

HICKMAN COUNTY SCHOOLS

FY 2025

Proposed June 3, 2024

CERTIFIED (Formerly BEP) SALARY SCHEDULE

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$45,860	\$48,175	\$49,829	\$51,152	\$53,687
1	\$46,632	\$48,727	\$51,593	\$52,916	\$55,451
2	\$47,404	\$49,719	\$52,585	\$53,577	\$56,664
3	\$47,514	\$49,939	\$52,695	\$53,798	\$56,884
4	\$47,624	\$50,270	\$52,805	\$53,908	\$57,105
5	\$47,845	\$50,821	\$53,577	\$54,349	\$57,325
6	\$48,947	\$52,254	\$54,128	\$54,900	\$57,546
7	\$49,608	\$52,585	\$54,900	\$55,672	\$58,648
8	\$49,939	\$52,805	\$55,561	\$56,333	\$59,861
9	\$50,380	\$53,467	\$56,002	\$56,995	\$60,963
10	\$50,821	\$54,018	\$56,554	\$57,436	\$62,286
11	\$51,924	\$56,664	\$58,207	\$59,420	\$63,609
12	\$52,254	\$57,656	\$58,869	\$60,081	\$64,050
13	\$52,475	\$57,766	\$58,979	\$60,522	\$64,381
14	\$52,695	\$57,876	\$59,199	\$60,743	\$65,704
15	\$52,916	\$58,097	\$59,640	\$61,294	\$66,034
16	\$55,010	\$60,081	\$61,955	\$63,940	\$68,570
17	\$56,113	\$60,743	\$62,617	\$64,932	\$69,893
18	\$56,223	\$60,853	\$62,948	\$65,593	\$70,775
19	\$56,443	\$60,963	\$63,058	\$65,924	\$70,885
20	\$56,554	\$61,073	\$64,050	\$66,475	\$71,877
21	\$58,317	\$62,948	\$65,814	\$68,239	\$73,751
22	\$58,428	\$63,058	\$66,034	\$68,570	\$73,972
23	\$58,538	\$63,168	\$66,144	\$68,680	\$74,192
24	\$58,648	\$63,278	\$66,255	\$68,790	\$74,412
25	\$58,869	\$63,388	\$66,365	\$68,900	\$74,633
26	\$58,979	\$63,609	\$66,475	\$69,011	\$74,853
27	\$59,199	\$63,719	\$66,585	\$69,231	\$75,184
28	\$59,310	\$63,829	\$66,696	\$69,341	\$75,405
29	\$59,420	\$63,940	\$66,806	\$69,452	\$75,625
30	\$60,081	\$64,270	\$67,467	\$69,893	\$77,499

**HICKMAN COUNTY SCHOOLS
FY 2025**

Proposed June 3, 2024

Principal Salaries

12 Month Employment			
Years Exp.	Elementary	Middle	High
0	\$ 82,262	\$ 85,552	\$ 88,842
1	\$ 85,787	\$ 89,218	\$ 92,649
2	\$ 85,787	\$ 89,218	\$ 92,649
3	\$ 85,787	\$ 89,218	\$ 92,649
4	\$ 85,787	\$ 89,218	\$ 92,649
5	\$ 85,787	\$ 89,218	\$ 92,649
6	\$ 88,725	\$ 92,273	\$ 95,822
7	\$ 88,725	\$ 92,273	\$ 95,822
8	\$ 88,725	\$ 92,273	\$ 95,822
9	\$ 88,725	\$ 92,273	\$ 95,822
10	\$ 88,725	\$ 92,273	\$ 95,822
11	\$ 91,075	\$ 94,718	\$ 98,361
12	\$ 91,075	\$ 94,718	\$ 98,361
13	\$ 91,075	\$ 94,718	\$ 98,361
14	\$ 91,075	\$ 94,718	\$ 98,361
15	\$ 93,426	\$ 97,162	\$ 100,899
Degree Supplement			
EdS	\$ 1,500	\$ 1,500	\$ 1,500
PhD/EdD	\$ 2,500	\$ 2,500	\$ 2,500

**Hickman County Schools
FY 2025**

Proposed June 3, 2024

High School Assistant Principals - Salary Schedule

12 Month		
Years Exp.		
0		\$79,911
1		\$83,351
2		\$83,351
3		\$83,351
4		\$83,351
5		\$83,351
6		\$86,217
7		\$86,217
8		\$86,217
9		\$86,217
10		\$86,217
11		\$88,510
12		\$88,510
13		\$88,510
14		\$88,510
15		\$90,803
Degree Supplement		
EdS	\$	1,500
PhD/EdD	\$	2,500

*11 Month Positions would be prorated

**HICKMAN COUNTY SCHOOLS
FY 2025**

Proposed June 3, 2024 (Certified Scale)

10 Month (K-8) Assistant Principals - Salary Schedule

Certified +\$5,000

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$50,860	\$53,175	\$54,829	\$56,152	\$58,687
1	\$51,632	\$53,727	\$56,593	\$57,916	\$60,451
2	\$52,404	\$54,719	\$57,585	\$58,577	\$61,664
3	\$52,514	\$54,939	\$57,695	\$58,798	\$61,884
4	\$52,624	\$55,270	\$57,805	\$58,908	\$62,105
5	\$52,845	\$55,821	\$58,577	\$59,349	\$62,325
6	\$53,947	\$57,254	\$59,128	\$59,900	\$62,546
7	\$54,608	\$57,585	\$59,900	\$60,672	\$63,648
8	\$54,939	\$57,805	\$60,561	\$61,333	\$64,861
9	\$55,380	\$58,467	\$61,002	\$61,995	\$65,963
10	\$55,821	\$59,018	\$61,554	\$62,436	\$67,286
11	\$56,924	\$61,664	\$63,207	\$64,420	\$68,609
12	\$57,254	\$62,656	\$63,869	\$65,081	\$69,050
13	\$57,475	\$62,766	\$63,979	\$65,522	\$69,381
14	\$57,695	\$62,876	\$64,199	\$65,743	\$70,704
15	\$57,916	\$63,097	\$64,640	\$66,294	\$71,034
16	\$60,010	\$65,081	\$66,955	\$68,940	\$73,570
17	\$61,113	\$65,743	\$67,617	\$69,932	\$74,893
18	\$61,223	\$65,853	\$67,948	\$70,593	\$75,775
19	\$61,443	\$65,963	\$68,058	\$70,924	\$75,885
20	\$61,554	\$66,073	\$69,050	\$71,475	\$76,877
21	\$63,317	\$67,948	\$70,814	\$73,239	\$78,751
22	\$63,428	\$68,058	\$71,034	\$73,570	\$78,972
23	\$63,538	\$68,168	\$71,144	\$73,680	\$79,192
24	\$63,648	\$68,278	\$71,255	\$73,790	\$79,412
25	\$63,869	\$68,388	\$71,365	\$73,900	\$79,633
26	\$63,979	\$68,609	\$71,475	\$74,011	\$79,853
27	\$64,199	\$68,719	\$71,585	\$74,231	\$80,184
28	\$64,310	\$68,829	\$71,696	\$74,341	\$80,405
29	\$64,420	\$68,940	\$71,806	\$74,452	\$80,625
30	\$65,081	\$69,270	\$72,467	\$74,893	\$82,499

HICKMAN COUNTY SCHOOLS

FY 2025

Proposed June 3, 2024 (Certified Scale)

11 Month (K-8) Assistant Principals - Salary Schedule

10 Month Scale * 1.1

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$55,946	\$58,493	\$60,312	\$61,767	\$64,556
1	\$56,795	\$59,100	\$62,252	\$63,708	\$66,496
2	\$57,644	\$60,191	\$63,344	\$64,435	\$67,830
3	\$57,765	\$60,433	\$63,465	\$64,678	\$68,072
4	\$57,886	\$60,797	\$63,586	\$64,799	\$68,316
5	\$58,130	\$61,403	\$64,435	\$65,284	\$68,558
6	\$59,342	\$62,979	\$65,041	\$65,890	\$68,801
7	\$60,069	\$63,344	\$65,890	\$66,739	\$70,013
8	\$60,433	\$63,586	\$66,617	\$67,466	\$71,347
9	\$60,918	\$64,314	\$67,102	\$68,195	\$72,559
10	\$61,403	\$64,920	\$67,709	\$68,680	\$74,015
11	\$62,616	\$67,830	\$69,528	\$70,862	\$75,470
12	\$62,979	\$68,922	\$70,256	\$71,589	\$75,955
13	\$63,223	\$69,043	\$70,377	\$72,074	\$76,319
14	\$63,465	\$69,164	\$70,619	\$72,317	\$77,774
15	\$63,708	\$69,407	\$71,104	\$72,923	\$78,137
16	\$66,011	\$71,589	\$73,651	\$75,834	\$80,927
17	\$67,224	\$72,317	\$74,379	\$76,925	\$82,382
18	\$67,345	\$72,438	\$74,743	\$77,652	\$83,353
19	\$67,587	\$72,559	\$74,864	\$78,016	\$83,474
20	\$67,709	\$72,680	\$75,955	\$78,623	\$84,565
21	\$69,649	\$74,743	\$77,895	\$80,563	\$86,626
22	\$69,771	\$74,864	\$78,137	\$80,927	\$86,869
23	\$69,892	\$74,985	\$78,258	\$81,048	\$87,111
24	\$70,013	\$75,106	\$78,381	\$81,169	\$87,353
25	\$70,256	\$75,227	\$78,502	\$81,290	\$87,596
26	\$70,377	\$75,470	\$78,623	\$81,412	\$87,838
27	\$70,619	\$75,591	\$78,744	\$81,654	\$88,202
28	\$70,741	\$75,712	\$78,866	\$81,775	\$88,446
29	\$70,862	\$75,834	\$78,987	\$81,897	\$88,688
30	\$71,589	\$76,197	\$79,714	\$82,382	\$90,749

**FY 2025
Central Office
Deputy Director's Salary Formula**

Hickman County Certified Salary Schedule for Teachers by Training and Experience

+Any Additional Local Supplement

x1.33

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

+Academic Responsibility Supplement

+Financial Responsibility Supplement

+Deputy Superintendent 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

**FY 2025
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 2025

Proposed June 3, 2024

12 Month High School Athletic Directors - Salary Schedule

Years of Experience	Step
SSAD - 0	\$45,860
SSAD - 1	\$46,632
SSAD - 2	\$47,404
SSAD - 3	\$47,514
SSAD - 4	\$47,624
SSAD - 5	\$47,845
SSAD - 6	\$48,947
SSAD - 7	\$49,608
SSAD - 8	\$49,939
SSAD - 9	\$50,380
SSAD - 10	\$50,821
SSAD - 11	\$51,924
SSAD - 12	\$52,254
SSAD - 13	\$52,475
SSAD - 14	\$52,695
SSAD - 15	\$52,916
SSAD - 16	\$55,010
SSAD - 17	\$56,113
SSAD - 18	\$56,223
SSAD - 19	\$56,443
SSAD - 20	\$56,554
SSAD - 21	\$58,317
SSAD - 22	\$58,428
SSAD - 23	\$58,538
SSAD - 24	\$58,648
SSAD - 25	\$58,869
SSAD - 26	\$58,979
SSAD - 27	\$59,199
SSAD - 28	\$59,310
SSAD - 29	\$59,420
SSAD - 30	\$60,081

Hickman County Schools
FY 2025

Proposed June 3, 2024

Supervisors-12 Month Non-Educational - Salary
Schedule

Years of Experience	FY 2025 Step
SNE - 0	\$ 57,203
SNE - 1	\$ 60,583
SNE - 2	\$ 62,837
SNE - 3	\$ 62,837
SNE - 4	\$ 62,837
SNE - 5	\$ 62,837
SNE - 6	\$ 66,216
SNE - 7	\$ 66,216
SNE - 8	\$ 66,216
SNE - 9	\$ 66,216
SNE - 10	\$ 66,216
SNE - 11	\$ 70,723
SNE - 12	\$ 70,723
SNE - 13	\$ 70,723
SNE - 14	\$ 70,723
SNE - 15	\$ 74,104
SNE - 16	\$ 74,104
SNE - 17	\$ 74,104
SNE - 18	\$ 74,104
SNE - 19	\$ 74,104
SNE - 20	\$ 74,104
SNE - 21	\$ 74,104
SNE - 22	\$ 74,104
SNE - 23	\$ 74,104
SNE - 24	\$ 74,104
SNE - 25	\$ 74,104
SNE - 26	\$ 74,104
SNE - 27	\$ 74,104
SNE - 28	\$ 74,104
SNE - 29	\$ 74,104
SNE - 30	\$ 74,104

Hickman County Schools

FY 2024

Proposed June 3, 2024

Bus Drivers - Salary Schedule

Years of Experience	FY 2025 Step
BUS - 0	\$16,061
BUS - 1	\$17,176
BUS - 2	\$17,267
BUS - 3	\$17,357
BUS - 4	\$17,446
BUS - 5	\$17,526
BUS - 6	\$17,616
BUS - 7	\$17,705
BUS - 8	\$17,796
BUS - 9	\$17,886
BUS - 10	\$17,977
BUS - 11	\$18,066
BUS - 12	\$18,157
BUS - 13	\$18,247
BUS - 14	\$18,337
BUS - 15	\$18,427
BUS - 16	\$18,518
BUS - 17	\$18,596
BUS - 18	\$18,686
BUS - 19	\$18,777
BUS - 20	\$18,867
BUS - 21	\$18,957
BUS - 22	\$19,047
BUS - 23	\$19,138
BUS - 24	\$19,227
BUS - 25	\$19,317
BUS - 26	\$19,408
BUS - 27	\$19,486
BUS - 28	\$19,588
BUS - 29	\$19,667
BUS - 30	\$19,858

Hickman County Schools

FY 2025

Proposed June 3, 2024

Central Office - 12 Month

Administrative Assistant - Salary

Years of Experience	FY 2025 Step
AA - 0	\$ 25,709
AA - 1	\$ 25,856
AA - 2	\$ 26,016
AA - 3	\$ 27,214
AA - 4	\$ 27,967
AA - 5	\$ 30,112
AA - 6	\$ 30,784
AA - 7	\$ 32,153
AA - 8	\$ 32,986
AA - 9	\$ 33,740
AA - 10	\$ 35,176
AA - 11	\$ 35,976
AA - 12	\$ 36,352
AA - 13	\$ 37,299
AA - 14	\$ 38,246
AA - 15	\$ 39,203
AA - 16	\$ 40,231
AA - 17	\$ 43,425
AA - 18	\$ 45,068
AA - 19	\$ 47,623
AA - 20	\$ 48,581
AA - 21	\$ 49,733
AA - 22	\$ 50,555
AA - 23	\$ 51,239
AA - 24	\$ 51,969
AA - 25	\$ 52,893
AA - 26	\$ 54,261
AA - 27	\$ 55,437
AA - 28	\$ 55,973
AA - 29	\$ 56,385
AA - 30	\$ 58,255

Human Resources Add \$6,000 To Scale

Hickman County Schools

FY 2025

Proposed June 3, 2024

Central Office - Programs/Grants 12 Months -
Salary Schedule

Years of Experience	FY 25 Step
PG - 0	\$ 34,744
PG - 1	\$ 35,120
PG - 2	\$ 35,497
PG - 3	\$ 35,872
PG - 4	\$ 36,250
PG - 5	\$ 36,626
PG - 6	\$ 37,002
PG - 7	\$ 37,378
PG - 8	\$ 37,756
PG - 9	\$ 38,131
PG - 10	\$ 38,394
PG - 11	\$ 38,885
PG - 12	\$ 39,260
PG - 13	\$ 39,637
PG - 14	\$ 40,013
PG - 15	\$ 40,389
PG - 16	\$ 40,767
PG - 17	\$ 41,144
PG - 18	\$ 41,519
PG - 19	\$ 41,896
PG - 20	\$ 42,272
PG - 21	\$ 42,650
PG - 22	\$ 43,025
PG - 23	\$ 43,402
PG - 24	\$ 43,779
PG - 25	\$ 44,155
PG - 26	\$ 44,531
PG - 27	\$ 44,909
PG - 28	\$ 45,284
PG - 29	\$ 45,661
PG - 30	\$ 46,037

Hickman County Schools

FY 2025

Proposed June 3, 2024

Central Office - Secretary

Years of Experience	FY 2025 12 Mo Step
SCO - 0	\$ 24,659
SCO - 1	\$ 24,808
SCO - 2	\$ 24,954
SCO - 3	\$ 25,104
SCO - 4	\$ 25,264
SCO - 5	\$ 25,411
SCO - 6	\$ 25,561
SCO - 7	\$ 25,709
SCO - 8	\$ 25,856
SCO - 9	\$ 26,016
SCO - 10	\$ 26,461
SCO - 11	\$ 26,610
SCO - 12	\$ 26,769
SCO - 13	\$ 26,918
SCO - 14	\$ 27,065
SCO - 15	\$ 27,522
SCO - 16	\$ 27,670
SCO - 17	\$ 27,819
SCO - 18	\$ 27,967
SCO - 19	\$ 28,115
SCO - 20	\$ 28,571
SCO - 21	\$ 28,720
SCO - 22	\$ 28,869
SCO - 23	\$ 29,028
SCO - 24	\$ 29,177
SCO - 25	\$ 29,621
SCO - 26	\$ 29,781
SCO - 27	\$ 29,929
SCO - 28	\$ 30,077
SCO - 29	\$ 30,226
SCO - 30	\$ 30,683
SCO - 30+	\$ 30,683

**Hickman County Schools
Educational Assistants
Salary Schedule
FY 2025**

Years of Experience	FY 2025
TA - 0	\$ 19,387
TA - 1	\$ 20,210
TA - 2	\$ 20,427
TA - 3	\$ 20,632
TA - 4	\$ 20,848
TA - 5	\$ 21,054
TA - 6	\$ 21,225
TA - 7	\$ 21,385
TA - 8	\$ 21,557
TA - 9	\$ 21,726
TA - 10	\$ 21,886
TA - 11	\$ 22,058
TA - 12	\$ 22,217
TA - 13	\$ 22,389
TA - 14	\$ 22,549
TA - 15	\$ 22,708
TA - 16	\$ 22,879
TA - 17	\$ 23,050
TA - 18	\$ 23,210
TA - 19	\$ 23,381
TA - 20	\$ 23,564
TA - 21	\$ 23,724
TA - 22	\$ 23,894
TA - 23	\$ 24,054
TA - 24	\$ 24,225
TA - 25	\$ 24,407
TA - 26	\$ 24,579
TA - 27	\$ 24,739
TA - 28	\$ 24,911
TA - 29	\$ 25,071
TA - 30	\$ 25,264

**Hickman County Schools
School Secretary/Bookkeeper
Salary Schedule
FY 2025**

Years of Experience	FY 2025 Step
SSB - 0	\$ 19,730
SSB - 1	\$ 20,655
SSB - 2	\$ 21,031
SSB - 3	\$ 21,099
SSB - 4	\$ 21,328
SSB - 5	\$ 21,557
SSB - 6	\$ 21,726
SSB - 7	\$ 21,909
SSB - 8	\$ 22,091
SSB - 9	\$ 22,275
SSB - 10	\$ 22,469
SSB - 11	\$ 22,652
SSB - 12	\$ 22,834
SSB - 13	\$ 23,017
SSB - 14	\$ 23,199
SSB - 15	\$ 23,392
SSB - 16	\$ 23,575
SSB - 17	\$ 23,757
SSB - 18	\$ 23,929
SSB - 19	\$ 24,111
SSB - 20	\$ 24,316
SSB - 21	\$ 24,487
SSB - 22	\$ 24,670
SSB - 23	\$ 24,852
SSB - 24	\$ 25,035
SSB - 25	\$ 25,239
SSB - 26	\$ 25,422
SSB - 27	\$ 25,604
SSB - 28	\$ 25,787
SSB - 29	\$ 25,970
SSB - 30	\$ 26,166

HICKMAN COUNTY SCHOOLS
FY 2025

**School Psychologist
11 Month Salary**

BEP Salary Scale

x 1.1 (Eleventh Month)

+ 28 % of base BEP Salary

Hard to Fill/Retention **\$ 2,500**

Speech Pathologist

x 1.1 (Eleventh Month)

+ 10 % of base BEP Salary

Occupational Therapist

BEP Scale Salary

Occupational Therapist Adjustment **\$ 15,000**

Registered Nurse (RN)

BEP Salary Scale

**Hickman County Schools
School Psychologist
FY 2025 - 11 Month Salary Schedule**

Base Salary by Training and Experience (Certified Pay Scale)

x 1.1 (Eleventh Month)

+28% of Base Base Salary

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
PSY - 0	\$66,482	\$68,764	\$70,590	\$74,088
PSY - 1	\$67,243	\$71,198	\$73,024	\$76,522
PSY - 2	\$68,612	\$72,567	\$73,936	\$78,196
PSY - 3	\$68,916	\$72,719	\$74,241	\$78,500
PSY - 4	\$69,373	\$72,871	\$74,393	\$78,805
PSY - 5	\$70,133	\$73,936	\$75,002	\$79,109
PSY - 6	\$72,111	\$74,697	\$75,762	\$79,413
PSY - 7	\$72,567	\$75,762	\$76,827	\$80,934
PSY - 8	\$72,871	\$76,674	\$77,740	\$82,608
PSY - 9	\$73,784	\$77,283	\$78,653	\$84,129
PSY - 10	\$74,545	\$78,045	\$79,262	\$85,955
PSY - 11	\$78,196	\$80,326	\$82,000	\$87,780
PSY - 12	\$79,565	\$81,239	\$82,912	\$88,389
PSY - 13	\$79,717	\$81,391	\$83,520	\$88,846
PSY - 14	\$79,869	\$81,695	\$83,825	\$90,672
PSY - 15	\$80,174	\$82,303	\$84,586	\$91,127
PSY - 16	\$82,912	\$85,498	\$88,237	\$94,627
PSY - 17	\$83,825	\$86,411	\$89,606	\$96,452
PSY - 18	\$83,977	\$86,868	\$90,518	\$97,670
PSY - 19	\$84,129	\$87,020	\$90,975	\$97,821
PSY - 20	\$84,281	\$88,389	\$91,736	\$99,190
PSY - 21	\$86,868	\$90,823	\$94,170	\$101,776
PSY - 22	\$87,020	\$91,127	\$94,627	\$102,081
PSY - 23	\$87,172	\$91,279	\$94,778	\$102,385
PSY - 24	\$87,324	\$91,432	\$94,930	\$102,689
PSY - 25	\$87,475	\$91,584	\$95,082	\$102,994
PSY - 26	\$87,780	\$91,736	\$95,235	\$103,297
PSY - 27	\$87,932	\$91,887	\$95,539	\$103,754
PSY - 28	\$88,084	\$92,040	\$95,691	\$104,059
PSY - 29	\$88,237	\$92,192	\$95,844	\$104,363
PSY - 30	\$88,693	\$93,104	\$96,452	\$106,949

**Hickman County Schools
School Speech Pathologist
FY 2025 - 11 Month Salary Schedule**

Base Salary by Training and Experience (Certified Pay Scale)

x 1.1 (Eleventh Month)

+ 10 % of Base Base Salary

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
SPCH - 0	\$57,810	\$59,795	\$61,382	\$64,424
SPCH - 1	\$58,472	\$61,912	\$63,499	\$66,541
SPCH - 2	\$59,663	\$63,102	\$64,292	\$67,997
SPCH - 3	\$59,927	\$63,234	\$64,558	\$68,261
SPCH - 4	\$60,324	\$63,366	\$64,690	\$68,526
SPCH - 5	\$60,985	\$64,292	\$65,219	\$68,790
SPCH - 6	\$62,705	\$64,954	\$65,880	\$69,055
SPCH - 7	\$63,102	\$65,880	\$66,806	\$70,378
SPCH - 8	\$63,366	\$66,673	\$67,600	\$71,833
SPCH - 9	\$64,160	\$67,202	\$68,394	\$73,156
SPCH - 10	\$64,822	\$67,865	\$68,923	\$74,743
SPCH - 11	\$67,997	\$69,848	\$71,304	\$76,331
SPCH - 12	\$69,187	\$70,643	\$72,097	\$76,860
SPCH - 13	\$69,319	\$70,775	\$72,626	\$77,257
SPCH - 14	\$69,451	\$71,039	\$72,892	\$78,845
SPCH - 15	\$69,716	\$71,568	\$73,553	\$79,241
SPCH - 16	\$72,097	\$74,346	\$76,728	\$82,284
SPCH - 17	\$72,892	\$75,140	\$77,918	\$83,872
SPCH - 18	\$73,024	\$75,538	\$78,712	\$84,930
SPCH - 19	\$73,156	\$75,670	\$79,109	\$85,062
SPCH - 20	\$73,288	\$76,860	\$79,770	\$86,252
SPCH - 21	\$75,538	\$78,977	\$81,887	\$88,501
SPCH - 22	\$75,670	\$79,241	\$82,284	\$88,766
SPCH - 23	\$75,802	\$79,373	\$82,416	\$89,030
SPCH - 24	\$75,934	\$79,506	\$82,548	\$89,294
SPCH - 25	\$76,066	\$79,638	\$82,680	\$89,560
SPCH - 26	\$76,331	\$79,770	\$82,813	\$89,824
SPCH - 27	\$76,463	\$79,902	\$83,077	\$90,221
SPCH - 28	\$76,595	\$80,035	\$83,209	\$90,486
SPCH - 29	\$76,728	\$80,167	\$83,342	\$90,750
SPCH - 30	\$77,124	\$80,960	\$83,872	\$92,999

Hickman County Schools
LPN/RN
Rate Schedule
FY 2025

Years of Experience	LPN FY 2025 Step	Years of Experience	RN FY 2025 Step
LPN - 0	\$ 33,361	RN - 0	\$ 45,860
LPN - 1	\$ 33,361	RN - 1	\$ 46,632
LPN - 2	\$ 33,361	RN - 2	\$ 47,404
LPN - 3	\$ 33,926	RN - 3	\$ 47,514
LPN - 4	\$ 33,926	RN - 4	\$ 47,624
LPN - 5	\$ 33,926	RN - 5	\$ 47,845
LPN - 6	\$ 34,511	RN - 6	\$ 48,947
LPN - 7	\$ 34,511	RN - 7	\$ 49,608
LPN - 8	\$ 34,511	RN - 8	\$ 49,939
LPN - 9	\$ 35,660	RN - 9	\$ 50,380
LPN - 10	\$ 35,660	RN - 10	\$ 50,821
LPN - 11	\$ 35,660	RN - 11	\$ 51,924
LPN - 12	\$ 36,755	RN - 12	\$ 52,254
LPN - 13	\$ 36,755	RN - 13	\$ 52,475
LPN - 14	\$ 36,755	RN - 14	\$ 52,695
LPN - 15	\$ 36,755	RN - 15	\$ 52,916
LPN - 16	\$ 36,755	RN - 16	\$ 55,010
LPN - 17	\$ 36,755	RN - 17	\$ 56,113
LPN - 18	\$ 36,755	RN - 18	\$ 56,223
LPN - 19	\$ 36,755	RN - 19	\$ 56,443
LPN - 20	\$ 36,755	RN - 20	\$ 56,554
LPN - 21	\$ 36,755	RN - 21	\$ 58,317
LPN - 22	\$ 36,755	RN - 22	\$ 58,428
LPN - 23	\$ 36,755	RN - 23	\$ 58,538
LPN - 24	\$ 36,755	RN - 24	\$ 58,648
LPN - 25	\$ 36,755	RN - 25	\$ 58,869
LPN - 26	\$ 36,755	RN - 26	\$ 58,979
LPN - 27	\$ 36,755	RN - 27	\$ 59,199
LPN - 28	\$ 36,755	RN - 28	\$ 59,310
LPN - 29	\$ 36,755	RN - 29	\$ 59,420
LPN - 30	\$ 36,755	RN - 30	\$ 60,081

**HICKMAN COUNTY SCHOOLS
FY 2025**

Proposed June 3, 2024

SOCIAL WORKER SALARY SCHEDULE

YEARS	Social Worker (BA/BS)	Social Worker (MA/MS)	*LCSW- **LPC	Ph.D.
0	\$45,860	\$48,175	\$49,829	\$53,687
1	\$46,632	\$48,727	\$51,593	\$55,451
2	\$47,404	\$49,719	\$52,585	\$56,664
3	\$47,514	\$49,939	\$52,695	\$56,884
4	\$47,624	\$50,270	\$52,805	\$57,105
5	\$47,845	\$50,821	\$53,577	\$57,325
6	\$48,947	\$52,254	\$54,128	\$57,546
7	\$49,608	\$52,585	\$54,900	\$58,648
8	\$49,939	\$52,805	\$55,561	\$59,861
9	\$50,380	\$53,467	\$56,002	\$60,963
10	\$50,821	\$54,018	\$56,554	\$62,286
11	\$51,924	\$56,664	\$58,207	\$63,609
12	\$52,254	\$57,656	\$58,869	\$64,050
13	\$52,475	\$57,766	\$58,979	\$64,381
14	\$52,695	\$57,876	\$59,199	\$65,704
15	\$52,916	\$58,097	\$59,640	\$66,034
16	\$55,010	\$60,081	\$61,955	\$68,570
17	\$56,113	\$60,743	\$62,617	\$69,893
18	\$56,223	\$60,853	\$62,948	\$70,775
19	\$56,443	\$60,963	\$63,058	\$70,885
20	\$56,554	\$61,073	\$64,050	\$71,877
21	\$58,317	\$62,948	\$65,814	\$73,751
22	\$58,428	\$63,058	\$66,034	\$73,972
23	\$58,538	\$63,168	\$66,144	\$74,192
24	\$58,648	\$63,278	\$66,255	\$74,412
25	\$58,869	\$63,388	\$66,365	\$74,633
26	\$58,979	\$63,609	\$66,475	\$74,853
27	\$59,199	\$63,719	\$66,585	\$75,184
28	\$59,310	\$63,829	\$66,696	\$75,405
29	\$59,420	\$63,940	\$66,806	\$75,625
30	\$60,081	\$64,270	\$67,467	\$77,499

*LCSW - Licensed Clinical Social Worker

** Licensed Professional Counselor

Hickman County Schools
FY 2025

Proposed June 3, 2024

Certified Licensed Maintenance Technician

Years of Experience	FY 2025 Step
CMT - 0	\$ 40,976.00
CMT - 1	\$ 41,409.00
CMT - 2	\$ 41,842.00
CMT - 3	\$ 42,274.00
CMT - 4	\$ 42,707.00
CMT - 5	\$ 43,140.00
CMT - 6	\$ 43,572.00
CMT - 7	\$ 44,356.00
CMT - 8	\$ 45,238.00
CMT - 9	\$ 46,096.00
CMT - 10	\$ 45,303.00
CMT - 11	\$ 45,952.00
CMT - 12	\$ 46,601.00
CMT - 13	\$ 47,250.00
CMT - 14	\$ 47,899.00
CMT - 15	\$ 48,548.00
CMT - 16	\$ 52,874.00
CMT - 17	\$ 53,956.00
CMT - 18	\$ 55,037.00
CMT - 19	\$ 56,119.00
CMT - 20	\$ 57,200.00
CMT - 21	\$ 58,282.00
CMT - 22	\$ 59,364.00
CMT - 23	\$ 60,445.00
CMT - 24	\$ 61,527.00
CMT - 25	\$ 62,608.00
CMT - 26	\$ 63,690.00
CMT - 27	\$ 64,772.00
CMT - 28	\$ 65,853.00
CMT - 29	\$ 66,935.00
CMT - 30	\$ 68,016.00

Hickman County Schools

FY 2025

Proposed June 3, 2024

Maintenance Mechanic (Hourly Rate)

Years of Experience	FY 2025 Step
MM - 0	\$ 16.13
MM - 1	\$ 16.87
MM - 2	\$ 17.20
MM - 3	\$ 17.58
MM - 4	\$ 17.94
MM - 5	\$ 18.29
MM - 6	\$ 18.29
MM - 7	\$ 18.68
MM - 8	\$ 19.01
MM - 9	\$ 19.38
MM - 10	\$ 19.75
MM - 11	\$ 20.09
MM - 12	\$ 20.47
MM - 13	\$ 20.81
MM - 14	\$ 21.18
MM - 15	\$ 21.52
MM - 16	\$ 21.90
MM - 17	\$ 22.26
MM - 18	\$ 22.61
MM - 19	\$ 22.99
MM - 20	\$ 23.34
MM - 21	\$ 23.69
MM - 22	\$ 24.06
MM - 23	\$ 24.42
MM - 24	\$ 24.76
MM - 25	\$ 25.14
MM - 26	\$ 25.50
MM - 27	\$ 26.20
MM - 28	\$ 26.59
MM - 29	\$ 26.95
MM - 30	\$ 27.28

Hickman County Schools
Part-Time Mechanic (Hourly Rate)
Pay Schedules
FY 2025

Years of Experience	FY 2025 Step
0	\$14.16
1	\$14.33
2	\$14.50
3	\$14.61
4	\$14.77
5	\$14.90
6	\$15.05
7	\$15.19
8	\$15.34
9	\$15.47
10	\$15.64
11	\$15.78
12	\$15.94
13	\$16.07
14	\$16.18
15	\$16.31
16	\$16.38
17	\$16.50
18	\$16.63
19	\$16.91
20	\$17.05
21	\$17.17
22	\$17.31
23	\$17.47
24	\$17.59
25	\$17.75
26	\$17.87
27	\$18.00
28	\$18.12
29	\$18.27
30	\$18.39

Hickman County Schools
FY 2025

Proposed June 3, 2024
Full-Time Mechanic

Years of Experience	FY 2025 Step
FTM - 0	\$ 34,468
FTM - 1	\$ 34,817
FTM - 2	\$ 35,204
FTM - 3	\$ 35,579
FTM - 4	\$ 35,954
FTM - 5	\$ 36,333
FTM - 6	\$ 36,710
FTM - 7	\$ 37,086
FTM - 8	\$ 37,460
FTM - 9	\$ 37,839
FTM - 10	\$ 38,217
FTM - 11	\$ 38,590
FTM - 12	\$ 38,969
FTM - 13	\$ 39,346
FTM - 14	\$ 39,722
FTM - 15	\$ 40,097
FTM - 16	\$ 40,473
FTM - 17	\$ 40,854
FTM - 18	\$ 41,227
FTM - 19	\$ 41,602
FTM - 20	\$ 41,980
FTM - 21	\$ 42,356
FTM - 22	\$ 42,733
FTM - 23	\$ 43,108
FTM - 24	\$ 43,486
FTM - 25	\$ 43,864
FTM - 26	\$ 44,241
FTM - 27	\$ 44,614
FTM - 28	\$ 44,992
FTM - 29	\$ 45,366
FTM - 30	\$ 45,746

Hickman County Schools
FY 2025
Proposed June 3, 2024
Supervising Mechanic

Years of Experience	FY 2025 Step
SM - 0	\$ 37,757
SM - 1	\$ 38,549
SM - 2	\$ 39,343
SM - 3	\$ 40,136
SM - 4	\$ 40,929
SM - 5	\$ 41,724
SM - 6	\$ 41,894
SM - 7	\$ 42,533
SM - 8	\$ 42,884
SM - 9	\$ 43,240
SM - 10	\$ 43,590
SM - 11	\$ 43,942
SM - 12	\$ 44,295
SM - 13	\$ 44,646
SM - 14	\$ 44,998
SM - 15	\$ 45,352
SM - 16	\$ 45,702
SM - 17	\$ 46,053
SM - 18	\$ 46,404
SM - 19	\$ 46,757
SM - 20	\$ 47,108
SM - 21	\$ 47,460
SM - 22	\$ 47,813
SM - 23	\$ 48,166
SM - 24	\$ 48,516
SM - 25	\$ 48,869
SM - 26	\$ 49,509
SM - 27	\$ 50,147
SM - 28	\$ 50,787
SM - 29	\$ 51,428
SM - 30	\$ 52,068

Hickman County Schools
FY 2024
Proposed June 3, 2024
Chief Mechanic

Years of Experience	FY 2025 Step
CM - 0	\$ 40,941
CM - 1	\$ 41,669
CM - 2	\$ 42,393
CM - 3	\$ 43,122
CM - 4	\$ 43,849
CM - 5	\$ 44,579
CM - 6	\$ 45,302
CM - 7	\$ 46,033
CM - 8	\$ 46,759
CM - 9	\$ 47,487
CM - 10	\$ 48,212
CM - 11	\$ 48,941
CM - 12	\$ 50,804
CM - 13	\$ 51,583
CM - 14	\$ 52,307
CM - 15	\$ 53,038
CM - 16	\$ 53,763
CM - 17	\$ 54,491
CM - 18	\$ 55,216
CM - 19	\$ 55,948
CM - 20	\$ 56,672
CM - 21	\$ 57,400
CM - 22	\$ 58,126
CM - 23	\$ 58,857
CM - 24	\$ 59,146
CM - 25	\$ 59,582
CM - 26	\$ 61,036
CM - 27	\$ 61,766
CM - 28	\$ 62,492
CM - 29	\$ 63,221
CM - 30	\$ 63,944

Hickman County Schools
FY 2025

Proposed June 3, 2024

12 Month School Nutrition Coordinator
(CO) - Salary Schedule

Years of Experience	FY 2025 Step
NC - 0	\$25,709
NC - 1	\$25,814
NC - 2	\$25,962
NC - 3	\$26,123
NC - 4	\$27,326
NC - 5	\$28,084
NC - 6	\$28,840
NC - 7	\$29,596
NC - 8	\$30,353
NC - 9	\$31,109
NC - 10	\$31,865
NC - 11	\$33,367
NC - 12	\$34,134
NC - 13	\$34,891
NC - 14	\$35,648
NC - 15	\$38,295
NC - 16	\$39,372
NC - 17	\$40,669
NC - 18	\$42,514
NC - 19	\$44,072
NC - 20	\$47,374
NC - 21	\$48,437
NC - 22	\$49,252
NC - 23	\$49,859
NC - 24	\$50,719
NC - 25	\$51,464
NC - 26	\$52,197
NC - 27	\$52,564
NC - 28	\$52,942
NC - 29	\$53,309
NC - 30	\$54,364

**Hickman County School Food Service
Manager's Salary Schedule
FY 2025**

Years of Experience	FY 2025 Step
SNM - 0	\$ 25,017
SNM - 1	\$ 25,952
SNM - 2	\$ 26,888
SNM - 3	\$ 27,523
SNM - 4	\$ 28,158
SNM - 5	\$ 28,285
SNM - 6	\$ 28,390
SNM - 7	\$ 28,505
SNM - 8	\$ 28,609
SNM - 9	\$ 28,724
SNM - 10	\$ 28,827
SNM - 11	\$ 28,944
SNM - 12	\$ 29,048
SNM - 13	\$ 29,175
SNM - 14	\$ 29,314
SNM - 15	\$ 29,441
SNM - 16	\$ 29,568
SNM - 17	\$ 29,706
SNM - 18	\$ 29,832
SNM - 19	\$ 29,972
SNM - 20	\$ 30,111
SNM - 21	\$ 30,237
SNM - 22	\$ 30,375
SNM - 23	\$ 30,514
SNM - 24	\$ 30,652
SNM - 25	\$ 30,793
SNM - 26	\$ 30,930
SNM - 27	\$ 31,069
SNM - 28	\$ 31,208
SNM - 29	\$ 31,347
SNM - 30	\$ 31,484

**Hickman County School Food Service
Hourly Pay Scale
Regular Employees
FY 2025**

Years of Experience	FY 2025 Step
FSH - 0	\$ 13.59
FSH - 1	\$ 13.79
FSH - 2	\$ 14.07
FSH - 3	\$ 14.12
FSH - 4	\$ 14.19
FSH - 5	\$ 14.24
FSH - 6	\$ 14.29
FSH - 7	\$ 14.35
FSH - 8	\$ 14.40
FSH - 9	\$ 14.46
FSH - 10	\$ 14.52
FSH - 11	\$ 14.57
FSH - 12	\$ 14.60
FSH - 13	\$ 14.64
FSH - 14	\$ 14.67
FSH - 15	\$ 14.71
FSH - 16	\$ 14.74
FSH - 17	\$ 14.77
FSH - 18	\$ 14.81
FSH - 19	\$ 14.84
FSH - 20	\$ 14.87
FSH - 21	\$ 14.90
FSH - 22	\$ 14.93
FSH - 23	\$ 14.98
FSH - 24	\$ 15.01
FSH - 25	\$ 15.04
FSH - 26	\$ 15.07
FSH - 27	\$ 15.11
FSH - 28	\$ 15.14
FSH - 29	\$ 15.17
FSH - 30	\$ 15.20

**Hickman County Schools Food Service
Hourly Pay Scale
Cashiers
FY 2025**

Years of Experience	FY 2025 Step
FSC - 0	\$ 14.27
FSC - 1	\$ 14.41
FSC - 2	\$ 14.69
FSC - 3	\$ 14.80
FSC - 4	\$ 14.86
FSC - 5	\$ 14.88
FSC - 6	\$ 14.92
FSC - 7	\$ 14.99
FSC - 8	\$ 15.01
FSC - 9	\$ 15.09
FSC - 10	\$ 15.18
FSC - 11	\$ 15.25
FSC - 12	\$ 15.29
FSC - 13	\$ 15.32
FSC - 14	\$ 15.35
FSC - 15	\$ 15.38
FSC - 16	\$ 15.41
FSC - 17	\$ 15.45
FSC - 18	\$ 15.49
FSC - 19	\$ 15.52
FSC - 20	\$ 15.55
FSC - 21	\$ 15.59
FSC - 22	\$ 15.62
FSC - 23	\$ 15.65
FSC - 24	\$ 15.68
FSC - 25	\$ 15.71
FSC - 26	\$ 15.76
FSC - 27	\$ 15.79
FSC - 28	\$ 15.82
FSC - 29	\$ 15.85
FSC - 30	\$ 15.88