

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
CERTIFIED SALARY SCHEDULE**

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$50,000	\$53,605	\$54,605	\$56,105	\$57,605
1	\$50,841	\$53,905	\$54,125	\$55,625	\$58,947
2	\$51,683	\$54,207	\$55,207	\$56,707	\$60,214
3	\$51,803	\$54,447	\$55,447	\$56,947	\$60,444
4	\$51,923	\$54,808	\$55,808	\$57,308	\$60,675
5	\$52,164	\$55,408	\$56,408	\$57,908	\$60,905
6	\$53,370	\$57,365	\$58,365	\$59,865	\$61,136
7	\$54,086	\$57,465	\$58,465	\$59,965	\$62,288
8	\$54,447	\$57,571	\$58,571	\$60,071	\$63,555
9	\$54,928	\$58,293	\$59,293	\$60,793	\$64,707
10	\$55,408	\$58,893	\$59,893	\$61,393	\$66,089
11	\$56,900	\$61,380	\$62,380	\$63,880	\$67,472
12	\$56,970	\$62,080	\$63,080	\$64,580	\$67,933
13	\$57,211	\$62,230	\$63,230	\$64,730	\$68,279
14	\$57,451	\$62,380	\$63,380	\$64,880	\$69,661
15	\$57,692	\$62,530	\$63,530	\$65,030	\$70,006
16	\$59,975	\$64,530	\$65,530	\$67,818	\$72,656
17	\$60,139	\$64,477	\$66,435	\$68,854	\$74,039
18	\$60,289	\$64,592	\$66,781	\$69,545	\$74,960
19	\$60,439	\$64,707	\$66,896	\$69,891	\$75,075
20	\$60,589	\$64,822	\$67,933	\$70,467	\$76,112
21	\$61,942	\$66,781	\$69,776	\$72,310	\$78,070
22	\$62,058	\$66,896	\$70,006	\$72,656	\$78,301
23	\$62,173	\$67,011	\$70,121	\$72,771	\$78,531
24	\$62,288	\$67,126	\$70,237	\$72,886	\$78,761
25	\$62,519	\$67,241	\$70,352	\$73,001	\$78,992
26	\$62,634	\$67,472	\$70,467	\$73,117	\$79,222
27	\$62,863	\$67,587	\$70,582	\$73,347	\$79,568
28	\$62,979	\$67,702	\$70,698	\$73,462	\$79,799
29	\$63,094	\$67,818	\$70,813	\$73,578	\$80,029
30	\$63,785	\$68,163	\$71,504	\$74,039	\$81,987

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
10 Month (K-8) Asst Principals**

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$55,000	\$58,605	\$59,605	\$61,105	\$62,605
1	\$55,841	\$58,905	\$59,125	\$60,625	\$63,947
2	\$56,683	\$59,207	\$60,207	\$61,707	\$65,214
3	\$56,803	\$59,447	\$60,447	\$61,947	\$65,444
4	\$56,923	\$59,808	\$60,808	\$62,308	\$65,675
5	\$57,164	\$60,408	\$61,408	\$62,908	\$65,905
6	\$58,370	\$62,365	\$63,365	\$64,865	\$66,136
7	\$59,086	\$62,465	\$63,465	\$64,965	\$67,288
8	\$59,447	\$62,571	\$63,571	\$65,071	\$68,555
9	\$59,928	\$63,293	\$64,293	\$65,793	\$69,707
10	\$60,408	\$63,893	\$64,893	\$66,393	\$71,089
11	\$61,900	\$66,380	\$67,380	\$68,880	\$72,472
12	\$61,970	\$67,080	\$68,080	\$69,580	\$72,933
13	\$62,211	\$67,230	\$68,230	\$69,730	\$73,279
14	\$62,451	\$67,380	\$68,380	\$69,880	\$74,661
15	\$62,692	\$67,530	\$68,530	\$70,030	\$75,006
16	\$64,975	\$69,530	\$70,530	\$72,818	\$77,656
17	\$65,139	\$69,477	\$71,435	\$73,854	\$79,039
18	\$65,289	\$69,592	\$71,781	\$74,545	\$79,960
19	\$65,439	\$69,707	\$71,896	\$74,891	\$80,075
20	\$65,589	\$69,822	\$72,933	\$75,467	\$81,112
21	\$66,942	\$71,781	\$74,776	\$77,310	\$83,070
22	\$67,058	\$71,896	\$75,006	\$77,656	\$83,301
23	\$67,173	\$72,011	\$75,121	\$77,771	\$83,531
24	\$67,288	\$72,126	\$75,237	\$77,886	\$83,761
25	\$67,519	\$72,241	\$75,352	\$78,001	\$83,992
26	\$67,634	\$72,472	\$75,467	\$78,117	\$84,222
27	\$67,863	\$72,587	\$75,582	\$78,347	\$84,568
28	\$67,979	\$72,702	\$75,698	\$78,462	\$84,799
29	\$68,094	\$72,818	\$75,813	\$78,578	\$85,029
30	\$68,785	\$73,163	\$76,504	\$79,039	\$86,987

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
11 Month (K-8) Asst Principals**

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$60,500	\$64,466	\$65,566	\$67,216	\$68,866
1	\$61,425	\$64,796	\$65,037	\$66,687	\$70,342
2	\$62,351	\$65,127	\$66,227	\$67,877	\$71,735
3	\$62,483	\$65,391	\$66,491	\$68,141	\$71,988
4	\$62,615	\$65,788	\$66,888	\$68,538	\$72,243
5	\$62,880	\$66,448	\$67,548	\$69,198	\$72,496
6	\$64,207	\$68,602	\$69,702	\$71,352	\$72,750
7	\$64,994	\$68,712	\$69,812	\$71,462	\$74,017
8	\$65,391	\$68,829	\$69,929	\$71,579	\$75,411
9	\$65,920	\$69,623	\$70,723	\$72,373	\$76,678
10	\$66,448	\$70,283	\$71,383	\$73,033	\$78,198
11	\$68,090	\$73,018	\$74,118	\$75,768	\$79,719
12	\$68,167	\$73,788	\$74,888	\$76,538	\$80,226
13	\$68,433	\$73,953	\$75,053	\$76,703	\$80,607
14	\$68,697	\$74,118	\$75,218	\$76,868	\$82,127
15	\$68,962	\$74,283	\$75,383	\$77,033	\$82,507
16	\$71,473	\$76,483	\$77,583	\$80,100	\$85,422
17	\$71,653	\$76,425	\$78,579	\$81,239	\$86,943
18	\$71,818	\$76,551	\$78,959	\$82,000	\$87,956
19	\$71,983	\$76,678	\$79,086	\$82,380	\$88,083
20	\$72,148	\$76,804	\$80,226	\$83,014	\$89,223
21	\$73,636	\$78,959	\$82,254	\$85,041	\$91,377
22	\$73,764	\$79,086	\$82,507	\$85,422	\$91,631
23	\$73,890	\$79,212	\$82,633	\$85,548	\$91,884
24	\$74,017	\$79,339	\$82,761	\$85,675	\$92,137
25	\$74,271	\$79,465	\$82,887	\$85,801	\$92,391
26	\$74,397	\$79,719	\$83,014	\$85,929	\$92,644
27	\$74,649	\$79,846	\$83,140	\$86,182	\$93,025
28	\$74,777	\$79,972	\$83,268	\$86,308	\$93,279
29	\$74,903	\$80,100	\$83,394	\$86,436	\$93,532
30	\$75,664	\$80,479	\$84,154	\$86,943	\$95,686

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
Psychologist (11 Months)**

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
PSY-0	\$73,975	\$75,355	\$77,425	\$79,495
PSY-1	\$74,389	\$74,692	\$76,762	\$81,347
PSY-2	\$74,805	\$76,185	\$78,255	\$83,095
PSY-3	\$75,136	\$76,516	\$78,586	\$83,413
PSY-4	\$75,635	\$77,015	\$79,085	\$83,732
PSY-5	\$76,462	\$77,842	\$79,912	\$84,049
PSY-6	\$79,164	\$80,544	\$82,614	\$84,368
PSY-7	\$79,302	\$80,682	\$82,752	\$85,957
PSY-8	\$79,449	\$80,829	\$82,899	\$87,706
PSY-9	\$80,445	\$81,825	\$83,895	\$89,296
PSY-10	\$81,273	\$82,653	\$84,723	\$91,203
PSY-11	\$84,704	\$86,084	\$88,154	\$93,111
PSY-12	\$85,670	\$87,050	\$89,120	\$93,748
PSY-13	\$85,877	\$87,257	\$89,327	\$94,225
PSY-14	\$86,084	\$87,464	\$89,534	\$96,132
PSY-15	\$86,291	\$87,671	\$89,741	\$96,608
PSY-16	\$89,051	\$90,431	\$93,589	\$100,265
PSY-17	\$88,978	\$91,680	\$95,019	\$102,174
PSY-18	\$89,137	\$92,158	\$95,972	\$103,445
PSY-19	\$89,296	\$92,316	\$96,450	\$103,604
PSY-20	\$89,454	\$93,748	\$97,244	\$105,035
PSY-21	\$92,158	\$96,291	\$99,788	\$107,737
PSY-22	\$92,316	\$96,608	\$100,265	\$108,055
PSY-23	\$92,475	\$96,767	\$100,424	\$108,373
PSY-24	\$92,634	\$96,927	\$100,583	\$108,690
PSY-25	\$92,793	\$97,086	\$100,741	\$109,009
PSY-26	\$93,111	\$97,244	\$100,901	\$109,326
PSY-27	\$93,270	\$97,403	\$101,219	\$109,804
PSY-28	\$93,429	\$97,563	\$101,378	\$110,123
PSY-29	\$93,589	\$97,722	\$101,538	\$110,440
PSY-30	\$94,065	\$98,676	\$102,174	\$113,142

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
Speech Pathologist (11 Months)**

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
SPCH-0	\$69,687	\$70,987	\$72,937	\$74,887
SPCH-1	\$70,077	\$70,362	\$72,312	\$76,631
SPCH-2	\$70,469	\$71,769	\$73,719	\$78,278
SPCH-3	\$70,781	\$72,081	\$74,031	\$78,577
SPCH-4	\$71,250	\$72,550	\$74,500	\$78,878
SPCH-5	\$72,030	\$73,330	\$75,280	\$79,177
SPCH-6	\$74,575	\$75,875	\$77,825	\$79,477
SPCH-7	\$74,705	\$76,005	\$77,955	\$80,974
SPCH-8	\$74,843	\$76,143	\$78,093	\$82,622
SPCH-9	\$75,781	\$77,081	\$79,031	\$84,119
SPCH-10	\$76,561	\$77,861	\$79,811	\$85,916
SPCH-11	\$79,794	\$81,094	\$83,044	\$87,714
SPCH-12	\$80,704	\$82,004	\$83,954	\$88,313
SPCH-13	\$80,899	\$82,199	\$84,149	\$88,763
SPCH-14	\$81,094	\$82,394	\$84,344	\$90,559
SPCH-15	\$81,289	\$82,589	\$84,539	\$91,008
SPCH-16	\$83,889	\$85,189	\$88,163	\$94,453
SPCH-17	\$83,820	\$86,366	\$89,510	\$96,251
SPCH-18	\$83,970	\$86,815	\$90,409	\$97,448
SPCH-19	\$84,119	\$86,965	\$90,858	\$97,598
SPCH-20	\$84,269	\$88,313	\$91,607	\$98,946
SPCH-21	\$86,815	\$90,709	\$94,003	\$101,491
SPCH-22	\$86,965	\$91,008	\$94,453	\$101,791
SPCH-23	\$87,114	\$91,157	\$94,602	\$102,090
SPCH-24	\$87,264	\$91,308	\$94,752	\$102,389
SPCH-25	\$87,413	\$91,458	\$94,901	\$102,690
SPCH-26	\$87,714	\$91,607	\$95,052	\$102,989
SPCH-27	\$87,863	\$91,757	\$95,351	\$103,438
SPCH-28	\$88,013	\$91,907	\$95,501	\$103,739
SPCH-29	\$88,163	\$92,057	\$95,651	\$104,038
SPCH-30	\$88,612	\$92,955	\$96,251	\$106,583

HICKMAN COUNTY SCHOOLS

FY 2027

Option A (Proposed July 6, 2026)

Occupational Therapist (10 Months)

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
OT - 0	\$68,605	\$69,605	\$71,105	\$72,605
OT - 1	\$68,905	\$69,125	\$70,625	\$73,947
OT - 2	\$69,207	\$70,207	\$71,707	\$75,214
OT - 3	\$69,447	\$70,447	\$71,947	\$75,444
OT - 4	\$69,808	\$70,808	\$72,308	\$75,675
OT - 5	\$70,408	\$71,408	\$72,908	\$75,905
OT - 6	\$72,365	\$73,365	\$74,865	\$76,136
OT - 7	\$72,465	\$73,465	\$74,965	\$77,288
OT - 8	\$72,571	\$73,571	\$75,071	\$78,555
OT - 9	\$73,293	\$74,293	\$75,793	\$79,707
OT - 10	\$73,893	\$74,893	\$76,393	\$81,089
OT - 11	\$76,380	\$77,380	\$78,880	\$82,472
OT - 12	\$77,080	\$78,080	\$79,580	\$82,933
OT - 13	\$77,230	\$78,230	\$79,730	\$83,279
OT - 14	\$77,380	\$78,380	\$79,880	\$84,661
OT - 15	\$77,530	\$78,530	\$80,030	\$85,006
OT - 16	\$79,530	\$80,530	\$82,818	\$87,656
OT - 17	\$79,477	\$81,435	\$83,854	\$89,039
OT - 18	\$79,592	\$81,781	\$84,545	\$89,960
OT - 19	\$79,707	\$81,896	\$84,891	\$90,075
OT - 20	\$79,822	\$82,933	\$85,467	\$91,112
OT - 21	\$81,781	\$84,776	\$87,310	\$93,070
OT - 22	\$81,896	\$85,006	\$87,656	\$93,301
OT - 23	\$82,011	\$85,121	\$87,771	\$93,531
OT - 24	\$82,126	\$85,237	\$87,886	\$93,761
OT - 25	\$82,241	\$85,352	\$88,001	\$93,992
OT - 26	\$82,472	\$85,467	\$88,117	\$94,222
OT - 27	\$82,587	\$85,582	\$88,347	\$94,568
OT - 28	\$82,702	\$85,698	\$88,462	\$94,799
OT - 29	\$82,818	\$85,813	\$88,578	\$95,029
OT - 30	\$83,163	\$86,504	\$89,039	\$96,987

HICKMAN COUNTY SCHOOLS

FY 2027

Option A (Proposed July 6, 2026)

Social Workers

YEARS	SW (BA/BS)	SW (MA/MS)		*LCSW- **LPC	Ph.D.
SW-0	\$50,000	\$53,605		\$56,105	\$57,605
SW-1	\$50,841	\$53,905		\$55,625	\$58,947
SW-2	\$51,683	\$54,207		\$56,707	\$60,214
SW-3	\$51,803	\$54,447		\$56,947	\$60,444
SW-4	\$51,923	\$54,808		\$57,308	\$60,675
SW-5	\$52,164	\$55,408		\$57,908	\$60,905
SW-6	\$53,370	\$57,365		\$59,865	\$61,136
SW-7	\$54,086	\$57,465		\$59,965	\$62,288
SW-8	\$54,447	\$57,571		\$60,071	\$63,555
SW-9	\$54,928	\$58,293		\$60,793	\$64,707
SW-10	\$55,408	\$58,893		\$61,393	\$66,089
SW-11	\$56,900	\$61,380		\$63,880	\$67,472
SW-12	\$56,970	\$62,080		\$64,580	\$67,933
SW-13	\$57,211	\$62,230		\$64,730	\$68,279
SW-14	\$57,451	\$62,380		\$64,880	\$69,661
SW-15	\$57,692	\$62,530		\$65,030	\$70,006
SW-16	\$59,975	\$64,530		\$67,818	\$72,656
SW-17	\$60,139	\$64,477		\$68,854	\$74,039
SW-18	\$60,289	\$64,592		\$69,545	\$74,960
SW-19	\$60,439	\$64,707		\$69,891	\$75,075
SW-20	\$60,589	\$64,822		\$70,467	\$76,112
SW-21	\$61,942	\$66,781		\$72,310	\$78,070
SW-22	\$62,058	\$66,896		\$72,656	\$78,301
SW-23	\$62,173	\$67,011		\$72,771	\$78,531
SW-24	\$62,288	\$67,126		\$72,886	\$78,761
SW-25	\$62,519	\$67,241		\$73,001	\$78,992
SW-26	\$62,634	\$67,472		\$73,117	\$79,222
SW-27	\$62,863	\$67,587		\$73,347	\$79,568
SW-28	\$62,979	\$67,702		\$73,462	\$79,799
SW-29	\$63,094	\$67,818		\$73,578	\$80,029
SW-30	\$63,785	\$68,163		\$74,039	\$81,987

**HICKMAN COUNTY SCHOOLS
FY 2027**

Option A (Proposed July 6, 2026)

Nurses

YEARS	LPN		RN
LPN - 0	\$34,863	RN - 0	\$50,000
LPN - 1	\$34,863	RN - 1	\$50,841
LPN - 2	\$34,863	RN - 2	\$51,683
LPN - 3	\$35,453	RN - 3	\$51,803
LPN - 4	\$35,453	RN - 4	\$51,923
LPN - 5	\$35,453	RN - 5	\$52,164
LPN - 6	\$36,064	RN - 6	\$53,370
LPN - 7	\$36,064	RN - 7	\$54,086
LPN - 8	\$36,064	RN - 8	\$54,447
LPN - 9	\$37,265	RN - 9	\$54,928
LPN - 10	\$37,265	RN - 10	\$55,408
LPN - 11	\$37,265	RN - 11	\$56,900
LPN - 12	\$38,409	RN - 12	\$56,970
LPN - 13	\$38,409	RN - 13	\$57,211
LPN - 14	\$38,409	RN - 14	\$57,451
LPN - 15	\$38,409	RN - 15	\$57,692
LPN - 16	\$38,409	RN - 16	\$59,975
LPN - 17	\$38,409	RN - 17	\$60,139
LPN - 18	\$38,409	RN - 18	\$60,289
LPN - 19	\$38,409	RN - 19	\$60,439
LPN - 20	\$38,409	RN - 20	\$60,589
LPN - 21	\$38,409	RN - 21	\$61,942
LPN - 22	\$38,409	RN - 22	\$62,058
LPN - 23	\$38,409	RN - 23	\$62,173
LPN - 24	\$38,409	RN - 24	\$62,288
LPN - 25	\$38,409	RN - 25	\$62,519
LPN - 26	\$38,409	RN - 26	\$62,634
LPN - 27	\$38,409	RN - 27	\$62,863
LPN - 28	\$38,409	RN - 28	\$62,979
LPN - 29	\$38,409	RN - 29	\$63,094
LPN - 30	\$38,409	RN - 30	\$63,785

**FY 2027
Central Office
Supervisors' Salary Formula**

Hickman County Certified Salary Schedule for Teachers by Training and Experience

+Any Additional Local Supplement

x1.2

+System-Wide Supplement of \$100.00 per Month for 12 Months

+Academic Responsibility Supplement

+Financial Responsibility Supplement

Academic Responsibility Supplement

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

Financial Responsibility Supplement

Budget (Non-Funding)=\$2,000

Budget(s) and Funding=\$4,000

* Total Salary is a combination of Salary Formula and any Performance Contract or supplement as determined by Superintendent of Schools.

** Deputy Superintendent is to be second highest Central Office employee and Chief Academic Officer is to be third highest Central Office employee.

Additional Local Supplement – Supervisor

\$3,000.00

Supervisory Responsibility

\$500.00

Added Per Program Supervised

HICKMAN COUNTY SCHOOLS
FY 2027
Proposed July 6, 2026
Principal Salaries

12 Month Employment				
Years Exp.	Elementary	Middle	High	
0	\$ 85,964	\$ 89,402	\$	92,840
1	\$ 89,648	\$ 93,234	\$	96,820
2	\$ 89,648	\$ 93,234	\$	96,820
3	\$ 89,648	\$ 93,234	\$	96,820
4	\$ 89,648	\$ 93,234	\$	96,820
5	\$ 89,648	\$ 93,234	\$	96,820
6	\$ 92,718	\$ 96,427	\$	100,136
7	\$ 92,718	\$ 96,427	\$	100,136
8	\$ 92,718	\$ 96,427	\$	100,136
9	\$ 92,718	\$ 96,427	\$	100,136
10	\$ 92,718	\$ 96,427	\$	100,136
11	\$ 95,174	\$ 98,981	\$	102,788
12	\$ 95,174	\$ 98,981	\$	102,788
13	\$ 95,174	\$ 98,981	\$	102,788
14	\$ 95,174	\$ 98,981	\$	102,788
15	\$ 97,631	\$ 101,536	\$	105,441
Degree Supplement				
EdS	\$ 1,500	\$ 1,500	\$	1,500
PhD/EdD	\$ 2,500	\$ 2,500	\$	2,500

*11 Month Positions would be prorated

*Experience is based on actual experience as a Principal or Full Time Asst. Principal inside or outside the system, or Administrator (Senior Staff) experience inside the system

**Hickman County Schools
 FY 2027
 Proposed July 6, 2026
 High School Assistant Principals - Salary Schedule**

12 Month		
Years Exp.	Steps	
0	\$83,507	
1	\$87,102	
2	\$87,102	
3	\$87,102	
4	\$87,102	
5	\$87,102	
6	\$90,097	
7	\$90,097	
8	\$90,097	
9	\$90,097	
10	\$90,097	
11	\$92,493	
12	\$92,493	
13	\$92,493	
14	\$92,493	
15	\$94,890	
Degree Supplement		
EdS	\$	1,500
PhD/EdD	\$	2,500

*11 Month Positions would be prorated

Hickman County Schools
FY 2027
Educational Assistants
Salary Schedule

Years of Experience	FY 2027 Step
TA - 0	\$20,887
TA - 1	\$21,710
TA - 2	\$21,927
TA - 3	\$22,132
TA - 4	\$22,348
TA - 5	\$22,554
TA - 6	\$22,725
TA - 7	\$22,885
TA - 8	\$23,057
TA - 9	\$23,226
TA - 10	\$23,386
TA - 11	\$23,558
TA - 12	\$23,717
TA - 13	\$23,889
TA - 14	\$24,049
TA - 15	\$24,208
TA - 16	\$24,379
TA - 17	\$24,550
TA - 18	\$24,710
TA - 19	\$24,881
TA - 20	\$25,064
TA - 21	\$25,224
TA - 22	\$25,394
TA - 23	\$25,554
TA - 24	\$25,725
TA - 25	\$25,907
TA - 26	\$26,079
TA - 27	\$26,239
TA - 28	\$26,411
TA - 29	\$26,571
TA - 30	\$26,764

Hickman County Schools
FY 2027
School Secretary/Bookkeeper
Salary Schedule

Years of Experience	FY 2027 Step
SSB - 0	\$21,230
SSB - 1	\$22,155
SSB - 2	\$22,531
SSB - 3	\$22,599
SSB - 4	\$22,828
SSB - 5	\$23,057
SSB - 6	\$23,226
SSB - 7	\$23,409
SSB - 8	\$23,591
SSB - 9	\$23,775
SSB - 10	\$23,969
SSB - 11	\$24,152
SSB - 12	\$24,334
SSB - 13	\$24,517
SSB - 14	\$24,699
SSB - 15	\$24,892
SSB - 16	\$25,075
SSB - 17	\$25,257
SSB - 18	\$25,429
SSB - 19	\$25,611
SSB - 20	\$25,816
SSB - 21	\$25,987
SSB - 22	\$26,170
SSB - 23	\$26,352
SSB - 24	\$26,535
SSB - 25	\$26,739
SSB - 26	\$26,922
SSB - 27	\$27,104
SSB - 28	\$27,287
SSB - 29	\$27,470
SSB - 30	\$27,666

Hickman County Schools
FY 2027
Proposed July 6, 2026
Supervisors-12 Month Non-Educational -
Salary Schedule

Years of Experience	FY 2027 Step
SNE - 0	\$59,778
SNE - 1	\$63,310
SNE - 2	\$65,665
SNE - 3	\$65,665
SNE - 4	\$65,665
SNE - 5	\$65,665
SNE - 6	\$69,196
SNE - 7	\$69,196
SNE - 8	\$69,196
SNE - 9	\$69,196
SNE - 10	\$69,196
SNE - 11	\$73,906
SNE - 12	\$73,906
SNE - 13	\$73,906
SNE - 14	\$73,906
SNE - 15	\$77,440
SNE - 16	\$77,440
SNE - 17	\$77,440
SNE - 18	\$77,440
SNE - 19	\$77,440
SNE - 20	\$77,440
SNE - 21	\$77,440
SNE - 22	\$77,440
SNE - 23	\$77,440
SNE - 24	\$77,440
SNE - 25	\$77,440
SNE - 26	\$77,440
SNE - 27	\$77,440
SNE - 28	\$77,440
SNE - 29	\$77,440
SNE - 30	\$77,440

Hickman County Schools
FY 2027
Proposed July 6, 2026
Bus Drivers - Salary Schedule

Years of Experience	FY 2027 Step
BUS - 0	\$17,561
BUS - 1	\$18,676
BUS - 2	\$18,767
BUS - 3	\$18,857
BUS - 4	\$18,946
BUS - 5	\$19,026
BUS - 6	\$19,116
BUS - 7	\$19,205
BUS - 8	\$19,296
BUS - 9	\$19,386
BUS - 10	\$19,477
BUS - 11	\$19,566
BUS - 12	\$19,657
BUS - 13	\$19,747
BUS - 14	\$19,837
BUS - 15	\$19,927
BUS - 16	\$20,018
BUS - 17	\$20,096
BUS - 18	\$20,186
BUS - 19	\$20,277
BUS - 20	\$20,367
BUS - 21	\$20,457
BUS - 22	\$20,547
BUS - 23	\$20,638
BUS - 24	\$20,727
BUS - 25	\$20,817
BUS - 26	\$20,908
BUS - 27	\$20,986
BUS - 28	\$21,088
BUS - 29	\$21,167
BUS - 30	\$21,358

Hickman County Schools
FY 2026
Proposed July 6, 2026
Central Office - 12 Month Salary Schedule

Administrative Assistant		Secretary	
Years	FY 2027 Step	Years	FY 2027 Step
AA - 0	\$27,209	SCO - 0	\$26,159
AA - 1	\$27,356	SCO - 1	\$26,308
AA - 2	\$27,516	SCO - 2	\$26,454
AA - 3	\$28,714	SCO - 3	\$26,604
AA - 4	\$29,467	SCO - 4	\$26,764
AA - 5	\$31,612	SCO - 5	\$26,911
AA - 6	\$32,284	SCO - 6	\$27,061
AA - 7	\$33,653	SCO - 7	\$27,209
AA - 8	\$34,486	SCO - 8	\$27,356
AA - 9	\$35,259	SCO - 9	\$27,516
AA - 10	\$36,759	SCO - 10	\$27,961
AA - 11	\$37,595	SCO - 11	\$28,110
AA - 12	\$37,988	SCO - 12	\$28,269
AA - 13	\$38,978	SCO - 13	\$28,418
AA - 14	\$39,968	SCO - 14	\$28,565
AA - 15	\$40,968	SCO - 15	\$29,022
AA - 16	\$42,042	SCO - 16	\$29,170
AA - 17	\$45,380	SCO - 17	\$29,319
AA - 18	\$47,097	SCO - 18	\$29,467
AA - 19	\$49,767	SCO - 19	\$29,615
AA - 20	\$50,768	SCO - 20	\$30,071
AA - 21	\$51,971	SCO - 21	\$30,220
AA - 22	\$52,830	SCO - 22	\$30,369
AA - 23	\$53,545	SCO - 23	\$30,528
AA - 24	\$54,308	SCO - 24	\$30,677
AA - 25	\$55,274	SCO - 25	\$31,121
AA - 26	\$56,703	SCO - 26	\$31,281
AA - 27	\$57,932	SCO - 27	\$31,429
AA - 28	\$58,492	SCO - 28	\$31,577
AA - 29	\$58,923	SCO - 29	\$31,726
AA - 30	\$60,877	SCO - 30	\$32,183

Human Resources Add \$6,000 To Scale

Hickman County Schools
FY 2027
Proposed July 6, 2026
Maintenance

Maintenance Mechanic		Certified/Licensed Maintenance Technician	
Years	FY 2027 Step	Years	FY 2027 Step
MM - 0	\$16.86	CMT - 0	\$42,820
MM - 1	\$17.63	CMT - 1	\$43,273
MM - 2	\$17.98	CMT - 2	\$43,725
MM - 3	\$18.38	CMT - 3	\$44,177
MM - 4	\$18.75	CMT - 4	\$44,629
MM - 5	\$19.12	CMT - 5	\$45,082
MM - 6	\$19.12	CMT - 6	\$45,533
MM - 7	\$19.53	CMT - 7	\$46,353
MM - 8	\$19.87	CMT - 8	\$47,274
MM - 9	\$20.26	CMT - 9	\$48,171
MM - 10	\$20.64	CMT - 10	\$47,342
MM - 11	\$21.00	CMT - 11	\$48,020
MM - 12	\$21.40	CMT - 12	\$48,699
MM - 13	\$21.75	CMT - 13	\$49,377
MM - 14	\$22.14	CMT - 14	\$50,055
MM - 15	\$22.49	CMT - 15	\$50,733
MM - 16	\$22.89	CMT - 16	\$55,254
MM - 17	\$23.27	CMT - 17	\$56,385
MM - 18	\$23.63	CMT - 18	\$57,514
MM - 19	\$24.03	CMT - 19	\$58,645
MM - 20	\$24.40	CMT - 20	\$59,774
MM - 21	\$24.76	CMT - 21	\$60,905
MM - 22	\$25.15	CMT - 22	\$62,036
MM - 23	\$25.52	CMT - 23	\$63,166
MM - 24	\$25.88	CMT - 24	\$64,296
MM - 25	\$26.28	CMT - 25	\$65,426
MM - 26	\$26.65	CMT - 26	\$66,557
MM - 27	\$27.38	CMT - 27	\$67,687
MM - 28	\$27.79	CMT - 28	\$68,817
MM - 29	\$28.17	CMT - 29	\$69,948
MM - 30	\$28.51	CMT - 30	\$71,077

Requires Electrical and/or HVAC/Refrigeration license and

FY 2027
Proposed July 6, 2026
Central Office - Programs/Grants 12 Months
Salary Schedule

Years	FY 2027 Step
PG - 0	\$36,308
PG - 1	\$36,701
PG - 2	\$37,095
PG - 3	\$37,487
PG - 4	\$37,882
PG - 5	\$38,275
PG - 6	\$38,668
PG - 7	\$39,061
PG - 8	\$39,456
PG - 9	\$39,847
PG - 10	\$40,122
PG - 11	\$40,635
PG - 12	\$41,027
PG - 13	\$41,421
PG - 14	\$41,814
PG - 15	\$42,207
PG - 16	\$42,602
PG - 17	\$42,996
PG - 18	\$43,388
PG - 19	\$43,782
PG - 20	\$44,175
PG - 21	\$44,570
PG - 22	\$44,962
PG - 23	\$45,356
PG - 24	\$45,750
PG - 25	\$46,142
PG - 26	\$46,535
PG - 27	\$46,930
PG - 28	\$47,322
PG - 29	\$47,716
PG - 30	\$48,109

HICKMAN COUNTY SCHOOLS
FY 2027

Option A (Proposed July 6, 2026)
HS Athletic Directors

YEARS	12 Months
0	\$47,924
1	\$48,731
2	\$49,538
3	\$49,653
4	\$49,768
5	\$49,999
6	\$51,150
7	\$51,841
8	\$52,187
9	\$52,648
10	\$53,108
11	\$54,261
12	\$54,606
13	\$54,837
14	\$55,067
15	\$55,298
16	\$57,486
17	\$58,639
18	\$58,754
19	\$58,983
20	\$59,099
21	\$60,942
22	\$61,058
23	\$61,173
24	\$61,288
25	\$61,519
26	\$61,634
27	\$61,863
28	\$61,979
29	\$62,094
30	\$62,785

Hickman County Schools
FY 2027
Proposed July 6, 2026
Mechanics

Full -Time Mechanic		Part -Time Mechanic	
Years	FY 2027 Step	Years	FY 2027 Step
FTM - 0	\$37,613	PT - 0	\$37,613
FTM - 1	\$38,183	PT - 1	\$38,183
FTM - 2	\$38,774	PT - 2	\$38,774
FTM - 3	\$39,358	PT - 3	\$39,358
FTM - 4	\$39,942	PT - 4	\$39,942
FTM - 5	\$40,529	PT - 5	\$40,529
FTM - 6	\$40,802	PT - 6	\$40,802
FTM - 7	\$41,310	PT - 7	\$41,310
FTM - 8	\$41,672	PT - 8	\$41,672
FTM - 9	\$42,040	PT - 9	\$42,040
FTM - 10	\$42,404	PT - 10	\$42,404
FTM - 11	\$42,766	PT - 11	\$42,766
FTM - 12	\$43,132	PT - 12	\$43,132
FTM - 13	\$43,496	PT - 13	\$43,496
FTM - 14	\$43,860	PT - 14	\$43,860
FTM - 15	\$44,225	PT - 15	\$44,225
FTM - 16	\$44,588	PT - 16	\$44,588
FTM - 17	\$44,954	PT - 17	\$44,954
FTM - 18	\$45,316	PT - 18	\$45,316
FTM - 19	\$45,680	PT - 19	\$45,680
FTM - 20	\$46,044	PT - 20	\$46,044
FTM - 21	\$46,408	PT - 21	\$46,408
FTM - 22	\$46,773	PT - 22	\$46,773
FTM - 23	\$47,137	PT - 23	\$47,137
FTM - 24	\$47,501	PT - 24	\$47,501
FTM - 25	\$47,867	PT - 25	\$47,867
FTM - 26	\$48,375	PT - 26	\$48,375
FTM - 27	\$48,881	PT - 27	\$48,881
FTM - 28	\$49,390	PT - 28	\$49,390
FTM - 29	\$49,897	PT - 29	\$49,897
FTM - 30	\$50,407	PT - 30	\$50,407

**Hickman County School
FY 2027
Proposed July 6, 2026
Food Service Employees**

Hourly		Cashier		Manager		Nutrition Coord.	
Years	FY 2027 Step	Years	FY 2027 Step	Years	FY 2027 Step	Years	FY 2027 Step
FSH - 0	\$14.53	FSC - 0	\$15.21	SNM - 0	\$26,517	NC - 0	\$27,209
FSH - 1	\$14.73	FSC - 1	\$15.35	SNM - 1	\$27,452	NC - 1	\$27,314
FSH - 2	\$15.01	FSC - 2	\$15.63	SNM - 2	\$28,388	NC - 2	\$27,462
FSH - 3	\$15.06	FSC - 3	\$15.74	SNM - 3	\$29,023	NC - 3	\$27,623
FSH - 4	\$15.13	FSC - 4	\$15.80	SNM - 4	\$29,658	NC - 4	\$28,826
FSH - 5	\$15.18	FSC - 5	\$15.82	SNM - 5	\$29,785	NC - 5	\$29,584
FSH - 6	\$15.23	FSC - 6	\$15.86	SNM - 6	\$29,890	NC - 6	\$30,340
FSH - 7	\$15.29	FSC - 7	\$15.93	SNM - 7	\$30,005	NC - 7	\$31,096
FSH - 8	\$15.34	FSC - 8	\$15.95	SNM - 8	\$30,109	NC - 8	\$31,853
FSH - 9	\$15.40	FSC - 9	\$16.03	SNM - 9	\$30,224	NC - 9	\$32,609
FSH - 10	\$15.46	FSC - 10	\$16.12	SNM - 10	\$30,327	NC - 10	\$33,365
FSH - 11	\$15.51	FSC - 11	\$16.19	SNM - 11	\$30,444	NC - 11	\$34,867
FSH - 12	\$15.54	FSC - 12	\$16.23	SNM - 12	\$30,548	NC - 12	\$35,634
FSH - 13	\$15.58	FSC - 13	\$16.26	SNM - 13	\$30,675	NC - 13	\$36,391
FSH - 14	\$15.61	FSC - 14	\$16.29	SNM - 14	\$30,814	NC - 14	\$37,148
FSH - 15	\$15.65	FSC - 15	\$16.32	SNM - 15	\$30,941	NC - 15	\$39,795
FSH - 16	\$15.68	FSC - 16	\$16.35	SNM - 16	\$31,068	NC - 16	\$40,872
FSH - 17	\$15.71	FSC - 17	\$16.39	SNM - 17	\$31,206	NC - 17	\$42,169
FSH - 18	\$15.75	FSC - 18	\$16.43	SNM - 18	\$31,332	NC - 18	\$44,014
FSH - 19	\$15.78	FSC - 19	\$16.46	SNM - 19	\$31,472	NC - 19	\$45,572
FSH - 20	\$15.81	FSC - 20	\$16.49	SNM - 20	\$31,611	NC - 20	\$48,874
FSH - 21	\$15.84	FSC - 21	\$16.53	SNM - 21	\$31,737	NC - 21	\$49,937
FSH - 22	\$15.87	FSC - 22	\$16.56	SNM - 22	\$31,875	NC - 22	\$50,752
FSH - 23	\$15.92	FSC - 23	\$16.59	SNM - 23	\$32,014	NC - 23	\$51,359
FSH - 24	\$15.95	FSC - 24	\$16.62	SNM - 24	\$32,152	NC - 24	\$52,219
FSH - 25	\$15.98	FSC - 25	\$16.65	SNM - 25	\$32,293	NC - 25	\$52,964
FSH - 26	\$16.01	FSC - 26	\$16.70	SNM - 26	\$32,430	NC - 26	\$53,697
FSH - 27	\$16.05	FSC - 27	\$16.73	SNM - 27	\$32,569	NC - 27	\$54,064
FSH - 28	\$16.08	FSC - 28	\$16.76	SNM - 28	\$32,708	NC - 28	\$54,442
FSH - 29	\$16.11	FSC - 29	\$16.79	SNM - 29	\$32,847	NC - 29	\$54,809
FSH - 30	\$16.14	FSC - 30	\$16.82	SNM - 30	\$32,984	NC - 30	\$55,864

**Hickman County Schools
FY 2027
Substitute Teacher
Daily Rate**

Non-Certified	\$ 93.00
Certified	\$ 120.00

***1/2 days will be prorated**

**FY 2027
Part-Time
Hourly Rate Schedule**

\$ 13.00 per hour