HICKMAN COUNTY SCHOOLS
FY 2027
Option A (Porposed 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 (Porposed 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 (Porposed 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 (Porposed 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 (Porposed 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 (Porposed 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 (Porposed 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 (Porposed 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
Superviors-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 (Porposed 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