

Henderson County Board of Education Salary Schedules



for 2026-2027 School Year

Includes 1.0% General Wage Increase

Amended September 24, 2026

HENDERSON COUNTY SCHOOLS
HENDERSON, KENTUCKY
CERTIFIED EMPLOYEE SALARY SCHEDULE
Schedule for 2026-2027

1.0% General Wage Increase

185 day

Years of Experience	Rank I	Rank II	Rank III
	Masters Degree + 30	Masters Degree	Bachelors Degree
0	\$52,262	\$47,072	\$45,243
1	\$52,715	\$47,261	\$45,384
2	\$53,341	\$47,448	\$45,526
3	\$53,986	\$47,638	\$45,674
4	\$56,547	\$51,484	\$47,194
5	\$56,737	\$51,676	\$47,483
6	\$56,922	\$51,862	\$47,624
7	\$57,111	\$52,052	\$47,998
8	\$57,304	\$52,241	\$48,689
9	\$57,488	\$52,430	\$49,380
10	\$64,536	\$59,131	\$50,470
11	\$64,913	\$59,507	\$54,086
12	\$65,289	\$59,884	\$54,275
13	\$65,667	\$60,262	\$54,458
14	\$66,041	\$60,636	\$54,645
15	\$68,951	\$63,501	\$56,292
16	\$69,143	\$63,692	\$56,485
17	\$69,326	\$63,877	\$56,670
18	\$69,517	\$64,064	\$56,859
19	\$69,705	\$64,253	\$57,043
20	\$71,195	\$65,384	\$57,673
21	\$72,207	\$65,928	\$57,860
22	\$72,750	\$66,451	\$58,055
23	\$73,295	\$66,777	\$58,243
24	\$73,729	\$67,430	\$58,432
25	\$74,055	\$67,974	\$58,617
26	\$74,708	\$68,736	\$58,796
27	\$76,222	\$69,605	\$60,399
Rank IV	\$42,229		
Rank V	\$32,262		

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 2026-2027**

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	4	240	8,000	8,250	8,500	8,750	9,000	9,250	10,500	12,000
High School Assistant Principal (CTE Assistant)	1	220	8,000	8,250	8,500	8,750	9,000	9,250	10,500	12,000
High School Athletic Director	1	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	1	240	5,800	5,900	6,000	6,100	6,200	6,300	7,300	8,800
Middle School Assistant Principal (NMS combining positions & sharing cost)	2	205	2,900	2,950	3,000	3,050	3,100	3,150	3,650	4,400
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 (<i>EH principal approved at 230 days for 26-27</i>)	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. Certified Central Office Administrators with five years or more district leadership will receive an additional \$2,000.

HENDERSON COUNTY SCHOOLS

HENDERSON, KENTUCKY

2026-2027 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		
Low Incidence Specialist	1	1,000						
Childcare Coordinator	1	6,000						
Clinical Competence Certificate (3C)- Speech Lang. Pathologists	15	2,000						
Curriculum Coordinator			10.5	2,280	13	1,600	16	750
Instructional Coach	15	3,000						
Digital Learning Coach	1	5,000					1	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	1	6000/semester						
FRAM Data Entry	1	2,500						
Grade Level Leader - HCHS			4	1,200				
Gifted Coordinator	1	2,160						
Grant Writer	1	6,250						
Health Coordinator	2	3,000						
KUNA / KYA Coordinator			2	1,125	2	1,125		
Lead School Psychologist	1	1,000						
Mental Health - Medicaid Billing (CSW; LCSW; LPCA; LPCC)	All eligible	2,000						
Minority Ombudsman			1	2,320	2	2,320		
Mock Trial Sponsor			1	1,320				
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						
Policy Violation Coordinator (\$1000 paid by CAS, \$2000 paid by HCHS)	1	3,000						
Safe School Supervision	3	2,500						
SBDM Coordinator	2	2,500						
SCM Trainers (Safe Schools Grant)	All eligible	1,000						
School Technology Coordinator (STC)			4	750	2	750	8	750
Social Media Manager			1	1,500				
SoFA Coordinator			1	2,160				
Special Education Consultant	1	3,000						
Special Education Elementary Curriculum Coordinator							1	1,600
Special Education Special Program	21	3,500						
Student Ambassador Sponsor			3	2,000				

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								
Agriculture (using partial NMS allocation)					1	5,000		
Automotive			1	6,500				
Business and Marketing			6	3,100				
Carpentry			1	6,500				
College/Career Readiness Coordinator			1	3,100				
CTE Program Specialist			1	5,000				
Family Consumer Science			3	3,100				
Gateway to Technology					1	1,000		
Health Sciences			4	3,100				
Industrial Maintenance			1	6,500				
Information Technology			1	3,100				
Machine Tool & Die			1	6,500				
Media Arts			2	3,100				
Teaching & Learning Pathway			1	3,100				
TEDS/Perkins Data Entry Technician			1	3,100				
Welding			1	6,500				
Work-Based Learning Coordinator			1	3,100				
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	285
Weight Training Coach			1	3,000				
BASEBALL / SOFTBALL								
Head Baseball / Softball Coach			2	6,000	2	2,000		
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	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			1	4,000	2	1,325		
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				
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	4	1,500		

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	2	1,000
Assistant Cross Country Coach - Boys			1	1,250				
VOLLEYBALL								
Head Volleyball Coach			1	4,500	2	3,000	1	2,000
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	1,500	1	1,000
Assistant Boys Wrestling Coach			1	1,250				
Head Girls Wrestling Coach			1	3,250	1	1,500	1	1,000
Assistant Wrestling Coach			1	1,250				

**HENDERSON COUNTY SCHOOLS
HENDERSON , KENTUCKY
Wage Rates for Other Activities
Schedule for 2026-2027**

ESS/Title I Intervention/HCS 21st Century/Cardinal Health/HTIP & Other Grants	
Certified Hourly Rate	\$28.43
Classified Hourly Rate	\$17.02
Student Workers	\$8.66
Mental Health Counselor (After School)	\$28.43

Principal Mentorship	
Administrative Hourly Rate	\$56.01

Educational Evaluators	
Lead Educational Evaluator hourly rate	\$38.07
Educational Evaluator hourly rate	\$33.71

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

Incentive Stipend for Summer Childcare Workers (subject to grant funding availability)	
Childcare Incentive Stipend (<i>*Based on specific attendance criteria</i>)	\$10.00 per day

Apprenticeship Workers	
All apprentices starting pay	\$8.66
Upon completing 1000 hours	\$8.89
Upon completing 2000 hours	\$9.12
Upon completing 3000 hours	\$9.34
Upon completing 4000 hours	\$9.57

Summer School/Intersession Program	
Certified Teachers	\$31.31
Summer School Supervision	\$34.79
Summer School Classified Support Staff	\$17.02
Bus Drivers	\$17.02
Summer Bus Monitor	\$10.80
Summer Food Service Assistant/Delivery	\$16.00
Summer Food Service Kitchen Manager	\$19.00
Summer Food Service Program Coordinator	\$21.00

Summer Workers	
Summer Maintenance Workers	\$14.56
Summer Paint Crew	\$14.56
Summer Landscape Team Workers	\$14.56
Summer Technology Workers	\$14.56
Student Workers	\$8.66

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	\$18.45
Double/Triple Route Daily Stipend	\$21.22
Extracurricular Bus Trips	\$18.45

**HENDERSON COUNTY SCHOOLS
HENDERSON, KENTUCKY
CERTIFIED and CLASSIFIED SUBSTITUTES
Schedule for 2026-2027**

SUBSTITUTE TEACHER PAY SCALE

RANK	RANK REQUIREMENTS	DAILY PAY
HCS Retiree	Retired from Henderson Co Schools	\$143.00
Rank I	Master's Degree (with teaching certification) + 30 hours	\$133.00
Rank II	Master's Degree (with teaching certification)	\$126.00
Rank III	Bachelor's Degree (with teaching certification)	\$120.00
SU4	Bachelor's Degree (with Emergency substitute certification)	\$104.00
SU5	96 plus college hours (with Emergency substitute certification)	\$101.00
SU6	30-95 college hours (with Emergency substitute certification)	\$94.00
SU7	High School Diploma - 29 college hours (with Emergency substitute certification)	\$83.00

Rank is determined by KDE/EPSB 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	Classified Retirees from HCS
Secretaries/Bookkeepers	\$13.57	\$16.68
Childcare - Instructors	\$12.02	\$14.81
Instructional Assistants	\$13.57	\$16.68
Lunchroom Monitors	\$11.47	\$14.05
Cooks/Child Nutrition	\$13.57	\$16.68
Program Assistants	\$14.90	\$18.22
Mechanic	\$17.02	\$20.77
Custodians	\$13.76	\$16.65
Bus Drivers	\$18.45	\$22.50
Bus Monitors	\$11.71	\$14.34
Nurse	\$21.73-RN; \$19.83-LPN	\$24.86-RN; \$23.27-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 to 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
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Henderson County Schools							
Child Nutrition							
Schedule for 2026-2027 with 1.0% General Wage Increase							
YEARS OF SERVICE COMPLETED	Lunchroom Monitor	Food Service Assistant I	Lead Food Service Assistant I	Food Service Manager Elementary 0-350 lunches	Food Service Manager Elementary 351-500 lunches	Food Service Operations Coordinator	Food Service Manager (TBJ/MS/HS)
Job Class	7213	7234	7232	7212	7212	7221	7211
Starting	11.47	13.57	14.56	15.60	17.02	17.02	18.30
1	11.57	13.72	14.69	15.76	17.19	17.19	18.49
2	11.67	13.83	14.85	15.90	17.34	17.34	18.69
3	11.79	13.97	14.98	16.07	17.51	17.51	18.88
4	11.89	14.10	15.14	16.21	17.66	17.66	19.05
5	12.46	14.84	15.89	17.03	18.45	18.45	20.00
6	12.60	14.97	16.06	17.24	18.65	18.65	20.22
7	12.73	15.11	16.20	17.40	18.83	18.83	20.41
8	12.85	15.26	16.38	17.56	19.02	19.02	20.60
9	12.98	15.40	16.53	17.73	19.20	19.20	20.82
10	13.36	15.88	17.02	18.27	19.77	19.77	21.44
11	13.43	15.96	17.11	18.35	19.87	19.87	21.54
12	13.50	16.03	17.20	18.44	19.98	19.98	21.65
13	13.56	16.11	17.28	18.54	20.08	20.08	21.77
14	13.65	16.18	17.38	18.64	20.19	20.19	21.88
15	14.05	16.68	17.89	19.15	20.77	20.77	22.50
16	14.11	16.75	17.97	19.25	20.88	20.88	22.62
17	14.19	16.83	18.06	19.35	20.97	20.97	22.73
18	14.25	16.90	18.15	19.45	21.07	21.07	22.85
19	14.31	16.97	18.24	19.54	21.17	21.17	22.95
20	14.74	17.49	18.79	20.16	21.80	21.80	23.63
21	14.82	17.58	18.88	20.25	21.92	21.92	23.76
22	14.91	17.66	18.97	20.36	22.02	22.02	23.87
23	14.98	17.78	19.05	20.45	22.14	22.14	23.98
24	15.06	17.88	19.14	20.55	22.25	22.25	24.11
25	15.47	18.36	19.73	21.16	22.89	22.89	24.82
26	15.56	18.45	19.83	21.28	23.02	23.02	24.95
27	15.66	18.55	19.92	21.41	23.15	23.15	25.08

Henderson County Schools						
Childcare, Health Services Assistant, School Nurse (LPN)						
Schedule for 2026-2027 with 1.0% General Wage Increase						
YEARS OF SERVICE COMPLETED	Instructor I	Instructor II	Lead Childcare Assistant	Childcare Supervisor - Multiple Programs	Health Services Assistant	School Nurse (LPN)
Job Class	7312	7313	8326	7326	7273	7263
Starting	12.02	12.71	16.31	18.96	13.57	19.83
1	12.16	12.84	16.47	19.13	13.72	20.04
2	12.27	12.94	16.61	19.34	13.83	20.24
3	12.38	13.07	16.79	19.52	13.97	20.43
4	12.51	13.20	16.94	19.73	14.10	20.62
5	13.12	13.86	17.74	20.72	14.84	21.66
6	13.27	14.02	17.95	20.94	14.97	21.88
7	13.40	14.14	18.11	21.12	15.11	22.10
8	13.54	14.27	18.29	21.32	15.26	22.32
9	13.69	14.42	18.46	21.54	15.40	22.54
10	14.07	14.89	19.02	22.18	15.88	23.19
11	14.14	14.96	19.11	22.30	15.96	23.29
12	14.21	15.03	19.21	22.41	16.03	23.41
13	14.27	15.11	19.31	22.52	16.11	23.52
14	14.33	15.19	19.41	22.64	16.18	23.63
15	14.81	15.61	19.96	23.27	16.68	24.35
16	14.90	15.69	20.07	23.39	16.75	24.48
17	14.97	15.77	20.16	23.50	16.83	24.60
18	15.05	15.84	20.26	23.61	16.90	24.73
19	15.13	15.92	20.36	23.74	16.97	24.86
20	15.48	16.39	20.98	24.44	17.49	25.56
21	15.58	16.47	21.08	24.57	17.58	25.69
22	15.67	16.54	21.19	24.69	17.66	25.83
23	15.74	16.63	21.30	24.82	17.78	25.94
24	15.82	16.71	21.40	24.95	17.88	26.07
25	16.26	17.21	22.03	25.67	18.36	26.85
26	16.36	17.29	22.15	25.81	18.45	26.98
27	16.43	17.39	22.28	25.92	18.55	27.12

Henderson County Schools					
Miscellaneous					
Schedule for 2026-2027 with 1.0% General Wage Increase					
YEARS OF SERVICE COMPLETED	Student Assistance Coordinator	Law Enforcement Officer	School Grounds Monitor (Crossing Guard)	Community Relations Specialist	School Administrative Manager
Job Class	7881	7824	7830	7301	7461
Starting	17.02	18.96	19.83	21.72	23.86
1	17.19	19.13	20.04	21.93	24.09
2	17.34	19.34	20.24	22.15	24.32
3	17.51	19.52	20.43	22.39	24.57
4	17.66	19.73	20.62	22.59	24.84
5	18.45	20.72	21.66	23.72	26.06
6	18.65	20.94	21.88	23.96	26.34
7	18.83	21.12	22.10	24.20	26.57
8	19.02	21.32	22.32	24.43	26.83
9	19.20	21.54	22.54	24.67	27.11
10	19.77	22.18	23.19	25.38	27.90
11	19.87	22.30	23.29	25.51	28.03
12	19.98	22.41	23.41	25.64	28.16
13	20.08	22.52	23.52	25.77	28.30
14	20.19	22.64	23.63	25.89	28.44
15	20.77	23.27	24.35	26.66	29.32
16	20.88	23.39	24.48	26.80	29.46
17	20.97	23.50	24.60	26.94	29.60
18	21.07	23.61	24.73	27.08	29.75
19	21.17	23.74	24.86	27.22	29.90
20	21.80	24.44	25.56	28.00	30.76
21	21.92	24.57	25.69	28.13	30.94
22	22.02	24.69	25.83	28.27	31.09
23	22.14	24.82	25.94	28.39	31.25
24	22.25	24.95	26.07	28.53	31.39
25	22.89	25.67	26.85	29.40	32.32
26	23.02	25.81	26.98	29.54	32.48
27	23.15	25.92	27.12	29.69	32.64

Henderson County Schools					
Instructional Assistants, Program Assistants					
Schedule for 2026-2027 with 1.0% General Wage Increase					
YEARS OF SERVICE COMPLETED	Instructional Assistant I	Instructional Assistant II	Instructional Monitor	Program Assistant I	Program Assistant II
Job Class	7320	7318	7319	7334	7335
Starting	13.57	14.56	14.56	14.90	14.90
1	13.72	14.69	14.69	15.05	15.05
2	13.83	14.85	14.85	15.17	15.17
3	13.97	14.98	14.98	15.31	15.31
4	14.10	15.14	15.14	15.45	15.45
5	14.84	15.89	15.89	16.21	16.21
6	14.97	16.06	16.06	16.40	16.40
7	15.11	16.20	16.20	16.54	16.54
8	15.26	16.38	16.38	16.72	16.72
9	15.40	16.53	16.53	16.88	16.88
10	15.88	17.02	17.02	17.38	17.38
11	15.96	17.11	17.11	17.46	17.46
12	16.03	17.20	17.20	17.55	17.55
13	16.11	17.28	17.28	17.63	17.63
14	16.18	17.38	17.38	17.73	17.73
15	16.68	17.89	17.89	18.22	18.22
16	16.75	17.97	17.97	18.30	18.30
17	16.83	18.06	18.06	18.39	18.39
18	16.90	18.15	18.15	18.49	18.49
19	16.97	18.24	18.24	18.59	18.59
20	17.49	18.79	18.79	19.11	19.11
21	17.58	18.88	18.88	19.19	19.19
22	17.66	18.97	18.97	19.30	19.30
23	17.78	19.05	19.05	19.39	19.39
24	17.88	19.14	19.14	19.49	19.49
25	18.36	19.73	19.73	20.07	20.07
26	18.45	19.83	19.83	20.18	20.18
27	18.55	19.92	19.92	20.27	20.27

Henderson County Schools								
Transportation								
Schedule for 2026-2027 with 1.0% General Wage Increase								
YEARS OF SERVICE COMPLETED	Bus Monitor	Dispatcher	Transportation Area Assistant	Bus Driver Training Coordinator	Bus Driver & Bus Driver Trainer	Vehicle Mechanic II	Vehicle Mechanic III	Vehicle Maintenance Manager
Job Class	7942/7943	7908	7904	7931	7933/7940/7941	7915	7919	7911
Starting	11.71	12.71	18.30	18.30	18.45	19.83	21.72	23.86
1	11.81	12.84	18.49	18.49	18.62	20.04	21.93	24.09
2	11.93	12.94	18.69	18.69	18.79	20.24	22.15	24.32
3	12.05	13.07	18.88	18.88	18.98	20.43	22.39	24.57
4	12.16	13.20	19.05	19.05	19.16	20.62	22.59	24.84
5	12.72	13.86	20.00	20.00	20.01	21.66	23.72	26.06
6	12.91	14.02	20.22	20.22	20.22	21.88	23.96	26.34
7	13.03	14.14	20.41	20.41	20.40	22.10	24.20	26.57
8	13.17	14.27	20.60	20.60	20.61	22.32	24.43	26.83
9	13.29	14.42	20.82	20.82	20.82	22.54	24.67	27.11
10	13.68	14.89	21.44	21.44	21.43	23.19	25.38	27.90
11	13.75	14.96	21.54	21.54	21.53	23.29	25.51	28.03
12	13.82	15.03	21.65	21.65	21.64	23.41	25.64	28.16
13	13.89	15.11	21.77	21.77	21.77	23.52	25.77	28.30
14	13.97	15.19	21.88	21.88	21.88	23.63	25.89	28.44
15	14.34	15.61	22.50	22.50	22.50	24.35	26.66	29.32
16	14.44	15.69	22.62	22.62	22.62	24.48	26.80	29.46
17	14.51	15.77	22.73	22.73	22.73	24.60	26.94	29.60
18	14.58	15.84	22.85	22.85	22.84	24.73	27.08	29.75
19	14.66	15.92	22.95	22.95	22.95	24.86	27.22	29.90
20	15.06	16.39	23.63	23.63	23.61	25.56	28.00	30.76
21	15.13	16.47	23.76	23.76	23.76	25.69	28.13	30.94
22	15.23	16.54	23.87	23.87	23.88	25.83	28.27	31.09
23	15.30	16.63	23.98	23.98	23.99	25.94	28.39	31.25
24	15.37	16.71	24.11	24.11	24.12	26.07	28.53	31.39
25	15.82	17.21	24.82	24.82	24.80	26.85	29.40	32.32
26	15.90	17.29	24.95	24.95	24.95	26.98	29.54	32.48
27	16.00	17.39	25.08	25.08	25.09	27.12	29.69	32.64

Henderson County Schools								
Technology								
Schedule for 2026-2027 with 1.0% General Wage Increase								
YEARS OF SERVICE COMPLETED	Computer Lab Technician	Microcomputer Specialist	Data Dictionary Specialist	Computer Operations Manager	Database Administrator	Computer Maintenance Technician	Lead Computer Maintenance Technician	Operating Systems Administrator
Job Class	7526	7534	7517	7506	7516	7525	7524	7507
Starting	15.60	17.02	19.83	21.72	21.72	18.96	19.83	21.72
1	15.76	17.19	20.04	21.93	21.93	19.13	20.04	21.93
2	15.90	17.34	20.24	22.15	22.15	19.34	20.24	22.15
3	16.07	17.51	20.43	22.39	22.39	19.52	20.43	22.39
4	16.21	17.66	20.62	22.59	22.59	19.73	20.62	22.59
5	17.03	18.45	21.66	23.72	23.72	20.72	21.66	23.72
6	17.24	18.65	21.88	23.96	23.96	20.94	21.88	23.96
7	17.40	18.83	22.10	24.20	24.20	21.12	22.10	24.20
8	17.56	19.02	22.32	24.43	24.43	21.32	22.32	24.43
9	17.73	19.20	22.54	24.67	24.67	21.54	22.54	24.67
10	18.27	19.77	23.19	25.38	25.38	22.18	23.19	25.38
11	18.35	19.87	23.29	25.51	25.51	22.30	23.29	25.51
12	18.44	19.98	23.41	25.64	25.64	22.41	23.41	25.64
13	18.54	20.08	23.52	25.77	25.77	22.52	23.52	25.77
14	18.64	20.19	23.63	25.89	25.89	22.64	23.63	25.89
15	19.15	20.77	24.35	26.66	26.66	23.27	24.35	26.66
16	19.25	20.88	24.48	26.80	26.80	23.39	24.48	26.80
17	19.35	20.97	24.60	26.94	26.94	23.50	24.60	26.94
18	19.45	21.07	24.73	27.08	27.08	23.61	24.73	27.08
19	19.54	21.17	24.86	27.22	27.22	23.74	24.86	27.22
20	20.16	21.80	25.56	28.00	28.00	24.44	25.56	28.00
21	20.25	21.92	25.69	28.13	28.13	24.57	25.69	28.13
22	20.36	22.02	25.83	28.27	28.27	24.69	25.83	28.27
23	20.45	22.14	25.94	28.39	28.39	24.82	25.94	28.39
24	20.55	22.25	26.07	28.53	28.53	24.95	26.07	28.53
25	21.16	22.89	26.85	29.40	29.40	25.67	26.85	29.40
26	21.28	23.02	26.98	29.54	29.54	25.81	26.98	29.54
27	21.41	23.15	27.12	29.69	29.69	25.92	27.12	29.69

Henderson County Schools									
Secretaries, Bookkeepers, Clerical Assistants, Attendance Data Technician									
Schedule for 2026-2027 with 1.0% General Wage Increase									
YEARS OF SERVICE COMPLETED	Account Clerk I	Staff Support Secretary	Clerical Assistant II	Receptionist	Clerical Assistant III	Registrar	School Secretary I - HS, Elem, MS	School Secretary II - High School	Attendance Data Technician
Job Class	7165	7776	7782	7791	7781	7885	7773/7775/7779	7778	7863
Starting	14.56	13.57	13.57	14.56	14.56	14.56	15.60	16.31	17.02
1	14.69	13.72	13.72	14.69	14.69	14.69	15.76	16.47	17.19
2	14.85	13.83	13.83	14.85	14.85	14.85	15.90	16.61	17.34
3	14.98	13.97	13.97	14.98	14.98	14.98	16.07	16.79	17.51
4	15.14	14.10	14.10	15.14	15.14	15.14	16.21	16.94	17.66
5	15.89	14.84	14.84	15.89	15.89	15.89	17.03	17.74	18.45
6	16.06	14.97	14.97	16.06	16.06	16.06	17.24	17.95	18.65
7	16.20	15.11	15.11	16.20	16.20	16.20	17.40	18.11	18.83
8	16.38	15.26	15.26	16.38	16.38	16.38	17.56	18.29	19.02
9	16.53	15.40	15.40	16.53	16.53	16.53	17.73	18.46	19.20
10	17.02	15.88	15.88	17.02	17.02	17.02	18.27	19.02	19.77
11	17.11	15.96	15.96	17.11	17.11	17.11	18.35	19.11	19.87
12	17.20	16.03	16.03	17.20	17.20	17.20	18.44	19.21	19.98
13	17.28	16.11	16.11	17.28	17.28	17.28	18.54	19.31	20.08
14	17.38	16.18	16.18	17.38	17.38	17.38	18.64	19.41	20.19
15	17.89	16.68	16.68	17.89	17.89	17.89	19.15	19.96	20.77
16	17.97	16.75	16.75	17.97	17.97	17.97	19.25	20.07	20.88
17	18.06	16.83	16.83	18.06	18.06	18.06	19.35	20.16	20.97
18	18.15	16.90	16.90	18.15	18.15	18.15	19.45	20.26	21.07
19	18.24	16.97	16.97	18.24	18.24	18.24	19.54	20.36	21.17
20	18.79	17.49	17.49	18.79	18.79	18.79	20.16	20.98	21.80
21	18.88	17.58	17.58	18.88	18.88	18.88	20.25	21.08	21.92
22	18.97	17.66	17.66	18.97	18.97	18.97	20.36	21.19	22.02
23	19.05	17.78	17.78	19.05	19.05	19.05	20.45	21.30	22.14
24	19.14	17.88	17.88	19.14	19.14	19.14	20.55	21.40	22.25
25	19.73	18.36	18.36	19.73	19.73	19.73	21.16	22.03	22.89
26	19.83	18.45	18.45	19.83	19.83	19.83	21.28	22.15	23.02
27	19.92	18.55	18.55	19.92	19.92	19.92	21.41	22.28	23.15

Henderson County Schools												
Central Office Clerical, HR, Finance, and High School Bookkeeper												
Schedule for 2026-2027 with 1.0% General Wage Increase												
YEARS OF SERVICE COMPLETED	Administrative Secretary I	Account Clerk II	Insurance Clerk II	HR/Personnel Assistant	Administrative Secretary II	Account Clerk III	Purchasing Assistant	Employee Benefits Specialist	Account Clerk IV	Data Management Technician	Head Payroll Clerk II	Executive Assistant to the Superintendent
Job Class	7762	7164	7652	7661	7765	7163	7723	7665	8163	7675	7191	7761
Starting	17.02	18.30	17.02	18.30	18.30	19.83	19.83	21.72	21.72	21.72	23.86	23.86
1	17.19	18.49	17.19	18.49	18.49	20.04	20.04	21.93	21.93	21.93	24.09	24.09
2	17.34	18.69	17.34	18.69	18.69	20.24	20.24	22.15	22.15	22.15	24.32	24.32
3	17.51	18.88	17.51	18.88	18.88	20.43	20.43	22.39	22.39	22.39	24.57	24.57
4	17.66	19.05	17.66	19.05	19.05	20.62	20.62	22.59	22.59	22.59	24.84	24.84
5	18.45	20.00	18.45	20.00	20.00	21.66	21.66	23.72	23.72	23.72	26.06	26.06
6	18.65	20.22	18.65	20.22	20.22	21.88	21.88	23.96	23.96	23.96	26.34	26.34
7	18.83	20.41	18.83	20.41	20.41	22.10	22.10	24.20	24.20	24.20	26.57	26.57
8	19.02	20.60	19.02	20.60	20.60	22.32	22.32	24.43	24.43	24.43	26.83	26.83
9	19.20	20.82	19.20	20.82	20.82	22.54	22.54	24.67	24.67	24.67	27.11	27.11
10	19.77	21.44	19.77	21.44	21.44	23.19	23.19	25.38	25.38	25.38	27.90	27.90
11	19.87	21.54	19.87	21.54	21.54	23.29	23.29	25.51	25.51	25.51	28.03	28.03
12	19.98	21.65	19.98	21.65	21.65	23.41	23.41	25.64	25.64	25.64	28.16	28.16
13	20.08	21.77	20.08	21.77	21.77	23.52	23.52	25.77	25.77	25.77	28.30	28.30
14	20.19	21.88	20.19	21.88	21.88	23.63	23.63	25.89	25.89	25.89	28.44	28.44
15	20.77	22.50	20.77	22.50	22.50	24.35	24.35	26.66	26.66	26.66	29.32	29.32
16	20.88	22.62	20.88	22.62	22.62	24.48	24.48	26.80	26.80	26.80	29.46	29.46
17	20.97	22.73	20.97	22.73	22.73	24.60	24.60	26.94	26.94	26.94	29.60	29.60
18	21.07	22.85	21.07	22.85	22.85	24.73	24.73	27.08	27.08	27.08	29.75	29.75
19	21.17	22.95	21.17	22.95	22.95	24.86	24.86	27.22	27.22	27.22	29.90	29.90
20	21.80	23.63	21.80	23.63	23.63	25.56	25.56	28.00	28.00	28.00	30.76	30.76
21	21.92	23.76	21.92	23.76	23.76	25.69	25.69	28.13	28.13	28.13	30.94	30.94
22	22.02	23.87	22.02	23.87	23.87	25.83	25.83	28.27	28.27	28.27	31.09	31.09
23	22.14	23.98	22.14	23.98	23.98	25.94	25.94	28.39	28.39	28.39	31.25	31.25
24	22.25	24.11	22.25	24.11	24.11	26.07	26.07	28.53	28.53	28.53	31.39	31.39
25	22.89	24.82	22.89	24.82	24.82	26.85	26.85	29.40	29.40	29.40	32.32	32.32
26	23.02	24.95	23.02	24.95	24.95	26.98	26.98	29.54	29.54	29.54	32.48	32.48
27	23.15	25.08	23.15	25.08	25.08	27.12	27.12	29.69	29.69	29.69	32.64	32.64

Henderson County Schools											
Custodial and Maintenance											
Schedule for 2026-2027 with 1.0% General Wage Increase											
YEARS OF SERVICE COMPLETED	Custodian	Lead Custodian	Custodial Supervisor 2 to 3 Custodians	Custodial Supervisor 4 to 5 Custodians	Custodial Supervisor 6 to 7 Custodians	Custodial Supervisor Over 8 Custodians	Maintenance Technician III	HVAC Technician	Maintenance Scheduling Specialist	Maintenance Technician IV	Lead Maintenance Technician IV
Job Class	7609	7606	7605	7605	7605	7605	7443	7424	7436	7442	7441
Starting	13.76	15.12	15.76	16.09	16.51	16.77	18.30	18.96	18.96	18.96	23.86
1	13.88	15.26	15.95	16.24	16.65	16.92	18.49	19.13	19.13	19.13	24.09
2	13.97	15.37	16.06	16.36	16.78	17.04	18.69	19.34	19.34	19.34	24.32
3	14.12	15.53	16.23	16.51	16.96	17.22	18.88	19.52	19.52	19.52	24.57
4	14.24	15.66	16.36	16.64	17.09	17.35	19.05	19.73	19.73	19.73	24.84
5	14.90	16.39	17.13	17.40	17.85	18.11	20.00	20.72	20.72	20.72	26.06
6	15.05	16.55	17.28	17.60	18.03	18.29	20.22	20.94	20.94	20.94	26.34
7	15.19	16.72	17.46	17.74	18.17	18.43	20.41	21.12	21.12	21.12	26.57
8	15.31	16.86	17.61	17.92	18.37	18.63	20.60	21.32	21.32	21.32	26.83
9	15.46	17.02	17.79	18.07	18.52	18.79	20.82	21.54	21.54	21.54	27.11
10	15.93	17.49	18.29	18.58	19.01	19.27	21.44	22.18	22.18	22.18	27.90
11	16.00	17.57	18.38	18.66	19.11	19.37	21.54	22.30	22.30	22.30	28.03
12	16.07	17.65	18.47	18.75	19.20	19.46	21.65	22.41	22.41	22.41	28.16
13	16.15	17.75	18.56	18.83	19.29	19.54	21.77	22.52	22.52	22.52	28.30
14	16.24	17.82	18.64	18.93	19.38	19.64	21.88	22.64	22.64	22.64	28.44
15	16.65	18.31	19.13	19.41	19.87	20.13	22.50	23.27	23.27	23.27	29.32
16	16.73	18.41	19.22	19.49	19.97	20.22	22.62	23.39	23.39	23.39	29.46
17	16.80	18.48	19.31	19.57	20.06	20.32	22.73	23.50	23.50	23.50	29.60
18	16.88	18.57	19.39	19.70	20.14	20.40	22.85	23.61	23.61	23.61	29.75
19	16.97	18.64	19.48	19.79	20.23	20.49	22.95	23.74	23.74	23.74	29.90
20	17.43	19.19	20.02	20.30	20.78	21.04	23.63	24.44	24.44	24.44	30.76
21	17.50	19.28	20.10	20.39	20.87	21.13	23.76	24.57	24.57	24.57	30.94
22	17.58	19.36	20.19	20.49	20.97	21.23	23.87	24.69	24.69	24.69	31.09
23	17.68	19.45	20.30	20.58	21.07	21.33	23.98	24.82	24.82	24.82	31.25
24	17.75	19.55	20.39	20.69	21.17	21.43	24.11	24.95	24.95	24.95	31.39
25	18.25	20.09	20.95	21.26	21.75	22.00	24.82	25.67	25.67	25.67	32.32
26	18.33	20.18	21.07	21.37	21.87	22.13	24.95	25.81	25.81	25.81	32.48
27	18.43	20.30	21.17	21.47	21.99	22.25	25.08	25.92	25.92	25.92	32.64

Henderson County Schools							
External Professional Licensure and Other Salaried Positions							
Schedule for 2026-2027 with 1.0% General Wage Increase							
YEARS OF SERVICE COMPLETED	Director of Child Nutrition (240 days)	Director of Transportation (240 days)	Director of Maintenance (261 days)	Director of Finance (240 days)	Assistant Director of Finance (240 days)	Director of Public Information, Communications & Community Relations (240 days)	LAN/WAN Tech-Network Administrator (240 days)
Job Class	7466	7464	7432	7184	7162	7463	7523
Starting	70,394	70,394	70,394	93,860	87,328	59,148	57,424
1	71,098	71,098	71,098	98,800	88,201	59,739	57,998
2	71,809	71,809	71,809	104,012	89,084	60,337	58,578
3	72,527	72,527	72,527	106,137	89,975	60,939	59,163
4	73,252	73,252	73,252	108,285	90,875	61,549	59,756
5	74,718	74,718	74,718	110,507	95,419	64,627	60,353
6	75,465	75,465	75,465	116,312	96,371	65,272	60,956
7	76,220	76,220	76,220	118,684	97,336	65,925	61,566
8	76,982	76,982	76,982	119,490	98,310	66,585	62,181
9	77,751	77,751	77,751	120,296	99,292	67,251	62,803
10	80,030	80,030	80,030	121,103	102,203	69,222	64,644
11	80,430	80,430	80,430	121,709	102,713	69,568	64,967
12	80,832	80,832	80,832	122,317	103,227	69,916	65,292
13	81,236	81,236	81,236	122,929	103,743	70,266	65,618
14	81,643	81,643	81,643	123,543	104,262	70,618	65,947
15	84,032	84,032	84,032	127,476	107,313	72,682	67,876
16	84,453	84,453	84,453	128,114	107,850	73,046	68,215
17	84,875	84,875	84,875	128,754	108,389	73,411	68,556
18	85,299	85,299	85,299	129,398	108,931	73,778	68,900
19	85,726	85,726	85,726	130,045	109,476	74,147	69,244
20	87,762	87,762	87,762	134,171	112,678	76,317	71,270
21	88,200	88,200	88,200	134,842	113,242	76,699	71,626
22	88,642	88,642	88,642	135,516	113,808	77,083	71,984
23	89,084	89,084	89,084	136,194	114,378	77,468	72,345
24	89,530	89,530	89,530	136,875	114,950	77,856	72,706
25	92,216	92,216	92,216	140,980	118,398	80,191	74,887
26	92,678	92,678	92,678	141,685	118,990	80,591	75,262
27	93,141	93,141	93,141	142,394	119,585	80,995	75,639

Henderson County Schools								
External Professional Licensure and Other Salaried Positions								
Schedule for 2026-2027 with 1.0% General Wage Increase								
YEARS OF SERVICE COMPLET ED	FRYSC Coordinator III Bachelor's (240 days)	FRYSC Coordinator IV Master's (240 days)	Occupational Therapist Level A (185 days) <small>Hired after 7/1/2020</small>	Occupational Therapist Level B (185 days) <small>Hired between 7/1/2000 - 6/30/2020</small>	Occupational Therapist Level C (185 days) <small>Hired before 7/1/2000</small>	Physical Therapist (185 days)	Speech Language Assistant (185 days)	Therapy Assistant (185 days)
Job Class	7491	7486		7295	7291	7291	7293	7292
Starting	42,220	47,060	58,253	70,164	82,075	65,136	47,876	28.31
1	42,650	47,576	58,835	70,867	82,896	65,786	48,355	28.59
2	43,081	48,028	59,424	71,574	83,725	66,444	48,838	28.89
3	43,490	48,522	60,018	72,290	84,563	67,109	49,327	29.16
4	43,920	48,995	60,619	73,013	85,409	67,780	49,819	29.48
5	46,135	51,426	61,225	73,744	86,263	68,458	50,317	30.93
6	46,586	51,985	61,838	74,482	87,126	69,142	50,821	31.26
7	47,038	52,480	62,455	75,226	87,997	69,834	51,329	31.47
8	47,533	52,996	63,079	75,979	88,877	70,532	51,842	31.79
9	47,984	53,533	63,710	76,738	89,766	71,237	52,361	32.10
10	49,425	55,125	65,578	78,987	92,397	73,325	53,896	33.08
11	49,662	55,405	65,906	79,382	92,859	73,691	54,165	33.24
12	49,920	55,663	66,236	79,778	93,324	74,060	54,436	33.39
13	50,157	55,942	66,566	80,178	93,790	74,430	54,708	33.56
14	50,436	56,244	66,900	80,579	94,258	74,802	54,981	33.74
15	51,920	57,857	68,857	82,936	97,016	76,992	56,590	34.73
16	52,179	58,137	69,202	83,351	97,501	77,377	56,873	34.89
17	52,436	58,438	69,548	83,767	97,988	77,764	57,158	35.07
18	52,695	58,717	69,896	84,187	98,478	78,153	57,443	35.25
19	52,952	59,018	70,245	84,607	98,970	78,543	57,731	35.43
20	54,480	60,782	72,300	87,084	101,866	80,842	59,419	36.45
21	54,759	61,083	72,662	87,519	102,375	81,246	59,716	36.63
22	55,039	61,384	73,025	87,957	102,887	81,652	60,015	36.83
23	55,319	61,685	73,390	88,397	103,402	82,060	60,315	37.00
24	55,576	62,008	73,757	88,838	103,918	82,471	60,616	37.19
25	55,856	62,309	75,969	91,503	107,036	84,945	62,434	37.37
26	56,157	62,631	76,349	91,962	107,572	85,369	62,747	37.57
27	56,437	62,932	76,732	92,421	108,109	85,796	63,061	37.75

Henderson County Schools						
External Professional Licensure and Other Salaried Positions						
Schedule for 2026-2027 with 1.0% General Wage Increase						
YEARS OF SERVICE COMPLETED	Registered Nurse (185 days)	Interpreter I (181 days)	Interpreter II (181 days)	Interpreter III (181 days)	Mental Health Counselor Bachelor's (200 days)	Mental Health Counselor Master's (200 days)
Job Class	7262				7882	7882
Starting	21.73	37.56	28.31	23.86	21.99	24.52
1	21.93	37.93	28.59	24.09	22.21	24.77
2	22.14	38.33	28.89	24.32	22.44	25.02
3	22.34	38.69	29.16	24.57	22.65	25.28
4	22.54	39.12	29.48	24.84	22.88	25.51
5	23.58	39.49	30.93	26.06	24.02	26.79
6	23.81	39.88	31.26	26.34	24.26	27.08
7	24.04	40.28	31.47	26.57	24.51	27.33
8	24.27	40.67	31.79	26.83	24.75	27.60
9	24.51	41.08	32.10	27.11	24.99	27.88
10	25.15	42.29	33.08	27.90	25.75	28.72
11	25.27	42.52	33.24	28.03	25.87	28.86
12	25.39	42.71	33.39	28.17	26.01	29.00
13	25.50	42.94	33.56	28.31	26.12	29.13
14	25.63	43.16	33.74	28.45	26.26	29.28
15	26.35	44.41	34.73	29.32	27.03	30.14
16	26.47	44.65	34.89	29.46	27.17	30.28
17	26.59	44.85	35.07	29.60	27.31	30.44
18	26.72	45.08	35.25	29.75	27.45	30.58
19	26.84	45.30	35.43	29.90	27.58	30.73
20	27.58	46.63	36.45	30.76	28.37	31.66
21	27.71	46.88	36.63	30.93	28.51	31.81
22	27.85	47.09	36.83	31.07	28.67	31.97
23	27.99	47.33	37.00	31.23	28.81	32.12
24	28.11	47.57	37.19	31.38	28.95	32.30
25	28.24	47.81	37.37	31.55	29.09	32.46
26	28.37	48.05	37.57	31.70	29.24	32.62
27	28.51	48.29	37.75	31.86	29.40	32.77

Henderson County Schools Addendum to Salary Schedule for
2026-2027 School Year

2026-2027 Supplemental Pay Requirements - \$500 payment in first semester

The Supplemental check will be issued on **November 20, 2026**.

To qualify for the supplemental check, an employee must meet both of the following:

- Be a contract employee serving HCS students as of October 1, 2026
- Must be an active employee as of the date of the supplemental pay

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 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/Interventionists:

The Supplemental check for Substitutes and Interventionists will be issued on **December 30, 2026**.

To qualify for the supplemental check, a substitute/Interventionist must meet the following criteria:

- Be an active Substitute/Interventionist
- Work 50 or more days from August 13, 2026 through December 18, 2026

If the days worked are less than 50 days but greater than 33 days, the substitute will receive half of the supplemental pay.