814	\$37,040	\$24,852	\$20,764
15	\$56,508	\$38,897	\$27,129	\$37,368	\$25,073	\$20,991
16	\$57,171	\$39,334	\$27,444	\$37,696	\$25,293	\$21,218
17	\$57,834	\$39,772	\$27,759	\$38,023	\$25,514	\$21,445
18	\$58,497	\$40,209	\$28,075	\$38,351	\$25,734	\$21,672
19	\$59,160	\$40,646	\$28,390	\$38,679	\$25,955	\$21,899
20	\$59,772	\$41,083	\$28,705	\$39,007	\$26,176	\$22,126
21	\$60,384	\$41,520	\$29,020	\$39,334	\$26,396	\$22,353
22	\$60,996	\$41,957	\$29,335	\$39,662	\$26,617	\$22,579
23	\$61,608	\$42,394	\$29,651	\$39,990	\$26,838	\$22,806
24	\$62,220	\$42,831	\$29,966	\$40,318	\$27,058	\$23,033
25	\$62,832	\$43,268	\$30,281	\$40,646	\$27,279	\$23,260
26	\$63,444	\$43,705	\$30,596	\$40,973	\$27,499	\$23,487
27	\$64,056	\$44,142	\$30,911	\$41,301	\$27,720	\$23,714
28	\$64,668	\$44,579	\$31,226	\$41,629	\$27,941	\$23,941
29	\$65,280	\$45,016	\$31,542	\$41,957	\$28,161	\$24,168
30	\$65,892	\$45,453	\$31,857	\$42,285	\$28,382	\$24,395
31	\$66,504	\$45,890	\$32,172	\$42,612	\$28,603	\$24,622
32	\$67,116	\$46,327	\$32,487	\$42,940	\$28,823	\$24,849
33	\$67,728	\$46,764	\$32,802	\$43,268	\$29,044	\$25,076
34	\$68,340	\$47,201	\$33,118	\$43,596	\$29,264	\$25,303
35	\$68,952	\$47,638	\$33,433	\$43,923	\$29,485	\$25,530
35+	\$69,564	\$48,075	\$33,748	\$44,251	\$29,706	\$25,757
ADD	\$3,000 Master's	\$100/mo. Associate			\$1,800 Head Cook	
		\$200/mo. Bachelor's				

Highland County Public Schools

PROPOSED 2026-2027 Salary Scale (Compressed 11 Step Teacher Only)

Step	Teacher	Secretary	Instructional Assistant	Custodian	Cafeteria	Bus Driver
0	\$50,000	\$31,824	\$22,055	\$31,824	\$21,344	\$17,350
1		\$32,779	\$22,717	\$32,779	\$21,984	\$17,871
2		\$33,216	\$23,032	\$33,107	\$22,204	\$18,041
3		\$33,653	\$23,347	\$33,434	\$22,425	\$18,268
4	\$52,167	\$34,090	\$23,662	\$33,762	\$22,646	\$18,495
5		\$34,527	\$23,977	\$34,090	\$22,866	\$18,722
6		\$34,964	\$24,292	\$34,418	\$23,087	\$18,949
7	\$54,333	\$35,401	\$24,608	\$34,745	\$23,308	\$19,176
8		\$35,838	\$24,923	\$35,073	\$23,528	\$19,402
9		\$36,275	\$25,238	\$35,401	\$23,749	\$19,629
10	\$56,500	\$36,712	\$25,553	\$35,729	\$23,969	\$19,856
11		\$37,149	\$25,868	\$36,057	\$24,190	\$20,083
12		\$37,586	\$26,184	\$36,384	\$24,411	\$20,310
13	\$58,667	\$38,023	\$26,499	\$36,712	\$24,631	\$20,537
14		\$38,460	\$26,814	\$37,040	\$24,852	\$20,764
15		\$38,897	\$27,129	\$37,368	\$25,073	\$20,991
16	\$60,833	\$39,334	\$27,444	\$37,696	\$25,293	\$21,218
17		\$39,772	\$27,759	\$38,023	\$25,514	\$21,445
18		\$40,209	\$28,075	\$38,351	\$25,734	\$21,672
19	\$63,000	\$40,646	\$28,390	\$38,679	\$25,955	\$21,899
20		\$41,083	\$28,705	\$39,007	\$26,176	\$22,126
21		\$41,520	\$29,020	\$39,334	\$26,396	\$22,353
22	\$65,167	\$41,957	\$29,335	\$39,662	\$26,617	\$22,579
23		\$42,394	\$29,651	\$39,990	\$26,838	\$22,806
24		\$42,831	\$29,966	\$40,318	\$27,058	\$23,033
25	\$67,333	\$43,268	\$30,281	\$40,646	\$27,279	\$23,260
26		\$43,705	\$30,596	\$40,973	\$27,499	\$23,487
27		\$44,142	\$30,911	\$41,301	\$27,720	\$23,714
28		\$44,579	\$31,226	\$41,629	\$27,941	\$23,941
29	\$69,564	\$45,016	\$31,542	\$41,957	\$28,161	\$24,168
30		\$45,453	\$31,857	\$42,285	\$28,382	\$24,395
31		\$45,890	\$32,172	\$42,612	\$28,603	\$24,622
32		\$46,327	\$32,487	\$42,940	\$28,823	\$24,849
33	\$71,667	\$46,764	\$32,802	\$43,268	\$29,044	\$25,076
34		\$47,201	\$33,118	\$43,596	\$29,264	\$25,303
35		\$47,638	\$33,433	\$43,923	\$29,485	\$25,530
35+		\$48,075	\$33,748	\$44,251	\$29,706	\$25,757
ADD	\$3,000 Master's	\$100/mo. Associate			\$1,800 Head Cook	
		\$200/mo. Bachelor's				