HICKMAN COUNTY SCHOOLS
FY 2026
Proposed June 2, 2025
CERTIFIED SALARY SCHEDULE

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	$47,924	$50,343	$52,072	$53,454	$56,103
1	$48,731	$50,920	$53,915	$55,298	$57,947
2	$49,538	$51,957	$54,952	$55,988	$59,214
3	$49,653	$52,187	$55,067	$56,219	$59,444
4	$49,768	$52,533	$55,182	$56,334	$59,675
5	$49,999	$53,108	$55,988	$56,795	$59,905
6	$51,150	$54,606	$56,564	$57,371	$60,136
7	$51,841	$54,952	$57,371	$58,178	$61,288
8	$52,187	$55,182	$58,062	$58,868	$62,555
9	$52,648	$55,874	$58,523	$59,560	$63,707
10	$53,108	$56,449	$59,099	$60,021	$65,089
11	$54,261	$59,214	$60,827	$62,094	$66,472
12	$54,606	$60,251	$61,519	$62,785	$66,933
13	$54,837	$60,366	$61,634	$63,246	$67,279
14	$55,067	$60,481	$61,863	$63,477	$68,661
15	$55,298	$60,712	$62,324	$64,053	$69,006
16	$57,486	$62,785	$64,743	$66,818	$71,656
17	$58,639	$63,477	$65,435	$67,854	$73,039
18	$58,754	$63,592	$65,781	$68,545	$73,960
19	$58,983	$63,707	$65,896	$68,891	$74,075
20	$59,099	$63,822	$66,933	$69,467	$75,112
21	$60,942	$65,781	$68,776	$71,310	$77,070
22	$61,058	$65,896	$69,006	$71,656	$77,301
23	$61,173	$66,011	$69,121	$71,771	$77,531
24	$61,288	$66,126	$69,237	$71,886	$77,761
25	$61,519	$66,241	$69,352	$72,001	$77,992
26	$61,634	$66,472	$69,467	$72,117	$78,222
27	$61,863	$66,587	$69,582	$72,347	$78,568
28	$61,979	$66,702	$69,698	$72,462	$78,799
29	$62,094	$66,818	$69,813	$72,578	$79,029
30	$62,785	$67,163	$70,504	$73,039	$80,987

HICKMAN COUNTY SCHOOLS
FY 2026
Proposed June 2, 2025
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 2026
Proposed June 2, 2025
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 2026
Proposed June 2, 2025
10 Month (K-8) Assistant Principals - Salary Schedule

Certified +$5,000

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	$52,924	$55,343	$57,072	$58,454	$61,103
1	$53,731	$55,920	$58,915	$60,298	$62,947
2	$54,538	$56,957	$59,952	$60,988	$64,214
3	$54,653	$57,187	$60,067	$61,219	$64,444
4	$54,768	$57,533	$60,182	$61,334	$64,675
5	$54,999	$58,108	$60,988	$61,795	$64,905
6	$56,150	$59,606	$61,564	$62,371	$65,136
7	$56,841	$59,952	$62,371	$63,178	$66,288
8	$57,187	$60,182	$63,062	$63,868	$67,555
9	$57,648	$60,874	$63,523	$64,560	$68,707
10	$58,108	$61,449	$64,099	$65,021	$70,089
11	$59,261	$64,214	$65,827	$67,094	$71,472
12	$59,606	$65,251	$66,519	$67,785	$71,933
13	$59,837	$65,366	$66,634	$68,246	$72,279
14	$60,067	$65,481	$66,863	$68,477	$73,661
15	$60,298	$65,712	$67,324	$69,053	$74,006
16	$62,486	$67,785	$69,743	$71,818	$76,656
17	$63,639	$68,477	$70,435	$72,854	$78,039
18	$63,754	$68,592	$70,781	$73,545	$78,960
19	$63,983	$68,707	$70,896	$73,891	$79,075
20	$64,099	$68,822	$71,933	$74,467	$80,112
21	$65,942	$70,781	$73,776	$76,310	$82,070
22	$66,058	$70,896	$74,006	$76,656	$82,301
23	$66,173	$71,011	$74,121	$76,771	$82,531
24	$66,288	$71,126	$74,237	$76,886	$82,761
25	$66,519	$71,241	$74,352	$77,001	$82,992
26	$66,634	$71,472	$74,467	$77,117	$83,222
27	$66,863	$71,587	$74,582	$77,347	$83,568
28	$66,979	$71,702	$74,698	$77,462	$83,799
29	$67,094	$71,818	$74,813	$77,578	$84,029
30	$67,785	$72,163	$75,504	$78,039	$85,987

HICKMAN COUNTY SCHOOLS
FY 2026
Proposed June 2, 2025
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	$58,216	$60,877	$62,779	$64,299	$67,213
1	$59,104	$61,512	$64,807	$66,328	$69,242
2	$59,992	$62,653	$65,947	$67,087	$70,635
3	$60,118	$62,906	$66,074	$67,341	$70,888
4	$60,245	$63,286	$66,200	$67,467	$71,143
5	$60,499	$63,919	$67,087	$67,975	$71,396
6	$61,765	$65,567	$67,720	$68,608	$71,650
7	$62,525	$65,947	$68,608	$69,496	$72,917
8	$62,906	$66,200	$69,368	$70,255	$74,311
9	$63,413	$66,961	$69,875	$71,016	$75,578
10	$63,919	$67,594	$70,509	$71,523	$77,098
11	$65,187	$70,635	$72,410	$73,803	$78,619
12	$65,567	$71,776	$73,171	$74,564	$79,126
13	$65,821	$71,903	$73,297	$75,071	$79,507
14	$66,074	$72,029	$73,549	$75,325	$81,027
15	$66,328	$72,283	$74,056	$75,958	$81,407
16	$68,735	$74,564	$76,717	$79,000	$84,322
17	$70,003	$75,325	$77,479	$80,139	$85,843
18	$70,129	$75,451	$77,859	$80,900	$86,856
19	$70,381	$75,578	$77,986	$81,280	$86,983
20	$70,509	$75,704	$79,126	$81,914	$88,123
21	$72,536	$77,859	$81,154	$83,941	$90,277
22	$72,664	$77,986	$81,407	$84,322	$90,531
23	$72,790	$78,112	$81,533	$84,448	$90,784
24	$72,917	$78,239	$81,661	$84,575	$91,037
25	$73,171	$78,365	$81,787	$84,701	$91,291
26	$73,297	$78,619	$81,914	$84,829	$91,544
27	$73,549	$78,746	$82,040	$85,082	$91,925
28	$73,677	$78,872	$82,168	$85,208	$92,179
29	$73,803	$79,000	$82,294	$85,336	$92,432
30	$74,564	$79,379	$83,054	$85,843	$94,586

Hickman County Schools
FY 2026
Proposed June 2, 2025
Superviors-12 Month Non-Educational -
Salary Schedule

Years of Experience	FY 2026 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 2026
Proposed June 2, 2025
12 Month High School Athletic Directors - Salary Schedule

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

Hickman County Schools
FY 2026
Proposed June 2, 2025
Bus Drivers - Salary Schedule

Years of Experience	FY 2025 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 June 2, 2025
12 Month School Nutrition Coordinator (CO) - Salary Schedule

Years of Experience	FY 2026 Step
NC - 0	$27,209
NC - 1	$27,314
NC - 2	$27,462
NC - 3	$27,623
NC - 4	$28,826
NC - 5	$29,584
NC - 6	$30,340
NC - 7	$31,096
NC - 8	$31,853
NC - 9	$32,609
NC - 10	$33,365
NC - 11	$34,867
NC - 12	$35,634
NC - 13	$36,391
NC - 14	$37,148
NC - 15	$39,795
NC - 16	$40,872
NC - 17	$42,169
NC - 18	$44,014
NC - 19	$45,572
NC - 20	$48,874
NC - 21	$49,937
NC - 22	$50,752
NC - 23	$51,359
NC - 24	$52,219
NC - 25	$52,964
NC - 26	$53,697
NC - 27	$54,064
NC - 28	$54,442
NC - 29	$54,809
NC - 30	$55,864

Hickman County Schools
FY 2025
Proposed June 2, 2025
Central Office - 12 Month Administrative Assistant - Salary Schedule

Years of Experience	FY 2026 Step
AA - 0	$27,209
AA - 1	$27,356
AA - 2	$27,516
AA - 3	$28,714
AA - 4	$29,467
AA - 5	$31,612
AA - 6	$32,284
AA - 7	$33,653
AA - 8	$34,486
AA - 9	$35,259
AA - 10	$36,759
AA - 11	$37,595
AA - 12	$37,988
AA - 13	$38,978
AA - 14	$39,968
AA - 15	$40,968
AA - 16	$42,042
AA - 17	$45,380
AA - 18	$47,097
AA - 19	$49,767
AA - 20	$50,768
AA - 21	$51,971
AA - 22	$52,830
AA - 23	$53,545
AA - 24	$54,308
AA - 25	$55,274
AA - 26	$56,703
AA - 27	$57,932
AA - 28	$58,492
AA - 29	$58,923
AA - 30	$60,877

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
FY 2026
Approved June 2, 2025
Central Office - Programs/Grants 12 Months
Salary Schedule

Years of Experience	FY 26 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 2026
Proposed June 2, 2025
Central Office - Secretary

Years of Experience	FY 2025 12 Mo Step
SCO - 0	$26,159
SCO - 1	$26,308
SCO - 2	$26,454
SCO - 3	$26,604
SCO - 4	$26,764
SCO - 5	$26,911
SCO - 6	$27,061
SCO - 7	$27,209
SCO - 8	$27,356
SCO - 9	$27,516
SCO - 10	$27,961
SCO - 11	$28,110
SCO - 12	$28,269
SCO - 13	$28,418
SCO - 14	$28,565
SCO - 15	$29,022
SCO - 16	$29,170
SCO - 17	$29,319
SCO - 18	$29,467
SCO - 19	$29,615
SCO - 20	$30,071
SCO - 21	$30,220
SCO - 22	$30,369
SCO - 23	$30,528
SCO - 24	$30,677
SCO - 25	$31,121
SCO - 26	$31,281
SCO - 27	$31,429
SCO - 28	$31,577
SCO - 29	$31,726
SCO - 30	$32,183

Hickman County Schools
FY 2026
Proposed June 2, 2025
Maintenance Mechanic (Hourly Rate)

Years of Experience	FY 2026 Step
MM - 0	$16.86
MM - 1	$17.63
MM - 2	$17.98
MM - 3	$18.38
MM - 4	$18.75
MM - 5	$19.12
MM - 6	$19.12
MM - 7	$19.53
MM - 8	$19.87
MM - 9	$20.26
MM - 10	$20.64
MM - 11	$21.00
MM - 12	$21.40
MM - 13	$21.75
MM - 14	$22.14
MM - 15	$22.49
MM - 16	$22.89
MM - 17	$23.27
MM - 18	$23.63
MM - 19	$24.03
MM - 20	$24.40
MM - 21	$24.76
MM - 22	$25.15
MM - 23	$25.52
MM - 24	$25.88
MM - 25	$26.28
MM - 26	$26.65
MM - 27	$27.38
MM - 28	$27.79
MM - 29	$28.17
MM - 30	$28.51

Hickman County Schools
FY 2026
Proposed June 2, 2025
Certified Licensed Maintenance Technician

Years of Experience	FY 2026 Step
CMT - 0	$42,820
CMT - 1	$43,273
CMT - 2	$43,725
CMT - 3	$44,177
CMT - 4	$44,629
CMT - 5	$45,082
CMT - 6	$45,533
CMT - 7	$46,353
CMT - 8	$47,274
CMT - 9	$48,171
CMT - 10	$47,342
CMT - 11	$48,020
CMT - 12	$48,699
CMT - 13	$49,377
CMT - 14	$50,055
CMT - 15	$50,733
CMT - 16	$55,254
CMT - 17	$56,385
CMT - 18	$57,514
CMT - 19	$58,645
CMT - 20	$59,774
CMT - 21	$60,905
CMT - 22	$62,036
CMT - 23	$63,166
CMT - 24	$64,296
CMT - 25	$65,426
CMT - 26	$66,557
CMT - 27	$67,687
CMT - 28	$68,817
CMT - 29	$69,948
CMT - 30	$71,077

Hickman County Schools
FY 2026
Proposed June 2, 2025
Full Time Mechanic

Years of Experience	FY 2026 Step
SM - 0	$37,613
SM - 1	$38,183
SM - 2	$38,774
SM - 3	$39,358
SM - 4	$39,942
SM - 5	$40,529
SM - 6	$40,802
SM - 7	$41,310
SM - 8	$41,672
SM - 9	$42,040
SM - 10	$42,404
SM - 11	$42,766
SM - 12	$43,132
SM - 13	$43,496
SM - 14	$43,860
SM - 15	$44,225
SM - 16	$44,588
SM - 17	$44,954
SM - 18	$45,316
SM - 19	$45,680
SM - 20	$46,044
SM - 21	$46,408
SM - 22	$46,773
SM - 23	$47,137
SM - 24	$47,501
SM - 25	$47,867
SM - 26	$48,375
SM - 27	$48,881
SM - 28	$49,390
SM - 29	$49,897
SM - 30	$50,407

Hickman County Schools Food Service
FY 2026
Cashiers
Hourly Pay Scale

Years of Experience	FY 2025 Step
FSC - 0	$15.21
FSC - 1	$15.35
FSC - 2	$15.63
FSC - 3	$15.74
FSC - 4	$15.80
FSC - 5	$15.82
FSC - 6	$15.86
FSC - 7	$15.93
FSC - 8	$15.95
FSC - 9	$16.03
FSC - 10	$16.12
FSC - 11	$16.19
FSC - 12	$16.23
FSC - 13	$16.26
FSC - 14	$16.29
FSC - 15	$16.32
FSC - 16	$16.35
FSC - 17	$16.39
FSC - 18	$16.43
FSC - 19	$16.46
FSC - 20	$16.49
FSC - 21	$16.53
FSC - 22	$16.56
FSC - 23	$16.59
FSC - 24	$16.62
FSC - 25	$16.65
FSC - 26	$16.70
FSC - 27	$16.73
FSC - 28	$16.76
FSC - 29	$16.79
FSC - 30	$16.82

Hickman County School Food Service
FY 2026
Regular Employees
Hourly Pay Scale

Years of Experience	FY 2026 Step
FSH - 0	$14.53
FSH - 1	$14.73
FSH - 2	$15.01
FSH - 3	$15.06
FSH - 4	$15.13
FSH - 5	$15.18
FSH - 6	$15.23
FSH - 7	$15.29
FSH - 8	$15.34
FSH - 9	$15.40
FSH - 10	$15.46
FSH - 11	$15.51
FSH - 12	$15.54
FSH - 13	$15.58
FSH - 14	$15.61
FSH - 15	$15.65
FSH - 16	$15.68
FSH - 17	$15.71
FSH - 18	$15.75
FSH - 19	$15.78
FSH - 20	$15.81
FSH - 21	$15.84
FSH - 22	$15.87
FSH - 23	$15.92
FSH - 24	$15.95
FSH - 25	$15.98
FSH - 26	$16.01
FSH - 27	$16.05
FSH - 28	$16.08
FSH - 29	$16.11
FSH - 30	$16.14

Hickman County School Food Service
FY 2026
Manager's Salary Schedule

Years of Experience	FY 2026 Step
SNM - 0	$26,517
SNM - 1	$27,452
SNM - 2	$28,388
SNM - 3	$29,023
SNM - 4	$29,658
SNM - 5	$29,785
SNM - 6	$29,890
SNM - 7	$30,005
SNM - 8	$30,109
SNM - 9	$30,224
SNM - 10	$30,327
SNM - 11	$30,444
SNM - 12	$30,548
SNM - 13	$30,675
SNM - 14	$30,814
SNM - 15	$30,941
SNM - 16	$31,068
SNM - 17	$31,206
SNM - 18	$31,332
SNM - 19	$31,472
SNM - 20	$31,611
SNM - 21	$31,737
SNM - 22	$31,875
SNM - 23	$32,014
SNM - 24	$32,152
SNM - 25	$32,293
SNM - 26	$32,430
SNM - 27	$32,569
SNM - 28	$32,708
SNM - 29	$32,847
SNM - 30	$32,984

Hickman County Schools
FY 2026
School Psychologist
11 Month Salary Schedule

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
PSY - 0	$69,473	$71,859	$73,767	$77,422
PSY - 1	$70,270	$74,403	$76,311	$79,967
PSY - 2	$71,701	$75,834	$77,263	$81,715
PSY - 3	$72,018	$75,992	$77,582	$82,033
PSY - 4	$72,496	$76,151	$77,741	$82,352
PSY - 5	$73,289	$77,263	$78,377	$82,669
PSY - 6	$75,356	$78,058	$79,172	$82,988
PSY - 7	$75,834	$79,172	$80,286	$84,577
PSY - 8	$76,151	$80,126	$81,238	$86,326
PSY - 9	$77,106	$80,762	$82,193	$87,916
PSY - 10	$77,900	$81,557	$82,829	$89,823
PSY - 11	$81,715	$83,941	$85,690	$91,731
PSY - 12	$83,146	$84,896	$86,643	$92,368
PSY - 13	$83,305	$85,055	$87,279	$92,845
PSY - 14	$83,464	$85,371	$87,598	$94,752
PSY - 15	$83,783	$86,007	$88,393	$95,228
PSY - 16	$86,643	$89,345	$92,209	$98,885
PSY - 17	$87,598	$90,300	$93,639	$100,794
PSY - 18	$87,757	$90,778	$94,592	$102,065
PSY - 19	$87,916	$90,936	$95,070	$102,224
PSY - 20	$88,074	$92,368	$95,864	$103,655
PSY - 21	$90,778	$94,911	$98,408	$106,357
PSY - 22	$90,936	$95,228	$98,885	$106,675
PSY - 23	$91,095	$95,387	$99,044	$106,993
PSY - 24	$91,254	$95,547	$99,203	$107,310
PSY - 25	$91,413	$95,706	$99,361	$107,629
PSY - 26	$91,731	$95,864	$99,521	$107,946
PSY - 27	$91,890	$96,023	$99,839	$108,424
PSY - 28	$92,049	$96,183	$99,998	$108,743
PSY - 29	$92,209	$96,342	$100,158	$109,060
PSY - 30	$92,685	$97,296	$100,794	$111,762

Base Salary by Training and Experience (Certified Pay Scale)
x 1.1 (Eleventh Month)
+28% of Base Base Salary
Eligible for $2500 retention bonus

Hickman County Schools
FY 2026
Occupational Therapist
Salary Schedule

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
SPCH - 0	$65,343	$67,072	$68,454	$71,103
SPCH - 1	$65,920	$68,915	$70,298	$72,947
SPCH - 2	$66,957	$69,952	$70,988	$74,214
SPCH - 3	$67,187	$70,067	$71,219	$74,444
SPCH - 4	$67,533	$70,182	$71,334	$74,675
SPCH - 5	$68,108	$70,988	$71,795	$74,905
SPCH - 6	$69,606	$71,564	$72,371	$75,136
SPCH - 7	$69,952	$72,371	$73,178	$76,288
SPCH - 8	$70,182	$73,062	$73,868	$77,555
SPCH - 9	$70,874	$73,523	$74,560	$78,707
SPCH - 10	$71,449	$74,099	$75,021	$80,089
SPCH - 11	$74,214	$75,827	$77,094	$81,472
SPCH - 12	$75,251	$76,519	$77,785	$81,933
SPCH - 13	$75,366	$76,634	$78,246	$82,279
SPCH - 14	$75,481	$76,863	$78,477	$83,661
SPCH - 15	$75,712	$77,324	$79,053	$84,006
SPCH - 16	$77,785	$79,743	$81,818	$86,656
SPCH - 17	$78,477	$80,435	$82,854	$88,039
SPCH - 18	$78,592	$80,781	$83,545	$88,960
SPCH - 19	$78,707	$80,896	$83,891	$89,075
SPCH - 20	$78,822	$81,933	$84,467	$90,112
SPCH - 21	$80,781	$83,776	$86,310	$92,070
SPCH - 22	$80,896	$84,006	$86,656	$92,301
SPCH - 23	$81,011	$84,121	$86,771	$92,531
SPCH - 24	$81,126	$84,237	$86,886	$92,761
SPCH - 25	$81,241	$84,352	$87,001	$92,992
SPCH - 26	$81,472	$84,467	$87,117	$93,222
SPCH - 27	$81,587	$84,582	$87,347	$93,568
SPCH - 28	$81,702	$84,698	$87,462	$93,799
SPCH - 29	$81,818	$84,813	$87,578	$94,029
SPCH - 30	$82,163	$85,504	$88,039	$95,987

Hickman County Schools
FY 2026
School Speech Pathologist
11 Month Salary Schedule

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
SPCH - 0	$60,412	$62,486	$64,145	$67,324
SPCH - 1	$61,104	$64,698	$66,358	$69,536
SPCH - 2	$62,348	$65,942	$67,186	$71,057
SPCH - 3	$62,624	$66,080	$67,463	$71,333
SPCH - 4	$63,040	$66,218	$67,601	$71,610
SPCH - 5	$63,730	$67,186	$68,154	$71,886
SPCH - 6	$65,527	$67,877	$68,845	$72,163
SPCH - 7	$65,942	$68,845	$69,814	$73,546
SPCH - 8	$66,218	$69,674	$70,642	$75,066
SPCH - 9	$67,049	$70,228	$71,472	$76,448
SPCH - 10	$67,739	$70,919	$72,025	$78,107
SPCH - 11	$71,057	$72,992	$74,513	$79,766
SPCH - 12	$72,301	$73,823	$75,342	$80,320
SPCH - 13	$72,439	$73,961	$75,895	$80,735
SPCH - 14	$72,577	$74,236	$76,172	$82,393
SPCH - 15	$72,854	$74,789	$76,864	$82,807
SPCH - 16	$75,342	$77,692	$80,182	$85,987
SPCH - 17	$76,172	$78,522	$81,425	$87,647
SPCH - 18	$76,310	$78,937	$82,254	$88,752
SPCH - 19	$76,448	$79,075	$82,669	$88,890
SPCH - 20	$76,586	$80,320	$83,360	$90,134
SPCH - 21	$78,937	$82,531	$85,572	$92,484
SPCH - 22	$79,075	$82,807	$85,987	$92,761
SPCH - 23	$79,213	$82,945	$86,125	$93,037
SPCH - 24	$79,351	$83,084	$86,263	$93,313
SPCH - 25	$79,489	$83,222	$86,401	$93,590
SPCH - 26	$79,766	$83,360	$86,540	$93,866
SPCH - 27	$79,904	$83,498	$86,816	$94,282
SPCH - 28	$80,042	$83,638	$86,954	$94,559
SPCH - 29	$80,182	$83,776	$87,094	$94,835
SPCH - 30	$80,596	$84,605	$87,647	$97,184

Base Salary by Training and Experience (Certified Pay Scale)
x 1.1 (Eleventh Month)
+ 10 % of Base Base Salary
Eligible for $2500 retention bonus

HICKMAN COUNTY SCHOOLS
FY 2026
Proposed June 2, 2025
SOCIAL WORKER SALARY SCHEDULE

YEARS	Social Worker (BA/BS)	Social Worker (MA/MS)	*LCSW-**LPC	Ph.D.
0	$47,924	$50,343	$52,072	$56,103
1	$48,731	$50,920	$53,915	$57,947
2	$49,538	$51,957	$54,952	$59,214
3	$49,653	$52,187	$55,067	$59,444
4	$49,768	$52,533	$55,182	$59,675
5	$49,999	$53,108	$55,988	$59,905
6	$51,150	$54,606	$56,564	$60,136
7	$51,841	$54,952	$57,371	$61,288
8	$52,187	$55,182	$58,062	$62,555
9	$52,648	$55,874	$58,523	$63,707
10	$53,108	$56,449	$59,099	$65,089
11	$54,261	$59,214	$60,827	$66,472
12	$54,606	$60,251	$61,519	$66,933
13	$54,837	$60,366	$61,634	$67,279
14	$55,067	$60,481	$61,863	$68,661
15	$55,298	$60,712	$62,324	$69,006
16	$57,486	$62,785	$64,743	$71,656
17	$58,639	$63,477	$65,435	$73,039
18	$58,754	$63,592	$65,781	$73,960
19	$58,983	$63,707	$65,896	$74,075
20	$59,099	$63,822	$66,933	$75,112
21	$60,942	$65,781	$68,776	$77,070
22	$61,058	$65,896	$69,006	$77,301
23	$61,173	$66,011	$69,121	$77,531
24	$61,288	$66,126	$69,237	$77,761
25	$61,519	$66,241	$69,352	$77,992
26	$61,634	$66,472	$69,467	$78,222
27	$61,863	$66,587	$69,582	$78,568
28	$61,979	$66,702	$69,698	$78,799
29	$62,094	$66,818	$69,813	$79,029
30	$62,785	$67,163	$70,504	$80,987

*LCSW - Licensed Clinical Social Worker

** Licensed Professional Counselor

Hickman County Schools
FY 2026
LPN/RN
10 Month Salary Schedule

Years of Experience	LPN FY 2026 Step	Years of Experience	RN FY 2026 Step
LPN - 0	$34,863	RN - 0	$47,924
LPN - 1	$34,863	RN - 1	$48,731
LPN - 2	$34,863	RN - 2	$49,538
LPN - 3	$35,453	RN - 3	$49,653
LPN - 4	$35,453	RN - 4	$49,768
LPN - 5	$35,453	RN - 5	$49,999
LPN - 6	$36,064	RN - 6	$51,150
LPN - 7	$36,064	RN - 7	$51,841
LPN - 8	$36,064	RN - 8	$52,187
LPN - 9	$37,265	RN - 9	$52,648
LPN - 10	$37,265	RN - 10	$53,108
LPN - 11	$37,265	RN - 11	$54,261
LPN - 12	$38,409	RN - 12	$54,606
LPN - 13	$38,409	RN - 13	$54,837
LPN - 14	$38,409	RN - 14	$55,067
LPN - 15	$38,409	RN - 15	$55,298
LPN - 16	$38,409	RN - 16	$57,486
LPN - 17	$38,409	RN - 17	$58,639
LPN - 18	$38,409	RN - 18	$58,754
LPN - 19	$38,409	RN - 19	$58,983
LPN - 20	$38,409	RN - 20	$59,099
LPN - 21	$38,409	RN - 21	$60,942
LPN - 22	$38,409	RN - 22	$61,058
LPN - 23	$38,409	RN - 23	$61,173
LPN - 24	$38,409	RN - 24	$61,288
LPN - 25	$38,409	RN - 25	$61,519
LPN - 26	$38,409	RN - 26	$61,634
LPN - 27	$38,409	RN - 27	$61,863
LPN - 28	$38,409	RN - 28	$61,979
LPN - 29	$38,409	RN - 29	$62,094
LPN - 30	$38,409	RN - 30	$62,785

Hickman County Schools
FY 2026
School Secretary/Bookkeeper
Salary Schedule

Years of Experience	FY 2026 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 2026
Educational Assistants
Salary Schedule

Years of Experience	FY 2026 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 2026
Substitute Teacher
Daily Rate

Non-Certified	**$90.00**
Certified	**$120.00**

***½ days will be prorated**

FY 2026
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 2026
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