



Henry County Board of Education

Salary Schedule 2023-2024

Effective: October 1, 2023 – September 30, 2024

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Henry County Board of Education is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind. Henry County Schools provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, pregnancy, gender identity, age, disability, genetic information, sexual orientation, marital status, national origin, or veteran status. Henry County Board of Education complies with applicable state and local laws governing non-discrimination in employment. This statement applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, benefits, and training.

Henry County Schools expressly prohibits any form of unlawful harassment by or directed toward, any employees based on race, color, religion, gender including pregnancy and gender identity, age, disability, genetic information, sexual orientation, marital status, national origin, or veteran status. Improper interference with the ability of Henry County Board of Education employees to perform their expected job duties is not tolerated.

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ASSUMPTIONS

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit. The assumptions under which this salary schedule was prepared are as follows:

1. That any new employees would begin employment under the salary guidelines contained in this schedule,
2. That an employee who begins working after the beginning of the contract year will be paid at a prorated amount based on contract days worked and daily rate of pay,
3. That salary increases or raises will be made in accordance with mandates of the State Legislature and/or guidelines established by the Superintendent and Board, and be given to each eligible certified and classified employees each budget year (currently October 1 of each year),
4. That wages should be increased in a step fashion based upon experience and/or certification up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment,
5. That all employees should be duly certified for their respective positions,
6. That all employees will be paid in twelve equal monthly installments.
7. That in the event an error is made in the calculation and/or payment of an employee's salary, the Board has the legal authority and right to make the proper adjustments and corrections during the current year.

HENRY COUNTY BOARD OF EDUCATION
INTRODUCTION
2023-2024

The 2022-2023 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

The salary schedule of the Henry County Board of Education as set forth herein is predicated upon a school calendar that includes 177 instructional days or the hourly equivalent and the number of employee work days as set forth in contract days below. In the event the number of instructional days is reduced as a result of legislative enactment, the Board reserves the right and ability to make corresponding reductions to the number of work days for Board employees together with a prorated reduction in compensation. Similarly, if as a consequence of legislative enactment, the number of employee work days is reduced, the Board reserves the right and ability to reduce compensation on a prorated basis for all affected employees. In no event will any employee whose pay is subject to a state minimum salary schedule be paid less than the applicable state minimum salary schedule. The employee shall be responsible for insuring the correctness of his/her records. Errors attributable to the Board may be corrected for the current school term and the two preceding years, as appropriate. Errors not attributable to the board may be corrected for the current school term only.

CONTRACT DAYS & PAY SCHEDULES

Annual salaries for the indicated months of employment are based on the following number of working days per scholastic year:

Monthly Pay Schedules	
Nine-Month Employees - 182, 187, and 189 Days	August 31 - July 31
Ten-Month Employees - 202 Days	August 31 - July 31
Eleven Month Employees - 222 Days	August 31 - July 31
Twelve Month Employees - 240 Days	July 31 - June 30

Henry County Board of Education is an equal pay district and the annual salary for all employees is paid equally over a 12-month period in accordance with state laws and requirements. Employees not employed in a 12-month position who are hired after the start of the school year are paid a prorated portion of their annual contract pay. The prorated amount is calculated by

multiplying the employees' daily rate of pay by the number of working days left on the corresponding work calendar for the contract year. That amount is divided by the number of remaining payrolls in the current school year according to the above contract payment schedule.

Supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position.

WORK SCHEDULES 2023-2024

(Subject to Change - The Superintendent and/or your Supervisor may adjust your workdays accordingly)

July 1, 2023 – June 30, 2024	 240 days
July 11, 2023 – June 24, 2024	 222 days
July 18, 2023 – June 3, 2024	 202 days
August 1, 2023 – May 29, 2024	 189 days
August 1, 2023 – May 24, 2024	 187 days
August 2, 2023 – May 24, 2024	 182 days

HENRY COUNTY BOARD OF EDUCATION
GUIDELINES – EXPERIENCE CREDIT
2023-2024

Experience credit is provided in accordance with the following guidelines:

CERTIFIED:

1. Credit shall be given for teaching full-time under contract in elementary, secondary and postsecondary public schools.
2. Credit shall be given only for satisfactory full-time teaching.
3. Experience shall be credited only from those public schools registered with their state's department of education.
4. The teacher shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Central Office Payroll Department.
5. Credit shall be granted for each year that an employee worked 75% of the full-time school calendar of the public-school verifying experience.

OTHER CLASSIFIED:

1. Credit shall be given for full-time satisfactory experience in the same field or an equivalent area of expertise.
2. The employee shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Central Office Payroll Department.

HENRY COUNTY BOARD OF EDUCATION
SALARY GUIDE PLACEMENT FOR PROFESSIONAL PERSONNEL
2023-2024

For salary guide placement of regular full-time teachers, a full year of credit shall be granted for the following:

1. A new full-time teacher shall be placed on the salary guide to reflect prior professional employment. A new teacher's prior professional employment shall include experience with another school system or other experience deemed appropriate by the Superintendent.
2. Unpaid leaves of absence shall not count toward employment credit for placement on the salary guide. Upon return from a leave of absence an employee shall be placed on the salary guide at the position based upon experience prior to commencement of the unpaid leave of absence.
3. All step raises are given only at the beginning of the contract/budget year, (currently October 1). Teachers who earn an advanced certificate during a school year will have their salary adjusted when the Henry County Board of Education is notified in writing by the Alabama Department of Education the certificate has been earned. No other salaries will be adjusted in mid-term to reflect changes in service.
4. Subject to any legal restrictions, an employee on unpaid leave of absence may elect to continue participation in insurance program(s) with the full cost of the premiums being borne by the employee.
5. Each teacher who holds valid certification from the National Board for Professional Teaching Standards will be given an annual lump sum of \$5,000.00 upon receipt of funds from the Alabama State Department of Education. It is the employee's responsibility to notify the Human Resources Department of initial National Board certification.

The Effect of the Fair Labor Standards Act

The case of *Garcia v. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. The Superintendent or his designee must give prior approval for all overtime worked. Routinely, employees will be given time off within the work week (Sunday through Saturday) so as not to exceed 40 hours. Additional compensation for hours worked over 40 is provided by giving the employee compensatory time or pay for overtime hours worked at the rate of 1.5 to 1. Should an employee accumulate more than 40 hours of compensatory time, the employee shall be paid for overtime worked at the rate of 1.5 to 1.

In accordance with Title 29, Part 541 of **The Code of Federal Regulations**, Revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA, i.e., are "nonexempt." "Exempt" positions are not entitled to overtime pay or compensatory time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees (including teachers and academic administrative positions; e.g., "director," "supervisor").
2. Noncertified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

Summary of Benefits

Website for PEEHIP/Retirement Systems of Alabama (RSA) is www.rsa-al.gov Phone Number: 877-517-0020 – Please contact PEEHIP/RSA directly with any questions, concerns, or corrections to your account.

BENEFITS	CERTIFIED/CLASSIFIED EMPLOYEE
Sick Leave	9 month – 9 sick leave days per year 10 month – 10 sick leave days per year 11 month – 11 sick leave days per year 12 month – 12 sick leave days per year (Sick leave days accumulate)
Annual Leave	12-month full-time employees earn 10 annual leave days per year. A maximum of 20 days of unused annual days may be carried over to the subsequent scholastic year. Any balance in excess of 20 days will be forfeited on June 30 th . Employees have the option each year to be paid for 5 vacation days at their daily rate of pay.
Personal Leave	5 Personal Leave Days (2 days State Funded) each scholastic year. Use of days 3, 4, and 5 results in charge (\$120/day Certified or \$55/day Classified)
Retirement – (State Mandated)	Tier 1: Employee 7.5% monthly contribution Tier 2: Employee 6.2% monthly contribution (effective 10/01/21) State contributes at varying rate.
Health Insurance *Your PID number will be provided to you	Employee pays: \$30/month for individual coverage \$207/month for family coverage without a spouse \$282/month for individual coverage plus spouse (no dependents) \$307/month for family coverage with spouse \$50/month Tobacco Surcharge for each smoker \$50/month Wellness Surcharge if you forgo yearly wellness screening Optional Coverages: Cancer, Dental, Vision, Hospital Indemnity \$38/month for each single optional coverage \$38/month for family Cancer, Vision, and Hospital Indemnity coverage \$50/month for family Dental coverage

PEEHIP and TRS handbooks are available on the above website or you can call 1-877-517-0020 to request one to be mailed to you.

Tier 1: Employee may retire after 25 years of service upon attaining the age 60 with at least 10 years of service. Eligible members may convert unused sick leave days to service credit to meet the minimum requirement for service retirement.

Tier 2: Employee may retire after 10 years of service and has attained the age of 62. Eligible members may convert unused sick leave days to service credit to meet the minimum requirement for service retirement.

If an employee leaves the system before becoming invested (10 years of service), he/she may withdraw all deposits or leave the money for up to 5 years with the Retirement System.

Henry County Board of Education

2023-2024 Salary Schedule - Teacher and Other Certificated Employees

Public School Experience - Nine Months - 187 Days



Degree/Rank					
Step / Years	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Non-Degree / ND
0	44,226	50,857	54,839	58,818	44,226
1	44,226	50,857	54,839	58,818	44,226
2	44,226	50,857	54,839	58,818	44,226
3	48,643	55,939	60,317	64,702	48,643
4	48,643	55,939	60,317	64,702	48,643
5	48,643	55,939	60,317	64,702	48,643
6	50,776	58,390	62,977	67,530	50,776
7	50,776	58,390	62,977	67,530	50,776
8	50,776	58,390	62,977	67,530	50,776
9	52,309	60,154	64,879	69,570	52,309
10	52,831	60,755	65,527	70,265	52,831
11	53,360	61,363	66,182	70,967	53,360
12	53,894	61,977	66,844	71,677	53,894
13	54,433	62,596	67,513	72,394	54,433
14	54,977	63,222	68,187	73,118	54,977
15	55,527	63,855	68,870	73,850	55,527
16	56,082	64,493	69,558	74,588	56,082
17	56,643	65,138	70,254	75,334	56,643
18	57,209	65,789	70,957	76,086	57,209
19	57,781	66,447	71,667	76,847	57,781
20	58,359	67,111	72,383	77,616	58,359
21	58,943	67,783	73,107	78,393	58,943
22	59,532	68,461	73,837	79,176	59,532
23	60,127	69,145	74,576	79,967	60,127
24	60,729	69,837	75,322	80,767	60,729
25	61,336	70,535	76,075	81,575	61,336
26	61,949	71,240	76,836	82,391	61,949
27	62,569	71,952	77,604	83,215	62,569
28	63,195	72,672	78,380	84,047	63,195
29	63,827	73,399	79,164	84,888	63,827
30	64,464	74,133	79,955	85,737	64,464
31	65,109	74,874	80,755	86,593	65,109
32	65,761	75,623	81,563	87,459	65,761
33	66,418	76,379	82,379	88,335	66,418
34	67,082	77,143	83,202	89,218	67,082
35	67,753	77,914	84,034	90,109	67,753

This schedule applies to the following categories of employees: Teachers - Regular K-12, Pre-K, Career Technical, Counselors, Special Education, Driver Education, Instructional Coaches, Media Specialists, Mental Health Coordinator, and Educational Interpreters. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

Henry County Board of Education

2023-2024 Salary Schedule - Teacher and Other Certificated Employees

Public School Experience - Ten Months - 202 Days



Step / Years	Degree/Rank				
	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Non-Degree / ND
0	47,774	54,936	59,238	63,536	47,774
1	47,774	54,936	59,238	63,536	47,774
2	47,774	54,936	59,238	63,536	47,774
3	52,545	60,426	65,155	69,892	52,545
4	52,545	60,426	65,155	69,892	52,545
5	52,545	60,426	65,155	69,892	52,545
6	54,849	63,074	68,029	72,947	54,849
7	54,849	63,074	68,029	72,947	54,849
8	54,849	63,074	68,029	72,947	54,849
9	56,505	64,979	70,083	75,150	56,505
10	57,069	65,628	70,783	75,901	57,069
11	57,640	66,285	71,491	76,660	57,640
12	58,217	66,948	72,206	77,426	58,217
13	58,799	67,617	72,928	78,201	58,799
14	59,387	68,293	73,657	78,983	59,387
15	59,981	68,977	74,394	79,774	59,981
16	60,581	69,666	75,138	80,571	60,581
17	61,187	70,363	75,889	81,377	61,187
18	61,798	71,066	76,649	82,189	61,798
19	62,416	71,777	77,416	83,011	62,416
20	63,040	72,494	78,189	83,842	63,040
21	63,671	73,220	78,971	84,681	63,671
22	64,307	73,953	79,760	85,527	64,307
23	64,950	74,691	80,558	86,381	64,950
24	65,600	75,439	81,364	87,246	65,600
25	66,256	76,193	82,177	88,118	66,256
26	66,918	76,954	82,999	89,000	66,918
27	67,588	77,724	83,829	89,890	67,588
28	68,264	78,501	84,667	90,789	68,264
29	68,947	79,287	85,514	91,697	68,947
30	69,635	80,079	86,369	92,614	69,635
31	70,332	80,880	87,233	93,539	70,332
32	71,036	81,689	88,105	94,474	71,036
33	71,746	82,506	88,987	95,421	71,746
34	72,463	83,331	89,876	96,375	72,463
35	73,188	84,164	90,775	97,337	73,188

This schedule applies to the following categories of employees: Assistant Principals (Elementary), Teachers - Regular K-12, Career Technical, Career Technical Coaches, Counselors, and Math Coach. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

Henry County Board of Education

2023-2024 Salary Schedule - Teacher and Other Certificated Employees

Public School Experience - Eleven Months - 222 Days



Step / Years	Degree/Rank				
	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Non-Degree / ND
0	52,504	60,376	65,103	69,827	52,504
1	52,504	60,376	65,103	69,827	52,504
2	52,504	60,376	65,103	69,827	52,504
3	57,747	66,409	71,606	76,812	57,747
4	57,747	66,409	71,606	76,812	57,747
5	57,747	66,409	71,606	76,812	57,747
6	60,280	69,319	74,764	80,169	60,280
7	60,280	69,319	74,764	80,169	60,280
8	60,280	69,319	74,764	80,169	60,280
9	62,099	71,413	77,022	82,591	62,099
10	62,719	72,126	77,791	83,416	62,719
11	63,347	72,848	78,569	84,250	63,347
12	63,981	73,577	79,355	85,092	63,981
13	64,621	74,312	80,149	85,944	64,621
14	65,267	75,055	80,949	86,803	65,267
15	65,920	75,806	81,760	87,672	65,920
16	66,579	76,564	82,577	88,548	66,579
17	67,245	77,330	83,403	89,434	67,245
18	67,917	78,102	84,238	90,327	67,917
19	68,596	78,884	85,081	91,230	68,596
20	69,282	79,672	85,931	92,143	69,282
21	69,975	80,470	86,790	93,065	69,975
22	70,674	81,275	87,657	93,995	70,674
23	71,381	82,087	88,534	94,934	71,381
24	72,095	82,908	89,420	95,884	72,095
25	72,816	83,737	90,314	96,843	72,816
26	73,544	84,574	91,217	97,812	73,544
27	74,280	85,419	92,129	98,790	74,280
28	75,023	86,274	93,050	99,778	75,023
29	75,773	87,137	93,981	100,776	75,773
30	76,529	88,008	94,920	101,784	76,529
31	77,295	88,888	95,870	102,800	77,295
32	78,069	89,777	96,829	103,828	78,069
33	78,849	90,675	97,798	104,868	78,849
34	79,637	91,582	98,775	105,917	79,637
35	80,434	92,497	99,762	106,974	80,434

This schedule applies to the following categories of employees: Assistant Principals (Middle & High School), Teachers - Regular K-12, Career Technical, and Counselors. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

Henry County Board of Education

2023-2024 Salary Schedule - Teacher and Other Certificated Employees

Public School Experience - Twelve Months - 240 Days



Step / Years	Degree/Rank				
	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Non-Degree / ND
0	56,761	65,271	70,382	75,488	56,761
1	56,761	65,271	70,382	75,488	56,761
2	56,761	65,271	70,382	75,488	56,761
3	62,430	71,793	77,412	83,040	62,430
4	62,430	71,793	77,412	83,040	62,430
5	62,430	71,793	77,412	83,040	62,430
6	65,167	74,939	80,826	86,670	65,167
7	65,167	74,939	80,826	86,670	65,167
8	65,167	74,939	80,826	86,670	65,167
9	67,135	77,203	83,267	89,288	67,135
10	67,804	77,974	84,099	90,180	67,804
11	68,483	78,755	84,939	91,081	68,483
12	69,169	79,543	85,789	91,992	69,169
13	69,861	80,337	86,648	92,912	69,861
14	70,559	81,141	87,513	93,841	70,559
15	71,265	81,953	88,389	94,781	71,265
16	71,977	82,772	89,272	95,728	71,977
17	72,697	83,600	90,166	96,685	72,697
18	73,423	84,435	91,068	97,650	73,423
19	74,157	85,280	91,979	98,627	74,157
20	74,899	86,132	92,898	99,614	74,899
21	75,649	86,994	93,827	100,611	75,649
22	76,405	87,864	94,764	101,616	76,405
23	77,168	88,742	95,713	102,631	77,168
24	77,941	89,630	96,670	103,658	77,941
25	78,720	90,526	97,636	104,695	78,720
26	79,507	91,431	98,613	105,742	79,507
27	80,302	92,345	99,599	106,800	80,302
28	81,106	93,269	100,595	107,868	81,106
29	81,917	94,202	101,601	108,947	81,917
30	82,735	95,144	102,616	110,037	82,735
31	83,562	96,095	103,643	111,135	83,562
32	84,399	97,056	104,680	112,247	84,399
33	85,242	98,027	105,727	113,371	85,242
34	86,095	99,007	106,783	114,504	86,095
35	86,956	99,997	107,851	115,648	86,956

This schedule applies to the following categories of employees: Assistant Principals (High School), Teachers - Regular K-12, Career Technical, CNP Director, Psychometrist, and Transportation Director. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

Henry County Board of Education
2023-2024 Salary Schedule - TEAMS Participating Teachers
Public School Experience - Nine Months - 189 Days



Step / Years	Degree/Rank			
	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR
0	49,530	56,161	60,143	64,122
1	53,021	60,974	65,746	70,521
2	55,854	64,229	69,275	74,283
3	57,488	66,110	71,303	76,458
4	59,166	68,040	73,383	78,689
5	60,887	70,019	75,519	80,980
6	62,655	72,051	77,712	83,330
7	64,469	74,139	79,961	85,743
8	65,758	75,619	81,561	87,458
9	67,073	77,133	83,192	89,208
10	68,078	78,291	84,439	90,545
11	69,100	79,465	85,706	91,902
12	70,137	80,657	86,991	93,282
13	70,137	80,657	86,991	93,282
14	70,137	80,657	86,991	93,282
15	71,192	81,872	88,302	94,687
16	71,192	81,872	88,302	94,687
17	71,192	81,872	88,302	94,687
18	72,271	83,111	89,639	96,120
19	72,271	83,111	89,639	96,120
20	72,271	83,111	89,639	96,120
21	73,370	84,377	91,002	97,583
22	73,370	84,377	91,002	97,583
23	73,370	84,377	91,002	97,583
24	74,491	85,664	92,393	99,074
25	74,491	85,664	92,393	99,074
26	74,491	85,664	92,393	99,074
27	75,635	86,981	93,811	100,595

An annual supplement of \$5000 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 Teachers stipends.

Henry County Board of Education
 2023-2024 Salary Schedule - Principals
 Twelve Months - 240 Days



Contract Years	Contract Period	Elementary School Principal	Middle Schools Principal	High School Principal	Alternative School Principal
0	Probationary Contract	86,701	88,523	90,343	86,701
1		86,701	88,523	90,343	86,701
2		89,301	91,178	93,055	89,301
3	1st Contract	89,301	91,178	93,055	89,301
4		89,301	91,178	93,055	89,301
5		91,981	93,912	95,844	91,981
6	2nd Contract	91,981	93,912	95,844	91,981
7		91,981	93,912	95,844	91,981
8		94,739	96,730	98,722	94,739
9	3rd Contract	94,739	96,730	98,722	94,739
10		94,739	96,730	98,722	94,739
11		97,582	99,632	101,681	97,582
12	4th Contract	97,582	99,632	101,681	97,582
13		97,582	99,632	101,681	97,582
14		100,450	102,499	104,656	100,450
15	5th Contract	100,450	102,499	104,656	100,450
16		100,450	102,499	104,656	100,450

Higher Degree Supplement - (Certified Only):
 Doctorate Degree \$5,000 annual

Principals may receive annual travel allowances not to exceed \$1,500. These allowances are to be paid from local school public funds. The rate of mileage used shall be Board approved.

Henry County Board of Education
 2023-2024 Salary Schedule - Superintendent & Chief School Financial Officer
 Twelve Months - 240 Days



Position	Superintendent
Step	12 Months, 240 Days, 7.5 Hours
0	As Per Contract

Position	Chief School Financial Officer
Step	12 Months, 240 Days, 7.5 Hours
0	As Per Contract

Henry County Board of Education
 2023-2024 Salary Schedule - Central Office Supervisors / Coordinators



Position	Central Office Certified Supervisors	Technology Coordinator
Step	12 Months, 240 Days, 7.5 Hours	12 Months, 240 Days, 7.5 Hours
0	90,378	64,115
1	90,378	64,115
2	90,378	64,115
3	93,083	69,244
4	93,083	69,244
5	93,083	69,244
6	95,881	74,372
7	95,881	74,372
8	95,881	74,372
9	98,758	79,503
10	98,758	79,503
11	98,758	79,503
12	101,684	82,370
13	101,684	82,370
14	101,684	82,370
15	104,609	85,237
16	104,609	85,237
17	104,609	85,237

Higher Degree Supplement - (Certified Only):

Doctorate Degree \$5,000 annual

Henry County Board of Education
2023-2024 Salary Schedule - Nurses
Nursing Experience - Nine Months - 187 Days



Step / Years	Degree/Rank				
	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	33,264	43,886	47,322	51,028	55,023
1	33,264	43,886	47,322	51,028	55,023
2	33,264	43,886	47,322	51,028	55,023
3	36,587	48,270	52,049	56,125	60,519
4	36,587	48,270	52,049	56,125	60,519
5	36,587	48,270	52,049	56,125	60,519
6	38,191	50,386	54,331	58,586	63,173
7	38,191	50,386	54,331	58,586	63,173
8	38,191	50,386	54,331	58,586	63,173
9	39,344	51,907	55,972	60,354	65,080
10	39,737	52,426	56,531	60,957	65,730
11	40,134	52,950	57,096	61,567	66,387
12	40,536	53,480	57,668	62,183	67,052
13	40,941	54,015	58,244	62,805	67,722
14	41,351	54,555	58,827	63,433	68,400
15	41,765	55,101	59,415	64,068	69,084
16	42,182	55,651	60,009	64,708	69,774
17	42,604	56,208	60,609	65,355	70,472
18	43,030	56,770	61,215	66,008	71,177
19	43,460	57,338	61,827	66,668	71,889
20	43,894	57,911	62,445	67,335	72,607
21	44,334	58,491	63,070	68,009	73,334
22	44,777	59,075	63,700	68,688	74,066
23	45,225	59,666	64,338	69,375	74,807
24	45,677	60,263	64,982	70,070	75,556
25	46,134	60,865	65,631	70,770	76,311
26	46,595	61,473	66,287	71,477	77,074
27	47,061	62,089	66,951	72,193	77,846
28	47,532	62,709	67,620	72,914	78,623
29	48,007	63,337	68,296	73,644	79,410
30	48,487	63,970	68,978	74,379	80,203
31	48,972	64,609	69,668	75,123	81,005
32	49,462	65,256	70,366	75,875	81,816
33	49,956	65,908	71,068	76,633	82,634
34	50,455	66,567	71,779	77,399	83,460
35	50,960	67,233	72,497	78,174	84,295

Henry County Board of Education
 2023-2024 Salary Schedule - Classified and Non-Instructional Certified



Position	Central Office Administrative Secretary to the Superintendent		Central Office Secretary / Bookkeeper		Central Office Payroll Clerk / Bookkeeper	
Step	12 Months, 240 Days, 7.5 Hours	Hourly	12 Months, 240 Days, 7.5 Hours	Hourly	12 Months, 240 Days, 7.5 Hours	Hourly
0	30,816	\$17.12	31,324	\$17.40	36,523	\$20.29
1	33,100	\$18.39	33,607	\$18.67	38,808	\$21.56
2	33,100	\$18.39	33,607	\$18.67	38,808	\$21.56
3	35,384	\$19.66	35,889	\$19.94	41,089	\$22.83
4	35,384	\$19.66	35,889	\$19.94	41,089	\$22.83
5	37,666	\$20.93	38,172	\$21.21	43,371	\$24.10
6	37,666	\$20.93	38,172	\$21.21	43,371	\$24.10
7	39,948	\$22.19	40,455	\$22.48	45,656	\$25.36
8	39,948	\$22.19	40,455	\$22.48	45,656	\$25.36
9	42,235	\$23.46	42,736	\$23.74	47,936	\$26.63
10	42,235	\$23.46	42,736	\$23.74	47,936	\$26.63
11	43,712	\$24.28	44,232	\$24.57	49,613	\$27.56
12	43,712	\$24.28	44,232	\$24.57	49,613	\$27.56
13	45,982	\$25.55	46,502	\$25.83	51,883	\$28.82
14	45,982	\$25.55	46,502	\$25.83	51,883	\$28.82
15	48,252	\$26.81	48,772	\$27.10	54,154	\$30.09
16	48,252	\$26.81	48,772	\$27.10	54,154	\$30.09
17	48,252	\$26.81	48,772	\$27.10	54,154	\$30.09

Henry County Board of Education
 2023-2024 Salary Schedule - Classified and Non-Instructional Certified



Position	Technology Specialist		School Maintenance Supervisor		School Maintenance Worker	
Step	12 Months, 240 Days, 7.5 Hours	Hourly	12 Months, 240 Days, 8 Hours	Hourly	12 Months, 240 Days, 8 Hours	Hourly
0	49,849	\$27.69	38,633	\$20.12	37,819	\$19.70
1	51,828	\$28.79	40,436	\$21.06	38,350	\$19.97
2	51,828	\$28.79	40,436	\$21.06	38,350	\$19.97
3	53,864	\$29.92	42,239	\$22.00	40,175	\$20.92
4	53,864	\$29.92	42,239	\$22.00	40,175	\$20.92
5	56,000	\$31.11	44,041	\$22.94	42,007	\$21.88
6	56,000	\$31.11	44,041	\$22.94	42,007	\$21.88
7	58,241	\$32.36	45,844	\$23.88	43,830	\$22.83
8	58,241	\$32.36	45,844	\$23.88	43,830	\$22.83
9	60,591	\$33.66	48,626	\$25.33	45,651	\$23.78
10	60,591	\$33.66	48,626	\$25.33	45,651	\$23.78
11	62,352	\$34.64	50,327	\$26.21	47,249	\$24.61
12	62,352	\$34.64	50,327	\$26.21	47,249	\$24.61
13	64,055	\$35.59	52,030	\$27.10	48,952	\$25.50
14	64,055	\$35.59	52,030	\$27.10	48,952	\$25.50
15	65,757	\$36.53	53,732	\$27.99	50,654	\$26.38
16	65,757	\$36.53	53,732	\$27.99	50,654	\$26.38
17	65,757	\$36.53	53,732	\$27.99	50,654	\$26.38

Henry County Board of Education
 2023-2024 Salary Schedule - Classified and Non-Instructional Certified



Position	Mechanic		Shop Assistant	
Step	12 Months, 240 Days, 8 Hours	Hourly	12 Months, 240 Days, 8 Hours	Hourly
0	37,500	\$19.53	28,800	\$15.00
1	39,770	\$20.71	30,816	\$16.05
2	39,770	\$20.71	30,816	\$16.05
3	42,037	\$21.89	32,973	\$17.17
4	42,037	\$21.89	32,973	\$17.17
5	44,306	\$23.08	34,952	\$18.20
6	44,306	\$23.08	34,952	\$18.20
7	46,578	\$24.26	37,049	\$19.30
8	46,578	\$24.26	37,049	\$19.30
9	48,847	\$25.44	39,272	\$20.45
10	48,847	\$25.44	39,272	\$20.45
11	50,377	\$26.24	40,842	\$21.27
12	50,377	\$26.24	40,842	\$21.27
13	52,080	\$27.12	42,461	\$22.11
14	52,080	\$27.12	42,461	\$22.11
15	53,782	\$28.01	44,159	\$23.00
16	53,782	\$28.01	44,159	\$23.00
17	53,782	\$28.01	44,159	\$23.00

Henry County Board of Education
 2023-2024 Salary Schedule - Classified and Non-Instructional Certified



Position	Utility Worker		Bus Driver		1st Shuttle Route	Each Additional Shuttle
Step	9 Months, 182 Days, 4 Hours	Hourly	9 Months, 182 Days, 4 Hours	Hourly	9 Months, 182 Days	9 Months, 182 Days
0	15,316	\$21.04	15,316	\$21.04	6,566	3,278
1	15,519	\$21.32	15,519	\$21.32	6,566	3,278
2	15,519	\$21.32	15,519	\$21.32	6,566	3,278
3	15,720	\$21.59	15,720	\$21.59	6,566	3,278
4	15,720	\$21.59	15,720	\$21.59	6,566	3,278
5	15,926	\$21.88	15,926	\$21.88	6,566	3,278
6	15,926	\$21.88	15,926	\$21.88	6,566	3,278
7	16,188	\$22.24	16,188	\$22.24	6,566	3,278
8	16,188	\$22.24	16,188	\$22.24	6,566	3,278
9	16,343	\$22.45	16,343	\$22.45	6,566	3,278
10	16,343	\$22.45	16,343	\$22.45	6,566	3,278
11	16,915	\$23.23	16,915	\$23.23	6,566	3,278
12	16,915	\$23.23	16,915	\$23.23	6,566	3,278
13	17,482	\$24.01	17,482	\$24.01	6,566	3,278
14	17,482	\$24.01	17,482	\$24.01	6,566	3,278
15	18,050	\$24.79	18,050	\$24.79	6,566	3,278
16	18,050	\$24.79	18,050	\$24.79	6,566	3,278
17	18,050	\$24.79	18,050	\$24.79	6,566	3,278

Henry County Board of Education
 2023-2024 Salary Schedule - Classified and Non-Instructional Certified



Position	Pre-K Auxiliary Aide		Instructional Aide	
Step	9 Months, 187 Days, 7.5 Hours	Hourly	9 Months, 182 Days, 7.5 Hours	Hourly
0	22,701	\$16.19	20,475	\$15.00
1	23,308	\$16.62	21,294	\$15.60
2	23,308	\$16.62	21,294	\$15.60
3	23,914	\$17.05	22,146	\$16.22
4	23,914	\$17.05	22,146	\$16.22
5	24,521	\$17.48	23,032	\$16.87
6	24,521	\$17.48	23,032	\$16.87
7	25,127	\$17.92	23,953	\$17.55
8	25,127	\$17.92	23,953	\$17.55
9	25,734	\$18.35	24,432	\$17.90
10	25,734	\$18.35	24,432	\$17.90
11	26,340	\$18.78	25,165	\$18.44
12	26,340	\$18.78	25,165	\$18.44
13	26,946	\$19.21	26,171	\$19.17
14	26,946	\$19.21	26,171	\$19.17
15	27,553	\$19.65	26,957	\$19.75
16	27,553	\$19.65	26,957	\$19.75
17	27,553	\$19.65	26,957	\$19.75

Henry County Board of Education
 2023-2024 Salary Schedule - Classified and Non-Instructional Certified



Position	School Bookkeeper		School Secretary	
	11 Months, 222 Days, 7.5 Hours	Hourly	9 Months, 182 Days, 7.5 Hours	Hourly
0	26,908	\$16.16	20,475	\$15.00
1	29,301	\$17.60	22,523	\$16.50
2	29,301	\$17.60	22,523	\$16.50
3	31,694	\$19.04	24,550	\$17.99
4	31,694	\$19.04	24,550	\$17.99
5	34,140	\$20.50	26,513	\$19.42
6	34,140	\$20.50	26,513	\$19.42
7	36,648	\$22.01	28,635	\$20.98
8	36,648	\$22.01	28,635	\$20.98
9	39,162	\$23.52	30,639	\$22.45
10	39,162	\$23.52	30,639	\$22.45
11	40,534	\$24.34	31,558	\$23.12
12	40,534	\$24.34	31,558	\$23.12
13	41,953	\$25.20	32,820	\$24.04
14	41,953	\$25.20	32,820	\$24.04
15	43,372	\$26.05	33,805	\$24.77
16	43,372	\$26.05	33,805	\$24.77
17	43,372	\$26.05	33,805	\$24.77

Henry County Board of Education

2023-2024 Salary Schedule - Classified and Non-Instructional Certified



Position	Building Custodian		Building Custodian	
	10 Months, 202 Days, 8 Hours	Hourly	10 Months, 202 Days, 6 Hours	Hourly
0	24,240	\$15.00	18,180	\$15.00
1	25,210	\$15.60	18,907	\$15.60
2	25,210	\$15.60	18,907	\$15.60
3	26,218	\$16.22	19,663	\$16.22
4	26,218	\$16.22	19,663	\$16.22
5	27,267	\$16.87	20,450	\$16.87
6	27,267	\$16.87	20,450	\$16.87
7	28,357	\$17.55	21,268	\$17.55
8	28,357	\$17.55	21,268	\$17.55
9	29,208	\$18.07	21,906	\$18.07
10	29,208	\$18.07	21,906	\$18.07
11	30,084	\$18.62	22,563	\$18.62
12	30,084	\$18.62	22,563	\$18.62
13	30,987	\$19.18	23,240	\$19.18
14	30,987	\$19.18	23,240	\$19.18
15	31,916	\$19.75	23,937	\$19.75
16	31,916	\$19.75	23,937	\$19.75
17	31,916	\$19.75	23,937	\$19.75

Henry County Board of Education
2023-2024 Salary Schedule - Classified and Non-Instructional Certified



Position	CNP Manager		CNP Worker / Bookkeeper		CNP Worker	
Step	10 Months, 202 Days, 7.5 Hours	Hourly	9 Months, 182 Days, 7.5 Hours	Hourly	9 Months, 182 Days, 7 Hours	Hourly
0	25,389	\$16.76	20,475	\$15.00	19,110	\$15.00
1	26,840	\$17.72	22,523	\$16.50	20,066	\$15.75
2	26,840	\$17.72	22,523	\$16.50	20,066	\$15.75
3	28,291	\$18.67	24,550	\$17.99	20,868	\$16.38
4	28,291	\$18.67	24,550	\$17.99	20,868	\$16.38
5	29,738	\$19.63	26,759	\$19.60	21,703	\$17.04
6	29,738	\$19.63	26,759	\$19.60	21,703	\$17.04
7	31,240	\$20.62	28,900	\$21.17	22,571	\$17.72
8	31,240	\$20.62	28,900	\$21.17	22,571	\$17.72
9	33,170	\$21.89	30,923	\$22.65	23,474	\$18.43
10	33,170	\$21.89	30,923	\$22.65	23,474	\$18.43
11	34,508	\$22.78	31,850	\$23.33	24,413	\$19.16
12	34,508	\$22.78	31,850	\$23.33	24,413	\$19.16
13	35,578	\$23.48	33,124	\$24.27	25,145	\$19.74
14	35,578	\$23.48	33,124	\$24.27	25,145	\$19.74
15	36,915	\$24.37	34,118	\$24.99	25,899	\$20.33
16	36,915	\$24.37	34,118	\$24.99	25,899	\$20.33
17	36,915	\$24.37	34,118	\$24.99	25,899	\$20.33

HENRY COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

2023-2024

Coaching Supplements

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	\$ 4,500.00
Assistant Varsity Baseball Coach	\$ 2,500.00
JV Baseball Coach	\$ 1,000.00
JV Assistant Baseball Coach	\$ 1,000.00
Junior High Baseball Coach (7th & 8th Grades)	\$ 1,000.00
Junior High Assistant Baseball Coach (7th & 8th Grades)	\$ 1,000.00
Head Boys Basketball Coach	\$ 4,500.00
Assistant Varsity Boys Basketball Coach	\$ 2,500.00
JV Boys Basketball Coach	\$ 1,000.00
Junior High Boys Basketball Coach (7th & 8th Grades)	\$ 1,000.00
Head Girls Basketball Coach	\$ 4,500.00
Assistant Varsity Girls Basketball Coach	\$ 2,500.00
JV Girls Basketball Coach	\$ 1,000.00
Junior High Girls Basketball Coach (7th & 8th Grades)	\$ 1,000.00
Varsity Cheerleader Sponsor	\$ 3,500.00
Assistant Varsity Cheerleader Sponsor	\$ 1,500.00
JV Cheerleader Sponsor	\$ 1,500.00
Head Football Coach	\$ 7,000.00
Assistant Varsity Football Coach (5 assistants @ \$3,000 each)	\$ 15,000.00
JV Head Football Coach	\$ 2,500.00
Junior High Football Coach (7th & 8th Grades)	\$ 1,000.00
Junior High Football Assistant Coach (7th & 8th Grades)	\$ 1,000.00
Varsity Soccer Coach	\$ 4,500.00
JV Soccer Coach (Co-Ed)	\$ 1,000.00
Golf (Co-Ed)	\$ 3,500.00
Assistant Golf Coach	\$ 1,000.00
Head Softball Coach	\$ 4,500.00
Assistant Varsity Softball Coach	\$ 2,500.00
JV Softball	\$ 1,000.00
Junior High Softball Coach (7th & 8th Grades)	\$ 1,000.00
Junior High Softball Assistant Coach (7th & 8th Grades)	\$ 1,000.00
Cross Country (Co-Ed)	\$ 3,000.00
Assistant Cross Country Coach	\$ 1,000.00
Track (Co-Ed)	\$ 3,000.00
Assistant Track Coach	\$ 1,000.00
Head Volleyball Coach	\$ 4,500.00
Assistant Varsity Volleyball Coach	\$ 2,000.00
JV Volleyball Coach	\$ 1,000.00
Junior High Volleyball Coach (7th & 8th Grades)	\$ 1,000.00
Head Swim Coach	\$ 1,000.00
Assistant Swim Coach	\$ 1,000.00
TOTAL	\$ 106,367.00
Auxiliary Band Assistant (2 per school)	\$ 1,000.00

Any Varsity Coach that maintains their appropriate field all year (July-June), by mowing and weed eating, will receive a \$1,000 supplement

Athletic Director & Band Director-9 month, 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

12 Month Certified Employees are eligible to coach; however, they are not eligible to be paid for a coaching supplement.

HENRY COUNTY BOARD OF EDUCATION SALARY SCHEDULE 2023-2024

Coaching Supplements - Continued

Multiplier for Coaching Supplements		
3 -Assistant Football Coaches	1A - .2	
4 -Assistant Football Coaches	2A - .25	
5 -Assistant Football Coaches	3A - .3	
6 -Assistant Football Coaches	4A - .35	
7 -Assistant Football Coaches	5A - .4	
8 -Assistant Football Coaches	6A - .45	
9 -Assistant Football Coaches	7A - .5	

Playoff Supplement		
Applicable for Head Coaches that are recognized by the AHSAA		
State Runner Up		\$300
State Championship		\$500

Coaching Supplement for Consecutive Years of Coaching a Sport with Henry County Schools to include Cheer and Band - (Supplement will be applied to each sport separately)				
	No. of Years	Amount	No. of Years	Amount
	1	\$100	16	\$1,600
	2	\$200	17	\$1,700
	3	\$300	18	\$1,800
	4	\$400	19	\$1,900
	5	\$500	20	\$2,000
	6	\$600	21	\$2,100
	7	\$700	22	\$2,200
	8	\$800	23	\$2,300
	9	\$900	24	\$2,400
	10	\$1,000	25	\$2,500
	11	\$1,100	26	\$2,600
	12	\$1,200	27	\$2,700
	13	\$1,300	28	\$2,800
	14	\$1,400	29	\$2,900
	15	\$1,500	30	\$3,000

HENRY COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

2023-2024

Other Salary Supplements

OTHER SUPPLEMENTS	Amount
After School/Summer Tutors (Degree)	\$25 per hour
After School/Summer Tutors (Non-Degree)	\$15 per hour
Behavioral Technician Training Certification	\$1,000
Bus Shop Assistant (Headland)*	\$6,566 annual
CNP Safe Serve Certification	\$365 annual
CNP Special Event Worker	\$25 per hour
Co-op Coordinator	\$100 per student
E-GAP/Federal Programs Clerk	\$5,000 annual
Extended Day (HES)	\$25 per hour
Homebound Tutors	\$25 per hour
JAG Part-time Assistant	\$15 per hour
Local Schools Technology Coordinator	\$6,500 annual
Planning Period Pay (Certified)	Based on Current Hourly Pay
Pre-K Facilitator	6% of OSR Grant
Professional Development Stipend	\$100 per day
Regular Bus Driver - Field Trips	\$16.50 per hour
Regular Bus Driver - Shuttle Route Substitute	\$55.00 per day
High School Senior Sponsor	\$700 annual
Secondary Principal Extracurricular Activities (7-12)	\$5,000 annual
Sign-On Incentive (Certified Secondary Math, Science, or Special Education teachers - 3 year commitment)	\$3,000 \$1,000 per year for 3 years
Summer School (Degree)	\$47.50 per hour
Summer School (Non-Degree)	\$37.50 per hour
Yearbook Sponsor - Elementary	\$1,000 annual
Yearbook Sponsor - Secondary	\$1,000 annual

HENRY COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

2023-2024

Mentor Stipend Schedule

Novice		Level I		Level II	
Hours	Stipend	Hours	Stipend	Hours	Stipend
72+	\$500	36+	\$500	18+	\$350
60-71	\$450	30-35	\$450	15-17	\$325
50-59	\$400	25-29	\$400	12-14	\$300
40-49	\$350	20-24	\$350	9-11	\$250
30-39	\$300	15-19	\$300	6-8	\$200
20-29	\$250	10-14	\$250	3-5	\$175
10-19	\$100	5-9	\$100	1	
1-9		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 year. (SDE sponsored program says to strive for an average of 2.5 mentor/mentee contact hours per week).
Level I (Title II Funded or SDE Funded) - A teacher who has taught more than one year but less than 2 years. (A minimum of 36 mentor/mentee contact hours for the school year).
Level 2 (Title II Funded) - A teacher with experience from another school or system. (A minimum of 18 mentor/mentee contact hours for the school year).

****Mentor Stipend Schedule could vary, rates are determined by ALDSE.**

HENRY COUNTY BOARD OF EDUCATION

SUBSTITUTE SALARY SCHEDULE

2023-2024

Long Term Substitute (certified or non-certified)	\$150.00 per day
Non-Certified Substitute (excludes bus drivers)	\$75.00 per day / \$10.00 per hour
Substitute Bus Driver - Regular Route	\$55.00 per day
Substitute Bus Driver - Shuttle Route	\$36.50 per day
Bus Driver - Field Trip	\$16.50 per hour
Nurse	\$150.00 per day / \$18.75 per hour