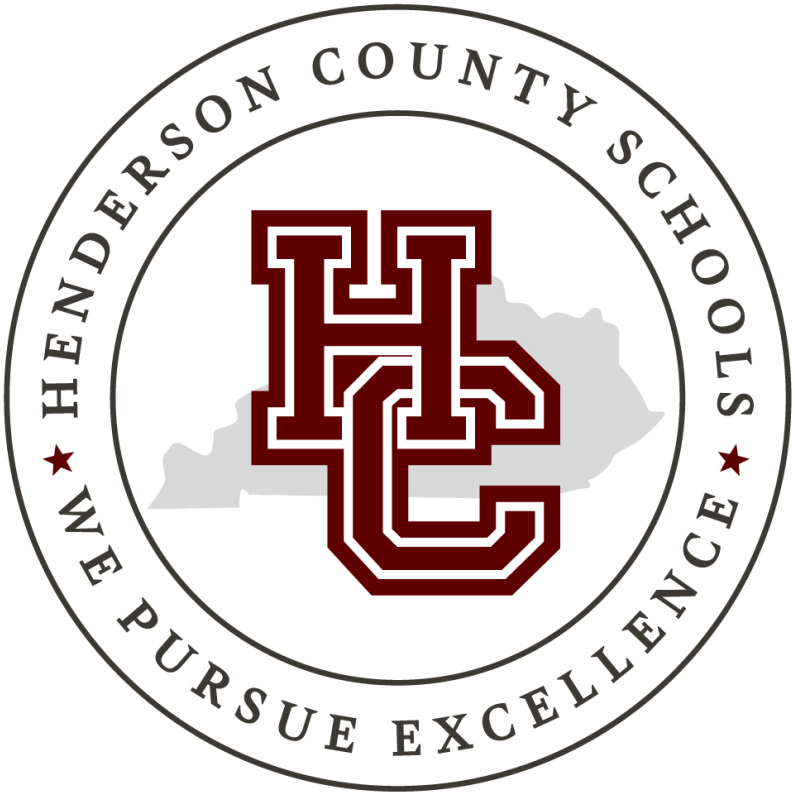
Henderson County Board of Education
Salary Schedules



for 2025-2026 School Year

amended 10/20/2025

Includes 3.0% General Wage Increase

HENDERSON COUNTY SCHOOLS

HENDERSON, KENTUCKY

CERTIFIED EMPLOYEE SALARY SCHEDULE

Schedule for 2025-2026

3.0% General Wage Increase

185 day

Years of Experience	Rank I	Rank II	Rank III
	Masters Degree + 30	Masters Degree	Bachelors Degree
0	$51,745	$46,606	$44,795
1	$52,193	$46,793	$44,935
2	$52,813	$46,978	$45,075
3	$53,451	$47,166	$45,222
4	$55,987	$50,974	$46,727
5	$56,175	$51,164	$47,013
6	$56,358	$51,349	$47,152
7	$56,546	$51,537	$47,523
8	$56,737	$51,724	$48,207
9	$56,919	$51,911	$48,891
10	$63,897	$58,546	$49,970
11	$64,270	$58,918	$53,550
12	$64,643	$59,291	$53,738
13	$65,017	$59,665	$53,919
14	$65,387	$60,036	$54,104
15	$68,268	$62,872	$55,735
16	$68,458	$63,061	$55,926
17	$68,640	$63,245	$56,109
18	$68,829	$63,430	$56,296
19	$69,015	$63,617	$56,478
20	$70,490	$64,737	$57,102
21	$71,492	$65,275	$57,287
22	$72,030	$65,793	$57,480
23	$72,569	$66,116	$57,666
24	$72,999	$66,762	$57,853
25	$73,322	$67,301	$58,037
26	$73,968	$68,055	$58,214
27	$75,467	$68,916	$59,801

Rank IV	$41,811
Rank V	$31,943

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 2025-2026

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 *(EH principal approved at 230 days for 25-26)*	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
2025-2026 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						
Mental Health Grant Project Director	1	15,000						
Child Care Coordinator	1	6,000						
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						
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	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		
Mental Health - Medicaid Billing (CSW; LCSW; LPCA; LPCC)	All eligible	2,000						
Mental Health - PBIS Coach	1	2,500						
Minority Ombudsman			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							1	1,000
Preschool Regional Collaborative Grant - TBJELC LENA Coach							1	3,390
Preschool Regional Collaborative Grant - TBJELC Music Therapy							1	up to 3240
Preschool Regional Collaborative Grant - TBJELC Saturday School							1	up to 1500
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
Science Olympiad Coordinator			1	1,320				
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	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			1	500	2	500	8	500
Webmaster	1	1,250						
Yearbook Sponsor			2	1,200	2	1,200		
CTE								
Agriculture (out of NMS teaching 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			5	3,100				
Industrial Maintenance			1	6,500				
Information Technology			1	3,100				
Law Enforcement			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				
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	2,500	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	1,000
Assistant Boys Wrestling Coach		1	1,250				
Head Girls Wrestling Coach		1	3,250			1	1,000
Assistant Wrestling Coach		1	1,250				

HENDERSON COUNTY SCHOOLS
HENDERSON , KENTUCKY
Wage Rates for Other Activities

Schedule for 2025-2026

ESS/Title I Intervention/HCS 21st Century/Cardinal Health/HTIP & Other Grants	
Certified Hourly Rate	$28.15
Classified Hourly Rate	$16.85
Student Workers	$8.57
Mental Health Counselor (After School)	$28.15

Principal Mentorship	
Administrative Hourly Rate	$55.46

Educational Evaluators	
Lead Educational Evaluator hourly rate	$37.69
Educational Evaluator hourly rate	$33.38

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

Apprenticeship Workers	
All apprentices starting pay	$8.57
Upon completing 1000 hours	$8.80
Upon completing 2000 hours	$9.03
Upon completing 3000 hours	$9.25
Upon completing 4000 hours	$9.48

Summer School/Intersession Program	
Certified Teachers	$31.00
Summer School Supervision	$34.45
Summer School Classified Support Staff	$16.85
Bus Drivers	$16.85
Summer Bus Monitor	$10.69
Summer Food Service Assistant/Delivery	$14.42
Summer Food Service Program Manager	$16.85
Summer Food Service Manager	$16.85

Summer Workers	
Summer Maintenance Workers	$14.42
Summer Paint Crew	$14.42
Summer Landscape Team Workers	$14.42
Summer Technology Workers	$14.42
Student Workers	$8.57

Incentive Stipend for Summer Childcare Workers (subject to grant funding availability)	
Childcare Incentive Stipend ***(*Based on specific attendance criteria)***	$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
One time stipend paid per level, maximum of one level earned per year. Level 4 renewal paid annually after all levels met.	

Additional Driver Wage Rates	
Vocational/Distributive Education Bus Runs	$18.27
Double/Triple Route Daily Stipend	$21.22
Extracurricular Bus Trips	$18.27

HENDERSON COUNTY SCHOOLS
HENDERSON , KENTUCKY
CERTIFIED and CLASSIFIED SUBSTITUTES
Schedule for 2025-2026

SUBSTITUTE TEACHER PAY SCALE		
RANK	**RANK REQUIREMENTS**	**DAILY PAY**
HCS Retiree	Retired from Henderson Co Schools	$141.00
Rank I	Master's Degree (with teaching certification) + 30 hours	$131.00
Rank II	Master's Degree (with teaching certification)	$124.00
Rank III	Bachelor's Degree (with teaching certification)	$118.00
SU4	Bachelor's Degree (with Emergency substitute certification)	$103.00
SU5	96 plus college hours (with Emergency substitute certification)	$100.00
SU6	30-95 college hours (with Emergency substitute certification)	$93.00
SU7	High School Diploma - 29 college hours (with Emergency substitute certification)	$82.00

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**	**ClassifiedRetirees from HCS**
Secretaries/Bookkeepers	$13.44	$16.51
Daycare - Instructors	$11.90	$14.66
Instructional Assistants	$13.44	$16.51
Lunchroom Monitors	$11.36	$13.91
Cooks/Child Nutrition	$13.44	$16.51
Program Assistants	$14.75	$18.04
Mechanic	$16.85	$20.56
Custodians	$13.62	$16.49
Bus Drivers	$18.27	$22.28
Bus Monitors	$11.59	$14.20
Nurse	$20.03-RN;$18.77-LPN	$24.61-RN;$23.04-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

Henderson County Schools

Child Nutrition

Schedule for 2025-2026 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	Lunchroom Monitor	Food Service Assistant I	Lead Food Service Assistant I	Food Service Manager - Elementary 351-500 lunches	Food Service Operations Coordinator	Food Service Manager (TBJ/MS/HS)
Job Class	7213	7234	7232	7212	7221	7211
Starting	11.36	13.44	14.42	16.85	16.85	18.12
1	11.46	13.58	14.54	17.02	17.02	18.31
2	11.55	13.69	14.70	17.17	17.17	18.50
3	11.67	13.83	14.83	17.34	17.34	18.69
4	11.77	13.96	14.99	17.49	17.49	18.86
5	12.34	14.69	15.73	18.27	18.27	19.80
6	12.48	14.82	15.90	18.47	18.47	20.02
7	12.60	14.96	16.04	18.64	18.64	20.21
8	12.72	15.11	16.22	18.83	18.83	20.40
9	12.85	15.25	16.37	19.01	19.01	20.61
10	13.23	15.72	16.85	19.57	19.57	21.23
11	13.30	15.80	16.94	19.67	19.67	21.33
12	13.37	15.87	17.03	19.78	19.78	21.44
13	13.43	15.95	17.11	19.88	19.88	21.55
14	13.51	16.02	17.21	19.99	19.99	21.66
15	13.91	16.51	17.71	20.56	20.56	22.28
16	13.97	16.58	17.79	20.67	20.67	22.40
17	14.05	16.66	17.88	20.76	20.76	22.50
18	14.11	16.73	17.97	20.86	20.86	22.62
19	14.17	16.80	18.06	20.96	20.96	22.72
20	14.59	17.32	18.60	21.58	21.58	23.40
21	14.67	17.41	18.69	21.70	21.70	23.52
22	14.76	17.49	18.78	21.80	21.80	23.63
23	14.83	17.60	18.86	21.92	21.92	23.74
24	14.91	17.70	18.95	22.03	22.03	23.87
25	15.32	18.18	19.53	22.66	22.66	24.57
26	15.41	18.27	19.63	22.79	22.79	24.70
27	15.50	18.37	19.72	22.92	22.92	24.83

Henderson County Schools

Childcare, Health Services Assistant, School Nurse (LPN)

Schedule for 2025-2026 with 3.0% 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	11.90	12.58	15.60	18.77	13.44	18.77
1	12.04	12.71	15.79	18.94	13.58	18.94
2	12.15	12.81	15.90	19.15	13.69	19.15
3	12.26	12.94	16.07	19.33	13.83	19.33
4	12.39	13.07	16.20	19.53	13.96	19.53
5	12.99	13.72	16.96	20.51	14.69	20.51
6	13.14	13.88	17.11	20.73	14.82	20.73
7	13.27	14.00	17.29	20.91	14.96	20.91
8	13.41	14.13	17.44	21.11	15.11	21.11
9	13.55	14.28	17.61	21.33	15.25	21.33
10	13.93	14.74	18.11	21.96	15.72	21.96
11	14.00	14.81	18.20	22.08	15.80	22.08
12	14.07	14.88	18.29	22.19	15.87	22.19
13	14.13	14.96	18.38	22.30	15.95	22.30
14	14.19	15.04	18.46	22.42	16.02	22.42
15	14.66	15.46	18.94	23.04	16.51	23.04
16	14.75	15.53	19.03	23.16	16.58	23.16
17	14.82	15.61	19.12	23.27	16.66	23.27
18	14.90	15.68	19.20	23.38	16.73	23.38
19	14.98	15.76	19.29	23.50	16.80	23.50
20	15.33	16.23	19.82	24.20	17.32	24.20
21	15.43	16.31	19.90	24.33	17.41	24.33
22	15.51	16.38	19.99	24.45	17.49	24.45
23	15.58	16.47	20.10	24.57	17.60	24.57
24	15.66	16.54	20.19	24.70	17.70	24.70
25	16.10	17.04	20.74	25.42	18.18	25.42
26	16.20	17.12	20.86	25.55	18.27	25.55
27	16.27	17.22	20.96	25.66	18.37	25.66

Henderson County Schools

Miscellaneous

Schedule for 2025-2026 with 3.0% 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	16.85	18.77	19.63	21.50	23.62
1	17.02	18.94	19.84	21.71	23.85
2	17.17	19.15	20.04	21.93	24.08
3	17.34	19.33	20.23	22.17	24.33
4	17.49	19.53	20.42	22.37	24.59
5	18.27	20.51	21.45	23.49	25.80
6	18.47	20.73	21.66	23.72	26.08
7	18.64	20.91	21.88	23.96	26.31
8	18.83	21.11	22.10	24.19	26.56
9	19.01	21.33	22.32	24.43	26.84
10	19.57	21.96	22.96	25.13	27.62
11	19.67	22.08	23.06	25.26	27.75
12	19.78	22.19	23.18	25.39	27.88
13	19.88	22.30	23.29	25.51	28.02
14	19.99	22.42	23.40	25.63	28.16
15	20.56	23.04	24.11	26.40	29.03
16	20.67	23.16	24.24	26.53	29.17
17	20.76	23.27	24.36	26.67	29.31
18	20.86	23.38	24.49	26.81	29.46
19	20.96	23.50	24.61	26.95	29.60
20	21.58	24.20	25.31	27.72	30.46
21	21.70	24.33	25.44	27.85	30.63
22	21.80	24.45	25.57	27.99	30.78
23	21.92	24.57	25.68	28.11	30.94
24	22.03	24.70	25.81	28.25	31.08
25	22.66	25.42	26.58	29.11	32.00
26	22.79	25.55	26.71	29.25	32.16
27	22.92	25.66	26.85	29.40	32.32

Henderson County Schools

Instructional Assistants, Program Assistants

Schedule for 2025-2026 with 3.0% 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	13.44	14.42	14.42	14.75	14.75
1	13.58	14.54	14.54	14.90	14.90
2	13.69	14.70	14.70	15.02	15.02
3	13.83	14.83	14.83	15.16	15.16
4	13.96	14.99	14.99	15.30	15.30
5	14.69	15.73	15.73	16.05	16.05
6	14.82	15.90	15.90	16.24	16.24
7	14.96	16.04	16.04	16.38	16.38
8	15.11	16.22	16.22	16.55	16.55
9	15.25	16.37	16.37	16.71	16.71
10	15.72	16.85	16.85	17.21	17.21
11	15.80	16.94	16.94	17.29	17.29
12	15.87	17.03	17.03	17.38	17.38
13	15.95	17.11	17.11	17.46	17.46
14	16.02	17.21	17.21	17.55	17.55
15	16.51	17.71	17.71	18.04	18.04
16	16.58	17.79	17.79	18.12	18.12
17	16.66	17.88	17.88	18.21	18.21
18	16.73	17.97	17.97	18.31	18.31
19	16.80	18.06	18.06	18.41	18.41
20	17.32	18.60	18.60	18.92	18.92
21	17.41	18.69	18.69	19.00	19.00
22	17.49	18.78	18.78	19.11	19.11
23	17.60	18.86	18.86	19.20	19.20
24	17.70	18.95	18.95	19.30	19.30
25	18.18	19.53	19.53	19.87	19.87
26	18.27	19.63	19.63	19.98	19.98
27	18.37	19.72	19.72	20.07	20.07

Henderson County Schools

Transportation

Schedule for 2025-2026 with 3.0% 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	11.59	12.58	18.12	18.12	18.27	18.77	21.50	23.62
1	11.69	12.71	18.31	18.31	18.44	18.94	21.71	23.85
2	11.81	12.81	18.50	18.50	18.60	19.15	21.93	24.08
3	11.93	12.94	18.69	18.69	18.79	19.33	22.17	24.33
4	12.04	13.07	18.86	18.86	18.97	19.53	22.37	24.59
5	12.59	13.72	19.80	19.80	19.81	20.51	23.49	25.80
6	12.78	13.88	20.02	20.02	20.02	20.73	23.72	26.08
7	12.90	14.00	20.21	20.21	20.20	20.91	23.96	26.31
8	13.04	14.13	20.40	20.40	20.41	21.11	24.19	26.56
9	13.16	14.28	20.61	20.61	20.61	21.33	24.43	26.84
10	13.54	14.74	21.23	21.23	21.22	21.96	25.13	27.62
11	13.61	14.81	21.33	21.33	21.32	22.08	25.26	27.75
12	13.68	14.88	21.44	21.44	21.43	22.19	25.39	27.88
13	13.75	14.96	21.55	21.55	21.55	22.30	25.51	28.02
14	13.83	15.04	21.66	21.66	21.66	22.42	25.63	28.16
15	14.20	15.46	22.28	22.28	22.28	23.04	26.40	29.03
16	14.30	15.53	22.40	22.40	22.40	23.16	26.53	29.17
17	14.37	15.61	22.50	22.50	22.50	23.27	26.67	29.31
18	14.44	15.68	22.62	22.62	22.61	23.38	26.81	29.46
19	14.51	15.76	22.72	22.72	22.72	23.50	26.95	29.60
20	14.91	16.23	23.40	23.40	23.38	24.20	27.72	30.46
21	14.98	16.31	23.52	23.52	23.52	24.33	27.85	30.63
22	15.08	16.38	23.63	23.63	23.64	24.45	27.99	30.78
23	15.15	16.47	23.74	23.74	23.75	24.57	28.11	30.94
24	15.22	16.54	23.87	23.87	23.88	24.70	28.25	31.08
25	15.66	17.04	24.57	24.57	24.55	25.42	29.11	32.00
26	15.74	17.12	24.70	24.70	24.70	25.55	29.25	32.16
27	15.84	17.22	24.83	24.83	24.84	25.66	29.40	32.32

Henderson County Schools

Technology

Schedule for 2025-2026 with 3.0% 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	15.45	16.85	18.12	18.77	18.77	18.77	19.63	21.50
1	15.60	17.02	18.31	18.94	18.94	18.94	19.84	21.71
2	15.74	17.17	18.50	19.15	19.15	19.15	20.04	21.93
3	15.91	17.34	18.69	19.33	19.33	19.33	20.23	22.17
4	16.05	17.49	18.86	19.53	19.53	19.53	20.42	22.37
5	16.86	18.27	19.80	20.51	20.51	20.51	21.45	23.49
6	17.07	18.47	20.02	20.73	20.73	20.73	21.66	23.72
7	17.23	18.64	20.21	20.91	20.91	20.91	21.88	23.96
8	17.39	18.83	20.40	21.11	21.11	21.11	22.10	24.19
9	17.55	19.01	20.61	21.33	21.33	21.33	22.32	24.43
10	18.09	19.57	21.23	21.96	21.96	21.96	22.96	25.13
11	18.17	19.67	21.33	22.08	22.08	22.08	23.06	25.26
12	18.26	19.78	21.44	22.19	22.19	22.19	23.18	25.39
13	18.36	19.88	21.55	22.30	22.30	22.30	23.29	25.51
14	18.46	19.99	21.66	22.42	22.42	22.42	23.40	25.63
15	18.96	20.56	22.28	23.04	23.04	23.04	24.11	26.40
16	19.06	20.67	22.40	23.16	23.16	23.16	24.24	26.53
17	19.16	20.76	22.50	23.27	23.27	23.27	24.36	26.67
18	19.26	20.86	22.62	23.38	23.38	23.38	24.49	26.81
19	19.35	20.96	22.72	23.50	23.50	23.50	24.61	26.95
20	19.96	21.58	23.40	24.20	24.20	24.20	25.31	27.72
21	20.05	21.70	23.52	24.33	24.33	24.33	25.44	27.85
22	20.16	21.80	23.63	24.45	24.45	24.45	25.57	27.99
23	20.25	21.92	23.74	24.57	24.57	24.57	25.68	28.11
24	20.35	22.03	23.87	24.70	24.70	24.70	25.81	28.25
25	20.95	22.66	24.57	25.42	25.42	25.42	26.58	29.11
26	21.07	22.79	24.70	25.55	25.55	25.55	26.71	29.25
27	21.20	22.92	24.83	25.66	25.66	25.66	26.85	29.40

Henderson County Schools

Secretaries, Bookkeepers, Clerical Assistants, Attendance Data Technician

Schedule for 2025-2026 with 3.0% 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	13.44	13.44	13.44	14.42	14.42	14.42	15.45	16.15	16.85
1	13.58	13.58	13.58	14.54	14.54	14.54	15.60	16.31	17.02
2	13.69	13.69	13.69	14.70	14.70	14.70	15.74	16.45	17.17
3	13.83	13.83	13.83	14.83	14.83	14.83	15.91	16.62	17.34
4	13.96	13.96	13.96	14.99	14.99	14.99	16.05	16.77	17.49
5	14.69	14.69	14.69	15.73	15.73	15.73	16.86	17.56	18.27
6	14.82	14.82	14.82	15.90	15.90	15.90	17.07	17.77	18.47
7	14.96	14.96	14.96	16.04	16.04	16.04	17.23	17.93	18.64
8	15.11	15.11	15.11	16.22	16.22	16.22	17.39	18.10	18.83
9	15.25	15.25	15.25	16.37	16.37	16.37	17.55	18.28	19.01
10	15.72	15.72	15.72	16.85	16.85	16.85	18.09	18.83	19.57
11	15.80	15.80	15.80	16.94	16.94	16.94	18.17	18.92	19.67
12	15.87	15.87	15.87	17.03	17.03	17.03	18.26	19.02	19.78
13	15.95	15.95	15.95	17.11	17.11	17.11	18.36	19.12	19.88
14	16.02	16.02	16.02	17.21	17.21	17.21	18.46	19.22	19.99
15	16.51	16.51	16.51	17.71	17.71	17.71	18.96	19.76	20.56
16	16.58	16.58	16.58	17.79	17.79	17.79	19.06	19.87	20.67
17	16.66	16.66	16.66	17.88	17.88	17.88	19.16	19.96	20.76
18	16.73	16.73	16.73	17.97	17.97	17.97	19.26	20.06	20.86
19	16.80	16.80	16.80	18.06	18.06	18.06	19.35	20.16	20.96
20	17.32	17.32	17.32	18.60	18.60	18.60	19.96	20.77	21.58
21	17.41	17.41	17.41	18.69	18.69	18.69	20.05	20.87	21.70
22	17.49	17.49	17.49	18.78	18.78	18.78	20.16	20.98	21.80
23	17.60	17.60	17.60	18.86	18.86	18.86	20.25	21.09	21.92
24	17.70	17.70	17.70	18.95	18.95	18.95	20.35	21.19	22.03
25	18.18	18.18	18.18	19.53	19.53	19.53	20.95	21.81	22.66
26	18.27	18.27	18.27	19.63	19.63	19.63	21.07	21.93	22.79
27	18.37	18.37	18.37	19.72	19.72	19.72	21.20	22.06	22.92

Henderson County Schools

Central Office Clerical, HR, Finance, and High School Bookkeeper

Schedule for 2025-2026 with 3.0% 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	Accounting Manager - AP/Grants	Head Payroll Clerk II	Executive Assistant to the Superintendent
Job Class	7762	7164	7652	7661	7765	7163	7723	7665	8163	7675	7161	7191	7761
Starting	14.58	15.45	16.85	16.85	16.85	19.63	19.63	21.50	21.50	21.50	23.62	23.62	23.62
1	14.76	15.60	17.02	17.02	17.02	19.84	19.84	21.71	21.71	21.71	23.85	23.85	23.85
2	14.87	15.74	17.17	17.17	17.17	20.04	20.04	21.93	21.93	21.93	24.08	24.08	24.08
3	15.03	15.91	17.34	17.34	17.34	20.23	20.23	22.17	22.17	22.17	24.33	24.33	24.33
4	15.17	16.05	17.49	17.49	17.49	20.42	20.42	22.37	22.37	22.37	24.59	24.59	24.59
5	15.93	16.86	18.27	18.27	18.27	21.45	21.45	23.49	23.49	23.49	25.80	25.80	25.80
6	16.08	17.07	18.47	18.47	18.47	21.66	21.66	23.72	23.72	23.72	26.08	26.08	26.08
7	16.26	17.23	18.64	18.64	18.64	21.88	21.88	23.96	23.96	23.96	26.31	26.31	26.31
8	16.41	17.39	18.83	18.83	18.83	22.10	22.10	24.19	24.19	24.19	26.56	26.56	26.56
9	16.58	17.55	19.01	19.01	19.01	22.32	22.32	24.43	24.43	24.43	26.84	26.84	26.84
10	17.08	18.09	19.57	19.57	19.57	22.96	22.96	25.13	25.13	25.13	27.62	27.62	27.62
11	17.17	18.17	19.67	19.67	19.67	23.06	23.06	25.26	25.26	25.26	27.75	27.75	27.75
12	17.26	18.26	19.78	19.78	19.78	23.18	23.18	25.39	25.39	25.39	27.88	27.88	27.88
13	17.35	18.36	19.88	19.88	19.88	23.29	23.29	25.51	25.51	25.51	28.02	28.02	28.02
14	17.43	18.46	19.99	19.99	19.99	23.40	23.40	25.63	25.63	25.63	28.16	28.16	28.16
15	17.91	18.96	20.56	20.56	20.56	24.11	24.11	26.40	26.40	26.40	29.03	29.03	29.03
16	18.00	19.06	20.67	20.67	20.67	24.24	24.24	26.53	26.53	26.53	29.17	29.17	29.17
17	18.09	19.16	20.76	20.76	20.76	24.36	24.36	26.67	26.67	26.67	29.31	29.31	29.31
18	18.17	19.26	20.86	20.86	20.86	24.49	24.49	26.81	26.81	26.81	29.46	29.46	29.46
19	18.26	19.35	20.96	20.96	20.96	24.61	24.61	26.95	26.95	26.95	29.60	29.60	29.60
20	18.79	19.96	21.58	21.58	21.58	25.31	25.31	27.72	27.72	27.72	30.46	30.46	30.46
21	18.87	20.05	21.70	21.70	21.70	25.44	25.44	27.85	27.85	27.85	30.63	30.63	30.63
22	18.96	20.16	21.80	21.80	21.80	25.57	25.57	27.99	27.99	27.99	30.78	30.78	30.78
23	19.06	20.25	21.92	21.92	21.92	25.68	25.68	28.11	28.11	28.11	30.94	30.94	30.94
24	19.16	20.35	22.03	22.03	22.03	25.81	25.81	28.25	28.25	28.25	31.08	31.08	31.08
25	19.71	20.95	22.66	22.66	22.66	26.58	26.58	29.11	29.11	29.11	32.00	32.00	32.00
26	19.83	21.07	22.79	22.79	22.79	26.71	26.71	29.25	29.25	29.25	32.16	32.16	32.16
27	19.93	21.20	22.92	22.92	22.92	26.85	26.85	29.40	29.40	29.40	32.32	32.32	32.32

Henderson County Schools

Custodial and Maintenance

Schedule for 2025-2026 with 3.0% 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	7443	7441
Starting	13.62	14.97	15.60	15.93	16.35	16.60	18.12	18.77	18.77	18.77	23.62
1	13.74	15.11	15.79	16.08	16.49	16.75	18.31	18.94	18.94	18.94	23.85
2	13.83	15.22	15.90	16.20	16.61	16.87	18.50	19.15	19.15	19.15	24.08
3	13.98	15.38	16.07	16.35	16.79	17.05	18.69	19.33	19.33	19.33	24.33
4	14.10	15.50	16.20	16.48	16.92	17.18	18.86	19.53	19.53	19.53	24.59
5	14.75	16.23	16.96	17.23	17.67	17.93	19.80	20.51	20.51	20.51	25.80
6	14.90	16.39	17.11	17.43	17.85	18.11	20.02	20.73	20.73	20.73	26.08
7	15.04	16.55	17.29	17.56	17.99	18.25	20.21	20.91	20.91	20.91	26.31
8	15.16	16.69	17.44	17.74	18.19	18.45	20.40	21.11	21.11	21.11	26.56
9	15.31	16.85	17.61	17.89	18.34	18.60	20.61	21.33	21.33	21.33	26.84
10	15.77	17.32	18.11	18.40	18.82	19.08	21.23	21.96	21.96	21.96	27.62
11	15.84	17.40	18.20	18.48	18.92	19.18	21.33	22.08	22.08	22.08	27.75
12	15.91	17.48	18.29	18.56	19.01	19.27	21.44	22.19	22.19	22.19	27.88
13	15.99	17.57	18.38	18.64	19.10	19.35	21.55	22.30	22.30	22.30	28.02
14	16.08	17.64	18.46	18.74	19.19	19.45	21.66	22.42	22.42	22.42	28.16
15	16.49	18.13	18.94	19.22	19.67	19.93	22.28	23.04	23.04	23.04	29.03
16	16.56	18.23	19.03	19.30	16.77	20.02	22.40	23.16	23.16	23.16	29.17
17	16.63	18.30	19.12	19.38	19.86	20.12	22.50	23.27	23.27	23.27	29.31
18	16.71	18.39	19.20	19.50	19.94	20.20	22.62	23.38	23.38	23.38	29.46
19	16.80	18.46	19.29	19.59	20.03	20.29	22.72	23.50	23.50	23.50	29.60
20	17.26	19.00	19.82	20.10	20.57	20.83	23.40	24.20	24.20	24.20	30.46
21	17.33	19.09	19.90	20.19	20.66	20.92	23.52	24.33	24.33	24.33	30.63
22	17.41	19.17	19.99	20.29	20.76	21.02	23.63	24.45	24.45	24.45	30.78
23	17.50	19.26	20.10	20.38	20.86	21.12	23.74	24.57	24.57	24.57	30.94
24	17.57	19.36	20.19	20.49	20.96	21.22	23.87	24.70	24.70	24.70	31.08
25	18.07	19.89	20.74	21.05	21.53	21.78	24.57	25.42	25.42	25.42	32.00
26	18.15	19.98	20.86	21.16	21.65	21.91	24.70	25.55	25.55	25.55	32.16
27	18.25	20.10	20.96	21.26	21.77	22.03	24.83	25.66	25.66	25.66	32.32

Henderson County Schools

External Professional Licensure and Other Salaried Positions

Schedule for 2025-2026 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	Director of Child Nutrition (240 days)	Director of Transportation (240 days)	Director of Maintenance (261 days)	Chief Financial Officer (240 days)	Accounting Supervisor (240 days)	Director of Public Information (240 days)	LAN/WAN Tech-Network Administrator (240 days)
Job Class	**7466**	**7464**				**7463**	**7523**
Starting	69,697	69,697	69,697	92,931	86,463	58,562	56,855
1	70,394	70,394	70,394	97,821	87,328	59,147	57,424
2	71,098	71,098	71,098	102,982	88,202	59,739	57,998
3	71,809	71,809	71,809	105,086	89,084	60,336	58,578
4	72,527	72,527	72,527	107,212	89,975	60,939	59,164
5	73,978	73,978	73,978	109,413	94,474	63,987	59,755
6	74,718	74,718	74,718	115,160	95,417	64,626	60,353
7	75,465	75,465	75,465	117,509	96,372	65,272	60,956
8	76,220	76,220	76,220	118,307	97,337	65,925	61,565
9	76,981	76,981	76,981	119,105	98,309	66,585	62,181
10	79,238	79,238	79,238	119,904	101,191	68,537	64,004
11	79,634	79,634	79,634	120,504	101,696	68,879	64,323
12	80,032	80,032	80,032	121,106	102,205	69,224	64,645
13	80,432	80,432	80,432	121,712	102,716	69,571	64,968
14	80,835	80,835	80,835	122,320	103,230	69,918	65,294
15	83,200	83,200	83,200	126,214	106,250	71,963	67,204
16	83,617	83,617	83,617	126,846	106,782	72,323	67,540
17	84,035	84,035	84,035	127,479	107,316	72,684	67,877
18	84,454	84,454	84,454	128,117	107,852	73,048	68,217
19	84,877	84,877	84,877	128,757	108,392	73,413	68,558
20	86,893	86,893	86,893	132,842	111,562	75,562	70,565
21	87,327	87,327	87,327	133,507	112,121	75,940	70,917
22	87,764	87,764	87,764	134,174	112,681	76,319	71,272
23	88,202	88,202	88,202	134,845	113,246	76,701	71,628
24	88,644	88,644	88,644	135,519	113,812	77,085	71,986
25	91,303	91,303	91,303	139,585	117,226	79,397	74,146
26	91,760	91,760	91,760	140,283	117,812	79,793	74,517
27	92,219	92,219	92,219	140,984	118,401	80,193	74,890

Henderson County Schools

External Professional Licensure and Other Salaried Positions

Schedule for 2025-2026 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	FRYSC Coordinator I Associates (240 days)	FRYSC Coordinator III Bachelor's (240 days)	FRYSC Coordinator IV Master's (240 days)	Occupational Therapist Level A (185 days) Hired after 7/1/2020	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)
Grade	FRCA	FRCB	FRCM	THER	THE1	THE2	PT A	SLA	OCC
Job Class		**7491**	**7486**		**7295**	**7291**	**7291**	**7293**	**7292**
Starting	38,310	41,802	46,594	57,676	69,469	81,263	64,491	47,402	28.03
1	38,672	42,228	47,105	58,252	70,165	82,075	65,135	47,876	28.30
2	39,055	42,654	47,552	58,835	70,865	82,896	65,786	48,355	28.60
3	39,438	43,059	48,042	59,424	71,574	83,726	66,444	48,839	28.87
4	39,843	43,485	48,510	60,018	72,290	84,563	67,108	49,326	29.19
5	41,845	45,678	50,917	60,619	73,014	85,409	67,781	49,819	30.63
6	42,271	46,125	51,470	61,225	73,745	86,263	68,457	50,318	30.95
7	42,697	46,572	51,960	61,837	74,481	87,126	69,143	50,821	31.16
8	43,123	47,062	52,471	62,455	75,226	87,997	69,834	51,329	31.48
9	43,548	47,509	53,003	63,079	75,978	88,877	70,532	51,842	31.78
10	44,826	48,936	54,579	64,929	78,205	91,482	72,599	53,362	32.75
11	45,039	49,170	54,856	65,253	78,596	91,939	72,961	53,629	32.91
12	45,273	49,426	55,112	65,580	78,989	92,400	73,327	53,897	33.06
13	45,508	49,660	55,388	65,907	79,384	92,861	73,693	54,167	33.23
14	45,742	49,937	55,687	66,237	79,781	93,325	74,061	54,437	33.41
15	47,083	51,406	57,284	68,176	82,115	96,055	76,229	56,030	34.38
16	47,318	51,662	57,561	68,517	82,526	96,536	76,611	56,310	34.54
17	47,552	51,917	57,859	68,859	82,938	97,018	76,994	56,592	34.72
18	47,786	52,173	58,136	69,204	83,353	97,503	77,379	56,874	34.90
19	48,020	52,428	58,434	69,549	83,770	97,990	77,765	57,159	35.08
20	49,426	53,940	60,180	71,584	86,222	100,857	80,041	58,831	36.09
21	49,660	54,217	60,478	71,942	86,653	101,362	80,442	59,125	36.27
22	49,937	54,494	60,776	72,302	87,086	101,868	80,844	59,421	36.46
23	50,171	54,771	61,074	72,663	87,522	102,378	81,248	59,718	36.63
24	50,427	55,026	61,394	73,027	87,959	102,889	81,654	60,016	36.82
25	50,682	55,303	61,692	75,217	90,597	105,976	84,104	61,816	37.00
26	50,917	55,601	62,011	75,593	91,051	106,507	84,524	62,126	37.20
27	51,193	55,878	62,309	75,972	91,506	107,039	84,947	62,437	37.38

Henderson County Schools

External Professional Licensure and Other Salaried Positions

Schedule for 2025-2026 with 3.0% General Wage Increase

YEARS OF SERVICE COMPLETED	Registered Nurse (185 days)	Interpreter I (181 days)	Interpreter II (181 days)	Interpreter III (181 days)	AWARE Grant Project Director (240 days)	Mental Health Counselor Bachelor's (200 days)	Mental Health Counselor Master's (200 days)
Job Class	**7262**				**7462**	**7882**	**7882**
Starting	20.03	37.18	28.03	23.62	62,820	21.77	24.27
1	20.23	37.56	28.30	23.85	62,820	21.99	24.53
2	20.43	37.95	28.60	24.08	62,820	22.22	24.77
3	20.63	38.31	28.87	24.33	62,820	22.43	25.03
4	20.84	38.73	29.19	24.59	62,820	22.65	25.26
5	21.87	39.09	30.63	25.80	62,820	23.79	26.52
6	22.09	39.49	30.95	26.08	62,820	24.02	26.81
7	22.32	39.88	31.16	26.31	62,820	24.26	27.06
8	22.54	40.27	31.48	26.56	62,820	24.51	27.33
9	22.78	40.67	31.78	26.84	62,820	24.74	27.60
10	23.41	41.87	32.75	27.62	62,820	25.49	28.43
11	23.53	42.10	32.91	27.75	62,820	25.61	28.57
12	23.66	42.29	33.06	27.89	62,820	25.75	28.71
13	23.76	42.51	33.23	28.03	62,820	25.86	28.85
14	23.89	42.73	33.41	28.17	62,820	26.00	28.99
15	24.60	43.97	34.38	29.03	62,820	26.77	29.84
16	24.72	44.21	34.54	29.17	62,820	26.90	29.98
17	24.85	44.41	34.72	29.31	62,820	27.04	30.14
18	24.97	44.63	34.90	29.46	62,820	27.18	30.28
19	25.09	44.85	35.08	29.60	62,820	27.31	30.43
20	25.82	46.17	36.09	30.46	62,820	28.09	31.35
21	25.95	46.41	36.27	30.63	62,820	28.23	31.50
22	26.09	46.63	36.46	30.77	62,820	28.39	31.66
23	26.23	46.86	36.63	30.93	62,820	28.53	31.81
24	26.34	47.10	36.82	31.07	62,820	28.67	31.98
25	26.48	47.34	37.00	31.23	62,820	28.80	32.13
26	26.61	47.57	37.20	31.39	62,820	28.95	32.29
27	26.75	47.81	37.38	31.54	62,820	29.11	32.45

Henderson County Schools: Addendum to Salary Schedule for 2025-2026 School Year

2025-2026 Supplemental Pay Requirements –- $500 payment in first semester

The supplemental check will be issued mid to late November, 2025. 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, 2025
- 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 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 supplemental check, a substitute must meet the following criteria:

- Be an active substitute
- Work 50 or more days from August 7, 2025 through December 19, 2025

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