

Henry County Board of Education

Salary Schedule 2025-2026

Effective: July 1, 2025 - September 30, 2026

Pending Board Approval: July 17, 2025

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.

Contents

<u>EEO STATEMENT</u>	Inside Front Cover
-----------------------------------	--------------------

GENERAL INFORMATION

Assumptions.....	1
Introduction, Contract Days, Pay Schedules, and Work Schedule	2-3
Experience Credit Guidelines	4
Salary Guide Placement for Professional Personnel	5
The Effect of the Fair Labor Standards Act.....	6
Employee Benefits	7

SALARY SCHEDULES

Teacher, Instructional Coach, Media Specialist, Educational Interpreter, Mental Health Coordinator, Counselor - 9-Month	8
Assistant Principal, Teacher, Career Tech Coach, Math Coach, Counselor –10-Month	9
Assistant Principal, Teacher, Counselor – 11 Month.....	10
Teacher, Transportation Director, CNP Director Psychometrist- 12 Month	11
Teacher, TEAMS – 9 Month	12
Nurses	13
School Principal - 12-Month	14

CENTRAL OFFICE PROFESSIONALS

Superintendent	15
Chief School Finance Officer	15
Central Office Supervisor	16
Technology Coordinator	16

CENTRAL OFFICE CLASSIFIED

Administrative Secretary to the Superintendent	17
Secretary/Bookkeeper.....	17
Payroll Clerk/Bookkeeper	17
Technology Specialist.....	17

MAINTENANCE

Maintenance Supervisor	18
Maintenance Worker.....	18

TRANSPORTATION

Transportation Director	11
Mechanic	18
Shop Assistant.....	18
Utility Worker.....	19
Bus Driver.....	19
Shuttle Route Bus Driver.....	19

SCHOOL EMPLOYEES CLASSIFIED

Pre-K Auxiliary Aide.....	20
Instructional Aide.....	20
School Bookkeeper.....	20
School Secretary.....	20
Custodian.....	21

NUTRITION PROGRAM

CNP Manger.....	22
CNP Worker/Bookkeeper.....	22
CNP Worker.....	22

SUPPLEMENTS

Coaching Supplements	23-24
Miscellaneous Salary Supplements.....	25
Mentor Stipend	26

SUBSTITUTE SALARY SCHEDULES

Substitute Salaries.....	27
--------------------------	----

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 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:

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

2025-2026

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

July 1, 2025 -June 30, 2026	240 days
July 9, 2025 -June 25, 2026	222 days
July 16, 2025 – June 3, 2026	202 days
July 29, 2024 – June 4, 2025	189 days
July 30, 2025 – May 27, 2026	187 days
August 1, 2024 - May 23, 2025	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

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 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
 2025-2026 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	47,600	51,875	55,936	59,995	47,600
1	47,600	51,875	55,936	59,995	47,600
2	47,600	51,875	55,936	59,995	47,600
3	49,616	57,058	61,524	65,997	49,616
4	49,616	57,058	61,524	65,997	49,616
5	49,616	57,058	61,524	65,997	49,616
6	51,792	59,558	64,237	68,881	51,792
7	51,792	59,558	64,237	68,881	51,792
8	51,792	59,558	64,237	68,881	51,792
9	53,356	61,358	66,177	70,962	53,356
10	53,888	61,971	66,838	71,671	53,888
11	54,428	62,591	67,506	72,387	54,428
12	54,972	63,217	68,181	73,111	54,972
13	55,522	63,848	68,864	73,842	55,522
14	56,077	64,487	69,551	74,581	56,077
15	56,638	65,133	70,248	75,327	56,638
16	57,204	65,783	70,950	76,080	57,204
17	57,776	66,441	71,660	76,841	57,776
18	58,354	67,105	72,377	77,608	58,354
19	58,937	67,776	73,101	78,384	58,937
20	59,527	68,454	73,831	79,169	59,527
21	60,122	69,139	74,570	79,961	60,122
22	60,723	69,831	75,314	80,760	60,723
23	61,330	70,528	76,068	81,567	61,330
24	61,944	71,234	76,829	82,383	61,944
25	62,563	71,946	77,597	83,207	62,563
26	63,188	72,665	78,373	84,039	63,188
27	63,821	73,392	79,157	84,880	63,821
28	64,459	74,126	79,948	85,728	64,459
29	65,104	74,867	80,748	86,586	65,104
30	65,754	75,616	81,555	87,452	65,754
31	66,412	76,372	82,371	88,325	66,412
32	67,077	77,136	83,195	89,209	67,077
33	67,747	77,907	84,027	90,102	67,747
34	68,424	78,686	84,867	91,003	68,424
35	69,109	79,473	85,715	91,912	69,109

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
 2025-2026 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	51,418	56,036	60,423	64,807	51,418
1	51,418	56,036	60,423	64,807	51,418
2	51,418	56,036	60,423	64,807	51,418
3	53,596	61,635	66,459	71,291	53,596
4	53,596	61,635	66,459	71,291	53,596
5	53,596	61,635	66,459	71,291	53,596
6	55,946	64,335	69,390	74,406	55,946
7	55,946	64,335	69,390	74,406	55,946
8	55,946	64,335	69,390	74,406	55,946
9	57,636	66,280	71,485	76,654	57,636
10	58,211	66,942	72,199	77,420	58,211
11	58,794	67,612	72,921	78,193	58,794
12	59,382	68,288	73,650	78,976	59,382
13	59,976	68,969	74,388	79,765	59,976
14	60,575	69,660	75,130	80,563	60,575
15	61,181	70,358	75,883	81,369	61,181
16	61,793	71,060	76,641	82,183	61,793
17	62,410	71,770	77,408	83,005	62,410
18	63,035	72,488	78,183	83,833	63,035
19	63,665	73,213	78,965	84,671	63,665
20	64,302	73,945	79,753	85,519	64,302
21	64,945	74,685	80,552	86,375	64,945
22	65,594	75,432	81,355	87,238	65,594
23	66,250	76,185	82,170	88,110	66,250
24	66,913	76,948	82,992	88,991	66,913
25	67,581	77,717	83,821	89,881	67,581
26	68,257	78,494	84,660	90,780	68,257
27	68,940	79,279	85,506	91,689	68,940
28	69,630	80,072	86,361	92,605	69,630
29	70,326	80,872	87,225	93,531	70,326
30	71,028	81,681	88,097	94,467	71,028
31	71,739	82,498	88,978	95,410	71,739
32	72,458	83,323	89,868	96,365	72,458
33	73,181	84,156	90,767	97,329	73,181
34	73,913	84,998	91,675	98,303	73,913
35	74,653	85,848	92,591	99,285	74,653

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
 2025-2026 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	56,509	61,584	66,405	71,224	56,509
1	56,509	61,584	66,405	71,224	56,509
2	56,509	61,584	66,405	71,224	56,509
3	58,902	67,737	73,039	78,349	58,902
4	58,902	67,737	73,039	78,349	58,902
5	58,902	67,737	73,039	78,349	58,902
6	61,486	70,705	76,260	81,773	61,486
7	61,486	70,705	76,260	81,773	61,486
8	61,486	70,705	76,260	81,773	61,486
9	63,342	72,842	78,563	84,244	63,342
10	63,974	73,570	79,348	85,085	63,974
11	64,615	74,306	80,141	85,935	64,615
12	65,261	75,049	80,942	86,795	65,261
13	65,914	75,798	81,753	87,663	65,914
14	66,573	76,557	82,569	88,540	66,573
15	67,239	77,324	83,396	89,426	67,239
16	67,911	78,095	84,229	90,320	67,911
17	68,590	78,876	85,072	91,223	68,590
18	69,276	79,665	85,923	92,134	69,276
19	69,968	80,461	86,783	93,055	69,968
20	70,668	81,266	87,650	93,987	70,668
21	71,375	82,079	88,527	94,927	71,375
22	72,088	82,901	89,410	95,876	72,088
23	72,809	83,728	90,305	96,834	72,809
24	73,538	84,567	91,209	97,802	73,538
25	74,273	85,412	92,121	98,781	74,273
26	75,015	86,265	93,042	99,768	75,015
27	75,766	87,128	93,972	100,767	75,766
28	76,524	88,000	94,912	101,773	76,524
29	77,289	88,880	95,861	102,792	77,289
30	78,061	89,769	96,819	103,820	78,061
31	78,842	90,666	97,788	104,856	78,842
32	79,632	91,573	98,766	105,906	79,632
33	80,427	92,489	99,754	106,966	80,427
34	81,231	93,413	100,751	108,036	81,231
35	82,044	94,348	101,758	109,115	82,044

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
 2025-2026 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	61,091	66,578	71,790	76,999	61,091
1	61,091	66,578	71,790	76,999	61,091
2	61,091	66,578	71,790	76,999	61,091
3	63,678	73,230	78,961	84,702	63,678
4	63,678	73,230	78,961	84,702	63,678
5	63,678	73,230	78,961	84,702	63,678
6	66,471	76,438	82,443	88,403	66,471
7	66,471	76,438	82,443	88,403	66,471
8	66,471	76,438	82,443	88,403	66,471
9	68,478	78,748	84,933	91,074	68,478
10	69,161	79,535	85,781	91,984	69,161
11	69,854	80,331	86,639	92,903	69,854
12	70,552	81,134	87,505	93,832	70,552
13	71,258	81,944	88,382	94,770	71,258
14	71,970	82,764	89,263	95,719	71,970
15	72,690	83,593	90,158	96,676	72,690
16	73,417	84,427	91,059	97,643	73,417
17	74,151	85,272	91,970	98,619	74,151
18	74,893	86,124	92,890	99,604	74,893
19	75,641	86,985	93,819	100,600	75,641
20	76,398	87,855	94,756	101,607	76,398
21	77,162	88,735	95,705	102,624	77,162
22	77,933	89,623	96,660	103,649	77,933
23	78,712	90,517	97,627	104,685	78,712
24	79,500	91,423	98,604	105,732	79,500
25	80,295	92,337	99,590	106,790	80,295
26	81,097	93,260	100,586	107,858	81,097
27	81,909	94,193	101,592	108,937	81,909
28	82,728	95,135	102,607	110,025	82,728
29	83,556	96,086	103,634	111,126	83,556
30	84,390	97,047	104,670	112,238	84,390
31	85,235	98,018	105,717	113,358	85,235
32	86,088	98,998	106,774	114,493	86,088
33	86,948	99,988	107,842	115,639	86,948
34	87,817	100,987	108,920	116,795	87,817
35	88,696	101,997	110,009	117,962	88,696

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
 2025-2026 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	Hard to Staff Supplement
0	50,521	57,285	61,346	65,405	5,100
1	54,082	62,194	67,061	71,932	5,100
2	56,972	65,514	70,661	75,769	5,100
3	58,638	67,433	72,730	77,988	5,100
4	60,350	69,401	74,851	80,263	5,100
5	62,105	71,420	77,030	82,600	5,100
6	63,909	734,936	79,267	84,997	5,100
7	65,759	75,622	81,561	87,458	5,100
8	67,074	77,132	83,193	89,208	5,100
9	68,415	78,676	84,856	90,993	5,100
10	69,440	79,857	86,128	92,356	5,100
11	70,482	81,055	87,421	93,741	5,100
12	71,540	82,271	88,731	95,148	5,100
13	71,540	82,271	88,731	95,148	5,100
14	71,540	82,271	887,361	95,148	5,100
15	72,616	83,510	90,069	96,581	5,100
16	72,616	83,510	90,069	96,581	5,100
17	72,616	83,510	90,069	96,581	5,100
18	73,717	84,774	91,432	98,043	5,100
19	73,717	84,774	91,432	98,043	5,100
20	73,717	84,774	91,432	98,043	5,100
21	74,838	86,065	92,823	99,535	5,100
22	74,838	86,065	92,823	99,535	5,100
23	74,838	86,065	92,823	99,535	5,100
24	75,981	87,378	94,241	101,056	5,100
25	75,981	87,378	94,241	101,056	5,100
26	75,981	87,378	94,241	101,056	5,100
27	77,148	88,721	95,688	102,607	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
2025-2026 Salary Schedule - Nurse



Step / Years	Degree/Rank				
	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	33,390	44,764	48,269	52,049	56,124
1	33,390	44,764	48,269	52,049	56,124
2	33,390	44,764	48,269	52,049	56,124
3	37,319	49,236	53,090	57,248	61,730
4	37,319	49,236	53,090	57,248	61,730
5	37,319	49,236	53,090	57,248	61,730
6	38,955	51,394	55,418	59,758	64,437
7	38,955	51,394	55,418	59,758	64,437
8	38,955	51,394	55,418	59,758	64,437
9	40,131	52,946	57,092	61,562	66,382
10	40,532	53,475	57,662	62,177	67,045
11	40,937	54,009	58,238	62,799	67,715
12	41,347	54,550	58,822	63,427	68,394
13	41,760	55,096	59,409	64,062	69,077
14	42,179	55,647	60,004	64,702	69,768
15	42,601	56,204	60,604	65,350	70,466
16	43,026	56,765	61,210	66,003	71,170
17	43,457	57,333	61,822	66,663	71,882
18	43,891	57,906	62,440	67,329	72,601
19	44,330	58,485	63,064	68,002	73,327
20	44,772	59,070	63,694	68,682	74,060
21	45,221	59,661	64,332	69,370	74,801
22	45,673	60,257	64,974	70,062	75,548
23	46,130	60,860	65,625	70,763	76,304
24	46,591	61,469	66,282	71,472	77,068
25	47,057	62,083	66,944	72,186	77,838
26	47,527	62,703	67,613	72,907	78,616
27	48,003	63,331	68,291	73,637	79,403
28	48,483	63,964	68,973	74,373	80,196
29	48,968	64,604	69,662	75,117	80,999
30	49,457	65,250	70,358	75,867	81,808
31	49,952	65,902	71,062	76,626	82,626
32	50,452	66,562	71,774	77,393	83,453
33	50,956	67,227	72,490	78,166	84,287
34	51,465	67,899	73,215	78,947	85,130
35	51,980	68,578	73,947	79,738	85,981

Henry County Board of Education
 2025-2026 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	88,435	90,293	92,150	88,435
1		88,435	90,293	92,150	88,435
2	1st Contract	91,087	93,001	94,916	91,087
3		91,087	93,001	94,916	91,087
4		91,087	93,001	94,916	91,087
5	2nd Contract	93,820	95,791	97,761	93,820
6		93,820	95,791	97,761	93,820
7		93,820	95,791	97,761	93,820
8	3rd Contract	96,633	98,664	100,696	96,633
9		96,633	98,664	100,696	96,633
10		96,633	98,664	100,696	96,633
11	4th Contract	99,534	101,624	103,714	99,534
12		99,534	101,624	103,714	99,534
13		99,534	101,624	103,714	99,534
14	5th Contract	102,459	104,549	106,749	102,459
15		102,459	104,549	106,749	102,459
16		102,459	104,549	106,749	102,459

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
2025-2026 Salary Schedule - Superintendent & Chief School Financial Officer



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
 2025-2026 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	92,186	65,397
1	92,186	65,397
2	92,186	65,397
3	94,945	70,629
4	94,945	70,629
5	94,945	70,629
6	97,799	75,860
7	97,799	75,860
8	97,799	75,860
9	100,734	81,093
10	100,734	81,093
11	100,734	81,093
12	103,717	84,018
13	103,717	84,018
14	103,717	84,018
15	106,701	86,942
16	106,701	86,942
17	106,701	86,942

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

Henry County Board of Education
 2025-2026 Salary Schedule - Classified and Non-Instructional



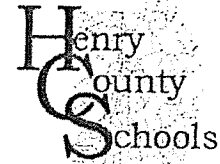
Position	Central Office Administrative Secretary to the Superintendent		Central Office Secretary / Bookkeeper		Central Office Payroll Clerk / Bookkeeper		Technology Specialist	
	12 Months, 240 Days, 7.5 Hours	Hourly	12 Months, 240 Days, 7.5 Hours	Hourly	12 Months, 240 Days, 7.5 Hours	Hourly	12 Months, 240 Days, 7.5 Hours	Hourly
0	31,433	\$17.46	31,951	\$17.75	46,939	\$20.70	50,846	\$28.25
1	33,762	\$18.76	34,279	\$19.04	49,876	\$21.99	52,865	\$29.37
2	33,762	\$18.76	34,279	\$19.04	49,876	\$21.99	52,865	\$29.37
3	36,091	\$20.05	36,607	\$20.34	52,808	\$23.28	54,941	\$30.52
4	36,091	\$20.05	36,607	\$20.34	52,808	\$23.28	54,941	\$30.52
5	38,419	\$21.34	38,935	\$21.63	55,741	\$24.58	57,120	\$31.73
6	38,419	\$21.34	38,935	\$21.63	55,741	\$24.58	57,120	\$31.73
7	40,747	\$22.64	41,264	\$22.92	58,677	\$25.87	59,406	\$33.00
8	40,747	\$22.64	41,264	\$22.92	58,677	\$25.87	59,406	\$33.00
9	43,079	\$23.93	43,591	\$24.22	61,608	\$27.16	61,803	\$34.33
10	43,079	\$23.93	43,591	\$24.22	61,608	\$27.16	61,803	\$34.33
11	44,586	\$24.77	45,116	\$25.06	63,762	\$28.11	63,599	\$35.33
12	44,586	\$24.77	45,116	\$25.06	63,762	\$28.11	63,599	\$35.33
13	46,902	\$26.06	47,432	\$26.35	66,680	\$29.40	65,336	\$36.30
14	46,902	\$26.06	47,432	\$26.35	66,680	\$29.40	65,336	\$36.30
15	49,217	\$27.34	49,748	\$27.64	69,599	\$30.69	67,072	\$37.26
16	49,217	\$27.34	49,748	\$27.64	69,599	\$30.69	67,072	\$37.26
17	60,000	\$27.34	49,748	\$27.64	69,599	\$30.69	67,072	\$37.26

Henry County Board of Education
 2025-2026 Salary Schedule - Classified and Non-Instructional



Position	School Maintenance Supervisor		School Maintenance Worker	
	12 Months, 240 Days, 8 Hours	Hourly	12 Months, 240 Days, 8 Hours	Hourly
0	39,406	\$20.52	38,575	\$20.09
1	41,244	\$21.48	39,117	\$20.37
2	41,244	\$21.48	39,117	\$20.37
3	43,083	\$22.44	40,979	\$21.34
4	43,083	\$22.44	40,979	\$21.34
5	44,922	\$23.40	42,847	\$22.32
6	44,922	\$23.40	42,847	\$22.32
7	46,761	\$24.35	44,707	\$23.28
8	46,761	\$24.35	44,707	\$23.28
9	49,598	\$25.83	46,564	\$24.25
10	49,598	\$25.83	46,564	\$24.25
11	51,334	\$26.74	48,194	\$25.10
12	51,334	\$26.74	48,194	\$25.10
13	53,070	\$27.64	49,931	\$26.01
14	53,070	\$27.64	49,931	\$26.01
15	54,807	\$28.55	51,667	\$26.91
16	54,807	\$28.55	51,667	\$26.91
17	54,807	\$28.55	51,667	\$26.91

Henry County Board of Education
 2025-2026 Salary Schedule - Classified and Non-Instructional



Position	Bus Driver		Utility Worker		Mechanic		Shop Assistant		Shuttle Routes
	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	
0	15,622	\$21.46	15,622	\$21.46	38,250	\$19.92	29,376	\$15.30	
1	15,829	\$21.74	15,829	\$21.74	40,566	\$21.13	31,432	\$16.37	
2	15,829	\$21.74	15,829	\$21.74	40,566	\$21.13	31,432	\$16.37	
3	16,034	\$22.03	16,034	\$22.03	42,878	\$22.33	33,633	\$17.52	
4	16,034	\$22.03	16,034	\$22.03	42,878	\$22.33	33,633	\$17.52	
5	16,244	\$22.31	16,244	\$22.31	45,193	\$23.54	35,651	\$18.57	
6	16,244	\$22.31	16,244	\$22.31	45,193	\$23.54	35,651	\$18.57	
7	16,512	\$22.68	16,512	\$22.68	47,510	\$24.74	37,790	\$19.68	
8	16,512	\$22.68	16,512	\$22.68	47,510	\$24.74	37,790	\$19.68	
9	16,670	\$22.90	16,670	\$22.90	49,824	\$25.95	40,057	\$20.86	
10	16,670	\$22.90	16,670	\$22.90	49,824	\$25.95	40,057	\$20.86	
11	17,253	\$23.70	17,253	\$23.70	51,385	\$26.76	41,659	\$21.70	
12	17,253	\$23.70	17,253	\$23.70	51,385	\$26.76	41,659	\$21.70	
13	17,832	\$24.49	17,832	\$24.49	53,121	\$27.67	43,310	\$22.56	
14	17,832	\$24.49	17,832	\$24.49	53,121	\$27.67	43,310	\$22.56	
15	18,411	\$25.29	18,411	\$25.29	54,858	\$28.57	45,042	\$23.46	
16	18,411	\$25.29	18,411	\$25.29	54,858	\$28.57	45,042	\$23.46	
17	18,411	\$25.29	18,411	\$25.29	54,858	\$28.57	45,042	\$23.46	

Henry County Board of Education
 2025-2026 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	Hourly	9 Month, 182 Days 7.5 Hours	Hourly
0	23,155	\$16.51	20,885	\$15.30	27,446	\$16.48	20,885	\$15.30
1	23,774	\$16.95	21,720	\$15.91	29,888	\$17.95	22,973	\$16.83
2	23,774	\$16.95	21,720	\$15.91	29,888	\$17.95	22,973	\$16.83
3	24,392	\$17.39	22,589	\$16.55	32,328	\$19.42	25,041	\$18.34
4	24,392	\$17.39	22,589	\$16.55	32,328	\$19.42	25,041	\$18.34
5	25,011	\$17.83	23,492	\$17.21	34,823	\$20.91	27,044	\$19.81
6	25,011	\$17.83	23,492	\$17.21	34,823	\$20.91	27,044	\$19.81
7	25,630	\$18.27	24,432	\$17.90	37,381	\$22.45	29,207	\$21.40
8	25,630	\$18.27	24,432	\$17.90	37,381	\$22.45	29,207	\$21.40
9	26,248	\$18.72	24,921	\$18.26	39,945	\$23.99	31,252	\$22.90
10	26,248	\$18.72	24,921	\$18.26	39,945	\$23.99	31,252	\$22.90
11	26,867	\$19.16	25,668	\$18.80	41,345	\$24.83	32,189	\$23.58
12	26,867	\$19.16	25,668	\$18.80	41,345	\$24.83	32,189	\$23.58
13	27,485	\$19.60	26,695	\$19.56	42,792	\$25.70	33,477	\$24.53
14	27,485	\$19.60	26,695	\$19.56	42,792	\$25.70	33,477	\$24.53
15	28,104	\$20.04	27,496	\$20.14	44,239	\$26.57	34,481	\$25.26
16	28,104	\$20.04	27,496	\$20.14	44,239	\$26.57	34,481	\$25.26
17	28,104	\$20.04	27,496	\$20.14	44,239	\$26.57	34,481	\$25.26

Henry County Board of Education
 2025-2026 Salary Schedule - Classified and Non-Instructional



Position	Building Custodian		Building Custodian	
	10 Months, 202 Days, 8 Hours	Hourly	10 Months, 202 Days, 6 Hours	Hourly
0	24,725	\$15.30	18,544	\$15.30
1	25,714	\$15.91	19,285	\$15.91
2	25,714	\$15.91	19,285	\$15.91
3	26,742	\$16.55	20,057	\$16.55
4	26,742	\$16.55	20,057	\$16.55
5	27,812	\$17.21	20,859	\$17.21
6	27,812	\$17.21	20,859	\$17.21
7	28,925	\$17.90	21,693	\$17.90
8	28,925	\$17.90	21,693	\$17.90
9	29,792	\$18.44	22,344	\$18.44
10	29,792	\$18.44	22,344	\$18.44
11	30,686	\$18.99	23,015	\$18.99
12	30,686	\$18.99	23,015	\$18.99
13	31,607	\$19.56	23,705	\$19.56
14	31,607	\$19.56	23,705	\$19.56
15	32,555	\$20.15	24,416	\$20.15
16	32,555	\$20.15	24,416	\$20.15
17	32,555	\$20.15	24,416	\$20.15

Henry County Board of Education
 2025-2026 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	25,897	\$17.09	20,885	\$15.30	19,492	\$15.30
1	27,377	\$18.07	22,973	\$16.83	20,467	\$16.07
2	27,377	\$18.07	22,973	\$16.83	20,467	\$16.07
3	28,857	\$19.05	25,041	\$18.34	21,285	\$16.71
4	28,857	\$19.05	25,041	\$18.34	21,285	\$16.71
5	30,333	\$20.02	27,294	\$20.00	22,137	\$17.38
6	30,333	\$20.02	27,294	\$20.00	22,137	\$17.38
7	31,864	\$21.03	29,478	\$21.60	23,022	\$18.07
8	31,864	\$21.03	29,478	\$21.60	23,022	\$18.07
9	33,833	\$22.33	31,541	\$23.11	23,943	\$18.79
10	33,833	\$22.33	31,541	\$23.11	23,943	\$18.79
11	35,198	\$23.23	32,487	\$23.80	24,901	\$19.55
12	35,198	\$23.23	32,487	\$23.80	24,901	\$19.55
13	36,289	\$23.95	33,787	\$24.75	25,648	\$20.13
14	36,289	\$23.95	33,787	\$24.75	25,648	\$20.13
15	37,653	\$24.85	34,800	\$25.49	26,417	\$20.74
16	37,653	\$24.85	34,800	\$25.49	26,417	\$20.74
17	37,653	\$24.85	34,800	\$25.49	26,417	\$20.74

**HENRY COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
2025-26
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
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
TOTAL	\$ 102,367.00
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

HENRY COUNTY BOARD OF EDUCATION SALARY SCHEDULE 2025-2026

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	
	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
2025-26

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	-	6% 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

HENRY COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

2025-2026

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.**

POSITION	EMPLOYEE	Location	IDEA 3210
SPEC ED/COLLAB	FULLER, JEFFREY	AES	1
TEACHER AIDES	GRIMSLEY, NILA	AES	0.25
TEACHER AIDES	KEY, VANESSA	AES	1
SUPERVISOR/SPED	NEWSOME, LAKEISHA	central office	0.9
TEACHER AIDES	BALKAN, TANYANIKA	AHS	1
TEACHER AIDES	SHERER, HEATHER	HES support	1
TEACHER AIDES	STORY, HANNA	HES support	1
TEACHER AIDES	CULP, KECIA	HMS support	1
			PRESCHOOL 3220
SUPERVISOR/SPED	NEWSOME, LAKEISHA		0.05