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.	**Steps**
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
Superviors-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