

Henry County Schools
2026-2027

School Year
Salary Ranges

Position: TRANSPORTATION			
Job Title	Pay Scale	Work Days	Salary Range
Bus Driver	TS-DMV	178/5hrs per day	\$19,778 - \$31,072
Route Planner	TS-ROU	244	\$36,508 - \$59,710
Transportation Dispatcher	TS-DISP	244	\$38,489 - \$64,437
Transportation Database Specialist	TS-DS	244	\$49,450 - \$88,987
Route Supervisor / Driver Trainer	DP1	244	\$55,622 - \$70,431
Position: PARAPROFESSIONAL			
Job Title	Pay Scale	Work Days	Salary Range
Para 1 (Gen. Ed; ESE-IRR, MID, AUT GC, VI, HI)	PARA1-REG	190	\$24,204 - \$36,114
Para 2 (Gen. Ed; ESE-IRR, MID, AUT GC, VI, HI)	PARA2-REG	190	\$25,018 - \$37,414
Para 1 Lottery Pre-K	PK3-1	190	\$27,241 - \$36,114
Para 2 Lottery Pre-K	PK3	190	\$27,241 - \$37,414
Para 1 Unit / GNETS	PARA1-UNIT	190	\$27,320 - \$39,218
Para 2 Unit / GNETS	PARA2-UNIT	190	\$28,133 - \$40,534
Para 1 (AUT AC, EBD, SID/PID, MOID, OI, ESE Pre-K, K-2 Transition)	PARA1-ESE	190	\$26,787 - \$38,686
Para 2 (AUT AC, EBD, SID/PID, MOID, OI, ESE Pre-K, K-2 Transition)	PARA2-ESE	190	\$27,601 - \$40,001
Position: INFORMATION SERVICES			
Job Title	Pay Scale	Work Days	Salary Range
Application Specialist	TS1	244	\$43,357 - \$77,947
Focus Area Specialist	TS2	244	\$47,770 - \$82,363
Application Development Specialist	TS3	244	\$49,450 - \$88,987
Information Systems Specialist	TS3	244	\$49,450 - \$88,987
Network Specialist	TS4	244	\$52,507 - \$94,525
Enterprise Platform Specialist	TS4	244	\$52,507 - \$94,525
Technology Supervisor	TS5	244	\$55,586 - \$100,104
Systems / Network Engineer I	TP1	244	\$56,091 - \$101,016
Systems / Network Engineer II	STP2	244	\$65,298 - \$117,696
Position: SCHOOL LEVEL SUPPORT			
Job Title	Pay Scale	Work Days	Salary Range
School Office Assistant	SS-OA 190	190	\$25,300 - \$41,112
School Office Assistant	SS-OA 200	200	\$26,632 - \$43,276
School Office Assistant	SS-OA 220	220	\$29,295 - \$47,603
School Office Assistant	SS-OA 244	244	\$32,491 - \$52,796
Bookkeeper - Elementary	SS-ESB 190	190	\$27,351 - \$44,588
Bookkeeper - Elementary	SS-ESB 200	200	\$28,791 - \$46,935
Bookkeeper - Elementary	SS-ESB 220	220	\$31,670 - \$51,628
Bookkeeper - Elementary	SS-ESB 244	244	\$35,124 - \$57,260

Bookkeeper - Middle	SS-MSB 200	200	\$30,496 - \$50,952
Bookkeeper - Middle	SS-MSB 220	220	\$33,546 - \$56,047
Bookkeeper - Middle	SS-MSB 244	244	\$37,205 - \$62,161
Bookkeeper - High	SS-HSB 220	220	\$34,774 - \$58,169
Bookkeeper - High	SS-HSB 244	244	\$38,568 - \$64,515
Clinic Aide	SSS-CA	185/7hrs a day	\$19,754 - \$31,105
Elementary Clerk	SS-EC	190	\$24,204 - \$36,114
Family Engagement Liaison	SS-FEL	190	\$27,351 - \$44,588
Student Data Clerk	SS-SDC	220	\$31,670 - \$51,628

Position: SCHOOL NUTRITION

Job Title	Pay Scale	Work Days	Salary Range
School Nutrition Assistant	SNA	183 days/6hrs per day	\$17,119 - \$29,027
School Nutrition Assistant Manager	SNAM	183 days/8hrs per day	\$24,002 - \$42,127
School Nutrition Manager - Elementary	SNM-1	188 days/8hrs per day	\$33,406 - \$55,435
School Nutrition Manager - Middle/High	SNM-2	188 days/8hrs per day	\$33,406 - \$55,435

Position: INTERPRETER

Job Title	Pay Scale	Work Days	Salary Range
Interpreter - High School Diploma	INTERP-1	183	\$28,546 - \$49,654
Interpreter - Associates Degree	INTERP-2	183	\$37,865 - \$66,047
Interpreter - Bachelor's Degree	INTERP-4	183	\$41,095 - \$71,731
Interpreter - Masters Degree	INTERP-5	183	\$43,405 - \$73,620

Position: LANGUAGE ACCESS FACILITATOR

Job Title	Pay Scale	Work Days	Salary Range
Language Access Facilitator - Non Degree	SSS-LAF1	244	\$43,895 - \$73,567
Language Access Facilitator - 4 Year Degree	SSS-LAF	244	\$47,895 - \$77,567

Position: BILINGUAL COMMUNICATION LIAISON

Job Title	Pay Scale	Work Days	Salary Range
Bilingual Comm. Liaison	SS-BLC	244	\$39,909 - \$66,849

Position: NURSE

Job Title	Pay Scale	Work Days	Salary Range
Licensed Practical Nurse	LPN	185	\$28,802 - \$46,009
Registered Nurse	RN	185	\$40,312 - \$64,573
Registered Nurse - Lead	LRN-1	210	\$55,406 - \$82,963
Registered Nurse - Lead	LRN-2	244	\$63,450 - \$95,470

Position: PHYSICAL / OCCUPATIONAL THERAPIST

Job Title	Pay Scale	Work Days	Salary Range
Certified Occupational Therapy Assistant	COTA	190	\$33,178 - \$66,700
Physical Therapy Assistant	PTA	190	\$37,604 - \$75,697
Occupational or Physical Therapist - Non Doctorate	THP-NDOC	190	\$58,083 - \$104,434
Occupational or Physical Therapist - Doctorate	THP-DOC	190	\$64,503 - \$119,377

Position: DISTRICT CLERICAL

Job Title	Pay Scale	Work Days	Salary Range
Administrative Assistant I / District Receptionist	ADMIN1	244	\$32,285 - \$52,593

Administrative Assistant II	ADMIN2	244	\$36,508 - \$59,710
Benefits Specialist I	HR-BEN1	244	\$37,047 - \$62,004
HR Specialist - Employee Relations	HR-HS1	244	\$37,047 - \$62,004
HR Specialist - Employment	HR-HS1	244	\$37,047 - \$62,004
HR Specialist - Induction	HR-HS1	244	\$37,047 - \$62,004
HR Specialist - Sub Management	HR-HS1	244	\$37,047 - \$62,004
Department Bookkeeper	DEPT-BOOK	244	\$37,047 - \$62,004
Accounts Payable Specialist I	FS-APS1	244	\$38,489 - \$64,437
HR Specialist - Classified	HR-HS2	244	\$38,489 - \$64,437
Benefits Specialist - Risk Management	HR-RISK	244	\$38,489 - \$64,437
Benefits Specialist - Worker's Comp	HR-HS2	244	\$38,489 - \$64,437
Payroll Specialist I	FS-PS1	244	\$38,489 - \$64,437
Purchasing Assistant	FS-PA	244	\$38,489 - \$64,437
Administrative Assistant III	ADMIN3	244	\$39,909 - \$66,849
HR Specialist Certified	ADMIN3	244	\$39,909 - \$66,849
HR Specialist FMLA	HR-HS3	244	\$39,909 - \$66,849
Accounts Payable Specialist II	FS-APS2	244	\$42,709 - \$71,564
Benefits Specialist II	HR-BEN2	244	\$42,709 - \$71,564
Payroll Specialist II	FS-PS2	244	\$42,709 - \$71,564
Executive Secretary	EXE-SEC	244	\$49,708 - \$83,364
System Bookkeeper	FS-SB	244	\$49,708 - \$83,364
Compensation Analyst	HR-ANT	244	\$49,708 - \$83,364

Position: MAINTENANCE / MECHANIC

Job Title	Pay Scale	Work Days	Salary Range
Maintenance I / Mechanic I	M1	244	\$28,104 - \$48,689
Maintenance II / Mechanic II	M2	244	\$34,055 - \$61,057
Maintenance III / Mechanic III	M3	244	\$36,789 - \$67,387
Maintenance IV / Mechanic IV	M4	244	\$43,872 - \$78,886
Crew Lead	MCL	244	\$39,364 - \$69,962

Position: MIDDLE SCHOOL GRADUATION SPECIALIST

Job Title	Pay Scale	Work Days	Salary Range
Middle School Graduation Specialist	MGRAD	190	\$41,536 - \$66,747

Position: PSYCHOLOGIST

Job Title	Pay Scale	Work Days	Salary Range
Psychologist - Master's	PSY-MAST	210	\$64,198 - \$99,867
Psychologist - Specialist	PSY-SPEC	210	\$71,055 - \$112,096
Psychologist - Doctorate	PSY-DOC	210	\$77,608 - \$125,874

Position: TEACHER

Job Title	Pay Scale	Work Days	Salary Range
Teacher - Bachelor's - Provisional	P1-BACH	190	\$51,374 - \$52,494
Teacher - Master's - Provisional	P1-MAST	190	\$54,765 - \$77,196
Teacher - Specialist - Provisional	P1-SPEC	190	\$60,819 - \$86,558
Teacher - Doctorate - Provisional	P1-DOC	190	\$66,853 - \$95,897
Teacher - Professional - HS Diploma- CTAE	C1	190	\$50,450 - \$72,498

Teacher - Professional - Associate - CTAE	C1-ASSOC	190	\$51,600 - \$74,503
Teacher - Bachelor's - Certified	C1-BACH	190	\$53,910 - \$76,536
Teacher - Master's - Certified	C1-MAST	190	\$59,331 - \$85,565
Teacher - Specialist - Certified	C1-SPEC	190	\$65,354 - \$95,546
Teacher - Doctorate - Certified	C1-DOC	190	\$71,111 - \$105,144

Position: COUNSELOR

Job Title	Pay Scale	Work Days	Salary Range
Counselor - Elementary - Certified - Bachelor's	ESC-BACH	190	\$54,660 - \$77,286
Counselor - Elementary - Certified - Master's	ESC-MAST	190	\$60,081 - \$86,315
Counselor - Elementary - Certified - Specialist	ESC-SPEC	190	\$66,104 - \$96,296
Counselor - Elementary - Certified - Doctorate	ESC-DOC	190	\$71,861 - \$105,894
Counselor - Middle/High - Certified - Bachelor's	SCC-BACH	220	\$63,992 - \$90,121
Counselor - Middle/High - Certified - Master's	SCC-MAST	220	\$70,199 - \$100,575
Counselor - Middle/High - Certified - Specialist	SCC-SPEC	220	\$77,173 - \$112,132
Counselor - Middle/High - Certified - Doctorate	SCC-DOC	220	\$83,839 - \$123,246

Position: MENTAL HEALTH AND WELLNESS FACILITATOR

Job Title	Pay Scale	Work Days	Salary Range
Mental Health & Wellness Facilitator - Bachelor's	C3-BACH	200	\$56,747 - \$80,363
Mental Health & Wellness Facilitator - Master's	C3-MAST	200	\$62,454 - \$89,843
Mental Health & Wellness Facilitator - Specialist	C3-SPEC	200	\$68,794 - \$100,323
Mental Health & Wellness Facilitator - Doctorate	C3-DOC	200	\$74,854 - \$110,401

Position: SPEECH LANGUAGE PATHOLOGIST

Job Title	Pay Scale	Work Days	Salary Range
Speech Language Pathologist - Associate - Certified	SLP1-ASSOC	190	\$54,600 - \$76,813
Speech Language Pathologist - Bachelor's - Certified	SLP1-BACH	190	\$56,910 - \$79,536
Speech Language Pathologist - Master's - Certified	SLP1-MAST	190	\$62,331 - \$88,565
Speech Language Pathologist - Specialist - Certified	SLP1-SPEC	190	\$68,354 - \$98,546
Speech Language Pathologist - Doctorate - Certified	SLP1-DOC	190	\$74,111 - \$108,144

Position: ASSISTANT PRINCIPAL

Job Title	Pay Scale	Work Days	Salary Range
Assistant Principal - Elementary - Bachelor's	EAP-BACH	205	\$63,166 - \$87,578
Assistant Principal - Elementary - Master's	EAP-MAST	205	\$69,015 - \$97,320
Assistant Principal - Elementary - Specialist	EAP-SPEC	205	\$75,514 - \$108,089
Assistant Principal - Elementary - Doctorate	EAP-DOC	205	\$81,725 - \$118,445
Assistant Principal - Middle - Bachelor's	MAP-BACH	210	\$64,585 - \$89,592
Assistant Principal - Middle - Master's	MAP-MAST	210	\$70,576 - \$99,572
Assistant Principal - Middle - Specialist	MAP-SPEC	210	\$77,233 - \$110,603
Assistant Principal - Middle - Doctorate	MAP-DOC	210	\$83,596 - \$121,212
Assistant Principal - High - Bachelor's	HAP-BACH	220	\$67,422 - \$93,621
Assistant Principal - High - Master's	HAP-MAST	220	\$73,699 - \$104,075
Assistant Principal - High- Specialist	HAP-SPEC	220	\$80,673 - \$115,632

Assistant Principal - High - Doctorate	HAP-DOC	220	\$87,339 - \$126,746
Position: HIGH SCHOOL ATHLETIC DIRECTOR			
Job Title	Pay Scale	Work Days	Salary Range
Athletic Director - High - Provisional - Bachelor's	P6-BACH	230	\$66,690 - \$68,045
Athletic Director - High - Provisional - Master's	P6-MAST	230	\$70,794 - \$97,948
Athletic Director - High - Provisional - Specialist	P6-SPEC	230	\$78,123 - \$109,281
Athletic Director - High - Provisional - Doctorate	P6-DOC	230	\$85,427 - \$120,586
Athletic Director - High - Certified - Bachelor's	C6-BACH	230	\$69,759 - \$97,149
Athletic Director - High - Certified - Master's	C6-MAST	230	\$76,322 - \$108,079
Athletic Director - High - Certified - Specialist	C6-SPEC	230	\$83,613 - \$120,161
Athletic Director - High - Certified - Doctorate	C6-DOC	230	\$90,582 - \$131,780
Position: PRINCIPAL			
Job Title	Pay Scale	Work Days	Salary Range
Principal - Elementary - Master's	EPRIN-MAST	244	\$126,185 - \$138,742
Principal - Elementary - Specialist	EPRIN-SPEC	244	\$128,286 - \$140,843
Principal - Elementary - Doctorate	EPRIN-DOC	244	\$130,387 - \$142,944
Principal - Middle - Master's	MPRIN-MAST	244	\$135,953 - \$149,493
Principal - Middle - Specialist	MPRIN-SPEC	244	\$138,054 - \$151,594
Principal - Middle - Doctorate	MPRIN-DOC	244	\$140,156 - \$153,695
Principal - High - Master's	HPRIN-MAST	244	\$145,721 - \$160,243
Principal - High- Specialist	HPRIN-SPEC	244	\$147,822 - \$162,344
Principal - High - Doctorate	HPRIN-DOC	244	\$149,923 - \$164,445
Position: TESTING SPECIALIST			
Job Title	Pay Scale	Work Days	Salary Range
Testing Specialist	SS-TS	244	\$42,709 - \$71,564
Position: VIDEOGRAPHER			
Job Title	Pay Scale	Work Days	Salary Range
Videographer	DP-3	244	\$74,560 - \$94,477
Position: LEAD			
Job Title	Pay Scale	Work Days	Salary Range
Lead Media & Marketing	DP-3	244	\$74,560 - \$94,477
Communications Lead	DP-3	244	\$74,560 - \$94,477
Administrative Lead	DP2	244	\$66,430 - \$84,153
Supervising Lead	OA-FS	244	\$78,421 - \$99,380
Position: DISTRICT ADMINISTRATION			
Job Title	Pay Scale	Work Days	Salary Range
Administrative Manager - Master's	D1-2	244	\$93,430 - \$110,327
Administrative Manager - Specialist	D1-1	244	\$95,594 - \$112,491
Administrative Manager - Doctorate	D1	244	\$97,758 - \$114,656
Administrative Supervisor - Master's	C3-2	244	\$104,233 - \$117,395
Administrative Supervisor - Specialist	C3-1	244	\$106,397 - \$119,559

Administrative Supervisor - Doctorate	C3	244	\$108,561 - \$121,724
Coordinator - Master's	C-MAST	244	\$117,812 - \$132,627
Coordinator - Specialist	C-SPEC	244	\$119,913 - \$134,728
Coordinator - Doctorate	C-DOC	244	\$122,014 - \$136,829
Director - Master's	D-MAST	244	\$128,256 - \$144,400
Director - Specialist	D-SPEC	244	\$130,358 - \$146,769
Director - Doctorate	D-DOC	244	\$132,459 - \$149,138
Senior Director - Master's	SD-MAST	244	\$134,997 - \$150,981
Senior Director - Specialist	SD-SPEC	244	\$137,057 - \$153,041
Senior Director - Doctorate	SD-DOC	244	\$139,117 - \$155,101
Executive Director - Master's	CABL-MAST	244	\$149,014 - \$167,798
Executive Director - Specialist	CABL-SPEC	244	\$151,116 - \$169,899
Executive Director - Doctorate	CABL-DOC	244	\$153,217 - \$172,000
Assistant Superintendent - Master's	CABL-MAST	244	\$149,014 - \$167,798
Assistant Superintendent - Specialist	CABL-SPEC	244	\$151,116 - \$169,899
Assistant Superintendent - Doctorate	CABL-DOC	244	\$153,217 - \$172,000