

**HICKMAN COUNTY BOARD OF EDUCATION
2026-27 CERTIFIED SALARY SCHEDULE
186 DAYS, 4% INCREASE FOR ALL**

RANK	I	II	III	IV	V
0-3	\$ 51,676	\$ 46,936	\$ 43,254	\$ 37,133	\$ 34,727
4-9	\$ 56,439	\$ 51,676	\$ 46,936	\$ 38,359	\$ 34,727
10-14	\$ 62,619	\$ 57,822	\$ 53,025	\$ 39,587	\$ 34,727
15-19	\$ 64,422	\$ 59,644	\$ 54,844	\$ 40,812	\$ 34,727
20+	\$ 65,332	\$ 60,550	\$ 55,740	\$ 42,039	\$ 34,727

**Approved by the Hickman County Board of Education on
May 21, 2026**

Rank I	Master's Degree + 30 hours
Rank II	Master's Degree for teachers, Additional Certification or Master's
Rank III	BS Degree with Teaching Certificate for teachers, BS Degree all
Rank IV	Emergency Certificate with Undergraduate Degree but no
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).