



Empower, Engage, Educate

Henry County Board of Education

Salary Schedule
2026 - 2027

Effective: July 1, 2026 - September 30, 2027

Board Approval: 07/09/2026

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.

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

The 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 ensuring 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:

Employee Type/Days on Contract	Monthly Pay Schedules
9 month employees - 182, 187, 189	August 31 -July 31
10 month employees - 202	August 31 - July 31
11 month employees - 222	August 31 - July 31
12 month employees - 240	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 2026 - 2027

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

July 1, 2026 - June 30, 2027	240 days
July 9, 2026 - June 25, 2027	222 days
July 16, 2026 - June 3, 2027	202 days
July 29, 2026 - June 4, 2027	189 days
July 30, 2026 - May 27, 2027	187 days
August 1, 2026 - May 23, 2027	182 days

HENRY COUNTY BOARD OF EDUCATION
GUIDELINES - EXPERIENCE CREDIT

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 fulltime 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

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

The 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 30th. 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 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

2026 -2027 Salary Schedule

Teacher and Other Certificated Employees

Public School Experience - **Nine Months - 187 Days**

Step/ Years	Bachelor/ BS	Master/ MA	AA, EDS/ AA	Doctoral / DR	Non-Degree / ND
0	48,552	52,913	57,055	61,195	48,552
1	48,552	52,913	57,055	61,195	48,552
2	48,552	52,913	57,055	61,195	48,552
3	50,608	58,199	62,754	67,317	50,608
4	50,608	58,199	62,754	67,317	50,608
5	50,608	58,199	62,754	67,317	50,608
6	52,828	60,749	65,522	70,259	52,828
7	52,828	60,749	65,522	70,259	52,828
8	52,828	60,749	65,522	70,259	52,828
9	54,423	62,585	67,501	72,381	54,423
10	54,966	63,210	68,175	73,104	54,966
11	55,517	63,843	68,856	73,835	55,517
12	56,071	64,481	69,545	74,573	56,071
13	56,632	65,125	70,241	75,319	56,632
14	57,199	65,777	70,942	76,073	57,199
15	57,771	66,436	71,653	76,834	57,771
16	58,348	67,099	72,369	77,602	58,348
17	58,932	67,770	73,093	78,378	58,932
18	59,521	68,447	73,825	79,160	59,521
19	60,116	69,132	74,563	79,952	60,116
20	60,718	69,823	75,308	80,752	60,718
21	61,324	70,522	76,061	81,560	61,324
22	61,937	71,228	76,820	82,375	61,937
23	62,557	71,939	77,589	83,198	62,557
24	63,183	72,659	78,366	84,031	63,183
25	63,814	73,385	79,149	84,871	63,814
26	64,452	74,118	79,940	85,720	64,452
27	65,097	74,860	80,740	86,578	65,097
28	65,748	75,609	81,547	87,443	65,748
29	66,406	76,364	82,363	88,318	66,406
30	67,069	77,128	83,186	89,201	67,069
31	67,740	77,899	84,018	90,092	67,740
32	68,419	78,679	84,859	90,993	68,419
33	69,102	79,465	85,708	91,904	69,102
34	69,792	80,260	86,564	92,823	69,792
35	70,491	81,062	87,429	93,750	70,491

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; 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
2026 -2027 Salary Schedule
Teacher and Other Certificated Employees
Public School Experience - Ten Months - 202 Days

Step/ Years	Bachelor/ BS	Master/ MA	AA, EDS/ AA	Doctoral / DR	Non-Degree / ND
0	52,446	57,157	61,631	66,103	52,446
1	52,446	57,157	61,631	66,103	52,446
2	52,446	57,157	61,631	66,103	52,446
3	54,668	62,868	67,788	72,717	54,668
4	54,668	62,868	67,788	72,717	54,668
5	54,668	62,868	67,788	72,717	54,668
6	57,065	65,622	70,778	75,894	57,065
7	57,065	65,622	70,778	75,894	57,065
8	57,065	65,622	70,778	75,894	57,065
9	58,789	67,606	72,915	78,187	58,789
10	59,375	68,281	73,643	78,968	59,375
11	59,970	68,964	74,379	79,757	59,970
12	60,570	69,654	75,123	80,556	60,570
13	61,176	70,348	75,876	81,360	61,176
14	61,787	71,053	76,633	82,174	61,787
15	62,405	71,765	77,401	82,996	62,405
16	63,029	72,481	78,174	83,827	63,029
17	63,658	73,205	78,956	84,665	63,658
18	64,296	73,938	79,747	85,510	64,296
19	64,938	74,677	80,544	86,364	64,938
20	65,588	75,424	81,348	87,229	65,588
21	66,244	76,179	82,163	88,103	66,244
22	66,906	76,941	82,982	88,983	66,906
23	67,575	77,709	83,813	89,872	67,575
24	68,251	78,487	84,652	90,771	68,251
25	68,933	79,271	85,497	91,679	68,933
26	69,622	80,064	86,353	92,596	69,622
27	70,319	80,865	87,216	93,523	70,319
28	71,023	81,673	88,088	94,457	71,023
29	71,733	82,489	88,970	95,402	71,733
30	72,449	83,315	89,859	96,356	72,449
31	73,174	84,148	90,758	97,318	73,174
32	73,907	84,989	91,665	98,292	73,907
33	74,645	85,839	92,582	99,276	74,645
34	75,391	86,698	93,509	100,269	75,391
35	76,146	87,565	94,443	101,271	76,146

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

Henry County Board of Education

2026 -2027 Salary Schedule

Teacher and Other Certificated Employees

Public School Experience - Eleven Months - 222 Days

Step/ Years	Bachelor/ BS	Master/ MA	AA, EDS/ AA	Doctoral / DR	Non-Degree / ND
0	57,639	62,816	67,733	72,648	57,639
1	57,639	62,816	67,733	72,648	57,639
2	57,639	62,816	67,733	72,648	57,639
3	60,080	69,092	74,500	79,916	60,080
4	60,080	69,092	74,500	79,916	60,080
5	60,080	69,092	74,500	79,916	60,080
6	62,716	72,119	77,785	83,408	62,716
7	62,716	72,119	77,785	83,408	62,716
8	62,716	72,119	77,785	83,408	62,716
9	64,609	74,299	80,134	85,929	64,609
10	65,253	75,041	80,935	86,787	65,253
11	65,907	75,792	81,744	87,654	65,907
12	66,566	76,550	82,561	88,531	66,566
13	67,232	77,314	83,388	89,416	67,232
14	67,904	78,088	84,220	90,311	67,904
15	68,584	78,870	85,064	91,215	68,584
16	69,269	79,657	85,914	92,126	69,269
17	69,962	80,454	86,773	93,047	69,962
18	70,662	81,258	87,641	93,977	70,662
19	71,367	82,070	88,519	94,916	71,367
20	72,081	82,891	89,403	95,867	72,081
21	72,803	83,721	90,298	96,826	72,803
22	73,530	84,559	91,198	97,794	73,530
23	74,265	85,403	92,111	98,771	74,265
24	75,009	86,258	93,033	99,758	75,009
25	75,758	87,120	93,963	100,757	75,758
26	76,515	87,990	94,903	101,763	76,515
27	77,281	88,871	95,851	102,782	77,281
28	78,054	89,760	96,810	103,808	78,054
29	78,835	90,658	97,778	104,848	78,835
30	79,622	91,564	98,755	105,896	79,622
31	80,419	92,479	99,744	106,953	80,419
32	81,225	93,404	100,741	108,024	81,225
33	82,036	94,339	101,749	109,105	82,036
34	82,856	95,281	102,766	110,197	82,856
35	83,685	96,235	103,793	111,297	83,685

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

2026-2027 Salary Schedule

Teacher and Other Certificated Employees

Public School Experience - Twelve Months - 240 Days

Step/ Years	Bachelor/ BS	Master/ MA	AA, EDS/ AA	Doctoral / DR	Non-Degree / ND
0	62,313	67,910	73,226	78,539	62,313
1	62,313	67,910	73,226	78,539	62,313
2	62,313	67,910	73,226	78,539	62,313
3	64,952	74,695	80,540	86,396	64,952
4	64,952	74,695	80,540	86,396	64,952
5	64,952	74,695	80,540	86,396	64,952
6	67,800	77,967	84,092	90,171	67,800
7	67,800	77,967	84,092	90,171	67,800
8	67,800	77,967	84,092	90,171	67,800
9	69,848	80,323	86,632	92,895	69,848
10	70,544	81,126	87,497	93,824	70,544
11	71,251	81,938	88,372	94,761	71,251
12	71,963	82,757	89,255	95,709	71,963
13	72,683	83,583	90,150	96,665	72,683
14	73,409	84,419	91,048	97,633	73,409
15	74,144	85,265	91,961	98,610	74,144
16	74,885	86,116	92,880	99,596	74,885
17	75,634	86,977	93,809	100,591	75,634
18	76,391	87,846	94,748	101,596	76,391
19	77,154	88,725	95,695	102,612	77,154
20	77,926	89,612	96,651	103,639	77,926
21	78,705	90,510	97,619	104,676	78,705
22	79,492	91,415	98,593	105,722	79,492
23	80,286	92,327	99,580	106,779	80,286
24	81,090	93,251	100,576	107,847	81,090
25	81,901	94,184	101,582	108,926	81,901
26	82,719	95,125	102,598	110,015	82,719
27	83,547	96,077	103,624	111,116	83,547
28	84,383	97,038	104,659	112,226	84,383
29	85,227	98,008	105,707	113,349	85,227
30	86,078	98,988	106,763	114,483	86,078
31	86,940	99,978	107,831	115,625	86,940
32	87,810	100,978	108,909	116,783	87,810
33	88,687	101,988	109,999	117,952	88,687
34	89,573	103,007	111,098	119,131	89,573
35	90,470	104,037	112,209	120,321	90,470

This schedule applies to the following categories of employees: 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
2026-2027 Salary Schedule
TEAMS Participating Teachers

Public School Experience - Nine Months - 189 Days

Step/ Years	Bachelor/ BS	Master/ MA	AA, EDS/ AA	Doctoral / DR	Hard to Staff Supplement
0	51,532	58,431	62,573	66,714	5,100
1	55,164	63,438	68,403	73,371	5,100
2	58,112	66,825	72,075	77,285	5,100
3	59,811	68,782	74,185	79,548	5,100
4	61,557	70,790	76,349	81,869	5,100
5	63,348	72,849	78,571	84,252	5,100
6	65,188	74,963	80,853	86,697	5,100
7	67,075	77,135	83,193	89,208	5,100
8	68,416	78,675	84,857	90,993	5,100
9	69,784	80,250	86,554	92,813	5,100
10	70,829	81,455	87,851	94,204	5,100
11	71,892	82,677	89,170	95,616	5,100
12	72,971	83,917	90,506	97,051	5,100
13	72,971	83,917	90,506	97,051	5,100
14	72,971	83,917	90,506	97,051	5,100
15	74,069	85,181	91,871	98,513	5,100
16	74,069	85,181	91,871	98,513	5,100
17	74,069	85,181	91,871	98,513	5,100
18	75,192	86,470	93,261	100,004	5,100
19	75,192	86,470	93,261	100,004	5,100
20	75,192	86,470	93,261	100,004	5,100
21	76,335	87,787	94,680	101,526	5,100
22	76,335	87,787	94,680	101,526	5,100
23	76,335	87,787	94,680	101,526	5,100
24	77,501	89,126	96,126	103,078	5,100
25	77,501	89,126	96,126	103,078	5,100
26	77,501	89,126	96,126	103,078	5,100
27	78,691	90,496	97,602	104,660	5,100

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
2026-2027 Salary Schedule

Nurse

Step/ Years	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	34,609	45,660	49,235	53,090	57,247
1	34,609	45,660	49,235	53,090	57,247
2	34,609	45,660	49,235	53,090	57,247
3	38,066	50,221	54,152	58,393	62,965
4	38,066	50,221	54,152	58,393	62,965
5	38,066	50,221	54,152	58,393	62,965
6	39,735	52,422	56,527	60,954	65,726
7	39,735	52,422	56,527	60,954	65,726
8	39,735	52,422	56,527	60,954	65,726
9	40,934	54,005	58,234	62,794	67,710
10	41,343	54,545	58,816	63,421	68,386
11	41,756	55,090	59,403	64,055	69,070
12	42,174	55,641	59,999	64,697	69,762
13	42,596	56,198	60,598	65,343	70,459
14	43,023	56,760	61,205	65,997	71,164
15	43,454	57,328	61,817	66,657	71,876
16	43,887	57,900	62,435	67,324	72,594
17	44,327	58,480	63,059	67,997	73,320
18	44,769	59,064	63,689	68,676	74,054
19	45,217	59,655	64,326	69,363	74,794
20	45,668	60,251	64,968	70,056	75,542
21	46,126	60,854	65,619	70,758	76,298
22	46,587	61,462	66,274	71,464	77,059
23	47,053	62,077	66,938	72,179	77,831
24	47,523	62,698	67,608	72,902	78,610
25	47,999	63,325	68,283	73,630	79,395
26	48,478	63,957	68,965	74,366	80,189
27	48,964	64,598	69,657	75,110	80,992
28	49,453	65,243	70,353	75,861	81,800
29	49,948	65,896	71,056	76,620	82,619
30	50,447	66,555	71,766	77,385	83,445
31	50,952	67,220	72,484	78,159	84,279
32	51,462	67,893	73,210	78,941	85,123
33	51,976	68,572	73,940	79,730	85,973
34	52,495	69,257	74,680	80,526	86,833
35	53,020	69,950	75,426	81,333	87,701

Henry County Board of Education
2026-2027 Salary Schedule

Principals

Public School Experience - Twelve Months - 240 Days

Contract Years	Contract Period	Elementary School Principal	Middle Schools Principal	High School Principal	Alternative School Principal
0	Probationary Contract	90,204	92,099	93,993	90,204
1		90,204	92,099	93,993	90,204
2	1st Contract	92,909	94,861	96,814	92,909
3		92,909	94,861	96,814	92,909
4		92,909	94,861	96,814	92,909
5	2nd Contract	95,696	97,707	99,716	95,696
6		95,696	97,707	99,716	95,696
7		95,696	97,707	99,716	95,696
8	3rd Contract	98,566	100,637	102,710	98,566
9		98,566	100,637	102,710	98,566
10		98,566	100,637	102,710	98,566
11	4th Contract	101,525	103,656	105,788	101,525
12		101,525	103,656	105,788	101,525
13		101,525	103,656	105,788	101,525
14	5th Contract	104,508	106,640	108,884	104,508
15		104,508	106,640	108,884	104,508
16		104,508	106,640	108,884	104,508

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
 2026-2027 Salary Schedule
Superintendent
&
Chief School Financial Officer

Position	Superintendent 12 Months, 240 Days, 7.5 Hours
Step	

As Per Contract

Position	Chief School Financial Officer (CSFO) 12 Months, 240 Days, 7.5 Hours
Step	

As Per Contract

Henry County Board of Education
2026-2027 Salary Schedule
Central Office Supervisors / Directors

Position	Central Office Certified Supervisors	Technology Director
Step	12 Months, 240 Days, 7.5 Hours	12 Months, 240 Days, 7.5 Hours
0	94,030	66,705
1	94,030	66,705
2	94,030	66,705
3	96,844	72,042
4	96,844	72,042
5	96,844	72,042
6	99,755	77,377
7	99,755	77,377
8	99,755	77,377
9	102,749	82,715
10	102,749	82,715
11	102,749	82,715
12	105,791	85,698
13	105,791	85,698
14	105,791	85,698
15	108,835	88,681
16	108,835	88,681
17	108,835	88,681

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

Henry County Board of Education
2026-2027 Salary Schedule
Classified and Non-Instructional

Position	Central Office Administrative Secretary to the Superintendent		Central Office Secretary / Bookkeeper		Central Office Payroll Clerk/ Bookkeeper		Technology Specialist	
Step	12 Months, 240 Days, 7.5 Hours	Hourly	12 Months, 240 Days, 7.5 Hours	Hourly	12 Months, 240 Days, 7.5 Hours		12 Months, 240 Days, 7.5 Hours	Hourly
0	32,062	\$17.81	32,590	\$18.11	47,878	\$21.11	51,863	\$28.82
1	34,437	\$19.14	34,965	\$19.42	50,874	\$22.43	53,922	\$29.96
2	34,437	\$19.14	34,965	\$19.42	50,874	\$22.43	53,922	\$29.96
3	36,813	\$20.45	37,339	\$20.75	53,864	\$23.75	56,040	\$31.13
4	36,813	\$20.45	37,339	\$20.75	53,864	\$23.75	56,040	\$31.13
5	39,187	\$21.77	39,714	\$22.06	56,856	\$25.07	58,262	\$32.36
6	39,187	\$21.77	39,714	\$22.06	56,856	\$25.07	58,262	\$32.36
7	41,562	\$23.09	42,089	\$23.38	59,851	\$26.39	60,594	\$33.66
8	41,562	\$23.09	42,089	\$23.38	59,851	\$26.39	60,594	\$33.66
9	43,941	\$24.41	44,463	\$24.70	62,840	\$27.70	63,039	\$35.02
10	43,941	\$24.41	44,463	\$24.70	62,840	\$27.70	63,039	\$35.02
11	45,478	\$25.27	46,018	\$25.56	65,037	\$28.67	64,871	\$36.04
12	45,478	\$25.27	46,018	\$25.56	65,037	\$28.67	64,871	\$36.04
13	47,840	\$26.58	48,381	\$26.88	68,014	\$29.99	66,643	\$37.03
14	47,840	\$26.58	48,381	\$26.88	68,014	\$29.99	66,643	\$37.03
15	50,201	\$27.89	50,743	\$28.19	70,991	\$31.30	68,413	\$38.01
16	50,201	\$27.89	50,743	\$28.19	70,991	\$31.30	68,413	\$38.01
17	61,200	\$27.89	50,743	\$28.19	70,991	\$31.30	68,413	\$38.01

Henry County Board of Education
2026-2027 Salary Schedule
Classified and Non-Instructional

Position	School Maintenance Supervisor		School Maintenance Worker	
Step	12 Months, 240 Days, 8 Hours	Hourly	12 Months, 240 Days, 8 Hours	Hourly
0	40,194	\$20.93	39,347	\$20.49
1	42,069	\$21.91	39,899	\$20.78
2	42,069	\$21.91	39,899	\$20.78
3	43,945	\$22.89	41,799	\$21.77
4	43,945	\$22.89	41,799	\$21.77
5	45,820	\$23.87	43,704	\$22.77
6	45,820	\$23.87	43,704	\$22.77
7	47,696	\$24.84	45,601	\$23.75
8	47,696	\$24.84	45,601	\$23.75
9	50,590	\$26.35	47,495	\$24.74
10	50,590	\$26.35	47,495	\$24.74
11	52,361	\$27.27	49,158	\$25.60
12	52,361	\$27.27	49,158	\$25.60
13	54,131	\$28.19	50,930	\$26.53
14	54,131	\$28.19	50,930	\$26.53
15	55,903	\$29.12	52,700	\$27.45
16	55,903	\$29.12	52,700	\$27.45
17	55,903	\$29.12	52,700	\$27.45

Henry County Board of Education
2026-2027 Salary Schedule
Classified and Non-Instructional

Position	Bus Driver		Utility Worker		Mechanic		Shop Assistant		Shuttle Routes
Step	9 Months, 182 Days, 4 Hours	Hourly	9 Months, 182 Days, 4 Hours	Hourly	12 Months, 240 Days, 8 Hours	Hourly	12 Months, 240 Days, 8 Hours	Hourly	18.25 per hour
0	15,934	\$21.89	15,934	\$21.89	39,015	\$20.32	29,964	\$15.61	
1	16,146	\$22.17	16,146	\$22.17	41,377	\$21.55	32,061	\$16.70	
2	16,146	\$22.17	16,146	\$22.17	41,377	\$21.55	32,061	\$16.70	
3	16,355	\$22.47	16,355	\$22.47	43,736	\$22.78	34,306	\$17.87	
4	16,355	\$22.47	16,355	\$22.47	43,736	\$22.78	34,306	\$17.87	
5	16,569	\$22.76	16,569	\$22.76	46,097	\$24.01	36,364	\$18.94	
6	16,569	\$22.76	16,569	\$22.76	46,097	\$24.01	36,364	\$18.94	
7	16,842	\$23.13	16,842	\$23.13	48,460	\$25.23	38,546	\$20.07	
8	16,842	\$23.13	16,842	\$23.13	48,460	\$25.23	38,546	\$20.07	
9	17,003	\$23.36	17,003	\$23.36	50,820	\$26.47	40,858	\$21.28	
10	17,003	\$23.36	17,003	\$23.36	50,820	\$26.47	40,858	\$21.28	
11	17,598	\$24.17	17,598	\$24.17	52,413	\$27.30	42,492	\$22.13	
12	17,598	\$24.17	17,598	\$24.17	52,413	\$27.30	42,492	\$22.13	
13	18,189	\$24.98	18,189	\$24.98	54,183	\$28.22	44,176	\$23.01	
14	18,189	\$24.98	18,189	\$24.98	54,183	\$28.22	44,176	\$23.01	
15	18,779	\$25.80	18,779	\$25.80	55,955	\$29.14	45,943	\$23.93	
16	18,779	\$25.80	18,779	\$25.80	55,955	\$29.14	45,943	\$23.93	
17	18,779	\$25.80	18,779	\$25.80	55,955	\$29.14	45,943	\$23.93	

Henry County Board of Education
2026-2027 Salary Schedule
Classified and Non-Instructional

Position	Pre-K Auxiliary Aide		Instructional Aide		School Bookkeeper		School Secretary	
Step	9 Months, 187 Days, 7.5 Hours	Hourly	9 Months- 182 Days, 7.5 Hours	Hourly	11 Months, 222 Days, 7.5 Hours		9 Month, 182 Days 7.5 Hours	Hourly
0	23,618	\$16.84	21,303	\$15.61	27,995	\$16.81	21,303	\$15.61
1	24,249	\$17.29	22,154	\$16.23	30,486	\$18.31	23,432	\$17.17
2	24,249	\$17.29	22,154	\$16.23	30,486	\$18.31	23,432	\$17.17
3	24,880	\$17.74	23,041	\$16.88	32,975	\$19.81	25,542	\$18.71
4	24,880	\$17.74	23,041	\$16.88	32,975	\$19.81	25,542	\$18.71
5	25,511	\$18.19	23,962	\$17.55	35,519	\$21.33	27,585	\$20.21
6	25,511	\$18.19	23,962	\$17.55	35,519	\$21.33	27,585	\$20.21
7	26,143	\$18.64	24,921	\$18.26	38,129	\$22.90	29,791	\$21.83
8	26,143	\$18.64	24,921	\$18.26	38,129	\$22.90	29,791	\$21.83
9	26,773	\$19.09	25,419	\$18.63	40,744	\$24.47	31,877	\$23.36
10	26,773	\$19.09	25,419	\$18.63	40,744	\$24.47	31,877	\$23.36
11	27,404	\$19.54	26,181	\$19.18	42,172	\$25.33	32,833	\$24.05
12	27,404	\$19.54	26,181	\$19.18	42,172	\$25.33	32,833	\$24.05
13	28,035	\$19.99	27,229	\$19.95	43,648	\$26.21	34,147	\$25.02
14	28,035	\$19.99	27,229	\$19.95	43,648	\$26.21	34,147	\$25.02
15	28,666	\$20.44	28,046	\$20.54	45,124	\$27.10	35,171	\$25.77
16	28,666	\$20.44	28,046	\$20.54	45,124	\$27.10	35,171	\$25.77
17	28,666	\$20.44	28,046	\$20.54	45,124	\$27.10	35,171	\$25.77

Henry County Board of Education
2026-2027 Salary Schedule
Classified and Non-Instructional

Position	Building Custodian		Building Custodian	
Step	10 Months, 202 Days, 8 Hours	Hourly	10 Months, 202 Days, 6 Hours	Hourly
0	25,220	\$15.61	18,915	\$15.61
1	26,228	\$16.23	19,671	\$16.23
2	26,228	\$16.23	19,671	\$16.23
3	27,277	\$16.88	20,458	\$16.88
4	27,277	\$16.88	20,458	\$16.88
5	28,368	\$17.55	21,276	\$17.55
6	28,368	\$17.55	21,276	\$17.55
7	29,504	\$18.26	22,127	\$18.26
8	29,504	\$18.26	22,127	\$18.26
9	30,388	\$18.81	22,791	\$18.81
10	30,388	\$18.81	22,791	\$18.81
11	31,300	\$19.37	23,475	\$19.37
12	31,300	\$19.37	23,475	\$19.37
13	32,239	\$19.95	24,179	\$19.95
14	32,239	\$19.95	24,179	\$19.95
15	33,206	\$20.55	24,904	\$20.55
16	33,206	\$20.55	24,904	\$20.55
17	33,206	\$20.55	24,904	\$20.55

Henry County Board of Education
2026-2027 Salary Schedule
Classified and Non-Instructional

Position	CNP Manager		CNP Worker/Secretary		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	26,415	\$17.43	21,303	\$15.61	19,882	\$15.61
1	27,925	\$18.43	23,432	\$17.17	20,876	\$16.39
2	27,925	\$18.43	23,432	\$17.17	20,876	\$16.39
3	29,434	\$19.43	25,542	\$18.71	21,711	\$17.04
4	29,434	\$19.43	25,542	\$18.71	21,711	\$17.04
5	30,940	\$20.42	27,840	\$20.40	22,580	\$17.73
6	30,940	\$20.42	27,840	\$20.40	22,580	\$17.73
7	32,501	\$21.45	30,068	\$22.03	23,482	\$18.43
8	32,501	\$21.45	30,068	\$22.03	23,482	\$18.43
9	34,510	\$22.78	32,172	\$23.57	24,422	\$19.17
10	34,510	\$22.78	32,172	\$23.57	24,422	\$19.17
11	35,902	\$23.69	33,137	\$24.28	25,399	\$19.94
12	35,902	\$23.69	33,137	\$24.28	25,399	\$19.94
13	37,015	\$24.43	34,463	\$25.25	26,161	\$20.53
14	37,015	\$24.43	34,463	\$25.25	26,161	\$20.53
15	38,406	\$25.35	35,496	\$26.00	26,945	\$21.15
16	38,406	\$25.35	35,496	\$26.00	26,945	\$21.15
17	38,406	\$25.35	35,496	\$26.00	26,945	\$21.15

Henry County Board of Education

2026-2027 Salary Schedule

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 ea.	\$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

Henry County Board of Education
2026-2027 Salary Schedule
Coaching Supplements -Continued

Head Softball Coach	\$4,500.00
Assistant Varsity Softball Coach	\$2,500.00
JV Softball	\$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
Tennis Coach	\$3,000.00
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 fro.

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.

Multiplier 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

Henry County Board of Education
2026-2027 Salary Schedule
Coaching Supplements -Continued

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
2026-2027 Salary Schedule
Miscellaneous Salary Supplements

After School/Summer Tutors (certified)	\$ 25.00	per hour
After School/Summer Tutors (classified)	\$ 15.00	per hour
Behavioral Technician Training Certification	\$ 1,000.00	per year
CNP Safe Serve Certification	\$ 365.00	per year
CNP Special Event Worker	\$ 25.00	per hour
Co-op Coordinator	\$ 100.00	per student
Dual Enrollment Coordinator	\$ 25.00	per course
Extended Day (HES)	\$ 25.00	per hour
High School Senior Sponsor	\$ 700.00	per year
Homebound Tutors	\$ 25.00	per hour
JAG Part-time Assistant	\$ 15.00	per hour
Per Pupil	\$ 5.00	per student
Planning Period Pay (certified)	-	current salary rate
Pre-K Facilitator	-	10% of OSR grant
Professional Development Stipend	\$ 100.00	per day
Robotics Sponsor	\$ 3,000.00	per year
Robotics Assistant Sponsor	\$ 1,500.00	per year
Principal - per student enrollment at 20 day count	\$ 5.00	per student
Sign-on Intensive - Certified Math, Science, Special Ed	\$ 3,000.00	over 3 years (1000 per year)
Summer School - Certified	\$ 47.50	per hour
Summer School - Classified	\$ 37.50	per hour
Supervisor Mentorship Supplement	\$ 10,000.00	per year
Yearbook Sponsor - Elementary	\$ 1,000.00	per year
Yearbook Sponsor - Secondary	\$ 1,000.00	per year
Response to Instruction (RTI)	\$5,000.00	per year

Henry County Board of Education
2026-2027 Salary Schedule
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.**