BEP SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2024
Proposed June 5, 2023

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	$44,096	$46,322	$47,912	$49,184	$51,622
1	$44,838	$46,852	$49,608	$50,880	$53,318
2	$45,580	$47,806	$50,562	$51,516	$54,484
3	$45,686	$48,018	$50,668	$51,728	$54,696
4	$45,792	$48,336	$50,774	$51,834	$54,908
5	$46,004	$48,866	$51,516	$52,258	$55,120
6	$47,064	$50,244	$52,046	$52,788	$55,332
7	$47,700	$50,562	$52,788	$53,530	$56,392
8	$48,018	$50,774	$53,424	$54,166	$57,558
9	$48,442	$51,410	$53,848	$54,802	$58,618
10	$48,866	$51,940	$54,378	$55,226	$59,890
11	$49,926	$54,484	$55,968	$57,134	$61,162
12	$50,244	$55,438	$56,604	$57,770	$61,586
13	$50,456	$55,544	$56,710	$58,194	$61,904
14	$50,668	$55,650	$56,922	$58,406	$63,176
15	$50,880	$55,862	$57,346	$58,936	$63,494
16	$52,894	$57,770	$59,572	$61,480	$65,932
17	$53,954	$58,406	$60,208	$62,434	$67,204
18	$54,060	$58,512	$60,526	$63,070	$68,052
19	$54,272	$58,618	$60,632	$63,388	$68,158
20	$54,378	$58,724	$61,586	$63,918	$69,112
21	$56,074	$60,526	$63,282	$65,614	$70,914
22	$56,180	$60,632	$63,494	$65,932	$71,126
23	$56,286	$60,738	$63,600	$66,038	$71,338
24	$56,392	$60,844	$63,706	$66,144	$71,550
25	$56,604	$60,950	$63,812	$66,250	$71,762
26	$56,710	$61,162	$63,918	$66,356	$71,974
27	$56,922	$61,268	$64,024	$66,568	$72,292
28	$57,028	$61,374	$64,130	$66,674	$72,504
29	$57,134	$61,480	$64,236	$66,780	$72,716
30	$57,770	$61,798	$64,872	$67,204	$74,518

HICKMAN COUNTY SCHOOLS
Principal Salaries FY 2024
Proposed Jnue 5, 2023

12 Month Employment			
Years Exp.	**Elementary**	**Middle**	**High**
0	$ 79,097	$ 82,261	$ 85,425
1	$ 82,487	$ 85,787	$ 89,086
2	$ 82,487	$ 85,787	$ 89,086
3	$ 82,487	$ 85,787	$ 89,086
4	$ 82,487	$ 85,787	$ 89,086
5	$ 82,487	$ 85,787	$ 89,086
6	$ 85,312	$ 88,724	$ 92,137
7	$ 85,312	$ 88,724	$ 92,137
8	$ 85,312	$ 88,724	$ 92,137
9	$ 85,312	$ 88,724	$ 92,137
10	$ 85,312	$ 88,724	$ 92,137
11	$ 87,572	$ 91,075	$ 94,578
12	$ 87,572	$ 91,075	$ 94,578
13	$ 87,572	$ 91,075	$ 94,578
14	$ 87,572	$ 91,075	$ 94,578
15	$ 89,832	$ 93,425	$ 97,018
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
Assistant Principal Salaries FY 2024
Proposed June 5, 2023

12 Month - High School		
Years Exp.		**Steps**
0	$	76,837.28
1	$	80,144.48
2	$	80,144.48
3	$	80,144.48
4	$	80,144.48
5	$	80,144.48
6	$	82,900.48
7	$	82,900.48
8	$	82,900.48
9	$	82,900.48
10	$	82,900.48
11	$	85,105.28
12	$	85,105.28
13	$	85,105.28
14	$	85,105.28
15	$	87,310.08

Degree Supplement		
EdS	$	1,500
PhD/EdD	$	2,500

FY 2024
Central Office
Deputy Director's Salary Formula

Hickman County BEP 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

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 2024
Central Office
Supervisors' Salary Formula

Hickman County BEP 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 2024
Proposed June 5, 2023

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
LPN
Hourly Rate Schedule
FY 2024
Approved June 5, 2023

Years of Experience	FY 2024 Step
LPN - 0	$ 30,822
LPN - 1	$ 32,077
LPN - 2	$ 32,077
LPN - 3	$ 32,077
LPN - 4	$ 32,621
LPN - 5	$ 32,621
LPN - 6	$ 32,621
LPN - 7	$ 33,183
LPN - 8	$ 33,183
LPN - 9	$ 33,183
LPN - 10	$ 34,288
LPN - 11	$ 34,288
LPN - 12	$ 34,288
LPN - 13	$ 35,341
LPN - 14	$ 35,341
LPN - 15	$ 35,341
LPN - 16	$ 35,341
LPN - 17	$ 35,341
LPN - 18	$ 35,341
LPN - 19	$ 35,341
LPN - 20	$ 35,341
LPN - 21	$ 35,341
LPN - 22	$ 35,341
LPN - 23	$ 35,341
LPN - 24	$ 35,341
LPN - 25	$ 35,341
LPN - 26	$ 35,341
LPN - 27	$ 35,341
LPN - 28	$ 35,341
LPN - 29	$ 35,341
LPN - 30	$ 35,341

Retirement:School System pays for your retirement after six (6) months probationary period for a full time employee.

Work Schedule:
180 Student Days
10 in-service days/other
10 vacation days
Total of 200 paid days

Sick Leave: 10 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Hickman County Schools
School Secretary/Bookkeeper
Salary Schedule
FY 2024
Approved June 5, 2023

Years of Experience	FY 2024 Step
SSB - 0	$18,082
SSB - 1	$18,971
SSB - 2	$19,860
SSB - 3	$20,222
SSB - 4	$20,287
SSB - 5	$20,507
SSB - 6	$20,727
SSB - 7	$20,890
SSB - 8	$21,066
SSB - 9	$21,241
SSB - 10	$21,418
SSB - 11	$21,604
SSB - 12	$21,780
SSB - 13	$21,955
SSB - 14	$22,131
SSB - 15	$22,306
SSB - 16	$22,492
SSB - 17	$22,668
SSB - 18	$22,843
SSB - 19	$23,008
SSB - 20	$23,183
SSB - 21	$23,380
SSB - 22	$23,545
SSB - 23	$23,721
SSB - 24	$23,896
SSB - 25	$24,072
SSB - 26	$24,268
SSB - 27	$24,444
SSB - 28	$24,619
SSB - 29	$24,795
SSB - 30	$24,971

Retirement:School System pays for your retirement after six (6) months probationary period for a full time employee.

Work Schedule:
180 Student Days
10 in-service days/other
10 vacation days
Total of 200 paid days

Sick Leave: 10 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Hickman County Schools
Educational Assistants
Salary Schedule
FY 2024
Approved June 5, 2023

Years of Experience	FY 2024 Step
TA - 0	$17,850
TA - 1	$18,641
TA - 2	$19,432
TA - 3	$19,641
TA - 4	$19,838
TA - 5	$20,046
TA - 6	$20,244
TA - 7	$20,408
TA - 8	$20,562
TA - 9	$20,727
TA - 10	$20,890
TA - 11	$21,044
TA - 12	$21,209
TA - 13	$21,362
TA - 14	$21,527
TA - 15	$21,681
TA - 16	$21,834
TA - 17	$21,999
TA - 18	$22,163
TA - 19	$22,317
TA - 20	$22,481
TA - 21	$22,657
TA - 22	$22,811
TA - 23	$22,975
TA - 24	$23,128
TA - 25	$23,293
TA - 26	$23,468
TA - 27	$23,633
TA - 28	$23,787
TA - 29	$23,952
TA - 30	$24,106

Retirement: **School System pays for your retirement after six (6) months probationary period for a full time employee.**

Work Schedule:
180 student days
10 in-service days/other
10 vacation days
Total of:200 paid days

Sick Leave: **10 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.**

Personal Leave: **2 days per year – Any personal leave left at the end of the school year will be added to sick leave.**

Hickman County Schools
Central Office - 12 Month Administrative Assistant
Salary Schedule
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
AA - 0	$ 23,240
AA - 1	$ 24,720
AA - 2	$ 24,861
AA - 3	$ 25,015
AA - 4	$ 26,167
AA - 5	$ 26,891
AA - 6	$ 28,953
AA - 7	$ 29,600
AA - 8	$ 30,916
AA - 9	$ 31,717
AA - 10	$ 32,442
AA - 11	$ 33,823
AA - 12	$ 34,592
AA - 13	$ 34,953
AA - 14	$ 35,864
AA - 15	$ 36,775
AA - 16	$ 37,695
AA - 17	$ 38,683
AA - 18	$ 41,754
AA - 19	$ 43,334
AA - 20	$ 45,791
AA - 21	$ 46,712
AA - 22	$ 47,820
AA - 23	$ 48,610
AA - 24	$ 49,268
AA - 25	$ 49,970
AA - 26	$ 50,858
AA - 27	$ 52,174
AA - 28	$ 53,304
AA - 29	$ 53,820
AA - 30	$ 54,216
AA - 30+	$ 56,014

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Human Resources Add $6,000 To Scale

* 10 month personnel salaries will be pro-rated from this schedule

Serving more than one supervisor or office = $ 500.00 per supervisor or office

Hickman County Schools
Central Office - Programs/Grants
Salary Schedule
FY 2024
Proposed June 5, 2024

Years of Experience	FY 2024 10 Mo Step	FY 2024 12 Mo Step
PG - 0	$ 26,860	$ 32,231
PG - 1	$ 28,339	$ 33,407
PG - 2	$ 28,641	$ 33,769
PG - 3	$ 28,943	$ 34,131
PG - 4	$ 29,243	$ 34,492
PG - 5	$ 29,546	$ 34,855
PG - 6	$ 29,848	$ 35,217
PG - 7	$ 30,148	$ 35,578
PG - 8	$ 30,450	$ 35,940
PG - 9	$ 30,753	$ 36,303
PG - 10	$ 31,053	$ 36,664
PG - 11	$ 31,264	$ 36,917
PG - 12	$ 31,658	$ 37,389
PG - 13	$ 31,958	$ 37,750
PG - 14	$ 32,260	$ 38,112
PG - 15	$ 32,562	$ 38,474
PG - 16	$ 32,863	$ 38,835
PG - 17	$ 33,166	$ 39,199
PG - 18	$ 33,468	$ 39,561
PG - 19	$ 33,768	$ 39,922
PG - 20	$ 34,070	$ 40,284
PG - 21	$ 34,372	$ 40,646
PG - 22	$ 34,674	$ 41,009
PG - 23	$ 34,975	$ 41,370
PG - 24	$ 35,277	$ 41,732
PG - 25	$ 35,579	$ 42,095
PG - 26	$ 35,880	$ 42,456
PG - 27	$ 36,182	$ 42,818
PG - 28	$ 36,484	$ 43,181
PG - 29	$ 36,785	$ 43,542
PG - 30	$ 37,087	$ 43,904

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Hickman County Schools
Central Office - Secretary
Salary Schedule
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 10 Mo Step	FY 2024 12 Mo Step
SCO - 0		$ 21,953
SCO - 1	$ 20,258	$ 23,710
SCO - 2	$ 20,378	$ 23,853
SCO - 3	$ 20,495	$ 23,994
SCO - 4	$ 20,615	$ 24,138
SCO - 5	$ 20,743	$ 24,292
SCO - 6	$ 20,861	$ 24,433
SCO - 7	$ 20,981	$ 24,577
SCO - 8	$ 21,100	$ 24,720
SCO - 9	$ 21,218	$ 24,861
SCO - 10	$ 21,346	$ 25,015
SCO - 11	$ 21,703	$ 25,443
SCO - 12	$ 21,822	$ 25,586
SCO - 13	$ 21,949	$ 25,739
SCO - 14	$ 22,068	$ 25,882
SCO - 15	$ 22,187	$ 26,024
SCO - 16	$ 22,553	$ 26,463
SCO - 17	$ 22,671	$ 26,605
SCO - 18	$ 22,791	$ 26,749
SCO - 19	$ 22,909	$ 26,891
SCO - 20	$ 23,028	$ 27,033
SCO - 21	$ 23,393	$ 27,472
SCO - 22	$ 23,513	$ 27,615
SCO - 23	$ 23,632	$ 27,758
SCO - 24	$ 23,759	$ 27,911
SCO - 25	$ 23,878	$ 28,054
SCO - 26	$ 24,234	$ 28,481
SCO - 27	$ 24,363	$ 28,635
SCO - 28	$ 24,481	$ 28,777
SCO - 29	$ 24,600	$ 28,920
SCO - 30	$ 24,719	$ 29,063
SCO - 30+	$ 25,085	$ 29,502

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

- **10 month personnel salaries will be pro-rated from this schedule.**
- **Serving more than one supervisor or office = $ 500.00 per supervisor or office**

Hickman County Schools
12 Month Technology/Maintenance/Transportation/Food Service/Coordinated School Health
Salary Schedule
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
SNE - 0	$ 52,253
SNE - 1	$ 55,253
SNE - 2	$ 58,253
SNE - 3	$ 60,419
SNE - 4	$ 60,419
SNE - 5	$ 60,419
SNE - 6	$ 60,419
SNE - 7	$ 63,669
SNE - 8	$ 63,669
SNE - 9	$ 63,669
SNE - 10	$ 63,669
SNE - 11	$ 63,669
SNE - 12	$ 68,003
SNE - 13	$ 68,003
SNE - 14	$ 68,003
SNE - 15	$ 68,253
SNE - 16	$ 71,253
SNE - 17	$ 71,253
SNE - 18	$ 71,253
SNE - 19	$ 71,253
SNE - 20	$ 71,253
SNE - 21	$ 71,253
SNE - 22	$ 71,253
SNE - 23	$ 71,253
SNE - 24	$ 71,253
SNE - 25	$ 71,253
SNE - 26	$ 71,253
SNE - 27	$ 71,253
SNE - 28	$ 71,253
SNE - 29	$ 71,253
SNE - 30	$ 71,253

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Hickman County Schools
Bus Drivers - Salary Schedule
FY 2024
Approved June 5, 2023

Years of Experience	FY 2024 Step
BUS - 0	$14,371.00
BUS - 1	$15,443.00
BUS - 2	$16,515.00
BUS - 3	$16,602.00
BUS - 4	$16,689.00
BUS - 5	$16,775.00
BUS - 6	$16,851.00
BUS - 7	$16,938.00
BUS - 8	$17,024.00
BUS - 9	$17,111.00
BUS - 10	$17,198.00
BUS - 11	$17,285.00
BUS - 12	$17,371.00
BUS - 13	$17,458.00
BUS - 14	$17,545.00
BUS - 15	$17,631.00
BUS - 16	$17,718.00
BUS - 17	$17,805.00
BUS - 18	$17,880.00
BUS - 19	$17,967.00
BUS - 20	$18,054.00
BUS - 21	$18,141.00
BUS - 22	$18,227.00
BUS - 23	$18,314.00
BUS - 24	$18,401.00
BUS - 25	$18,487.00
BUS - 26	$18,574.00
BUS - 27	$18,661.00
BUS - 28	$18,736.00
BUS - 29	$18,834.00
BUS - 30	$18,910.00
BUS - 30+	$19,094.00

A. Five days sick leave - unlimited accumulation. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paperwork is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. If a bus driver terminates employment with the Hickman County Board of Education and is later re-hired, the driver's salary will be based on 0 experience for one (1) year (probationary period). After that period, the salary will be based on prior experience.

SOCIAL WORKER SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2024
Proposed June 5, 2023

YEARS	Social Worker (BA/BS)	Social Worker (MA/MS)	*LCSW- **LPC	Ph.D.
0	$44,096	$46,322	$47,912	$51,622
1	$44,838	$46,852	$49,608	$53,318
2	$45,580	$47,806	$50,562	$54,484
3	$45,686	$48,018	$50,668	$54,696
4	$45,792	$48,336	$50,774	$54,908
5	$46,004	$48,866	$51,516	$55,120
6	$47,064	$50,244	$52,046	$55,332
7	$47,700	$50,562	$52,788	$56,392
8	$48,018	$50,774	$53,424	$57,558
9	$48,442	$51,410	$53,848	$58,618
10	$48,866	$51,940	$54,378	$59,890
11	$49,926	$54,484	$55,968	$61,162
12	$50,244	$55,438	$56,604	$61,586
13	$50,456	$55,544	$56,710	$61,904
14	$50,668	$55,650	$56,922	$63,176
15	$50,880	$55,862	$57,346	$63,494
16	$52,894	$57,770	$59,572	$65,932
17	$53,954	$58,406	$60,208	$67,204
18	$54,060	$58,512	$60,526	$68,052
19	$54,272	$58,618	$60,632	$68,158
20	$54,378	$58,724	$61,586	$69,112
21	$56,074	$60,526	$63,282	$70,914
22	$56,180	$60,632	$63,494	$71,126
23	$56,286	$60,738	$63,600	$71,338
24	$56,392	$60,844	$63,706	$71,550
25	$56,604	$60,950	$63,812	$71,762
26	$56,710	$61,162	$63,918	$71,974
27	$56,922	$61,268	$64,024	$72,292
28	$57,028	$61,374	$64,130	$72,504
29	$57,134	$61,480	$64,236	$72,716
30	$57,770	$61,798	$64,872	$74,518

*LCSW - Licensed Clinical Social Worker

** Licensed Professional Counselor

Hickman County Schools
12 Month High School Athletic Directors - Salary
FY 2023 Approved

Years of Experience	FY 2023 Step
SSAD - 0	$44,096
SSAD - 1	$44,838
SSAD - 2	$45,580
SSAD - 3	$45,686
SSAD - 4	$45,792
SSAD - 5	$46,004
SSAD - 6	$47,064
SSAD - 7	$47,700
SSAD - 8	$48,018
SSAD - 9	$48,442
SSAD - 10	$48,866
SSAD - 11	$49,926
SSAD - 12	$50,244
SSAD - 13	$50,456
SSAD - 14	$50,668
SSAD - 15	$50,880
SSAD - 16	$52,894
SSAD - 17	$53,954
SSAD - 18	$54,060
SSAD - 19	$54,272
SSAD - 20	$54,378
SSAD - 21	$56,074
SSAD - 22	$56,180
SSAD - 23	$56,286
SSAD - 24	$56,392
SSAD - 25	$56,604
SSAD - 26	$56,710
SSAD - 27	$56,922
SSAD - 28	$57,028
SSAD - 29	$57,134
SSAD - 30	$57,770

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

* **10 month personnel salaries will be pro-rated from this schedule**

Hickman County Schools
Certified Licensed Maintenance Technician
Pay Schedules
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step	
CMT - 0	$	36,400
CMT - 1	$	39,400
CMT - 2	$	39,816
CMT - 3	$	40,232
CMT - 4	$	40,648
CMT - 5	$	41,064
CMT - 6	$	41,480
CMT - 7	$	41,896
CMT - 8	$	42,650
CMT - 9	$	43,498
CMT - 10	$	44,323
CMT - 11	$	43,560
CMT - 12	$	44,184
CMT - 13	$	44,808
CMT - 14	$	45,432
CMT - 15	$	46,056
CMT - 16	$	46,680
CMT - 17	$	50,840
CMT - 18	$	51,880
CMT - 19	$	52,920
CMT - 20	$	53,960
CMT - 21	$	55,000
CMT - 22	$	56,040
CMT - 23	$	57,080
CMT - 24	$	58,120
CMT - 25	$	59,160
CMT - 26	$	60,200
CMT - 27	$	61,240
CMT - 28	$	62,280
CMT - 29	$	63,320
CMT - 30	$	64,360

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probnationary perido for full-time employees

C. Full-time maintenance employees get two weeks paid vacation after being employed for one year

Requires Electrical and/or HVAC/Refrigeration license and certification

Hickman County Schools
Maintenance Mechanic (Hourly Rate)
Pay Schedules
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
CMT - 0	$ 14.89
CMT - 1	$ 15.50
CMT - 2	$ 16.21
CMT - 3	$ 16.53
CMT - 4	$ 16.90
CMT - 5	$ 17.24
CMT - 6	$ 17.58
CMT - 7	$ 17.58
CMT - 8	$ 17.95
CMT - 9	$ 18.27
CMT - 10	$ 18.63
CMT - 11	$ 18.98
CMT - 12	$ 19.31
CMT - 13	$ 19.68
CMT - 14	$ 20.00
CMT - 15	$ 20.36
CMT - 16	$ 20.69
CMT - 17	$ 21.05
CMT - 18	$ 21.40
CMT - 19	$ 21.73
CMT - 20	$ 22.10
CMT - 21	$ 22.44
CMT - 22	$ 22.77
CMT - 23	$ 23.13
CMT - 24	$ 23.47
CMT - 25	$ 23.80
CMT - 26	$ 24.17
CMT - 27	$ 24.51
CMT - 28	$ 25.19
CMT - 29	$ 25.56
CMT - 30	$ 25.91

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probnationary perido for full-time employees

C. Full-time maintenance employees get two weeks paid vacation after being employed for one year

Hickman County Schools
Part-Time Mechanic (Hourly Rate)
Pay Schedules
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
0	$ 13.48
1	$ 13.64
2	$ 13.80
3	$ 13.91
4	$ 14.06
5	$ 14.18
6	$ 14.33
7	$ 14.46
8	$ 14.60
9	$ 14.73
10	$ 14.89
11	$ 15.02
12	$ 15.17
13	$ 15.30
14	$ 15.40
15	$ 15.53
16	$ 15.59
17	$ 15.71
18	$ 15.83
19	$ 16.10
20	$ 16.23
21	$ 16.35
22	$ 16.48
23	$ 16.63
24	$ 16.75
25	$ 16.90
26	$ 17.01
27	$ 17.14
28	$ 17.25
29	$ 17.39
30	$ 17.51

Hickman County Schools
Supervising Mechanic
Salary Schedule
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
SM - 0	$ 35,635
SM - 1	$ 36,304
SM - 2	$ 37,066
SM - 3	$ 37,829
SM - 4	$ 38,592
SM - 5	$ 39,354
SM - 6	$ 40,119
SM - 7	$ 40,282
SM - 8	$ 40,897
SM - 9	$ 41,234
SM - 10	$ 41,576
SM - 11	$ 41,913
SM - 12	$ 42,251
SM - 13	$ 42,591
SM - 14	$ 42,928
SM - 15	$ 43,267
SM - 16	$ 43,607
SM - 17	$ 43,944
SM - 18	$ 44,281
SM - 19	$ 44,619
SM - 20	$ 44,958
SM - 21	$ 45,296
SM - 22	$ 45,634
SM - 23	$ 45,974
SM - 24	$ 46,313
SM - 25	$ 46,650
SM - 26	$ 46,989
SM - 27	$ 47,604
SM - 28	$ 48,218
SM - 29	$ 48,833
SM - 30	$ 49,450

A.Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

Hickman County Schools
Full-Time Mechanic
Salary Schedule
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
FTM - 0	$ 32,252
FTM - 1	$ 33,142
FTM - 2	$ 33,477
FTM - 3	$ 33,850
FTM - 4	$ 34,210
FTM - 5	$ 34,571
FTM - 6	$ 34,935
FTM - 7	$ 35,298
FTM - 8	$ 35,659
FTM - 9	$ 36,019
FTM - 10	$ 36,383
FTM - 11	$ 36,747
FTM - 12	$ 37,105
FTM - 13	$ 37,470
FTM - 14	$ 37,832
FTM - 15	$ 38,194
FTM - 16	$ 38,554
FTM - 17	$ 38,916
FTM - 18	$ 39,282
FTM - 19	$ 39,641
FTM - 20	$ 40,001
FTM - 21	$ 40,365
FTM - 22	$ 40,726
FTM - 23	$ 41,089
FTM - 24	$ 41,450
FTM - 25	$ 41,813
FTM - 26	$ 42,176
FTM - 27	$ 42,539
FTM - 28	$ 42,898
FTM - 29	$ 43,261
FTM - 30	$ 43,621

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

Hickman County Schools
Chief Mechanic
Salary Schedule
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
CM - 0	$ 38,912
CM - 1	$ 39,366
CM - 2	$ 40,066
CM - 3	$ 40,762
CM - 4	$ 41,463
CM - 5	$ 42,162
CM - 6	$ 42,864
CM - 7	$ 43,559
CM - 8	$ 44,262
CM - 9	$ 44,960
CM - 10	$ 45,660
CM - 11	$ 46,357
CM - 12	$ 47,058
CM - 13	$ 48,850
CM - 14	$ 49,599
CM - 15	$ 50,295
CM - 16	$ 50,998
CM - 17	$ 51,695
CM - 18	$ 52,395
CM - 19	$ 53,092
CM - 20	$ 53,796
CM - 21	$ 54,492
CM - 22	$ 55,192
CM - 23	$ 55,890
CM - 24	$ 56,593
CM - 25	$ 56,871
CM - 26	$ 57,290
CM - 27	$ 58,688
CM - 28	$ 59,390
CM - 29	$ 60,088
CM - 30	$ 60,789

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

Hickman County Schools
12 Month School Nutrition Coordinator (CO) - Salary Schedule
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
NC - 0	$ 24,619
NC - 1	$ 24,720
NC - 2	$ 24,821
NC - 3	$ 24,963
NC - 4	$ 25,118
NC - 5	$ 26,275
NC - 6	$ 27,003
NC - 7	$ 27,730
NC - 8	$ 28,457
NC - 9	$ 29,185
NC - 10	$ 29,912
NC - 11	$ 30,639
NC - 12	$ 32,083
NC - 13	$ 32,821
NC - 14	$ 33,549
NC - 15	$ 34,276
NC - 16	$ 36,822
NC - 17	$ 37,857
NC - 18	$ 39,104
NC - 19	$ 40,878
NC - 20	$ 42,376
NC - 21	$ 45,551
NC - 22	$ 46,574
NC - 23	$ 47,357
NC - 24	$ 47,941
NC - 25	$ 48,768
NC - 26	$ 49,484
NC - 27	$ 50,189
NC - 28	$ 50,542
NC - 29	$ 50,905
NC - 30	$ 51,258

Hickman County School Food Service
Hourly Pay Scale
Cashiers
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
FSC - 0	$ 13.66
FSC - 1	$ 13.72
FSC - 2	$ 13.85
FSC - 3	$ 14.12
FSC - 4	$ 14.22
FSC - 5	$ 14.28
FSC - 6	$ 14.30
FSC - 7	$ 14.34
FSC - 8	$ 14.40
FSC - 9	$ 14.42
FSC - 10	$ 14.50
FSC - 11	$ 14.59
FSC - 12	$ 14.65
FSC - 13	$ 14.69
FSC - 14	$ 14.72
FSC - 15	$ 14.75
FSC - 16	$ 14.78
FSC - 17	$ 14.81
FSC - 18	$ 14.85
FSC - 19	$ 14.88
FSC - 20	$ 14.91
FSC - 21	$ 14.94
FSC - 22	$ 14.98
FSC - 23	$ 15.01
FSC - 24	$ 15.04
FSC - 25	$ 15.07
FSC - 26	$ 15.10
FSC - 27	$ 15.14
FSC - 28	$ 15.17
FSC - 29	$ 15.20
FSC - 30	$ 15.23

Hickman County School Food Service
Hourly Pay Scale
Regular Employees
FY 2024
Proposed June 5, 2023

Years of Experience	FY 2024 Step
FSH - 0	$ 13.00
FSH - 1	$ 13.06
FSH - 2	$ 13.25
FSH - 3	$ 13.52
FSH - 4	$ 13.57
FSH - 5	$ 13.63
FSH - 6	$ 13.68
FSH - 7	$ 13.73
FSH - 8	$ 13.79
FSH - 9	$ 13.84
FSH - 10	$ 13.89
FSH - 11	$ 13.95
FSH - 12	$ 14.00
FSH - 13	$ 14.03
FSH - 14	$ 14.07
FSH - 15	$ 14.10
FSH - 16	$ 14.13
FSH - 17	$ 14.16
FSH - 18	$ 14.19
FSH - 19	$ 14.23
FSH - 20	$ 14.26
FSH - 21	$ 14.29
FSH - 22	$ 14.32
FSH - 23	$ 14.35
FSH - 24	$ 14.39
FSH - 25	$ 14.42
FSH - 26	$ 14.45
FSH - 27	$ 14.48
FSH - 28	$ 14.52
FSH - 29	$ 14.55
FSH - 30	$ 14.58

Hickman County School Food Service
Manager's Salary Schedule
FY 2024
Proposed June5, 2023

Years of Experience	FY 2024 Step
SNM - 0	$ 22,528
SNM - 1	$ 24,054
SNM - 2	$ 24,953
SNM - 3	$ 25,853
SNM - 4	$ 26,464
SNM - 5	$ 27,075
SNM - 6	$ 27,197
SNM - 7	$ 27,298
SNM - 8	$ 27,408
SNM - 9	$ 27,508
SNM - 10	$ 27,619
SNM - 11	$ 27,718
SNM - 12	$ 27,830
SNM - 13	$ 27,930
SNM - 14	$ 28,052
SNM - 15	$ 28,186
SNM - 16	$ 28,308
SNM - 17	$ 28,430
SNM - 18	$ 28,563
SNM - 19	$ 28,684
SNM - 20	$ 28,819
SNM - 21	$ 28,952
SNM - 22	$ 29,074
SNM - 23	$ 29,206
SNM - 24	$ 29,340
SNM - 25	$ 29,473
SNM - 26	$ 29,608
SNM - 27	$ 29,740
SNM - 28	$ 29,874
SNM - 29	$ 30,007
SNM - 30	$ 30,141

	Number of Days
Serve Children	175
Cleaning or Reports	3
Holidays	2
In-Service or Other Work Related Time	7
Total Days	187