

**HICKMAN COUNTY BOARD OF EDUCATION  
2020-21 CERTIFIED SALARY SCHEDULE  
186 DAYS, 0% INCREASE**

RANK	I	II	III	IV	V
0-3	\$ 44,462	\$ 40,168	\$ 35,906	\$ 31,287	\$ 29,106
4-9	\$ 48,777	\$ 44,462	\$ 40,168	\$ 32,398	\$ 29,106
10-14	\$ 54,377	\$ 50,030	\$ 45,685	\$ 33,509	\$ 29,106
15-19	\$ 56,010	\$ 51,681	\$ 47,333	\$ 34,620	\$ 29,106
20+	\$ 56,835	\$ 52,502	\$ 48,144	\$ 35,731	\$ 29,106

**Approved by the Hickman County Board of  
Education on May 26, 2020**

- Rank I            Master's Degree + 30 hours
- Rank II          Master's Degree
- Rank III        BS Degree with Teaching Certificate
- Rank IV        Emergency Certificate with Undergraduate Degree but no  
Teaching Certificate
- Rank V          Emergency Certificate with at least 64 undergraduate hours

Years experience must be fully completed to move into that pay level (i.e. You must have *completed all* of year 4 prior to moving into the 4-9 year pay level. You cannot receive the 4-9 year level pay *during* your 4th year).