HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE

State of Alabama
Department of Education
FY2022 Foundation Program

State Minimum Salary Schedule
Classroom Teachers, Counselors, Media Specialist, Assistant Principals, and Central Office

Public School Experience - 187 Day Contract

	Bachelor BS	Master MS	Education Specialist or 6-Year ED. S. or Sixth-Year	Doctoral DO	Non-Degree ND
< 3 yrs	41,690	47,941	51,695	55,446	41,690
< 6 yrs	45,855	52,733	56,860	60,990	45,855
< 9 yrs	47,865	55,043	59,367	63,659	47,865
< 12 yrs	48,822	56,144	60,554	64,932	48,822
< 15 yrs	49,798	57,267	61,765	66,231	49,798
< 18 yrs	50,794	58,412	63,000	67,556	50,794
< 21 yrs	51,810	59,580	64,261	68,907	51,810
< 24 yrs	52,846	60,773	65,546	70,285	52,846
< 27 yrs	53,903	61,987	66,857	71,691	53,903
27+ yrs	54,981	63,228	68,194	73,125	54,981

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE

State of Alabama
Department of Education
FY2022 TEAMS Program

State Minimum Salary Schedule
Classroom Teachers
Effective Date 8/01/2021
Public School Experience - 189 Day Contract

Step	Bachelor BS	Master MS	AA/EDS 6Y	Doctoral DO
0	46,690	52,941	56,695	60,446
1	49,982	57,479	61,977	66,479
2	52,652	60,547	65,304	70,025
3	54,192	62,320	67,215	72,075
4	55,774	64,139	69,177	74,179
5	57,397	66,006	71,190	76,338
6	59,063	67,921	73,258	78,554
7	60,773	69,889	75,378	80,828
8	61,988	71,285	76,886	82,445
9	63,228	72,712	78,423	84,094
10	64,176	73,803	79,599	85,355
11	65,139	74,910	80,793	86,635
12	66,116	76,034	82,005	87,935
13	66,116	76,034	82,005	87,935
14	66,116	76,034	82,005	87,935
15	67,112	77,179	83,240	89,260
16	67,112	77,179	83,240	89,260
17	67,112	77,179	83,240	89,260
18	68,128	78,347	84,501	90,611
19	68,128	78,347	84,501	90,611
20	68,128	78,347	84,501	90,611
21	69,164	79,540	85,786	91,989
22	69,164	79,540	85,876	91,989
23	69,164	79,540	85,786	91,989
24	70,221	80,754	87,097	93,395
25	70,221	80,754	87,097	93,395
26	70,221	80,754	87,097	93,395
27	71,299	81,995	88,434	94,829

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

An annual supplement of $5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teacher stipends.

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE

State of Alabama
Department of Education
FY2022 Foundation Program

State Minimum Salary Schedule
Career Techincal Education (Technical Education) Classroom Teachers

Public School Experience - 187 Day Contract

	Bachelor BS	Master MS	Education Specialist or 6-Year ED. S. or Sixth-Year	Doctoral DO
< 3 yrs	41,690	47,941	51,695	55,446
< 6 yrs	45,855	52,733	56,860	60,990
< 9 yrs	47,865	55,043	59,367	63,659
< 12 yrs	48,822	56,144	60,554	64,932
< 15 yrs	49,798	57,267	61,765	66,231
< 18 yrs	50,794	58,412	63,000	67,556
< 21 yrs	51,810	59,580	64,261	68,907
< 24 yrs	52,846	60,773	65,546	70,285
< 27 yrs	53,903	61,987	66,857	71,691
27+ yrs	54,981	63,228	68,194	73,125
Certificates:	**Bachelor Equivalent 1 or 2, Specialty Area 1 or 2, Level 2, Type II or III**	**Master Equivalent 3 or 4, Specialty Area 3 or 4, Level 3 or 4**	**Sixth-Year Equivalent 5, Specialty Area 5, Level 5**	

This salary schedule does not apply to health science teachers.

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE

State of Alabama
Department of Education
FY2022 Foundation Program

State Minimum Salary Schedule
Career Techincal Education (Health Science) Classroom Teachers

Public School Experience - 187 Day Contract

	Bachelor BS	Master MS	Education Specialist or 6-Year ED. S. or Sixth-Year	Doctoral DO
< 3 yrs	41,690	47,941	51,695	55,446
< 6 yrs	45,855	52,733	56,860	60,990
< 9 yrs	47,865	55,043	59,367	63,659
< 12 yrs	48,822	56,144	60,554	64,932
< 15 yrs	49,798	57,267	61,765	66,231
< 18 yrs	50,794	58,412	63,000	67,556
< 21 yrs	51,810	59,580	64,261	68,907
< 24 yrs	52,846	60,773	65,546	70,285
< 27 yrs	53,903	61,987	66,857	71,691
27+ yrs	54,981	63,228	68,194	73,125
Certificates:	**Bachelor Equivalent Health Science 1 or 2, Specialty Area 1 or 2, Level 2, Type II or III**	**Master Equivalent Health Science 3, Specialty Area 3 or 4, Level 4**	**Sixth-Year Equivalent Health Science 4, Specialty Area 5, Level 5**	

This salary schedule does not apply to techincal education teachers.

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
2021-2022

Classroom Teachers, Counselors, Educational Interpreters, Media Specialist, Assistant Principals, and Central Office

BS Years Experience	9 mo. (187 days)	10 mo. (202 days)	11 mo. (222 days)	12 mo. (240 days)
<3	$41,690	$45,034	$49,493	$53,506
<6	$45,855	$49,533	$54,437	$58,851
<9	$47,865	$51,704	$56,824	$61,431
<12	$48,822	$52,738	$57,960	$62,659
<15	$49,798	$53,792	$59,118	$63,912
<18	$50,794	$54,868	$60,301	$65,190
<21	$51,810	$55,966	$61,507	$66,494
<24	$52,846	$57,085	$62,737	$67,824
<27	$53,903	$58,227	$63,992	$69,180
27+	$54,981	$59,391	$65,272	$70,564

MS Years Experience	9 mo. (187 days)	10 mo. (202 days)	11 mo. (222 days)	12 mo. (240 days)
<3	$47,941	$51,787	$56,914	$61,529
<6	$52,733	$56,963	$62,603	$67,679
<9	$55,043	$59,458	$65,345	$70,643
<12	$56,144	$60,648	$66,652	$72,056
<15	$57,267	$61,861	$67,985	$73,498
<18	$58,412	$63,097	$69,345	$74,967
<21	$59,580	$64,359	$70,731	$76,466
<24	$60,773	$65,648	$72,148	$77,997
<27	$61,987	$66,959	$73,589	$79,556
27+	$63,228	$68,300	$75,062	$81,148

6 YR Years Experience	9 mo. (187 days)	10 mo. (202 days)	11 mo. (222 days)	12 mo. (240 days)
<3	$51,695	$55,842	$61,371	$66,347
<6	$56,860	$61,421	$67,502	$72,975
<9	$59,367	$64,129	$70,478	$76,193
<12	$60,554	$65,411	$71,888	$77,716
<15	$61,765	$66,719	$73,325	$79,271
<18	$63,000	$68,053	$74,791	$80,856
<21	$64,261	$69,416	$76,288	$82,474
<24	$65,546	$70,804	$77,814	$84,123
<27	$66,857	$72,220	$79,370	$85,806
27+	$68,194	$73,664	$80,958	$87,522

DO Years Experience	9 mo. (187 days)	10 mo. (202 days)	11 mo. (222 days)	12 mo. (240 days)
<3	$55,446	$59,894	$65,824	$71,161
<6	$60,990	$65,882	$72,405	$78,276
<9	$63,659	$68,765	$75,574	$81,701
<12	$64,932	$70,140	$77,085	$83,335
<15	$66,231	$71,544	$78,627	$85,002
<18	$67,556	$72,975	$80,200	$86,703
<21	$68,907	$74,434	$81,804	$88,437
<24	$70,285	$75,923	$83,440	$90,205
<27	$71,691	$77,442	$85,109	$92,010
27+	$73,125	$78,991	$86,811	$93,850

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE

State of Alabama
Department of Education
FY2022 Foundation Program

State Minimum Salary Schedule
Public School Nursing Experience - 187 Day Contract

	LPN State	LPN Local	LPN Total	RN State	RN Local	RN Total	RN/MS State	RN/MS Local	RN/MS Total
< 3 yrs	21,328	2,500	23,828	40,575	2,500	43,075	46,664	2,500	49,164
< 6 yrs	23,441	2,500	25,941	44,630	2,500	47,130	51,319	2,500	53,819
< 9 yrs	24,449	2,500	26,949	46,584	2,500	49,084	53,571	2,500	56,071
< 12 yrs	24,767	2,500	27,267	47,208	2,500	49,708	54,290	2,500	56,790
< 15 yrs	25,213	2,500	27,713	48,066	2,500	50,566	55,274	2,500	57,774
< 18 yrs	25,766	2,500	28,266	49,162	2,500	51,662	56,539	2,500	59,039
< 21 yrs	26,076	2,500	28,576	49,797	2,500	52,297	57,266	2,500	59,766
< 24 yrs	26,368	2,500	28,868	50,433	2,500	52,933	58,000	2,500	60,500
< 27 yrs	26,949	2,500	29,449	51,033	2,500	53,533	58,600	2,500	61,100
27+ yrs	27,511	2,500	30,011	51,634	2,500	54,134	59,201	2,500	61,701

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
2021-2022

Assistant Principals hired before July 1, 2013, will have a salary based on degree and experience on a 12 month contract. High School and Middle School Assistant Principals hired after July 1, 2013, will have a salary based on degree and experience on a 11 month contract and Elementary Assistant Principals hired after July 1, 2013, will have a salary based on degree and experience on a 10 month contract.

SUPERINTENDENT SALARY
As Per Contract

Assistant Superintendent shall have an annual supplement of $1,500.00.

Contract Principals (12 month Contract)

	Probationary	1st Contract	2nd Contract	3rd Contract	4th Contract	5th Contract
Elementary/Alternative	$81,732	$84,183	$86,709	$89,309	$91,989	$94,692
Middle School	$83,449	$85,952	$88,530	$91,186	$93,921	$96,624
High School:	$85,165	$87,721	$90,351	$93,063	$95,853	$98,658

Principals may receive travel allowances of no more than $1,500 annually (to be paid from local school public funds). The rate of mileage shall be no greater than that approved by the Board.

Central Office Supervisor (12 Month Contract - Based on Principal Experience)

Less than 3 yrs.	Less than 6 yrs.	Less than 9 yrs.	Less than 12 yrs.	Less than 15 yrs.	Less than 17 yrs.
$85,198	$87,748	$90,386	$93,098	$95,856	$98,613

Technology Coordinator (12 Month Contract-Based on Experience as Technology Coordinator)

Less than 3 yrs.	Less than 6 yrs.	Less than 9 yrs.	Less than 12 yrs.	Less than 15 yrs.	Less than 17 yrs.
$60,440	$65,275	$70,110	$74,946	$77,649	$80,352

CSFO (12 Month) as per contract

Child Nutrition Program Director
Shall have a salary based upon degree and experience on a 12 month contract.

Any certified personnel acting as a Principal or Supervisor who obtains an Educational Doctorate degree shall receive an annual supplement of $5,000

HENRY COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2021-2022

CENTRAL OFFICE STAFF
(12 MONTH/7.5 HOURS)
(CONTRACT PERIOD: JULY - JUNE)

Years Experience	Adminstrative Assistant to the Superintendent	Secretary / Bookkeeper	Payroll Clerk / Bookkeeper
<1	$27,693	$28,149	$32,821
<3	$29,745	$30,200	$34,874
<5	$31,797	$32,251	$36,924
<7	$33,848	$34,302	$38,975
<9	$35,899	$36,354	$41,028
<11	$37,953	$38,404	$43,077
<13	$39,281	$39,748	$44,584
<15	$41,321	$41,788	$46,624
<17	$43,361	$43,828	$48,664

SCHOOL MAINTENANCE
(12 MONTH/8 HOURS)
(CONTRACT PERIOD: JULY - JUNE)

Years Experience	School Maintenance Worker	School Maintenance Supervisor
<1	$33,985	$34,717
<3	$34,463	$36,337
<5	$36,103	$37,957
<7	$37,749	$39,577
<9	$39,387	$41,197
<11	$41,024	$43,697
<13	$42,460	$45,226
<15	$43,990	$46,756
<17	$45,520	$48,286

TECHNOLOGY SPECIALIST/4 year Degree
(12 MONTH/7.5 HOURS)
(CONTRACT PERIOD: JULY - JUNE)

Years Experience	Technology Specialist
<1	$44,796
<3	$46,574
<5	$48,404
<7	$50,324
<9	$52,337
<11	$54,449
<13	$56,032
<15	$57,562
<17	$59,092

HENRY COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2021-2022

BUS SHOP
(12 MONTH/8 HOURS)
(CONTRACT PERIOD: JULY - JUNE)

Years Experience	Shop Assistant	Mechanic
<1	$25,508	$33,698
<3	$27,548	$35,739
<5	$29,585	$37,776
<7	$31,625	$39,815
<9	$33,666	$41,857
<11	$35,704	$43,895
<13	$37,080	$45,271
<15	$38,610	$46,801
<17	$40,140	$48,331

UTILITY WORKER
(9 MONTH/4 HOURS)
(CONTRACT PERIOD: AUGUST-JULY)

Years Experience	Utility Worker
<1	$13,763
<3	$13,946
<5	$14,126
<7	$14,312
<9	$14,547
<11	$14,687
<13	$15,200
<15	$15,710
<17	$16,220

All bus shop personnel are required to maintain a valid CDL with school bus endorsement

BUS DRIVERS
(9 MONTH)
(CONTRACT PERIOD: AUGUST-JULY)

Years Experience	Full Route	1st Shuttle Route*	2nd Shuttle Route & Each Additional*
<1	$13,763	$6,566	$3,278
<3	$13,946		
<5	$14,126		
<7	$14,312		
<9	$14,547		
<11	$14,687		
<13	$15,200		
<15	$15,710		
<17	$16,220		

*Bus Driver Shuttle Route Revision, Board approved on 10/14/2021 with an effective date of 8/07/2021

HENRY COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2021-2022

LOCAL SCHOOL OFFICE POSITIONS
(7.5 HOURS)
(CONTRACT PERIOD: AUGUST-JULY)

Years Experience	Teacher Aides (9 mo/182 days)	Pre-K Auxilliary Aides* (9 mo/187 days)	School Secretary (9 mo/182 days)	School Bookkeeper (11 mo/222 days)
<1	$17,275	$20,400	$17,566	$24,180
<3	$17,999	$20,945	$19,431	$26,331
<5	$18,721	$21,490	$21,387	$28,481
<7	$19,439	$22,035	$23,348	$30,680
<9	$20,211	$22,580	$25,310	$32,933
<11	$20,598	$23,125	$27,269	$35,192
<13	$21,280	$23,670	$28,205	$36,425
<15	$22,045	$24,215	$29,225	$37,700
<17	$22,810	$24,760	$30,245	$38,975

*Pre-K Auxilliary Aides, Board approved on 8/12/2021 with an effective date of 8/01/2021

CUSTODIAL WORKERS
(10 MONTH)
(CONTRACT PERIOD: AUGUST-JULY)

Years Experience	Custodian - 6 hr	Custodian - 8 hr
<1	$13,492	$17,989
<3	$14,036	$18,715
<5	$14,581	$19,442
<7	$15,139	$20,185
<9	$15,684	$20,911
<11	$16,240	$21,655
<13	$16,798	$22,398
<15	$17,355	$23,141
<17	$17,913	$23,884

LUNCHROOM
(CONTRACT PERIOD: AUGUST-JULY)

Years Experience	Lunchroom Worker/ Aide - 4 hr (9 mo/182 Days)	Lunchroom Worker/ Aide - 7 hr (9 mo/182 Days)	Lunchroom Bookkeeper/Worker (9 mo/182 Days)	Lunchroom Manager (10 mo/202 Days)
<1	$9,918	$15,595	$17,058	$22,816
<3	$10,285	$16,325	$18,921	$24,119
<5	$10,735	$17,058	$20,878	$25,423
<7	$11,017	$17,789	$22,838	$26,724
<9	$11,386	$18,530	$24,801	$28,073
<11	$11,752	$19,313	$26,759	$29,444
<13	$12,163	$19,988	$27,695	$30,474
<15	$12,570	$20,676	$28,715	$31,494
<17	$12,978	$21,365	$29,735	$32,514

10 month personnel shall work 15 days beyond the 2021/2022 scholastic school calendar for teachers.
11 month personnel shall work 35 days beyond the 2021/2022 scholastic school calendar for teachers.

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
2021-2022

Coaching Supplements

Board Approved on 8/12/2021

Board Approved Revisions on 9/09/2021

Coaching/Band Supplements		Amount
Athletic Director		$ 4,367.00
Middle School Athletic Director (Does NOT include 20 day supplement)		$ 1,500.00
Head Boys Baseball Coach		$ 3,500.00
Assistant Varsity Baseball Coach		$ 2,332.00
JV Baseball Coach		$ 990.00
JV Assistant Baseball Coach		$ 990.00
Junior High Baseball Coach (7th & 8th Grades)		$ 990.00
Junior High Assistant Baseball Coach (7th & 8th Grades)		$ 990.00
Head Boys Basketball Coach		$ 3,500.00
Assistant Varsity Boys Basketball Coach		$ 2,332.00
JV Boys Basketball Coach		$ 990.00
Junior High Boys Basketball Coach (7th & 8th Grades)		$ 990.00
Head Girls Basketball Coach		$ 3,500.00
Assistant Varsity Girls Basketball Coach		$ 2,332.00
JV Girls Basketball Coach		$ 990.00
Junior High Girls Basketball Coach (7th & 8th Grades)		$ 990.00
Varsity Cheerleader Sponsor		$ 2,425.00
Assistant Varsity Cheerleader Sponsor		$ 990.00
JV Cheerleader Sponsor		$ 990.00
Head Football Coach		$ 3,500.00
Assistant Varsity Football Coach (5 assistants @ $2,332 each)		$ 11,660.00
JV Head Football Coach		$ 2,332.00
Junior High Football Coach (7th & 8th Grades)		$ 990.00
Junior High Football Assistant Coach (7th & 8th Grades)		$ 990.00
Varsity Soccer Coach		$ 2,332.00
JV Soccer Coach (Co-Ed)		$ 990.00
Golf (Co-Ed)		$ 2,332.00
Head Softball Coach		$ 3,500.00
Assistant Varsity Softball Coach		$ 2,332.00
JV Softball		$ 990.00
Cross Country (Co-Ed)		$ 2,332.00
Track (Co-Ed)		$ 2,332.00
Head Volleyball Coach		$ 3,500.00
Assistant Varsity Volleyball Coach		$ 1,160.00
JV Volleyball Coach		$ 990.00
Junior High Volleyball Coach (7th & 8th Grades)		$ 990.00
	TOTAL	**$ 78,940.00**
Auxiliary Band Assistant (2 per school)		$ 870.00

Athletic Director/Band Director will receive a supplement equivalent to 20 days salary based upon degree and experience.
Coaches/sponsors are required to supervise athletes at extracurricular events; including to and from events
Coaches shall be required to maintain a valid CDL with school bus endorsement
All Assistants paid by the Board of Education, shall be employees of Henry County Board of Education
12 Month Certified Employees are eligible to coach; however, they are not eligible to be paid for a coaching supplement.

Schools may use the unused supplements for travel expenses

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
2021-2022

Other Salary Supplements

OTHER SUPPLEMENTS	Amount
Accounts Payable Clerk	$6,000
E-GAP/Federal Programs Clerk	$5,000
Bus Shop Assistant (Headland)*	$6,566
Local Schools Technology Coordinator	$6,500
Pre-K Facilitator	6% of OSR Grant
Purchase Order Clerk	$8,000
Summer School Facilitators ($500 June/$500 July)	$1,000
CNP Safe Serve Certification	$365
Homebound Tutors	$25 per hour
After School/Summer Tutors (Non-Degree)	$15 per hour
After School/Summer Tutors (Degree)	$25 per hour
Extended Day (HES)	$22 per hour
Professional Development Stipend	$100 per day
CNP Special Event Worker	$25 per hour
Regular Bus Driver - Field Trips	$16.50 per hour
Co-op Coordinator	$100 per student

HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
2021-2022

Mentor Stipend Schedule

Board Approved July 13,2020

MENTOR STIPEND SCHEDULE

Novice and Level I		Level II	
Hours	Stipend	Hours	Stipend
36+	$600	18+	$350
30-35	$550	15-17	$325
25-29	$500	12-14	$300
20-24	$450	9-11	$250
15-19	$400	6-8	$200
10-14	$350	3-5	$175
5-9	$200	1	
1-4		2	

Lead Mentor Stipends	
# of Mentors	Stipend
less than 5	$250
5-9	$350
10 or more	$450

Mentoring Time Expectations
Novice (SDE Funded) - A teacher who has taught less than a full semester. (SDE sponsored program says to strive for an average of 2.5 mentor/mentee contact hours per week).
Level I (Title II Funded) - A teacher who has taught more than one semester but less than 1 year. (A minimum of 36 mentor/mentee contact hours for the school year).
Level 2 (Title II Funded) - A teacher with at least one year experience and will require some contact. (A minimum of 18 mentor/mentee contact hours for the school year).

HENRY COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE
2021-2022

Board Approved on 10/14/2021 with an effective date of 10/15/2021

Non-Certified Substitute (excludes bus drivers)	$75.00 per day
Certificated Teacher Substitute	$90.00 per day
Bus Driver Substitute	$55.00 per day
Bus Driver - Field Trip	$16.50 per hour
Nurse	$150.00 per day